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# European Sustainability Report

Fiscal Year 2024



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# Introduction

## About this Report

This is Owens & Minor's first Sustainability Report for its European group of companies (hereafter "O&M Halyard"), reflecting our commitment to transparency, accountability, and responsible business practices. The scope of this report covers O&M Halyard's operations in Europe, including manufacturing, logistics, and distribution activities (NACE Code: G- 46.46). The report provides an overview of our Environmental, Social, and Governance (ESG) performance across our European operations and outlines how we contribute to Owens & Minor's global sustainability strategy.

Data and performance indicators relate primarily to the 2024 financial year, unless otherwise stated. While the focus is on our European operations, the report aligns with Owens & Minor's broader sustainability strategy and incorporates selected global data where relevant, such as Scope 3 emissions and supplier engagement.

## Basis for Preparation

This report has been prepared with reference to the Voluntary Sustainability Reporting Standard for Small and Medium-sized Enterprises (VSME) -Option B: Basic and Comprehensive Module, providing a proportionate and structured approach to sustainability disclosure. Disclosures have been informed by the outcomes of our CSRD-aligned Double Materiality Assessment.

## Data and Assurance

All data presented in this report have been compiled using internal systems and subject to internal review processes. As this is our first European Sustainability Report, external assurance has not been obtained for the 2024 reporting year. We are strengthening our data management, governance, and reporting processes to support future assurance readiness and improved data quality.

## Future Reporting

This report establishes a baseline against which future progress will be measured. We intend to enhance disclosures, expand data coverage, and further integrate sustainability considerations into our strategy and operations as part of our long-term commitment to responsible business practices.

**Contact:** For further information on this report, please contact [info.emea@owens-minor.com](mailto:info.emea@owens-minor.com).

## Leadership Statement

At O&M Halyard we believe healthcare is essential to building a more sustainable future. As the global population continues to grow and age, the need for accessible, high-quality care is becoming increasingly important. We are proud to help meet that need by producing and distributing essential healthcare products.

Our vision for O&M Halyard is to be a trusted partner delivering safe, innovative single-use solutions for healthcare and various industries, while minimising environmental impacts and promoting sustainable practices. Our Environmental, Social, and Governance (ESG) strategy outlines a comprehensive approach for advancing sustainability, social responsibility, and governance excellence across our operations.

This report represents the beginning of our regional ESG journey, testifying our commitment to transparency and continuous improvement.

Our first European Sustainability Report highlights our initial achievements in sourcing renewable energy, maximizing collection and reduction of packaging waste, and caring for our teammates through continued safety and healthy lifestyle programs, while assessing our sustainability journey progress through external audit. More specifically we are focusing on reducing our environmental footprint through renewable energy adoption at ArcRoyal, our Irish manufacturing site, improving circularity in our packaging across our distribution networks, and fostering an inclusive and supportive workplace for all teammates. In our first year, we have sourced 657 MWh of renewable energy and achieved an 89% waste diversion rate at ArcRoyal.

As we continue to roll out our ESG strategy of a responsible growth model, we will remain true to our mission **Empowering Our Customers to Advance Healthcare**<sup>®</sup> which is our commitment to innovation, sustainability, and ethical practices. As we grow in Europe, we aim to expand renewable energy usage, strengthen sustainable practices across our value chain, and continue delivering products and services that make a lasting difference in healthcare and the communities we serve. We encourage our customers, teammates, and partners to explore this report and join us in advancing sustainable healthcare practices across Europe.






**Pierre Deschamps**

Vice President & Regional General Manager,  
O&M Halyard EMEA

## Our 2024 Highlights<sup>1</sup>

In 2024, O&M Halyard advanced its sustainability journey across key environmental and social areas, from progressing toward net-zero Scope 1 and Scope 2 emissions and expanding circular economy initiatives, to strengthening supplier engagement, teammate wellbeing, and community support.

Environmental Stewardship	Social Responsibility	Governance
<p>Energy &amp; Emissions:</p> <p><b>100%</b> Renewable energy at ArcRoyal (Irish manufacturing site)</p> <p>Waste &amp; Circularity:</p> <p><b>89%</b> Waste diversion rate</p> <p><b>BREEAM-certified building for Belgium HQ</b></p> 	<p><b>1st</b> Gender Pay Gap Report published by ArcRoyal (Irish manufacturing site)</p> <p><b>9</b> Community initiatives supported</p> <p><b>5</b> Product donations delivered</p>	<p>Business Ethics:</p> <p><b>100%</b> Completion of Code of Honour training</p> <p>Vendor Code of Conduct 100% signed by all suppliers</p> <p><b><u>EcoVadis Bronze Medal for Belgium site</u></b></p>  <p><b>ISO 14001 certification (Belgium)</b></p> 

<sup>1</sup> This report includes data from the 2024 calendar year and describes activities that took place during the 2025 calendar year

## Business Overview

*A catalyst for moving care forward.*

Owens & Minor is a global healthcare solutions company providing essential products, services and technology solutions that support care delivery in leading hospitals, health systems and research centers around the world. For over 140 years, Owens & Minor has delivered comfort and confidence behind the scenes so healthcare stays at the forefront, helping to make each day better for the hospitals, healthcare partners, and communities we serve. Powered by more than 14,000 teammates worldwide, Owens & Minor exists because every day, everywhere, Life Takes Care®.

### About O&M Halyard

O&M Halyard operates as a regional subsidiary of O&M, focusing on delivering high-quality products and services of healthcare systems across Europe, the Middle East, and Africa. Our operations combine global expertise with regional agility to meet the unique needs of healthcare systems in these markets.

All regional operations align with O&M's global framework, ensuring consistency in product quality, customer service, regulatory compliance, and responsible business practices across our market.

Our European Operations:

- **Regional Headquarters:** Diegem, Belgium
- **Manufacturing Site:** ArcRoyal, located in Ireland, specialising in custom surgical procedure trays distributed to healthcare customers in Europe
- **Distribution Network:** Two regional hubs and logistics partners ensuring reliable product access across more than 50 countries

### Our Business Value Chain

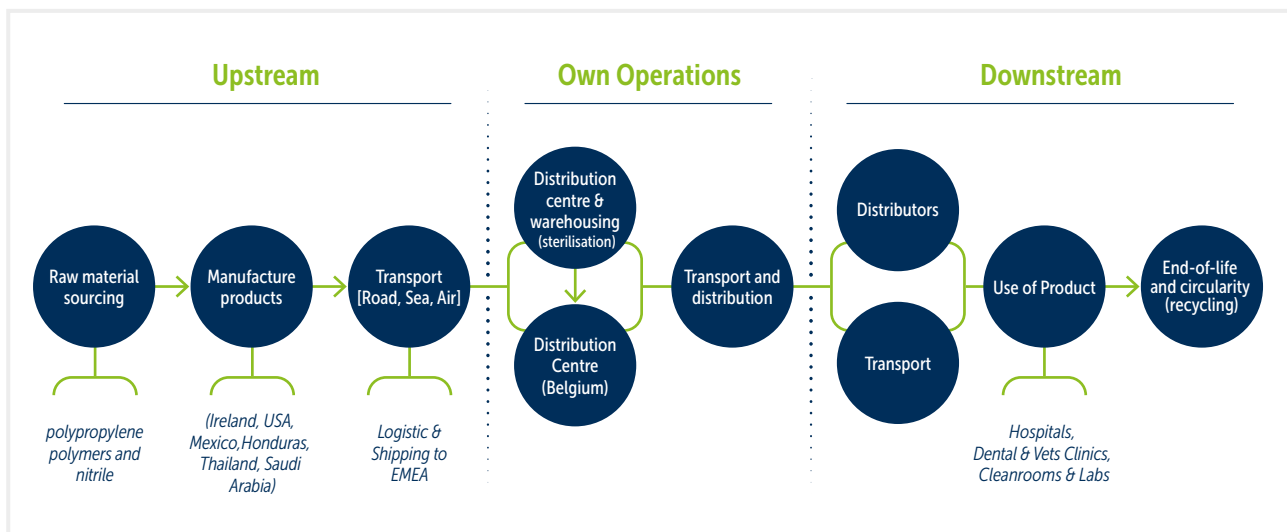


Figure 1. O&M Halyard Value Chain Map

## O&M Halyard Geographic Locations



Figure 2. O&M Halyard Geographic Locations

### Our Products and Markets

O&M Halyard offers a clinically and technically proven portfolio designed to protect patients and healthcare professionals, as well as industrial users:

- Sterilisation wrap
- Facial protection
- Examination gloves
- Industrial gloves
- Protective apparel
- Surgical drapes & gowns
- Custom surgical procedure trays

These products support infection prevention and surgical excellence in acute and non-acute care settings as well as industrial users across more than 50 countries.

We serve end users directly through our commercial teams and through selected specialised distributors. Our products support hospitals, clinics, and adjacent care providers, while our industrial gloves range supports controlled manufacturing environments and laboratories. This extensive network ensures reliable access to high-quality medical products, even in complex or rapidly changing supply chain conditions.

### Our Key Stakeholders and Business Relationships

Strong, long-term partnerships are essential to our operations. We work closely with healthcare providers, procurement organisations, suppliers, and logistics partners to maintain high product standards and ensure supply chain resilience and transparency. We collaborate closely with hospitals, procurement agencies, and distributors to anticipate regional needs and ensure reliable product availability.

# Our Approach to Sustainability

**Sustainability is at the heart of how we create long-term value for our customers, teammates, and communities.**

Our sustainability approach embeds environmental and social considerations into everyday decision-making, ensuring long-term value for our customers, teammates, suppliers, and the communities we serve. We are guided by the belief that responsible business practices strengthen resilience, drive innovation, and ultimately support better healthcare outcomes for patients.

From an environmental perspective, we focus on minimising packaging waste, improving energy efficiency, and exploring sustainable materials in product design and logistics. Beyond environmental goals, we prioritise employee wellbeing, diversity and inclusion, and ethical business practices throughout our operations and value chain.

We believe that advancing health and healthcare must go hand in hand with protecting people and the planet. These commitments reflect O&M's mission of **Empowering Our Customers to Advance Healthcare®** and our purpose, **Life Takes Care®**, as we continue to deliver trusted, high-quality healthcare solutions that protect both people and the planet.

We have aligned our activities to the United Nations Sustainable Development Goals (SDGs). Out of the 17 SDGs, we prioritise four where our operations and expertise enable the most meaningful impact.



# Sustainability Governance

## Embedding accountability for sustainability across all levels of leadership.

Sustainability governance at O&M Halyard is integrated into our European leadership structure and aligned with O&M's global ESG framework. This ensures consistent standards while addressing local priorities.

### O&M Global ESG Governing Board

Sets company sustainability priorities and allocates resources to ensure alignment with global regulations and stakeholder expectations

### O&M Halyard Executive Leadership Team

Implements sustainability strategy regionally, ensuring compliance and monitoring performance across all sites

### O&M Halyard ESG Steering Committee

Coordinates day-to-day executions, data collection, and stakeholder engagement, supported by working-level teams for programme implementation and internal communication

### Working-Level Sustainability Teams

Day-to-day execution of our sustainability strategy is coordinated by the Global Director of ESG & Sustainability and supported by regional teams, including the O&M Halyard ESG Steering Committee

Figure 3. Global & O&M Halyard Governance Structure

## Key Features of Our Governance Approach

- Clear accountability at every level – from global oversight to regional execution.
- Integration of ESG into business planning, risk management, and operational decisions.
- Cross-functional collaboration between sustainability, operations, legal, and compliance teams.

This structure enables us to manage ESG risks and opportunities effectively while driving continuous improvement across O&M Halyard operations.

## Double Materiality Assessment

In 2025, we completed our first Double Materiality Assessment in alignment with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). The purpose of this assessment was to identify the sustainability topics, and their associated impacts, risks and opportunities, that are most relevant to our business, value chain and stakeholders. The assessment provides a structured approach to identify and prioritise the sustainability matters most relevant to O&M Halyard's business and its key stakeholders.

While O&M Halyard is not currently subject to CSRD reporting requirements, we have voluntarily conducted a Double Materiality Assessment using a CSRD-aligned methodology to strengthen the structure and quality of our sustainability reporting. This approach enhances the credibility of our disclosures and ensures alignment with evolving regulatory expectations and stakeholder priorities.

We are committed to reviewing our results on an ongoing basis and incorporating this information into our business strategy where appropriate. If there is a significant change to our operating model or stakeholders, we will consider whether the results need to be updated to account for this change.

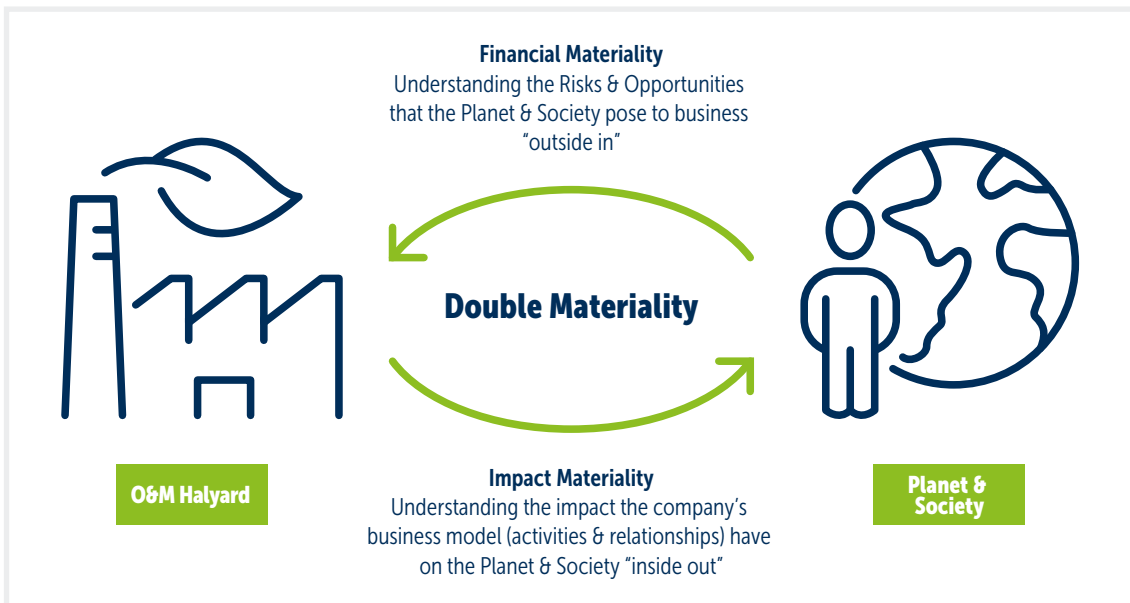


Figure 4. Double Materiality Approach

## Our 5-Step DMA Process

We followed a robust methodology that involved engagement via surveys and the use of global best practices to determine our material topics. Our five-step process is aligned to the ESRS.

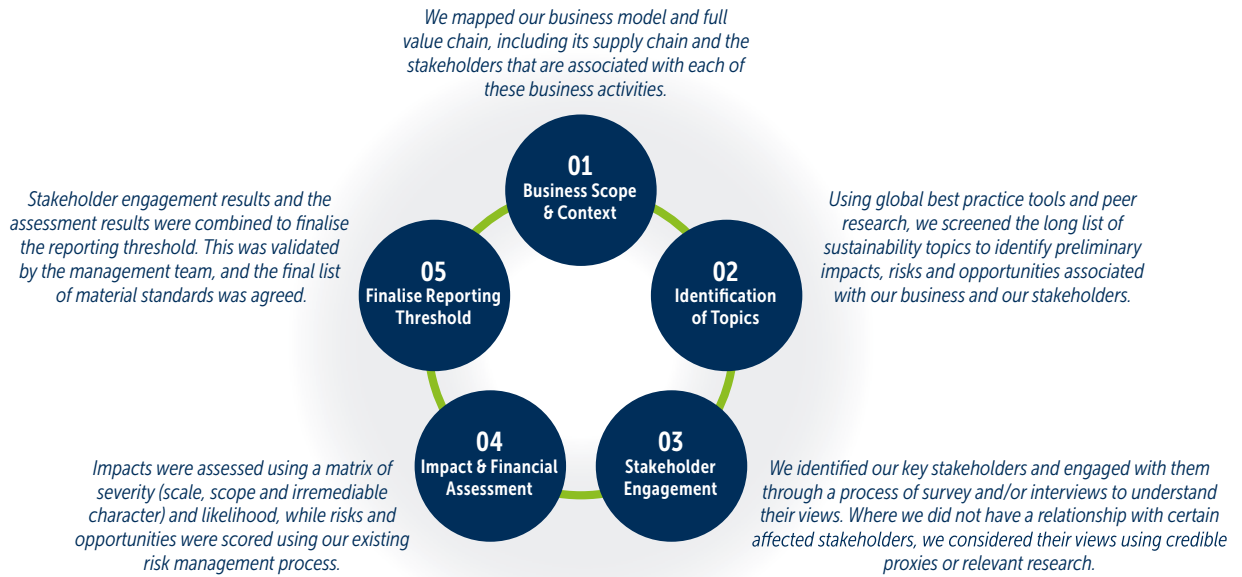


Figure 5. Double Materiality Process

## Double Materiality Assessment Results

A total of **6 ESRS topical standards** were found to be material to our business. The graphic below outlines the material standards and associated sub-topics that are material to our business.

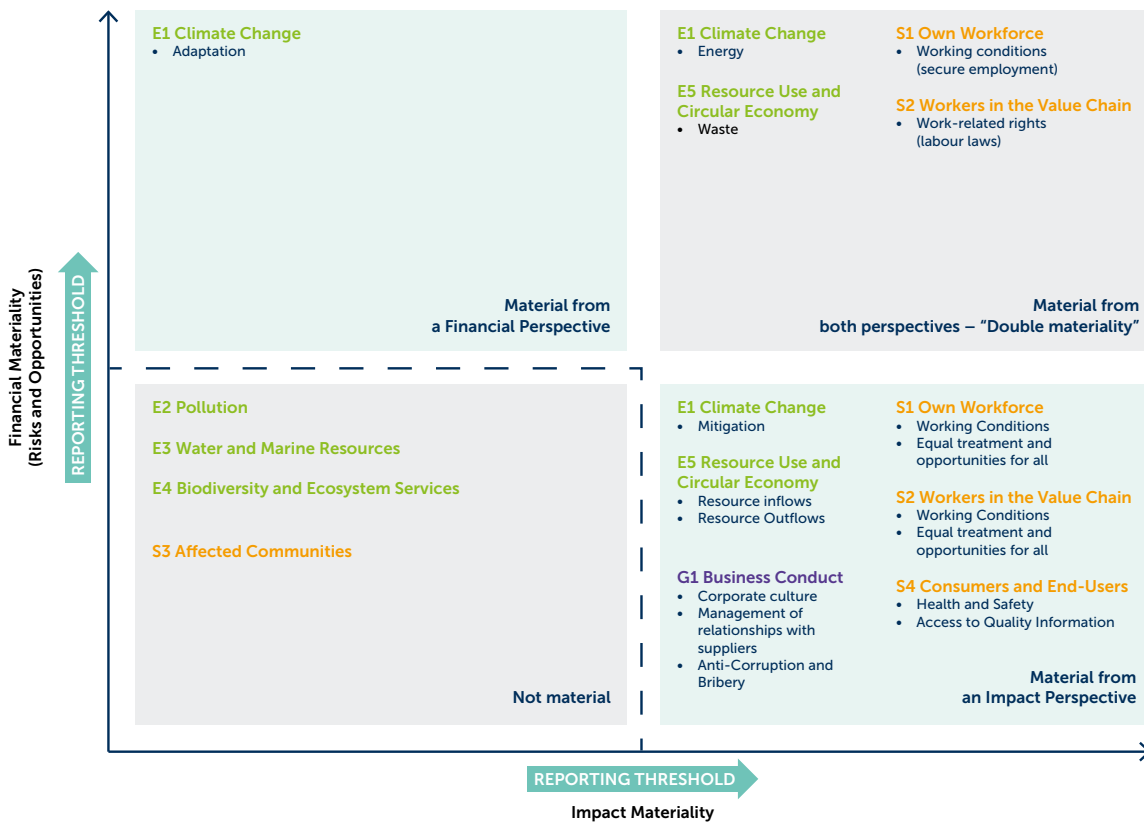


Figure 6. O&M Halyard DMA Results

## Our Stakeholders

Strong stakeholder relationships are central to delivering our mission of Empowering Our Customers to Advance Healthcare® through clinically superior solutions. Engagement with our stakeholders informs our business strategy, sustainability priorities, and long-term resilience.

Our key stakeholder groups include teammates, our parent company, customers, suppliers, distributors, and local communities. Engagement methods are tailored to each group and include surveys, workshops, meetings, audits, and formal consultations.

The table below summarises our key stakeholder groups, their priority topics, and how we engage with them.

Table 1. Stakeholder Groups and Engagement Activity

Stakeholder Group	Priority Topics	Key Engagement Methods
Teammates	Workplace safety, wellbeing, professional development, diversity and inclusion	<ul style="list-style-type: none"> <li>• Team meetings</li> <li>• Surveys</li> <li>• One-to-ones</li> <li>• Training programmes</li> </ul>
Parent Company (Owens & Minor)	Regulatory compliance, operational performance, risk management, responsible business practices	<ul style="list-style-type: none"> <li>• Strategic alignment meetings</li> <li>• Group-wide reporting</li> </ul>
Customers	Product quality, patient safety, supply reliability, ethical sourcing, environmental performance	<ul style="list-style-type: none"> <li>• Regular meetings</li> <li>• Clinical workshops</li> <li>• Surveys</li> <li>• Training programmes</li> </ul>
Suppliers	Responsible procurement, compliance with standards, labour practices, environmental performance	<ul style="list-style-type: none"> <li>• Audits</li> <li>• Performance reviews</li> <li>• Workshops</li> <li>• Training programmes</li> <li>• Survey</li> </ul>
Distributors	Operational efficiency, product availability, training support, sustainability requirements	<ul style="list-style-type: none"> <li>• Audits</li> <li>• Performance reviews</li> <li>• Workshops</li> <li>• Training programmes</li> <li>• Survey</li> </ul>
Communities	Local employment, social impact, environmental stewardship, healthcare access	<ul style="list-style-type: none"> <li>• Partnerships</li> <li>• Volunteer programmes</li> </ul>

# Environmental Stewardship

*Caring for the Planet, Driving Sustainable Healthcare.*

As a healthcare manufacturer and distributor, O&M Halyard recognises its responsibility to manage resources efficiently, minimise waste, and reduce emissions while continuing to deliver safe, high-quality medical products to healthcare professionals.

Environmental stewardship is embedded into how we operate, from our manufacturing processes to the movement of our products across global supply chains.

We focus our efforts where our footprint is most significant: energy use and emissions from our facilities and logistics operations, waste generated at our manufacturing site in Ireland and the sustainability of the materials and packaging used across our product portfolio.



*"For Owens & Minor, ESG represents both responsibility and an opportunity - to build a healthier, more resilient future for people and the planet. Through collaboration, accountability, and transparency, we're embedding sustainability into every part of our business. Our teammates are turning purpose into action, advancing initiatives that make a tangible difference across the healthcare continuum and strengthening the legacy of our company."*

**Caitlin Chiquelin**  
ESG & Sustainability Director, Owens & Minor



## Climate Change

### Our Journey Towards Net-Zero Emissions

The healthcare manufacturing and distribution sector plays a critical role in supporting patient care, but faces increasing risks from climate change, including resource constraints and supply chain disruptions. These challenges can affect product availability, manufacturing efficiency, and the safe delivery of essential medical supplies.

At O&M Halyard, reducing greenhouse gas (GHG) emissions and improving energy efficiency are essential to maintaining a resilient, reliable, and sustainable healthcare supply chain.

Our climate approach is guided by the [Owens & Minor Corporate Responsibility Statement](#) and supported by our **ISO 14001 Environmental Management System**.

Our Belgium office is ISO 14001 certified, and we are progressing toward certification at ArcRoyal, our Irish manufacturing site, to further strengthen environmental management best practice across all our operations.

While we do not yet have a European-specific climate target, we are aligned with our parent company O&M's global commitments to:

- Reduce Scope 1 and Scope 2 emissions by 50% by 2030 (from the 2024 baseline), and
- Achieve net-zero Scope 1 and Scope 2 emissions by 2050.

We continue to advance these global goals through ongoing energy-efficiency improvements and the expansion of renewable energy use across our sites.

### Greenhouse Gas Emissions

In 2024, we completed our first GHG emissions footprint in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, establishing our baseline year.

Table 2. Greenhouse Gas Emissions

Metric	FY2024
Scope 1	150 MT CO <sub>2</sub> e
Scope 2 (location-based)	198 MT CO <sub>2</sub> e
Scope 2 (market-based)	8 MT CO <sub>2</sub> e
Total Scope 1 and 2 (location-based) emissions	348 MT CO <sub>2</sub> e

94% of our Scope 1 and 2 emissions originate from our ArcRoyal manufacturing facility, reflecting the energy intensity of our site manufacturing process.

Scope 3 emissions are currently calculated and reported at the parent-company level. We are working toward measuring Scope 3 emissions separately for our European operations. For more detailed information on our global Scope 3 categories, methodologies, and boundaries, please refer to the [Owens & Minor 2024 Impact Report](#).

### Energy Consumption

Electricity is essential to our daily operations, powering our facilities, equipment, and production activities. ArcRoyal procures 100% renewable electricity for our manufacturing site, while our Belgium headquarters operates within a BREEAM-certified building, supporting energy efficiency and emissions management. Electricity is essential to our operations, powering our facilities, equipment, and manufacturing activities.

Table 3. Energy Consumption

Metric	FY2024	Site
Renewable Electricity	657 MWh	ArcRoyal
Non-Renewable Electricity	46 MWh	Belgium
Fuels from Own Operations	748 MWh	ArcRoyal and Belgium
Total Energy Consumption	1,451 MWh	ArcRoyal and Belgium

### Advancing Climate Action

Our climate actions focus on reducing energy consumption, lowering GHG emissions, promoting sustainable manufacturing practices, and improving the efficiency of our products and logistics systems.

In October 2025, O&M conducted its first **climate risk assessment**, including scenario analysis for physical climate risks. Inputs from O&M Halyard informed this assessment, helping identify potential risks such as resource constraints and supply chain disruptions and supporting the integration of mitigation measures into our energy and sustainability strategies. Additional details on climate risks and scenario analysis are disclosed at the global level and can be found [here](#). Energy efficiency initiatives implemented in 2024 delivered measurable improvements, including:

- Lighting and compressed air system upgrades in ArcRoyal delivered an average **28% reduction in monthly electricity consumption**, and upgrade to LED lighting in our European headquarters in Belgium achieved a reduction in electricity usage of 15%.
- Heating system upgrades and renewable electricity procurement in ArcRoyal contributed to **reductions in operational CO<sub>2</sub> emissions**.

Collectively, these initiatives have reduced our reliance on non-renewable energy sources and lowered the carbon intensity of manufacturing operations.

#### Case Study:

##### ArcRoyal, Manufacturing Site (Ireland) – Advancing Renewable Energy

Our Irish manufacturing site, ArcRoyal, has made significant progress in reducing reliance on non-renewable energy. In 2024, the site sourced all of its electricity from renewable sources (657 MWh), substantially lowering the carbon intensity of manufacturing operations.

Renewable electricity procurement forms a central part of ArcRoyal’s site-level environmental management approach, supporting:

- Improved energy efficiency.
- Reduced exposure to climate-related risks.
- Lower long-term operating costs.

Additional efficiency measures implemented at ArcRoyal include:

- **Heating:** Transitioned from diesel marked gas oil to natural gas for space heating, reducing on-site combustion emissions.
- **Lighting:** Converted all lighting to low-energy LED fittings.
- **Compressed Air:** Upgraded from a fixed-speed to a variable-speed compressor, improving operational efficiency and reducing electricity demand.

These initiatives support O&M Halyard’s broader decarbonisation efforts and align with O&M’s global commitment to reducing Scope 1 and Scope 2 greenhouse gas emissions.

Looking ahead, ArcRoyal remains committed to maintaining 100% renewable electricity procurement while continuing to advance energy efficiency improvement.

## Waste and Circularity

The healthcare sector generates an estimated 30% of global single-use plastic waste<sup>2</sup>, underscoring the need for more circular and sustainable resource management across medical supply chains. As part of the healthcare distribution sector, we recognise our responsibility to use resources efficiently and minimise environmental impacts.

Our circular economy approach focuses on reducing waste, maximising material value, and designing packaging solutions that promote reuse and recyclability. This work is guided by the O&M's [Corporate Responsibility Statement](#), which provides a structured framework for responsible resource management and continuous improvement.

Our key circularity priorities include:

- **Minimising waste to landfill** through reuse and recycling initiatives at our manufacturing and distribution sites.
- **Reducing packaging waste** through lightweight, recyclable materials, and more efficient logistics.
- **Building local partnerships** to expand material recovery and recycling opportunities.
- **Raising awareness** among teammates and customers on sustainable consumption and waste reduction.

Through these actions, we support the shift toward a more circular business model, one that preserves material value, reduces environmental impact, and helps our customers achieve their own sustainability goals.

### Moving Toward Zero Waste

In 2024, O&M Halyard achieved an 89% waste diversion rate, with majority of the waste (primarily cardboard and plastic) recycled or reused rather than sent to landfill.

Most of our waste is generated at ArcRoyal, our Irish manufacturing site, where all non-hazardous<sup>3</sup> waste is diverted for recycling or reuse. Non-hazardous waste that cannot be recycled is shredded to make solid recovered fuel.

Our European headquarters in Belgium generates only minimal office-based waste. Due to its negligible volume and management through shared building-level waste services, this waste is not formally tracked at site level. As a result, reported waste data primarily reflects manufacturing operations at ArcRoyal.

Table 3. Generated Waste by Type

Type of waste	Unit	FY2024	Site
Cardboard	Tonnes	191	ArcRoyal
Plastic	Tonnes	33	ArcRoyal
General Waste	N/A	Not recorded	Belgium

<sup>2</sup> Ensuring the integration of health aspects within the international legally binding instrument on plastic pollution, including in the marine environment (World Health Organisation (WHO), 2024).

<sup>3</sup> Most of the waste at ArcRoyal is non-hazardous, except for a few kilograms of hazardous waste.

### Closing the Loop on Packaging Waste

To strengthen responsible waste management and advance circular material flows, ArcRoyal has implemented a structured material recovery programme focused on reducing waste to landfill and keeping valuable materials in use.

#### The Initiative

ArcRoyal systematically sorts, collects, and bales cardboard and polyethylene film generated through operations. These materials are directed to recycling partners, where they are reprocessed and reintegrated into new production cycles, supporting the transition from linear disposal to circular recovery.

The programme is built on three enabling pillars:

- **Teammate Awareness & Training**  
Regular training equips teammates with the knowledge to correctly segregate waste streams, reinforcing shared accountability for environmental performance.
- **Clearly Labelled Recycling Infrastructure**  
Dedicated, clearly marked collection points across facilities make correct sorting simple and consistent.
- **Certified Waste Management Partnerships**  
Collaboration with certified recycling providers ensures materials are handled responsibly and efficiently, maintaining traceability and compliance standards.

By diverting cardboard and polyethylene film from landfill and returning them to productive use, ArcRoyal reduces environmental impact, lowers disposal costs, and contributes to broader circular economy objectives.

*“Our team at ArcRoyal, our Irish manufacturing site, is committed to continuously improving recycling rates, reducing single-use materials, and expanding circular economy practices. Our effort directly supports Owens & Minor’s global focus on Promoting Environmental Stewardship: minimising the impact of our operations on the environment”*

**John Clarke**  
Engineering Manager



# Product Stewardship

## Life Takes Care®

At O&M Halyard, we take a responsible and forward-looking approach to the design, manufacture, and distribution of our products. Our commitment to product stewardship ensures that the solutions we provide not only meet the highest standards of safety and quality but also support healthcare professionals in delivering better patient outcomes, while minimising environmental impact across the product lifecycle.

Product stewardship extends beyond compliance. It reflects how we consider **product performance, usability, environmental footprint, and end-of-life outcomes** throughout product development and delivery. By integrating sustainability considerations into product design and packaging, we aim to reduce waste, improve resource efficiency, and support more sustainable healthcare system.



## Innovative Healthcare Products

O&M Halyard's product portfolio is designed to support infection prevention, surgical safety, and high-quality patient care across healthcare settings. Our solutions include personal protective equipment, surgical drapes and gowns, and other critical infection prevention products used by healthcare professionals globally.

Innovation within our product portfolio focuses on enhancing clinical performance, safety, and usability, while responding to evolving healthcare needs. We continuously assess opportunities to improve materials, product design, and packaging to ensure our products remain effective, reliable, and aligned with responsible business practices.



### Product Safety and Compliance:

Our product stewardship approach is firmly grounded in internationally recognised norms and regulatory requirements. We operate under a robust Quality Management System aligned with ISO 13485, ensuring consistent design and manufacturing practices for medical devices. Where applicable, our products comply with the European Medical Device Regulation (EU MDR 2017/745) and the Personal Protective Equipment Regulation (EU 2016/425), as well as relevant UK, US, and global market requirements.

Across our portfolio, we adhere to established product-specific standards, including ASTM, EN, and ISO norms, to ensure performance, safety, and reliability in areas such as barrier performance, biocompatibility, and material integrity. Environmental considerations are integrated into product and operational decision-making through alignment with frameworks such as ISO 14001 and internal corporate sustainability objectives, which guide waste reduction, responsible sourcing, and end-of-life considerations.



### Life Cycle Assessment

To make informed sustainability decisions, it is essential to understand the full environmental footprint of our products. In 2025, we conducted our first Life Cycle Assessments (LCA) for one of our key product categories evaluating both cradle-to-gate and cradle-to-grave stages using the ReCiPe model.

The LCA examined environmental impacts across raw material sourcing, manufacturing, distribution, product use, and end-of-life treatment stages.



Figure 7. Parts of a Life Cycle Assessment

The purpose of this analysis was to guide our actions to reduce emissions and environmental impacts, with programmes such as sourcing alternative materials and renewable energy, reducing material consumption, and improving end-of-life treatment strategies.

### Sustainable Product Packaging

A significant portion of our waste-related impacts occurs at **the end of our value chain**, once products reach our customers. To help minimise this waste, we are taking several proactive measures:

- **Responsible Sourcing:** We are increasing the use of paper-based packaging from suppliers that provide recycled content and Forest Stewardship Council (FSC)-certified materials.
- **Enhancing Recyclability:** We are working to improve the recyclability of our products and packaging materials across our distribution network.

In 2024, our **Packaging & Labelling Team** implemented secondary packaging design improvements that **eliminated unnecessary components** across multiple product lines, reducing downstream waste impacts and supporting a more sustainable lifecycle for our products.

## Empowering Our Customers to Advance Healthcare

Our commitment to product stewardship extends beyond product delivery. We work in partnership with healthcare professionals to support patient safety, clinical outcomes, and sustainability performance through high-quality products combined with education and knowledge-sharing.

### Training Our Customers: Healthcare Professionals

We provide hands-on training and educational resources to support best practices in infection prevention and surgical excellence, including:

- Clinical workshops tailored to healthcare facility needs
- Product demonstrations to ensure correct use and maximise safety
- Sustainability awareness sessions to support environmentally responsible practices

Through these initiatives, we empower our customers to make informed decisions that improve patient outcomes while advancing sustainability across the healthcare sector.

### Advancing Sterilisation Packaging Knowledge at the Wolfsburg DGSV Congress

In October 2024, O&M Halyard presented at the Wolfsburg DGSV Congress, engaging approximately 50 healthcare professionals on sterilisation packaging and infection prevention practices.

The session addressed:

- Bacteriological performance considerations in sterilisation wrap
- Ecological impacts of sterilisation packaging materials
- Common misconceptions regarding the carbon footprint of flexible sterilisation wrap
- A packaging overview of the various types of bacterial filtration tests used for sterilization wrap



# Social Responsibility

## *Empowering People, Strengthening Communities*

At O&M Halyard, our success is tied to the well-being of our teammates and the communities we serve. We are committed to fostering a safe, inclusive, and empowering workplace, supporting teammate health and development, and contributing positively to the communities where we operate.

Grounded in integrity, respect, and accountability, our values shape everything we do. By investing in our teammates and communities, we enhance our social impact and build a resilient, engaged workforce.

The following section highlights our programmes, achievements, and ongoing efforts in teammate well-being, diversity, equity, inclusion, and community engagement.



*“Social responsibility is embedded in how we recruit, develop, support, and empower our teammates every day. Through inclusive hiring practices, continuous learning opportunities and equitable policies, we strive to create a workplace where everyone feels valued, respected and taken care of on a physical, mental and social level.”*

**Jente Vrijzen**  
HR Manager EMEA & LATAM



## Teammate Well-being

Our teammates are at the heart of everything we do. We are committed to fostering a **safe, inclusive, and supportive** workplace where teammates can thrive. Guided by our **Work-Life Balance Policy**, our well-being programmes promote work–life balance, mental health awareness, and access to resources that support physical and emotional resilience.

We encourage **open communication**, teammate **feedback**, and **continuous improvement** to ensure our workplace culture reflects our values of integrity, respect, and accountability.

### Joy Programme

The Joy Programme is a cornerstone of our wellbeing strategy; a long-standing initiative aimed at enhancing teammates' mental and physical wellbeing while strengthening connections across the European region. Originally launched during the COVID-19 pandemic to keep teams connected while working remotely, it has evolved into a hybrid initiative combining digital and in-person engagement across the European region.

Joy is built around three pillars:

- **Mental Wellbeing:** expert-led sessions on sleep, nutrition, stress, and healthy routines.
- **Connection:** activities that foster belonging and cross-regional collaboration.
- **Physical Fitness:** inclusive initiatives that encourage movement and healthy habits.



Figure 8. Our Joy programme

Teammates have access to webinars and workshops delivered by experts, including sessions on wellbeing topics, alongside a range of interactive activities and team events.

Some of our key Joy initiatives for 2024 included:

- Participation in the Pegasus Urban Trail.
- Regional padel tournaments promoting physical activity and team building.
- Annual Potluck World Fair, celebrating diversity, culture, and community through shared food and experiences.
- Onsite health initiatives such as vaccination drives.
- Virtual challenges and online wellbeing sessions to keep teammates connected across locations.



Through Joy, we support holistic teammate wellbeing and foster a workplace where everyone feels valued, supported, and empowered.

## Equality, Diversity and Inclusion

At O&M Halyard, diversity drives innovation, strengthens collaboration, and enhances our ability to serve customers and communities. We are committed to creating an **inclusive workplace** where all teammates feel valued, respected, and empowered to contribute to our shared success.

We promote equal opportunities across all aspects of employment from recruitment and training to career development and leadership ensuring our teams reflect the diversity of the communities in which we operate.

- Gender Distribution of our Workforce: **61% women, 39% men**
- Gender Distribution of the European Leadership Team: **45% women, 55% men**

We strengthen inclusion through open dialogue, awareness initiatives, and leadership engagement, ensuring all teammates can thrive in a supportive and respectful environment. By embracing diverse perspectives, we enhance innovation, decision-making, and our ability to serve customers and communities effectively.

### Gender Pay Gap

In accordance with the Irish Gender Pay Gap Information Act, ArcRoyal conducts an annual Gender Pay Gap assessment covering employees at ArcRoyal, our manufacturing site in Ireland.

In 2024, **women represented 68%** of employees at ArcRoyal. At leadership level, **women held 31% of site leadership roles**.

For 2024, the **mean gender pay gap was 17.41%**. This result is influenced by the distribution of roles within the site, particularly at senior levels where roles carry higher base salaries and bonus potential. Owens & Minor operates a global incentive programme aligned to role level and market practice, with bonus targets increasing in line with responsibility and impact.

The gender pay gap at ArcRoyal reflects role distribution rather than differences in pay for comparable positions. The Senior Management team includes both male and female representation.

The 2024 Gender Pay Gap Report is available on our website and [can be accessed here](#):

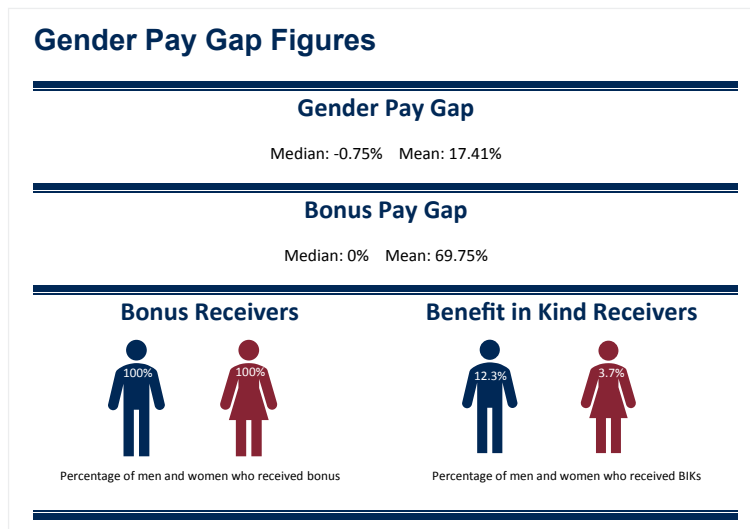


Figure 9. 2024 Gender Pay Gap in Ireland

### Employee Turnover

At O&M Halyard we monitor our employee turnover rate to assess workforce stability, inform workforce planning, and support long-term operational performance.

For FY2024, the average of turnover for the manufacturing site in ArcRoyal and for office-based operations is 31%, in which the turnover in ArcRoyal is 6x higher than office-based operations.

The higher turnover within manufacturing reflects structural and market-related factors, including seasonality, physically demanding roles, and competitive local labour markets. Office-based roles generally experience longer tenure and more stable employment patterns.

To address these challenges, we are implementing targeted measures focused on workforce retention and engagement, including:

- Enhancing working conditions and health & safety initiatives.
- Expanding job-specific training and cross-skilling opportunities.
- Introducing retention-oriented incentives and recognition programmes.
- Strengthening recruitment, onboarding, and early-tenure support.

Improving workforce stability remains a strategic priority to support productivity, operational continuity, and our broader sustainability objectives.

## Health and Safety

The health, safety, and wellbeing of our teammates is fundamental to how we operate. We are committed to maintaining safe workplaces across all our sites and fostering a culture of prevention, care, and continuous improvement.

Our comprehensive Health & Safety Policy, aligned with global standards and local regulations, defines clear responsibilities for leadership, managers, and teammates. Through training, monitoring, and leadership oversight, we embed safety into daily operations and decision-making.

In 2024, we recorded **one workplace incident** across our Europe operations reflecting our prevention-first culture. In the event of a recordable incident, root cause investigations are conducted and corrective actions, including targeted training and procedural improvements, are implemented.

Health & Safety audits are conducted monthly at site level. Each audit concludes with a formal Safety Statement and Health & Safety Compliance Certificate issued by an Occupational Health & Safety Consultant.

We provide structured training programmes to support safe work practices, including:

- Formal induction training for new hires.
- Manual handling training.
- Cleanroom sealing procedures.
- Good Documentation Practice.
- Emergency response, ergonomics, and fire safety.
- Incident reporting and safe equipment handling.

This combination of training, monitoring, and leadership oversight helps ensure teammates can work safely and confidently each day.

## Training and Skills Development

We invest in the development of our teammates to support operational excellence, adaptability, and long-term career progression.

Our trainings programmes include:

- Technical training to support operational performance.
- Leadership development to build future-ready leaders.
- Sustainability and compliance awareness to reinforce responsible business practices.

Training is delivered through formal and informal learning channels, tailored to specific roles and departmental needs. We also support apprenticeships and cross-skilling initiatives to strengthen workforce capability and resilience.

In 2024, teammates completed an average of **28 training hours per person**, with equal participation across genders.

## Respect for Human Rights

O&M Halyard is committed to upholding human rights and ethical business practices across all operations and throughout our value chain. Guided by our Code of Conduct and Human Rights Policy, we promote fairness, dignity, and equal opportunity while actively preventing discrimination, harassment, forced labour, and child labour.

Our policies explicitly:

- Prohibit child labour, forced labour, and human trafficking within our operations and supply chain.
- Promote a safe, inclusive, and respectful working environments.
- Prevent discrimination and harassment, while advancing diversity and equal opportunities.

To support accountability, we maintain confidential reporting and grievance mechanisms that allow teammates to raise concerns without fear of retaliation. All reported concerns are promptly reviewed and addressed through formal internal investigation and remediation processes.

Through these measures, we reinforce a culture of integrity and responsible business conduct across our organisation.

## Community Engagement

### Investing in our local community

At O&M Halyard, we recognise that strong healthcare systems depend on stronger, more resilient communities. Our community engagement initiatives focus on supporting health, education, and environmental stewardship in the regions where we operate.

We partner with local organisations, hospitals, and charities to provide essential medical products, share expertise, and support initiatives that improve access to care. This includes product donations, volunteering activities, and collaboration on community-focused programmes.

Whether through emergency relief or ongoing support, our teams show up where they're needed most helping strengthen healthcare systems and making a positive difference in people's lives.

In addition to external partnerships, we promote awareness and inclusion internally through employee-led initiatives and cultural engagement activities. In 2024, these included celebrations of Eid al-Fitr, Earth Day activities, and a World Fair potluck lunch, fostering cultural awareness and environmental responsibility across our teams.

### Teammate Volunteering

We encourage our teammates to contribute their time and skills to causes that supports local communities. Across our sites, colleagues participate in activities focused on education, health and environmental stewardship, bringing our mission of **Empowering Our Customers to Advance Healthcare®** to life beyond the workplace.

## Key Volunteering for 2024:

### Inspiring Girls Belgium

Location: Brussels, Belgium

In 2024, we partnered with Inspiring Girls Belgium, a non-profit organisation dedicated to raising the aspirations of young girls by connecting them with female role models.

Seven O&M Halyard colleagues volunteered at a school event in Brussels, where they shared their personal career journeys and experiences with students, sparking meaningful conversations about ambition, leadership, and confidence.



### Earth Day Clean-Up Walks

Location: Brussels, Belgium

During Earth Day Week, teammates organised lunchtime clean-up walks to support local environmental efforts. The initiative encouraged collective action, reinforced environmental awareness, and strengthened our culture of community stewardship.



### Product Donations and Charitable Giving

We support communities in need by donating essential healthcare products and supplies to charitable partners and healthcare institutions. These donations help improve access to care for vulnerable populations and support frontline healthcare workers responding to local and global health challenges.

We also contribute to charitable causes through fundraising campaigns and partnerships that align with our mission to protect people and enhance health outcomes.

Through these collective efforts, we aim to create lasting, positive impact extending our commitment to care from our customers to the broader community.

## Key initiatives in 2024:

### Shoe Box Campaign

Location: Belgium

In partnership with The Samaritans in Brussels, teammates assembled and donated shoeboxes filled with essential non-perishable and personal care items. These were distributed to individuals experiencing homelessness and financial hardship across Belgium during the winter season.



### Annual Christmas Food Appeal

Location: ArcRoyal, Ireland

Teammates at our ArcRoyal manufacturing site organised a Christmas Food Appeal to support individuals and families experiencing food insecurity. Non-perishable food items were collected and delivered to local community organisations, strengthening community support during the holiday period.



## Business Ethics

Strong governance is the foundation of how we do business. At O&M Halyard, integrity, transparency, and accountability guide every decision we make. Our governance framework ensures compliance with laws and regulations, promotes ethical conduct, and supports the integration of sustainability across our operations. Through clear policies, active oversight, and a culture of responsibility, we aim to uphold the highest standards of corporate governance and business ethics.

*"At O&M Halyard, we seek to partner with suppliers and distributors who share our values and want to make a positive difference – to patients, to workers in their value chains and to the world."*

**Gillian Rea**  
Legal Director EMEA



## Code of Honor

Our [Code of Honor](#) is the cornerstone of our ethics and compliance practice. The Code outlines the ethical standards expected of every Owens & Minor teammate across the globe. The Code emphasises our IDEAL values of:

- Integrity
- Development
- Excellence
- Accountability
- Listening

All teammates are required to complete an annual interactive training on the Code of Honour, designed to help identify and respond to ethical challenges, such as conflicts of interest or compliance breaches.

We maintain open and confidential reporting channels through our [Ethics Point Platform](#) and our whistleblower hotline, ensuring that any concerns can be raised safely and addressed promptly. All reports are investigated jointly by the Compliance and Legal teams, and we operate a strict non-retaliation policy.

O&M Halyard has a **zero-tolerance approach to corruption, bribery, fraud** and unethical business practices. During the reporting year, we recorded **zero incidents of corruption or bribery**, reflecting the strength of our governance culture and the effectiveness of our compliance systems.

We acknowledge that healthcare laws are complex and adherence to all applicable laws is crucial to our success and to patient safety. We believe that it is not just about what we do, but how we do it. We operate a very strict **healthcare professional policy**, which all teammates must adhere to in their interactions with hospitals and healthcare professionals. This policy and the Code of Honor are regularly reviewed and updated for adherence to the latest laws and regulations.

We extend our commitment to responsible conduct across the supply chain (see Supply Chain Management section), requiring all partners to meet the same high standards.

Key Governance highlights in 2024:

- 100% completion of the annual Code of Honour training
- Anonymous reporting via [Ethics Point Platform and whistleblower hotline](#)
- Zero incidents of corruption or bribery in the reporting year

### Embedding Ethics Through Training

Ethical decision-making is not just a policy in our company; it's a daily practice. Through interactive, scenario-based Code of Honor training, teammates are encouraged to think critically about real-life ethical situations and how to address them. This approach fosters a culture of transparency, responsibility, and mutual respect across all levels of the organisation.

To reinforce ethical behaviour across our operations and extended value chain, Owens & Minor also maintains a suite of key governance and compliance policies:

- [Vendor Code of Conduct](#) – Expectations for suppliers and distributors on labour, environmental, and ethical standards.
- [Global Modern Slavery Policy](#) – Commitment to identifying and preventing modern slavery in operations and supply chain.
- [Human Rights Policy](#) – [Protecting the rights and wellbeing of all employees.](#)

Together with our Code of Honor, these policies form a robust governance framework that supports integrity, accountability, and responsible conduct across our organisation and among our business partners.

## Sustainable Supply Chain Management

### Building Responsible and Transparent Partnerships

Our suppliers and distributors play a critical role in helping us deliver essential healthcare products safely, efficiently, and responsibly in the European region. We work closely with suppliers and distributors to ensure responsible sourcing, ethical labour practices, and adherence to quality and sustainability standards.

All our partners (i.e. suppliers and distributors) are required to adhere to the [Owens & Minor Vendor Code of Conduct](#), which sets out our expectations related to labour rights, environmental protection, business integrity, and compliance with laws. The Code serves as a foundation for fostering accountability and continuous improvement across our value chain.

### Distributor Toolkit

To support distributors in embedding responsible practices, we developed the [Distributor Toolkit](#), a practical set of resources, training modules, and reporting tools available in thirteen languages and free of charge. The Toolkit helps distributors align with our governance framework and strengthen ethical operations across the extended value chain.

Key Aspects of the Distributor Toolkit include:

- **Laws, Values & Policies:** Guidance on relevant regulations such as the UK Bribery Act and company policies, including the Vendor Code of Conduct and the Healthcare Professionals Interactions Policy.
- **Training:** Interactive modules on topics such as anti-corruption, which distributors are encouraged to complete and share with their teammates.
- **Compliance Tools:** Templates and forms to help distributors establish effective compliance programs.
- **Reporting & Guidance:** Secure channels to raise concerns and seek advice from the O&M Halyard compliance team.

By centralising these resources, distributors clearly understand our expectations and can take proactive steps to meet compliance obligations. The Toolkit has strengthened our governance programme, reduced regulatory risks, and reinforced a culture of ethical business conduct. It is regularly updated to enhance accessibility, expand training, and integrate partner feedback.

We also conduct due diligence and assessments to monitor compliance with these standards. New suppliers and distributors must sign the Vendor Code of Conduct as part of onboarding before engaging in any business with the company. Periodic reviews, audits, and in-person visits help verify that responsible practices are maintained throughout their operations.

*"At Owens & Minor, doing what's right isn't just a standard, it's our promise. Every action, every decision, and every partnership reflects our unwavering commitment to integrity, ethical conduct, and advancing healthcare with trust at the core. That is why we created the Distributor Toolkit. We wanted to make sure that all our international distributors have all the tools for compliance that we have. From access to training on anti-bribery, to tools that support any ethics and compliance programme – we wanted to give back to those smaller companies that do not have the resources that Owens & Minor has access to."*



**Patrick Hogenbirk**  
Vice President, Global Compliance

To further drive accountability and improvement within our supply chain, we participate in **EcoVadis**, a globally recognised sustainability rating platform that evaluates companies based on environmental, labour and human rights, ethics, and sustainable procurement criteria.

Our recent EcoVadis assessment of O&M Halyard Belgium B.V. highlights that we are highly placed in relevant pillars:

- **Environment:**  
Top 7% of companies assessed, backed by ISO 14001 and ongoing footprint reduction.
- **People & Ethics:**  
Top 8% in ethics of companies assessed and 16% in Labor & Human Rights of companies assessed.
- **Responsible Procurement:**  
Top 14% of companies assessed, reflecting sustainable sourcing and strong supplier engagement.



**Sustainability starts with the environment - and it's an area where O&M Halyard Belgium B.V. stands out.**

In July 2025, O&M Halyard Belgium B.V. was awarded the [EcoVadis Bronze Medal](#), placing the site among the top 35% of companies assessed globally and within the top 7% for environmental performance in its sector.

This achievement reflects our ongoing commitment to ethical sourcing, supplier engagement, and sustainable practices across the supply chain. We're proud of this achievement and even more determined to go further.

# Appendix

## Data Tables

The data tables in this appendix present quantitative disclosures aligned with the EU Voluntary Sustainability Reporting Standard for Small and Medium-sized Enterprises (VSME). The relevant VSME disclosure reference numbers (e.g., B3, B7, C5) are included in the table titles for ease of cross-referencing with the VSME Disclosure Index. These tables support the narrative disclosures presented in the main body of the report.

### Environmental Metrics

Table 1. B3 - Total Greenhouse Gas Emissions

Greenhouse Gas Scope	tCO <sub>2</sub> e
Gross Scope 1 GHGs Emissions	150
Gross Scope 2 Location-Based GHG Emissions	198
Gross Scope 2 Market-Based GHG Emissions	8
Total Scope 1 and Scope 2 (Location-Based) GHG Emissions	348
Total Scope 1 and Scope 2 (Market-Based) GHG Emissions	158

Table 2. B3 - Total Energy

Energy Source	Ireland (MWh)	Belgium (MWh)	Total (MWh)
Electricity (Renewable)	657	46	703
Fuels (Non-renewable)	697	51	748
Total Energy Consumption	1,354	97	1,451

Table 3. B7 - Waste generated

Type of waste	Unit	FY2024	Site
Cardboard	Tonnes	191	ArcRoyal
Plastic	Tonnes	33	ArcRoyal
General Waste	N/A	Not recorded	Belgium

### Social Metrics

Table 4. B8 - Employee Breakdown by Contract Type

Type of Contract	FY2024
Permanent Contract EMEA	108
Temporary Contract EMEA	5
Permanent Contract ArcRoyal	138
Temporary Contract ArcRoyal	60
Total Employees	311

Table 4. B8 - Employee Breakdown by Gender

Gender	FY2024
Male EMEA	58
Female EMEA	55
Male ArcRoyal	64
Female ArcRoyal	134
Other	0
Total	311

Table 5. B8 - Employee Breakdown by Country

Country of Employment Contract	FY2024
Belgium	67
Germany	8
Netherlands	3
United Kingdom	4
France	3
South Africa	2
Saudi Arabia	1
Italy	1
Ireland EMEA	20
Ireland ArcRoyal	198
Switzerland	1
Slovakia	1
Denmark	1
Portugal	1
Total	311

Table 6. B8 - Employee Turnover Rate

Turnover	FY2024
Turnover Rate EMEA	7%
Turnover Rate ArcRoyal (Office-based Teammates)	0%
Turnover Rate ArcRoyal (Manufacturing Teammates)	45%

Table 7. B9 - Health and Safety

Metric	FY2024
Number of recordable work-related accidents	1
Rate of recordable work-related accidents	0.03%
Number of fatalities resulting from work-related injuries	0
Number of fatalities resulting from work-related ill health	0

Table 9. B10 - Average Number of Annual Training Hours by Gender (hour/person)

Gender	Hours
Male	28
Female	28

Table 10. C5 - Gender Diversity Ratio at the Management Level

	Female	Male
Leadership Team EMEA	4	5
Leadership Team ArcRoyal	4	9
Total	8	14

## VSME Disclosure Index

O&M Halyard has prepared this report with reference to the Voluntary Sustainability Reporting Standard for SMEs (VSME). The disclosure index below has been adapted based on the results of O&M Halyard's CSRD-aligned Double Materiality Assessment. Non-material standards and disclosure requirements have been excluded from this index in accordance with the outcome of that assessment.

Report Section	VSME Disclosure	Page / Table Reference (Appendix)	Comment
About this report	B1 – Basis for preparation	Page 03	
About Us: Business Overview	C1 – Strategy: Business Model and Sustainability-Related Initiatives	Pages 06, 07	
Environmental Stewardship, Social Responsibility, Governance	B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy	Pages 14, 19, 20, 22 - 28	
Environmental Stewardship, Social Responsibility, Governance	C2 – Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	Pages 14, 19, 20, 22 - 28	
Environmental Stewardship (Climate change)	B3 – Energy and GHG Emissions	Pages 12 - 14, Table 1 and 2	
Environmental Stewardship (Climate Change)	C3 – GHG reduction targets and climate transition	Pages 13, 14	O&M Halyard aligns with parent-company GHG reduction targets disclosed in the global report.
Environmental Stewardship (Climate Change)	C4 – Climate Risks	Pages 13, 14	Climate risks are assessed and disclosed at parent-company level, with input from O&M Halyard.
Environmental Stewardship (Waste and Circularity)	B7 – Resource use, circular economy, and waste management	Pages 14, 15, Table 3	
Social Responsibility (Equality, Diversity and Inclusion)	B8 – Workforce General characteristics	Table 4-6	
Social Responsibility (Equality, Diversity and Inclusion)	C5 – Gender Ratio at management level	Table 10	
Social Responsibility (Equality, Diversity and Inclusion)	C9 – Gender Diversity Ratio in the governance Body	Table 10	
Social Responsibility (Health and Safety)	B9 – Workforce Health and safety	Page 23, Table 8	
Social Responsibility (Training and Skills Development)	B10 – Workforce Remuneration, collective bargaining, and training	Page 24, Table 9	
Social Responsibility (Human Rights)	C6 – Additional own workforce information-human rights policies and processes	Pages 24 - 26	
Business Ethics	B11 – Convictions and fines for corruption, and bribery	Page 29	

# About This Report

## Report Boundaries

The statements contained in this report are made as of the date of this report unless another date is specified in relation to any such statements and are only as current as the date indicated and may be superseded. This report covers Owens & Minor's ESG efforts in the European Union area, including our European subsidiaries. Owens & Minor undertakes no obligation to update the information contained in this report except as required by law.

## Reporting Uncertainties

Non-financial information in this report, including statistics and metrics relating to sustainability matters, is subject to measurement uncertainties resulting from limitations inherent in the nature and methods for determining such data and may be based on assumptions (which may prove inaccurate) or developing standards, including our internal standards and policies. The selection of different measurement techniques can result in materially different measurements. The precision of differing measurement techniques may also vary.

## Disclaimer

When we use the terms "Owens & Minor," "O&M," "we," "us," "our," and "company," we mean O&M PHS LLC and its consolidated subsidiaries, taken as a whole, unless the context otherwise indicates. The intended audience of this communication is the general public, and the purpose is to communicate ESG information on Owens & Minor's business operations within the European Union.

The use of the term "materiality" and other similar terms refers to ESG topics and materiality assessments in the context of sustainability or ESG materiality assessment as defined by voluntary ESG/Sustainability and/or Corporate Sustainability Reporting Directive reporting frameworks. We are not using such terms as they are used under the securities or other laws of the United States or any other jurisdiction or as these terms are used in the context of financial statements and financial reporting. Forward-looking statements present our current forecasts and estimates of future events. These statements do not strictly relate to historical or current results and can be identified by words such as "anticipate," "appear," "assume," "believe," "estimate," "expect," "forecast," "intend," "likely," "may," "plan," "seek," "should," "strategy," "will," and other terms of similar meaning. Forward-looking statements in this report include statements regarding the company's ESG initiatives and future operating results, outlook growth, plans, and business strategies, including statements regarding project savings and improvements to the company's operations, product offerings, technologies, and ESG metrics as a result of its initiatives and programmes, as well as any other statements that are not related to present facts or current conditions. Undue reliance should not be placed on such statements because, by their nature, they are subject to risks, uncertainties, and other factors and actual results may differ materially from those results projected in the statements. Owens & Minor undertakes no obligation to update or revise any of these forward-looking statements, whether to reflect new information, future events or circumstances or otherwise.

Goals, intentions, ambitions, or expectations described in this report are aspirational and subject to change and are not guarantees or promises that all goals, intentions, ambitions, or expectations will be met. We are permitted to determine in our discretion that it is not feasible or practical to implement or complete certain of our ESG initiatives, policies, and procedures based on cost, timing, or other considerations. Certain information contained herein has been obtained from third parties, and in certain cases may not have been updated through the date hereof. We have not independently verified the data from these third-party sources in every instance and make no representation with regard to the verification of third-party data, unless explicitly otherwise indicated. While these third-party sources are believed to be reliable, we make no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness, or completeness of any of the information contained herein, and we expressly disclaim any responsibility or liability, therefore.