



2024 IMPACT REPORT



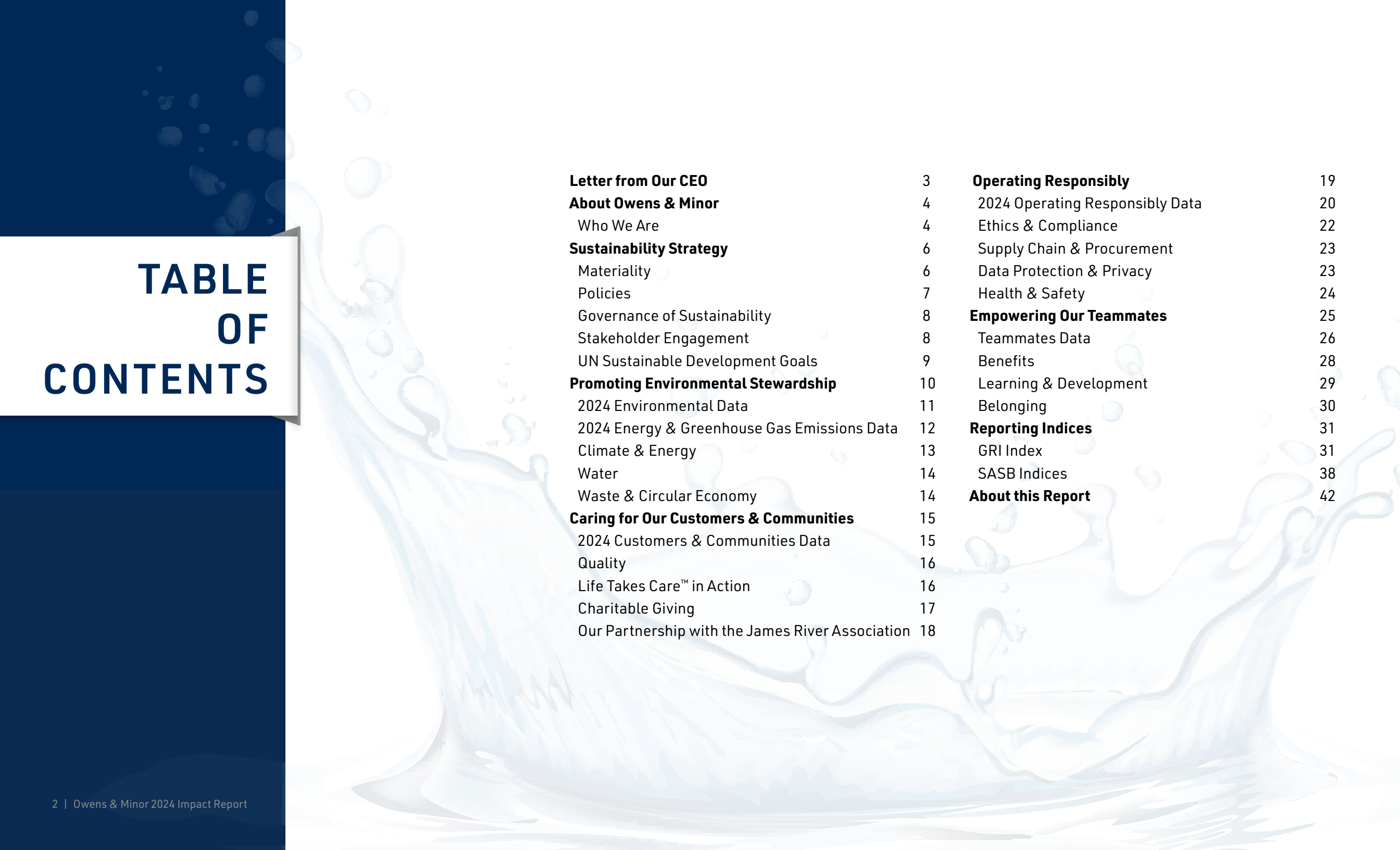
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Our Purpose, *Life Takes Care*™, defines who we are, what we do, and the impact we want to make.

We believe healthcare is essential to building a more sustainable future. As global populations continue to grow and age, the need for accessible, high-quality care is becoming more important.

At Owens & Minor ("O&M"), we're proud to help meet that need by producing and distributing essential healthcare products through our Products & Healthcare Services segment, and by providing personalized in-home healthcare solutions through our Patient Direct segment.

This marks the fifth year of the Owens & Minor Impact Report, and I want to take a moment to reflect on how far we've come.

When we published our first report, we focused on creating a strong Environmental, Social, and Governance ("ESG") framework based on transparency, accountability, and continuous improvement, and establishing baselines for our company goals. Over the past four years, we've improved our data collection and reporting, and refined our approach to align more closely with industry best practices and stakeholder expectations.

As our program has evolved, we've made meaningful progress in reducing our environmental impact, building a culture of belonging, and enhancing governance practices that ensure we continue to lead with integrity.

In planning for the future, we will continue to drive improvements while meeting the ever-changing needs of healthcare. Real change takes time, and real progress happens when we work together. Our focus on compassionate, efficient, and effective healthcare helps support healthier communities that are more resilient and better equipped for the future. True to our Mission – *Empowering Our Customers to Advance Healthcare*® – our commitment to innovation, sustainability, and ethical practices drives us to create healthcare solutions that will provide lasting value for generations to come.

Thank you to our customers, patients, teammates, and stakeholders for being part of this journey. I'm excited about what's ahead and confident that together, we will continue to make a meaningful impact.

Take Care,

A handwritten signature in black ink, appearing to read 'Ed Pesicka', with a long horizontal flourish extending to the right.

Edward A. Pesicka
President & Chief Executive Officer
Owens & Minor, Inc.

LETTER FROM OUR CEO

ABOUT OWENS & MINOR

Owens & Minor, Inc. is a global healthcare solutions company that delivers significant and sustained value across the breadth of the industry – from acute care to patients in their homes. Our business has two segments, Products & Healthcare Services and Patient Direct, which are described in further detail below

WHO WE ARE



PRODUCTS & HEALTHCARE SERVICES

PATIENT DIRECT

Products & Healthcare Services

The Products & Healthcare Services ("P&HS") segment offers a comprehensive portfolio of products and services to healthcare providers and manufacturers. P&HS is vertically integrated, starting with Americas-based manufacturing, using our proprietary technology, and leased or owned production facilities. We manufacture, starting with raw materials all the way to finished goods, before transferring products to our distribution center network for storage. We then deliver these products and related services to healthcare providers around the world. Our portfolio of medical and surgical supplies includes proprietary products as well as products purchased from manufacturers.

We offer value-added services to healthcare providers, such as supplier management, analytics, inventory management, and clinical supply management, that help them improve their contracting, purchasing, and inventory management processes. These services include our operating room-focused inventory management program that helps healthcare providers manage suture and endo-mechanical inventory, and our customizable surgical supply service that includes the kitting and delivery of surgical supplies in procedure-based totes to coincide with the healthcare providers' surgical schedule.

We offer a variety of programs dedicated to providing outsourced logistics and marketing solutions to our suppliers that are designed to help drive sales growth, increase market share, and achieve operational efficiencies.

Patient Direct

Our Patient Direct ("PD") segment, a leading provider of integrated home healthcare equipment and related services in the U.S, delivers disposable medical supplies sold directly to patients and home health agencies. We offer a comprehensive range of in-home care products and services for diabetes treatment, home respiratory therapy, and treatment for obstructive sleep apnea.

Patient Direct supplies a wide range of other home medical equipment and patient care product lines for ostomy, wound care (including negative pressure wound therapy), urology, incontinence, and more products and services to help improve the quality of life. Most products are prescribed by a physician as part of a healthcare plan and supported by our clinical and administrative support services.

As one of the industry's highest-quality yet cost-effective providers of home healthcare equipment, medical supplies, and related services, PD delivers value to patients, providers, and payors by enabling home-based care while reducing treatment costs. Our nationwide sales force focuses on managed care and key referral sources, while our strategically located centers of excellence align with specific mail order product categories and over 300 nationwide locations to best serve patients.



SUSTAINABILITY STRATEGY

Our sustainability approach forms the basis of our ESG Program, integrating the priorities identified in our materiality assessment into key aspects of our operations and overall business strategy.

Guided by our Purpose, *Life Takes Care*™, our framework emphasizes the importance of incorporating ESG commitments into our company culture and IDEAL (Integrity, Development, Excellence, Accountability, Listening) Values. Our sustainability framework consists of four focus areas:

- Promoting Environmental Stewardship: Minimize the impact of our operations on the environment.
- Caring for our Customers and Communities: Deliver superior and easily accessible care for customers and the communities we support.
- Operating Responsibly: Demonstrate sound governance, accountability, and responsible sourcing.
- Empowering our Teammates: Foster a work environment where all teammates can thrive.



MATERIALITY

In accordance with the Global Reporting Initiative (“GRI”) framework, we conducted an ESG materiality assessment in 2021 to identify and prioritize ESG topics most relevant to our key stakeholders. Using the results of this assessment, O&M aligns ESG risks and opportunities with our overall strategy, while striving to improve our environmental and societal impacts. The outcomes presented below were validated by our Chief Executive Officer and the Owens & Minor Board of Directors.

O&M's ESG Materiality Results (prioritization of ESG topics)		
IMPERATIVE	VERY IMPORTANT	IMPORTANT
G – Data privacy and security G – Ethics, anti-bribery and anti-corruption S – Health and safety S – Product quality and safety S – Responsible supply chain and human rights G – Regulatory compliance E – Waste management	S – Access and affordability of healthcare products and services E – Climate risk G – Corporate governance E – Energy efficiency G – ESG governance E – Fleet efficiency E – Environmental stewardship E – Product design and lifecycle management S – Talent management G – Transparency	S – Belonging S – Community engagement G – Customized healthcare solutions E – Water management
Legend: E – Environmental topic, S – Social topic, G – Governance topic		

POLICIES

We embed environmental and social responsibility into our operations and value chain through strong policies that provide a framework for reducing sustainability risks and leveraging opportunities. Well-defined policies create accountability, aligning teammates and leadership with measurable goals that enhance our corporate reputation and financial resilience. By prioritizing sustainability through structured policies, we strive to achieve meaningful impact. ESG-related policies at Owens & Minor include:

Policy	Purpose	Scope	Key Accountable Executives	Responsible Team
Code of Honor	Provides standards and guidelines for ethical conduct	All teammates, officers, and directors	CEO and the Chair of our Audit Committee	Compliance
Vendor Code of Conduct	Provides standards and guidelines in business ethics, integrity, and social compliance	All vendors, distributors, agents, suppliers, representatives, and other business partners and their employees, directors, officers, agents, representatives, and subcontractors	VP, Global Compliance	Compliance and Supply Chain
Conflict Minerals Policy Statement	Outlines approach to sourcing practices in conflict-prone regions	Vendors and suppliers in the Democratic Republic of Congo and adjoining countries	CPO, VP Procurement; VP, Global Compliance	Compliance and Procurement
Global Modern Slavery Statement	Explains our position on and actions relating to modern slavery	Operations and the entire supply chain	VP, Global Compliance	Compliance and Sustainability
Human Rights Policy	Manages human rights-related expectations for our operations	Teammates, temporary employees, and contractors	VP, Global Compliance	HR, Compliance, and Sustainability
Global Health and Safety Policy	Prevents incidents, injuries, and illnesses	Teammates, temporary employees, and contractors	CFO	Environmental, Health, and Safety
Quality Policy	Supports consistent, high-quality solutions for customers	Teammates, temporary employees, and contractors	P&HS CEO; Patient Direct CEO	Quality Team
Global Data Protection and Privacy Policy	Outlines how to process personal data lawfully	Teammates, temporary employees, contractors, and vendors	VP, Global Compliance	Compliance



GOVERNANCE OF SUSTAINABILITY

Our Leadership Team, guided by our Board of Directors, ESG Governing Board, and ESG Steering Committee, ensures that ethical, environmental, and social considerations are integrated into our business decisions. We maintain strong oversight through transparent policies, regulatory compliance, and stakeholder engagement, ensuring accountability at all levels. By upholding the highest standards of sustainability governance, we drive long-term value, mitigate risks, and reinforce our commitment to responsible and sustainable work.

- Governance and Nominating Committee of the Board of Directors
 - Reviews and oversees the company's ESG programming and practices. The Committee and full Board receive regular progress reports on the ESG Program
- ESG Governing Board
 - Oversees and sets priorities for the ESG Program and includes the Governing Board Chair, General Counsel & Corporate Secretary, Executive Leadership Team, and senior leadership across the organization
- ESG Steering Committee
 - Ensures implementation of ESG priorities and advises the ESG Governing Board on risk assessment relative to ESG topics. The Director, ESG & Sustainability, acts as Secretary of the Committee, which is made up of leaders from various corporate functions

STAKEHOLDER ENGAGEMENT

We believe that meaningful stakeholder engagement is essential for creating a positive impact. By fostering open dialogue with teammates, customers, suppliers, investors, governments, and communities, we gain valuable insights that help us align our strategies with industry best practices. Through regular communication, collaboration, and transparency, we work to build trust, address key concerns, and create shared value. Our approach to stakeholder engagement ensures that we remain accountable, responsive, and proactive in delivering sustainable solutions that benefit our communities and our customers.

Stakeholder Group	Purpose	Examples of Stakeholder Engagement
Customers	Build and maintain positive relationships	Customer Resources, Customer Advisory Council, Industry Associations
Communities	Maintain social license to operate	Teammate volunteerism, Contributions from The Owens & Minor Foundation, Compliance Hotline
Teammates	Retain and attract best talent	Global Engagement Survey, Quarterly Town Hall Meetings, Teammate Resource Groups
Government & Regulators	Maintain trust	Routine communications via Government Relations Team
Investors	Provide material financial and non-financial information	Shareholders' Meetings, SEC filings, Quarterly conference calls, Investor meetings
Vendors & Suppliers	Maintain ability to provide high-quality goods and services to customers	Business reviews, Vendor Code of Conduct, Distributor Toolkit

As part of our stakeholder engagement, we frequently interact with industry associations, including the Association for Health Care Resource & Materials Management (part of the American Hospital Association), Federation of American Hospitals, GS1 US-Healthcare, Health Industry Distributors Association, Health Industry Education Foundation, American Association for Homecare, the Council of Quality Respiratory Care, Healthcare Supplier Diversity Alliance, and Professional Women in Healthcare.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (“SDGs”) provide a global blueprint for addressing critical challenges, including health, well-being, and environmental sustainability. As a healthcare manufacturer and distributor, aligning with these goals – particularly SDG 3 (Good Health and Well-Being) – reinforces our commitment to improving patient outcomes while reducing our environmental footprint. By integrating sustainable practices, ethical sourcing, and innovative solutions, we contribute to a healthier world and a more sustainable future for generations to come.

SDG	SDG Name	Relevant Section of Report
13 CLIMATE ACTION 	Take urgent action to combat climate change and its impacts	Climate & Energy
3 GOOD HEALTH AND WELL-BEING 	Ensure healthy lives and promote well-being for all at all ages	About Owens & Minor
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Ethics & Compliance
8 DECENT WORK AND ECONOMIC GROWTH 	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	Empowering Our Teammates





PROMOTING ENVIRONMENTAL STEWARDSHIP

We recognize that environmental responsibility is essential to deliver sustainable healthcare solutions. As a healthcare manufacturer, we are committed to minimizing our environmental impact by reducing waste, conserving resources, and lowering emissions throughout our operations. From sourcing raw materials responsibly to optimizing energy efficiency in our production facilities, we seek innovative ways to enhance sustainability. Additionally, as a healthcare distributor, we are committed to increasing the efficiency of our fleet and lowering emissions at our distribution centers.

2024 ENVIRONMENTAL DATA¹

Water Withdrawal (Megaliters)	2024
Withdrawal - Total	8,493
Surface Water	8,091
Groundwater	0
Seawater	0
Produced Water	0
Third-party Water	402
Withdrawal from Water-stressed Areas	217
Water Discharge (Megaliters)	2024
Discharge - Total	7,978
Surface Water	7,808
Groundwater	0
Seawater	0
Third-party Water	170
Discharge from Water-stressed Areas	92

Waste Composition	Waste Generated (Metric Tons)	Waste Diverted from Disposal (Metric Tons)	Waste Directed to Disposal (Metric Tons)
Total	23,237	12,937	10,300
Commercial and Industrial	17,338	7,319	10,019
Mixed Municipal and Solid Waste	273	0	273
Construction Waste	8	0	8
Mixed Metals	501	501	0
Mixed Organics	11	11	0
Mixed Recyclables	3,615	3,615	0
Plastics	195	195	0
Paper	183	183	0
Corrugated Cardboard	1,113	1,113	0

Recovery Operation	Total Waste Diverted from Disposal - Offsite (Metric Tons)
Total - Non-Hazardous	12,937
Recycling	12,926
Other Recovery Operations (composting)	11
Total - Hazardous	0
Disposal Operation	Total Waste Directed to Disposal - Offsite (Metric Tons) 0
Total - Non-Hazardous	10,090
Incineration	90
Landfilling	8,357
Waste-to-Energy (Gassification)	1,643
Total - Hazardous	210
Landfilling	210

¹We are focused on year-over-year improvement in our data quality. The gap between water withdrawal and water discharge is not because our manufacturing processes consume water but, instead, due to gaps in our data coverage.

2024 ENERGY AND GREENHOUSE GAS EMISSIONS DATA

Greenhouse Gas Emissions (Metric Tons CO ₂ e) Market-Based	2024
Total Scope 1	155,255
Total Scope 2	169,203
Total Scope 3	2,043,747
Scope 3 - Category 1 - Purchased Goods and Services	1,781,030
Scope 3 - Category 2 - Capital Goods	7,300
Scope 3 - Category 3 - Fuel and Energy Related Activities	86,931
Scope 3 - Category 4 - Upstream Transportation and Distribution	101,675
Scope 3 - Category 5 - Waste Generated in Operations	8,555
Scope 3 - Category 6 - Business Travel	12,406
Scope 3 - Category 7 - Employee Commuting	45,750
Scope 3 - Category 8 - Upstream Leased Assets	100

Greenhouse Gas Emissions (% of Total) Market-Based	2024
Total Scope 1	7%
Total Scope 2	7%
Scope 3 - Category 1 - Purchased Goods and Services	75%
Scope 3 - Category 2 - Capital Goods	0.3%
Scope 3 - Category 3 - Fuel and Energy Related Activities	4%
Scope 3 - Category 4 - Upstream Transportation and Distribution	4%
Scope 3 - Category 5 - Waste Generated in Operations	0.4%
Scope 3 - Category 6 - Business Travel	0.5%
Scope 3 - Category 7 - Employee Commuting	2%
Scope 3 - Category 8 - Upstream Leased Assets	<0.1%
Normalized Greenhouse Gas Emissions (Metric Tons CO ₂ e/Normalization Factor)	2024
Headcount	
Scope 1 emissions per teammate	6
Scope 2 emissions per teammate	7
Scope 3 emissions per teammate	80
Revenue	
Scope 1 emissions per million \$ revenue	15
Scope 2 emissions per million \$ revenue	16
Scope 3 emissions per million \$ revenue	191

Energy Usage (MWh)	2024
Electricity	501,534
Grid	500,031
Clean	1,503
Fuel	1,634,540
Biomass	827,947
Natural Gas	705,536
LPG	52,471
Diesel	7,508
Motor Gasoline	36,768
Propane	3,279
Other	1,031
Normalized Energy Usage (MWh per 1,000 sq. ft.)	2024
MWh per 1,000 sq. ft.	167

CLIMATE & ENERGY

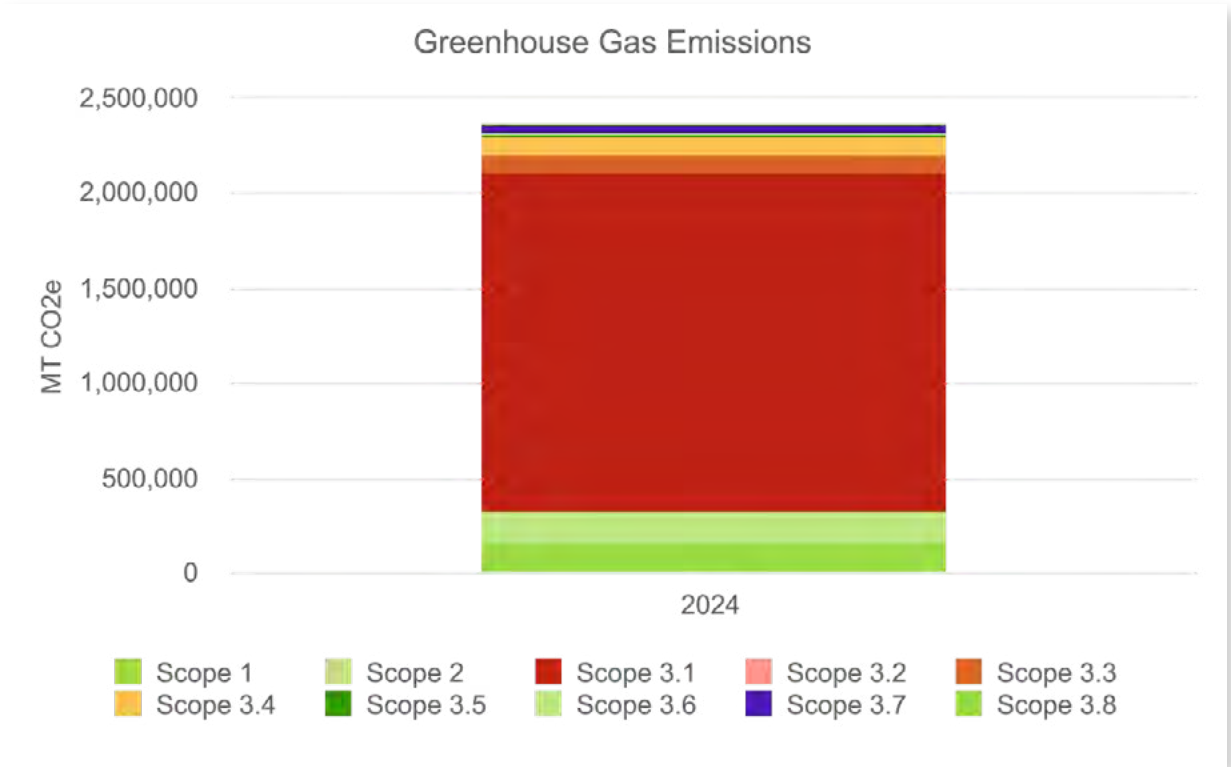
Owens & Minor recognizes the important role we play in reducing climate emissions and building a more sustainable healthcare supply chain. We are committed to minimizing our carbon footprint by optimizing logistics, increasing energy efficiency, and investing in lower-carbon technologies. At O&M, we are dedicated to serving our customers and communities, while prioritizing the safety of our teammates, such as during natural disasters, to ensure the reliability of product supply and patient care. By taking proactive steps to reduce our environmental impact, we aim to support a healthier planet while ensuring reliable and responsible distribution of essential healthcare products.

In 2022, we designated a 50% reduction in Scope 1 and 2 greenhouse gas emissions by 2030, reaching net zero by 2050, and completing an inventory of Scope 3 emissions. In 2024, we completed our first comprehensive greenhouse gas accounting, inclusive of Scope 1, Scope 2, and seven Scope 3 categories. Because of this work, we are re-baselining our emissions reduction goals, with a new baseline of 2024. Our 2024 footprints are presented at right and can be found in our [Emissions Data Sheet](#).

Our efforts to reduce emissions span both business segments. At our manufacturing sites, we adopt practices promoting environmental stewardship to reduce our environmental impact. These include efforts to eliminate waste, reduce our carbon footprint, and increase renewable energy usage.

As a distribution provider, our owned, leased, and contracted fleet plays a key role in emissions reduction. Our Transportation Team is committed to fleet efficiency targets set for our strategic logistics partners and share fuel efficiency and freight routing information with the U.S. Environmental Protection Agency SmartWay program to develop more environmentally friendly shipping methods. In 2024, we upgraded some of our fleet assets to current-year models to decrease carbon outputs. In addition, our ocean freight partners continue to invest in vessel upgrades to improve fuel efficiency and plan to meet carbon emissions reduction targets. We work closely with freight partners to identify the most efficient routes available and prioritize sea and rail routes over air freight as practicable.

In 2024, we implemented several changes to the Patient Direct fleet program to improve efficiency and further reduce carbon emissions. Following a successful 2023 electric vehicle pilot program in Southern California, we purchased 24 new electric vehicles for Q1 2025 deployment. Three Southern California sites installed charging stations and reevaluated certain delivery routes. Additionally, a 2023 pilot program that reduced vehicle idle time for participating vehicles was rolled out to PD branches in 2024. We continue to evaluate freight strategies, optimize transportation modes and delivery routes, and update and upgrade equipment to further the company’s climate risk mitigation objectives.





WATER

Owens & Minor is not a water-intensive business, although our facilities regularly withdraw and discharge water. Our manufacturing facilities have water inputs for various processes, such as cooling towers. Most of our manufacturing water footprint comes from our glove manufacturing facility in Thailand. At our distribution facilities, water usage is primarily for sanitary purposes.

To better understand our water footprint, we completed our first water risk assessment, identifying facilities in water-stressed areas and quantifying the amount of water withdrawn and discharged at these sites.

WASTE & CIRCULAR ECONOMY

Our facilities continue to focus on mitigating the impact of waste generated by our production and operations. We actively implement and maintain recycling programs at our distribution centers and manufacturing facilities. Many of our manufacturing sites reduce waste streams by reclaiming materials and returning them to the production process.

Many waste-related impacts occur at the end of our value chain, after we deliver our products to customers. To help minimize our downstream waste impacts, we are:

- Sourcing more paper-based packaging from suppliers that provide recycled content and Forest Stewardship Council-certified materials.
- Increasing consumer awareness of our product take-back and repair programs.
- Working to improve the recyclability of our distributed products and packaging materials.

In 2024, our Packaging & Labeling Team reduced the impact of downstream waste by implementing secondary packaging design improvements that eliminated unnecessary components across several product lines. Additionally, our SAFESKIN^{*2} Glove Manufacturing Facility in Thailand continues to be recognized for its commitment to environmental best practices.

² *Registered Trademark or Trademark of Owens & Minor, O&M Halyard or its affiliates

CARING FOR OUR CUSTOMERS & COMMUNITIES

Our Purpose, *Life Takes Care™*, is at the heart of everything we do. We are dedicated to delivering high-quality, innovative healthcare products and solutions while actively supporting the communities we serve. Our commitment focuses on quality, patient-centered innovation, and community engagement. By building strong relationships and investing in customer-first solutions, we strive to make a meaningful impact on the health and well-being of those we serve.

2024 CUSTOMERS & COMMUNITIES DATA

Metric	2024 Value
Quality	
% of facilities that participate in third-party audit programs intended to maintain the quality of manufacturing, management, or products	100%
% of Tier 1 suppliers' facilities that participate in third-party audit programs	100%
Significant product and service categories for which health and safety impacts are assessed for improvement	100%
Significant product or service categories covered by and assessed for compliance with procedures for product and service information and labeling procedures	100%
Incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	0
Incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	1
Marketing	
Incidents of non-compliance with regulations and/or voluntary codes concerning marketing communication	0
Monetary losses incurred during the reporting period resulting from legal proceedings associated with false marketing claims	\$0.00
The Owens & Minor Foundation	
The Owens & Minor Foundation contributions	\$897,500

QUALITY

We continue to strive for excellence in distribution, manufacturing, and customer service to benefit our customers. Our commitment to excellence extends to every aspect of our company, and we expect every teammate to pursue excellence in everything they do at O&M.

A commitment to quality is at the core of our operations. The Quality Assurance and Regulatory Affairs ("QARA") Team maintains a robust quality system that meets or exceeds all laws, regulations, and standards that govern our business. The QARA Team utilizes continuous improvement methods to identify and implement opportunities to enhance performance. This system provides a solid framework that ensures we deliver consistent, high-quality products and solutions to our customers.

O&M complies with global standards, including regulations set by the U.S. Food & Drug Administration ("FDA"), the European Union Medical Device Regulation, and other regulatory bodies throughout the world. The company is also certified under the International Organization for Standardization ("ISO") 13485 and the Medical Device Single Audit Program. This certification applies to all O&M manufacturing facilities, which are audited by notified bodies to maintain Quality System ISO certification (ISO 13485 and/or 9001). These audits include selected regional business and design centers that support these facilities. Additionally, we undergo third-party audits conducted by regulators, notified bodies, and customers, while managing an internal quality audit program as required by the FDA and ISO.

Patient Direct holds Centers of Medicare & Medicaid Services Durable Medical Equipment, Prosthetics, Orthotics, and Supplies-accreditation from the Community Health Accreditation Program, The Joint Commission, the Healthcare Quality Association on Accreditation, and Utilization Review Accreditation Commission, as applicable to our business operations. These organizations continuously collect data on safety and key performance indicators to monitor compliance with their requirements. Additionally, we conduct surveys to evaluate patient and referral satisfaction, and the results are reported to leadership for review.

LIFE TAKES CARE™ IN ACTION

During challenging times, the Owens & Minor team rises to the occasion to support one another. In the wake of Hurricanes Helene and Milton in the Southeastern U.S., we launched the Teammate Disaster Relief Fund to assist U.S. teammates facing long-term recovery efforts due to unprecedented storm damage. This fund, built on donations from teammates across all levels of the organization, demonstrates the power of our Purpose, *Life Takes Care™*, in action.

Patient Direct

In addition to taking care of teammates, Apria, one of our businesses providing home healthcare equipment, remained committed to caring for customers during these hurricanes. In the hardest-hit areas, branch teams reached out to high-acuity patients to review their preparedness, ensure backup batteries were fully charged, and confirm generators were in place and tested.

Apria teammates also contacted all high-flow oxygen patients to verify they had sufficient oxygen supply and coordinated with Hickory Airport to deliver essential items into the Asheville, North Carolina area. Despite power outages, many branches opened for limited hours so patients could access the necessary equipment.

Product & Healthcare Services

The Owens & Minor Kitting Facility in the Asheville area produces and ships essential healthcare kits, from IV Start Kits to Specialty Kits such as Labor and Delivery Kits, to hospitals across the U.S., Canada, and Latin America. Any disruption in that supply chain impacts product availability and patient care.

The kitting teams acted fast during this weather emergency, checking on the well-being of all teammates. Within 24 hours, most teammates returned to the kitting facility to help production rebound quickly despite severe impacts to transportation infrastructure. The company ensured these workers were well-supported by providing essentials such as bottled water, food, and other critical supplies.

Many of our teammates experienced personal losses, including homes, friends, and loved ones. The dedication and determination exhibited by each teammate made a direct impact on customers.

CHARITABLE GIVING

Owens & Minor invests in the communities where we live and work through charitable contributions from The Owens & Minor Foundation ("The Foundation") and by encouraging our teammates' volunteerism. Launched in May 2021 with a \$10 million endowment, in 2024, The Foundation focused on impactful investments to charitable and civic organizations in the communities we served in three primary areas:

- Healthcare
- Environment, with particular attention to the stewardship of waterways
- Community

Since its inception, The Foundation has contributed more than \$3 million to organizations supporting these focus areas.

In 2021, The Owens & Minor Foundation selected Ronald McDonald House Charities® ("RMHC") as its flagship charity partner, donating HALYARD³ products and contributing more than \$1.5 million for multi-year support of RMHC programming that directly improves the health and well-being of children and their families. In the last year alone, more than 1,500 Owens & Minor teammates across the world volunteered to support over 3,300 RMHC families in the communities where they live and work.

Also in 2024, The Foundation continued our collaboration with our O&M Veterans Teammate Resource Group ("Veterans TRG") to, again, partner with Hope for the Warriors® to help support active U.S. service members, veterans, and military families, as well as to provide ongoing engagement opportunities for Owens & Minor teammates. The O&M Veterans TRG provides a forum for active and former U.S. military service members to advocate for veterans and veterans' causes on behalf of teammates and in local communities. Since 2023, The Foundation's contributions totaling \$180,000 to Hope for the Warriors have supported over 1,000 clients within its critical needs and peer-to-peer support program, to address pressing challenges faced by veterans and their families, particularly in housing stability, which continues to be one of the most urgent needs.

³ *Registered Trademark or Trademark of O&M Halyard or its affiliates





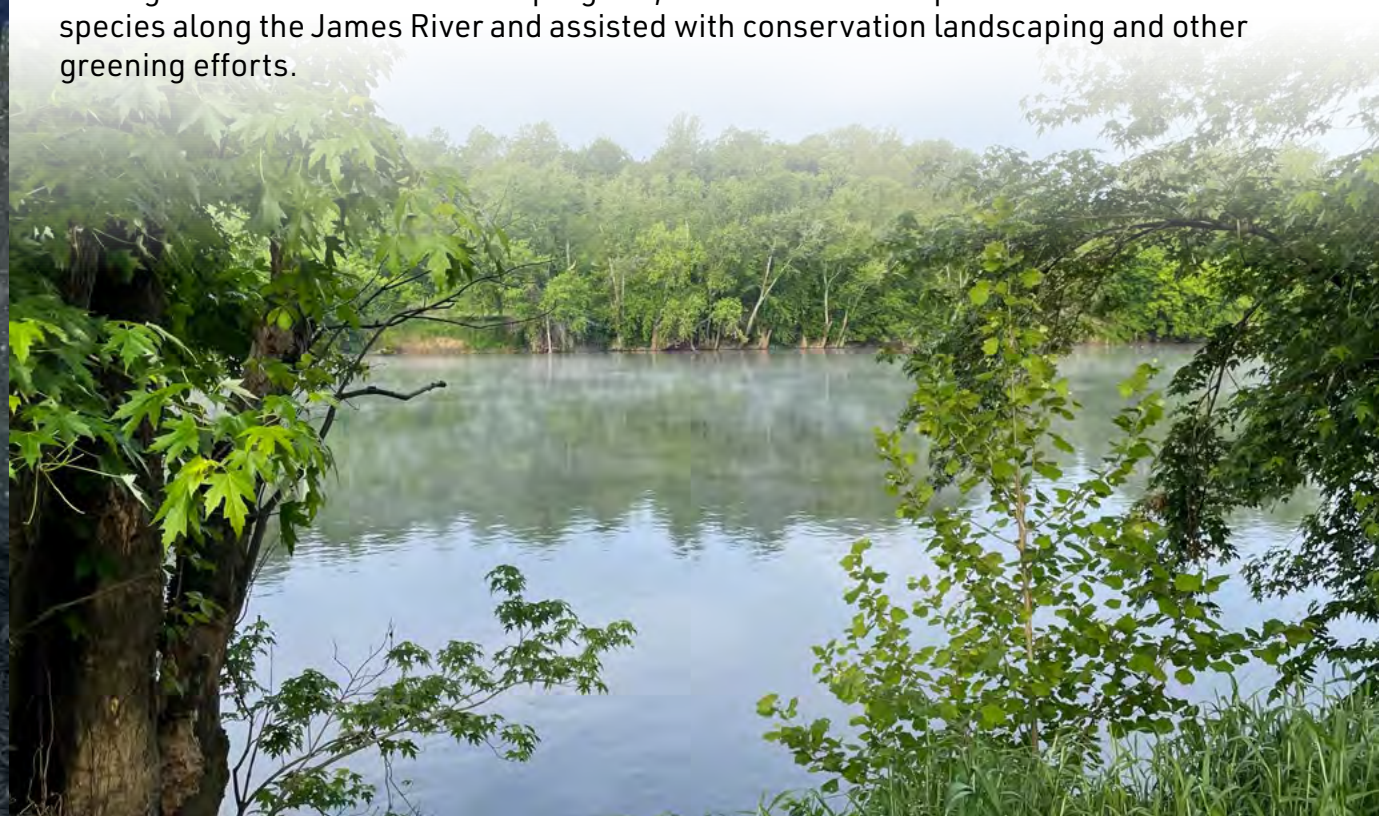
OUR PARTNERSHIP WITH THE JAMES RIVER ASSOCIATION

We are proud to be a corporate sponsor of the James River Association, which promotes conservation and responsible stewardship of the James River's natural resources while also increasing access to the river for nearby communities.

Our sponsorship helped fund the development of the James A. Buzzard River Education Center, which opened in July 2024. This new facility immerses students in the wonders of the James River and aligns with Virginia's goal of providing watershed experiences for every student. The Foundation's contribution also helped preserve riparian buffers across the 10,000 square miles of the James River watershed and support community conservation efforts.

Additionally, we provided direct support for students from Title 1 school districts to participate in educational programming and funded the James River Association's advocacy, action, and awareness programs throughout the watershed.

Through our teammate volunteer program, our teammates helped remove invasive species along the James River and assisted with conservation landscaping and other greening efforts.





OPERATING RESPONSIBLY

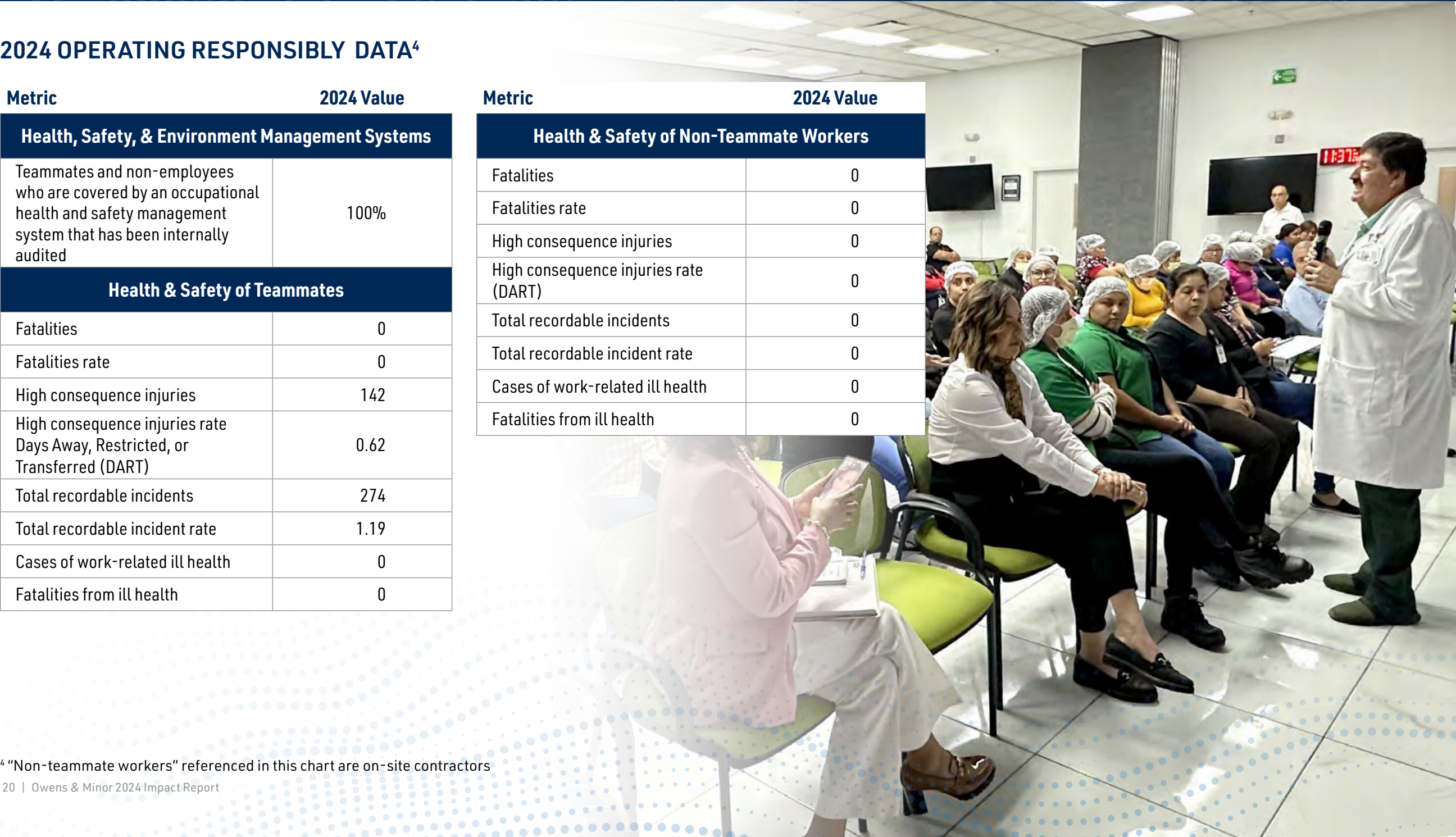
We are committed to conducting our operations with integrity, accountability, and a genuine respect for the communities we serve. Operating responsibly goes beyond compliance; it involves ensuring teammate safety, upholding ethical business practices, and fostering a supportive workplace environment. By prioritizing responsible operations, we strengthen trust with our teammates and stakeholders. This section outlines our efforts to integrate sustainability into our core business practices, including ethical sourcing, data privacy, and health and safety.

2024 OPERATING RESPONSIBLY DATA⁴

Metric	2024 Value
Health, Safety, & Environment Management Systems	
Teammates and non-employees who are covered by an occupational health and safety management system that has been internally audited	100%
Health & Safety of Teammates	
Fatalities	0
Fatalities rate	0
High consequence injuries	142
High consequence injuries rate Days Away, Restricted, or Transferred (DART)	0.62
Total recordable incidents	274
Total recordable incident rate	1.19
Cases of work-related ill health	0
Fatalities from ill health	0

Metric	2024 Value
Health & Safety of Non-Teammate Workers	
Fatalities	0
Fatalities rate	0
High consequence injuries	0
High consequence injuries rate (DART)	0
Total recordable incidents	0
Total recordable incident rate	0
Cases of work-related ill health	0
Fatalities from ill health	0

⁴ "Non-teammate workers" referenced in this chart are on-site contractors





Metric	2024 Value
Anti-Corruption	
Percentage of teammates to whom anti-corruption policies and procedures have been communicated	100%
Percentage of teammates that have received anti-corruption training	100%
Board members that have received training on anti-corruption	9
Percentage of Board members that have received training on anti-corruption	100%
Board members to whom anti-corruption policies and procedures have been communicated	9
Percentage of Board members to whom anti-corruption policies and procedures have been communicated	100%
Operations assessed for risks related to corruption	3
Percentage of operations assessed for risks related to corruption	100%
Business partners to whom the organization's anti-corruption policies and procedures have been communicated	273
Confirmed incidents of corruption	0
Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0
Data Privacy	
Substantiated complaints received concerning breaches of customer privacy	0
Identified leaks, thefts, or losses of customer data	0
Compliance	
Significant instances of non-compliance with laws and regulations during the reporting period	0
Fines for instances of non-compliance with laws and regulations	0

ETHICS & COMPLIANCE

Owens & Minor is committed to doing business with integrity, and Integrity is the first of our IDEAL values. We honor our commitments to our customers, to one another, and to the communities that we serve. We expect teammates to be thoughtful, honest, and fair with their actions and words. Our Ethics, Compliance, and Privacy Program aligns with the core elements of an effective compliance program, as outlined by the U.S. Government and best practices in the healthcare industry.

Owens & Minor’s Code of Honor is the overarching document that supports this program. This Code creates a standard for ethical behavior that is required of all our teammates and business partners, including expectations for specific topics such as privacy, social compliance, anti-bribery, anti-corruption, and workplace conduct.

We require all teammates and Directors to be trained upon hire or appointment and annually thereafter on the Code of Honor and to attest to upholding its standards.

Our Vice Presidents of Compliance are responsible for ethics and compliance. We monitor corruption, bribery, and other Code violations through our corporate Internal Audit, Procurement, Compliance, and Vendor Relations teams, who review various reports from all areas of our business. At the Board level, the Audit Committee is responsible for monitoring the company’s ethical and legal compliance responsibilities. The Audit Committee is regularly briefed on these matters.

We maintain and support a [whistleblower hotline](#) with instructions for all teammates, vendors, and any other stakeholders, to report potential violations of our Code of Honor, social compliance issues, or other relevant concerns to our Ethics, Compliance, and Privacy team via email (gm-codeofhonor@owens-minor.com), the [whistleblower hotline at www.omicodeofhonor.com](#), or +1-866-293-2599. Our hotline supports anonymous reporting and is aligned with various whistleblower guidelines. We have a non-retaliation policy that protects teammates and other individuals from retaliation for reporting potential concerns in good faith or cooperating in an investigation. Violation of any O&M policy may subject the involved teammate(s) to disciplinary action, up to and including termination. The company reserves the right to determine, at its own discretion and based on the available information, whether any policy has been violated.

The social compliance aspects of our ethics and compliance program are governed by the Social Compliance Committee, which includes teammates from across the organization and is led by our VP, Global Compliance, and our Director, ESG & Sustainability. The Committee is responsible for reviewing and updating policies, procedures, and programs. Child labor, forced labor, and freedom of association are within the remit of the Social Compliance Program. The Owens & Minor Board of Directors, the Executive Leadership Team, and the company’s Human Resources, Legal, Ethics, Compliance, & Privacy, Safety, and Supply Chain leaders have the responsibility to ensure adherence to social compliance laws and regulations.

To manage social compliance risks, such as child or forced labor, we periodically assess our operations to identify areas with the highest risk. This assessment includes financial, reputational, operational, legal, and social compliance aspects. Once risks are identified, they are prioritized using key performance indicators and then systematically addressed. Additionally, we develop, maintain, and deploy policies and procedures that define our responsibilities and obligations regarding social compliance. All teammates receive annual Code of Honor training, and those involved in procurement and our supply chain receive more specialized training related to social compliance. Finally, we conduct periodic audits of our own manufacturing locations as well as audits of our suppliers and vendors.



SUPPLY CHAIN & PROCUREMENT

Supply chain sustainability is critical for reducing environmental impact, ensuring ethical sourcing, and improving operational efficiency. A responsible supply chain not only supports environmental stewardship but also strengthens long-term resilience and cost-effectiveness. Our supply chain and procurement program is managed by our Chief Procurement Officer and is supported by the Social Compliance Program.

The company's Social Compliance Program strives to uphold human rights in all our business activities, including within our supply chains. Actions to embed sustainability within our supply chain include:

- In 2024, with the help of a third party, we assessed our Tier 1 suppliers' sustainability performance through our first ESG survey, which covered topics from climate impact to human rights. The survey was sent to over 150 suppliers.
- New suppliers are required to complete a self-assessment covering sustainability topics.

We regularly evaluate our supply chain for social compliance risks, including bribery, corruption, and modern slavery. Some of our suppliers regularly undergo audits to ensure they are in compliance. Additionally, we work to ensure that both O&M and our vendors adhere to business integrity fundamentals as outlined in our Vendor Code of Conduct.

We maintain a responsible supply chain that includes qualified businesses with broad ownership representation. O&M believes that understanding the valuable perspectives of all our suppliers is critical to our success and is committed to supporting partners across the full spectrum of available vendors. To that end, we support mentoring, leadership programs, and private-label partnerships that advance our business interests while fostering a vibrant and productive supplier community. We also promote a commercial marketing strategy to enhance supplier opportunities throughout the industry. To support and better understand supplier performance, O&M monitors the growth in utilization of a broad spectrum of suppliers' associated usage so that we may better identify opportunities to continue to expand opportunities for our company and the partners that allow it to thrive.

DATA PROTECTION & PRIVACY

Owens & Minor is committed to upholding individuals' rights regarding their personal information across all operations and regions, while complying with local laws. As such, our top priority is to establish and maintain globally applicable standards for handling personal data.

We take a multi-pronged approach to data protection and privacy. At the Board level, the Audit Committee monitors our information security programs. At the management level, the cybersecurity team, led by the Chief Information Officer and the Chief Information Security Officer, manages our information protection risks. Their efforts are guided by our Information Security Policy, which applies to all users – teammates, contractors, vendors, and others – of O&M information and IT resources. As teammates are the first line of defense for cybersecurity breaches, they receive regular training on cybersecurity and are encouraged to report suspicious activity through the proper internal channels. Additional information about our cybersecurity program can be found in our [2025 Proxy Statement](#).

Data privacy at O&M is the responsibility of our Vice Presidents of Compliance and is governed by several policies, including our Global Data Protection and Privacy Policy, which applies to all teammates, including those at our subsidiaries and affiliates. Our data protection and privacy activities are aligned with globally recognized and accepted principles and comply with the EU General Data Protection Regulation as well as the U.S. Health Insurance Portability and Accountability Act ("HIPAA").

In 2024, we received no substantiated complaints regarding customer privacy breaches, and identified no leaks, thefts, or losses of customer data.

HEALTH & SAFETY

Ensuring the health and safety of our teammates is a fundamental part of our commitment to sustainability. We believe that a safe workplace not only protects our teammates but also enhances productivity, operational efficiency, and overall well-being.

Our comprehensive Health and Safety Programs focus on proactive risk management, rigorous training, and continuous improvement to prevent workplace incidents. By integrating safety with our sustainability initiatives, we foster a culture of responsibility, ensuring compliance with industry regulations while striving for higher standards. Our Health and Safety Programs are managed by our corporate Health and Safety Team and guided by our Global Health and Safety Policy. At each of our manufacturing, kitting, and distribution sites, there is at least a safety coordinator or dedicated Environmental, Health, and Safety Manager.

We implement an occupational health and safety management system that strives to meet and exceed all related regulations, including all applicable rules originating from the:

- Occupational Safety & Health Administration (U.S.)
- 2005 Safety, Health, and Welfare at Work Act (Ireland)
- Ministry of Industry (Thailand)
- Occupational Health & Safety Law (Mexico)
- International Labor Organizations

We maintain numerous internal auditing tools and protocols to ensure compliance with these standards. Two of our facilities, including the SAFESKIN⁵ Scientific & Medical Thailand facility and our facility in Belgium, hold ISO 14001 certificates.

All O&M teammates and non-employees working on-site (such as contractors) are covered by our occupational health and safety management system. Like teammates, contractors are trained on company-specific site rules and safety practices before working on-site. Contractors are selected, in part, based on certification or equivalent experience/expertise in certain safety-critical areas, such as electrical safety or fall protection. Contractors make up a small portion of our on-site workforce.

The foundation of our Safety Management System starts with identifying hazards associated with each job function before work begins. We identify and mitigate a combination of physical and behavioral hazards through job hazard analysis, risk assessment, internal inspections, and behavior-based safety models. Hazard identification activities and training for supervisors and teammates are conducted regularly. Additionally, teammates receive health and safety training and role-specific training as appropriate.

We encourage teammates to report all incidents, near misses, and identified hazards so that we can implement corrective and preventative actions to prevent future occurrences and reduce risks. Teammates have multiple channels for reporting hazards, both openly and discreetly. Our Code of Honor, Safety Training, and Safety Policies promote safe reporting practices, as we believe everyone plays a role in creating a safe work environment. Once an incident is reported, we initiate the Incident Investigation Process, which includes investigating on-site with the involved supervisors and teammates, witnesses, and using available technology. A member of the Global Safety Management Team coordinates follow-up with the investigative team, the Safety Director, and site leadership. All incidents are reviewed, root cause is identified, and action items are agreed upon for improvement. Each month, site leaders meet to discuss recent incidents and share lessons learned. Every site is then empowered to implement those lessons. We believe that through communication and collaboration, we can achieve better results.

As part of our continuous improvement process, teammates are encouraged to share their suggestions and can join the site safety committees. A global safety suggestion form is available on our teammate intranet site for submitting ideas for improvement. Our Global Safety Policy empowers teammates to actively participate in maintaining a safe workplace.

If an incident occurs, teammates have access to various healthcare resources. In countries with specific legal requirements, we provide on-site healthcare services staffed by qualified personnel. In the U.S., healthcare services are available to all teammates during working hours. Internationally, teammates can access our nurse triage line 24/7 for work-related healthcare concerns.

⁵ *Registered Trademark or Trademark of Owens & Minor, O&M Halyard or its affiliates

EMPOWERING OUR TEAMMATES

As a leading healthcare solutions company, our commitment to environmental and social responsibility extends beyond our products and operations. This commitment is deeply rooted in the well-being, growth, and satisfaction of our teammates. Guided by our Purpose of *Life Takes Care™* and our IDEAL Values, we are committed to creating an environment where teammates can bring their authentic selves to work each day. Throughout this report, we highlight our efforts to create a workplace that fosters teammates' success and well-being through open communication, a supportive work environment, development opportunities, and a focus on belonging.



TEAMMATE DATA

Metric	2024 Value
Teammate Demographics	
Teammates by Age	
Under 30	26%
30-50	51%
50+	23%
Teammates by Gender	
Male	49%
Female	50%
Non-binary	0%
Data not disclosed	1%
Teammate Demographics by Type	
Full-time Teammates - Total	22,949
Full-time Teammates - Male	11,297
Full-time Teammates - Female	11,453
Full-time Teammates - Non-binary	13
Full-time Teammates - Data not disclosed	186

Metric	2024 Value
Teammate Demographics by Type (continued)	
Part-time Teammates - Total	320
Part-time Teammates - Male	114
Part-time Teammates - Female	201
Part-time Teammates - Non-binary	2
Part-time Teammates - Data not disclosed	3
Permanent Teammates - Total	23,269
Permanent Teammates - Male	11,411
Permanent Teammates - Female	11,654
Permanent Teammates - Non-binary	15
Permanent Teammates - Data not disclosed	189
Temporary Teammates - Total	65
Temporary Teammates - Male	22
Temporary Teammates - Female	28
Temporary Teammates - Data not disclosed	15
Teammates not guaranteed work hours - Total	56
Teammates not guaranteed work hours - Male	18
Teammates not guaranteed work hours - Female	38
Workers who are not employees	5,594

Metric	2024 Value
Teammate Movement	
New Hires - Total	8,425
New Hires - Male	4,587
New Hires - Female	3,602
New Hires - Non-binary	5
New Hires - Data not disclosed	231
New Hires - Percentage	
New Hires - Male	54%
New Hires - Female	43%
New Hires - Non-binary	0%
New Hires - Data not disclosed	3%
Teammate Turnover - Total	7,153
Teammate Turnover - Male	3,794
Teammate Turnover - Female	3,176
Teammate Turnover - Non-binary	3
Teammate Turnover - Data not disclosed	180



Metric

2024 Value

Training & Development	
Average hours of teammate training - Total	12
Average hours of teammate training - Male	12
Average hours of teammate training - Female	13
Average hours of teammate training - Non-binary	6
Average hours of teammate training - Data not disclosed	12
Teammates who received a regular performance and career development review - Total	36%
Regular performance and career development review - Male	31%
Regular performance and career development review - Female	54%
Regular performance and career development review - Non-binary	42%
Regular performance and career development review - Data not disclosed	14%

BENEFITS

Our Total Compensation Philosophy supports our goals of attracting, developing, and retaining teammates who wish to deliver a difference to our customers. In addition to a teammate's salary and wages, teammate compensation includes a comprehensive benefits package and other incentives. Benefits to eligible U.S.-based teammates include:

- **Insurance Benefits:** Medical, dental, and vision insurance, savings and spending accounts, income protection, disability coverage, and supplemental insurance. Some medical insurance programs offer free access to Calm Health, which connects individuals with personalized resources to support their mental health either in-the-moment or as a supplement to working with a licensed professional.
- **Tuition Reimbursement:** We provide a reimbursement program to eligible teammates for certain tuition expenses.
- **Parental Leave:** Teammates who experience the birth of a child are eligible for up to three weeks of parental leave. This parental leave runs concurrently with applicable state or federal leaves, including family and medical leaves of absence. It is in addition to any approved short-term disability benefits.
- **Adoption Assistance:** We offer annual reimbursement for adoption assistance, per child.
- **Flexible Working Options:** We provide flexible working hours, work-from-home arrangements, and part-time options.
- **Paid Time Off:** Our policies include a variety of paid time off options.
- **Teammate Stock Purchase Plan:** We offer a plan that allows eligible teammates to purchase stock in the company.
- **Teammate Assistance Program:** Our program helps teammates find work-life balance, cope with grief and loss, and alleviate stress by helping them find child and elder care. Some teammates also have access to Optum Mental Health Awareness Toolkits, which include articles, training, and tips on relevant topics to support health and well-being both at work and at home.

In the event that teammates separate from the organization, we offer severance pay to those whose positions are affected by restructuring or downsizing. We also offer outplacement services through a third-party provider. These services include career coaching, assistance with resumes and professional profile development, job leads, and access to online learning courses.



LEARNING & DEVELOPMENT

Individual and collective development is crucial for success. When every teammate prioritizes personal and professional growth, our company progresses and improves.

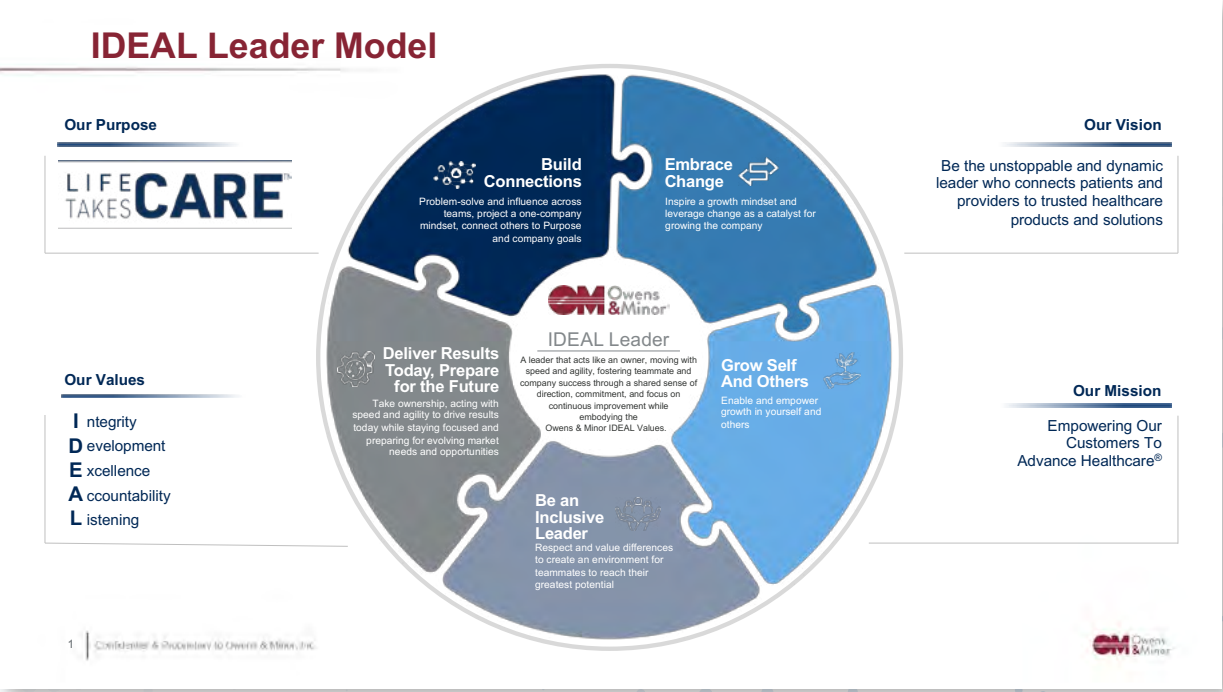
Through our annual talent review process, we continue to invest in leadership development opportunities to prepare our top talent for greater responsibility at O&M. We encourage all teammates to create individual plans that support their career development journeys. We equip teammates with the tools to succeed by offering ongoing learning opportunities, including various training options available on our internal education platform, Owens & Minor University.

We launched the IDEAL Leader Model and integrated it into all leadership development programs and performance management processes, including our new frontline leadership education program. This model outlines five core accountabilities that guide leaders in driving success throughout the organization.

Continuous improvement embodies the IDEAL Value of Development by promoting a growth mindset through engaging teammates in problem-solving activities that drive operational excellence. In 2024, we expanded our learning offerings by introducing a new leadership development program for frontline leaders called the “Elevate Excellence Program,” a 12-week leadership development experience designed to equip them with essential skills, knowledge, and tools to excel in their roles and drive team performance. It reflects our commitment to strengthening the leadership pipeline and ensuring long-term success. We also continued to offer a senior leadership program known as the “Leadership Development Program.”

We collaborate across the organization to build a community of continuous improvement champions and practitioners who will drive sustainable improvements throughout the enterprise. We are proud to offer several continuous improvement leadership development programs, including:

- Continuous Improvement Fundamentals: This program aims to accelerate the adoption of an improvement mindset by building key problem-solving competencies. This training focuses on Operational Excellence and teammate development.
- Leading with Lean: This intensive “learn and do” training experience includes on-site coaching and practical applications to establish a culture of daily accountability, engagement, and continuous improvement.



BELONGING

We know that everyone benefits – the company and our teammates – in an environment where people feel valued and respected. A culture of belonging makes us stronger as we innovate and grow together. In 2024, we demonstrated our commitment to our IDEAL Value of Listening by launching a company-wide engagement survey to solicit feedback from all teammates, achieving best-in-class levels of engagement. People leaders were encouraged to discuss the survey feedback with their teams and create action plans to maximize strengths and overcome challenges.

Our nine TRGs, led by teammates with shared identities and experiences, and their advocates, provide a space for connection, support, and collaboration. These groups are open to all teammates and actively advance causes important to their communities and foster a more inclusive work environment and sense of belonging.

This year, we added our ninth TRG, and we also expanded globally, launching the first TRG chapter in our Pune, India, office. Annually, each TRG receives funding from The Owens & Minor Foundation to support nonprofit organizations aligned with their missions, enabling them to build partnerships, host events, and engage in meaningful volunteer work within the communities where we live and work.

O&M TEAMMATE RESOURCE GROUPS

- O&M ASPIRE: O&M Asians and Pacific Islanders Rising to Excellence
- O&M bhOMe: O&M Black Heritage, Outreach, Mentorship, and Enrichment
- O&M DAIS: O&M Diverse Abilities Inclusion & Support
- O&M HOLA: O&M Hispanic Organization for Leadership and Achievement
- O&M PRIDE: O&M Philanthropy Respect Intersectionality Diversity Education
- O&M WEN: O&M Women’s Empowerment Network
- O&M WIT: O&M Women in Technology
- O&M YEP: O&M Young Emerging Professionals





REPORTING INDICES

GRI INDEX

Disclosure		Description	Reference
GRI 2: General Disclosures 2021			
2-1	Organizational details	Owens & Minor, Inc. (NYSE: OMI)	
2-2	Entities included in the organization’s sustainability reporting	2024 10K	
2-3	Reporting period, frequency, and contact point	Annual reporting from January 1, 2024 - December 31, 2024. Please submit inquiries regarding the ESG Program at Owens & Minor to: OMI@alpha-ir.com	
2-4	Restatements of information	Baseline emissions (GRI 305-1, 305-2, 305-3, 305-4) and energy usage (GRI 302-1)	
2-5	External assurance	Owens & Minor has not retained external assurance for this year’s report	
2-6	Activities, value chain, and other business relationships	Who We Are, page 4	
2-7	Employees	Teammate Data, page 26	
2-8	Workers who are not employees	Teammate Data, page 26 ; The most common type of worker who is not an employee is a contingent worker	
2-9	Governance structure and composition	2025 Proxy Statement , page 1	
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement Governance & Nominating Committee Charter	
2-11	Chair of the highest governance body	2025 Proxy Statement , page 18	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance of sustainability, page 8	
2-13	Delegation of responsibility for managing impacts	2025 Proxy Statement , page 10	
2-14	Role of the highest governance body in sustainability reporting	Governance of Sustainability, page 8 . The Board of Directors is responsible for reviewing and approving the information in this report as the final step of a robust review project by subject matter experts, the Executive Leadership Team, and others.	

Disclosure	Description	Reference
GRI 2: General Disclosures 2021 (continued)		
2-15	Conflicts of interest	Mitigation strategies and disclosures considering Conflicts of Interest are addressed in the Corporate Bylaws . Teammates and Directors are both annually educated and advised on the definition and avoidance of Conflicts of Interest in our Code of Honor.
2-16	Communication of critical concerns	The Audit Committee of the Board is responsible for monitoring issues involving the company's ethical and legal compliance responsibilities. Issues are raised to the Committee at least quarterly and as needed.
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement , page 21
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement , page 2
2-19	Remuneration policies	Corporate Governance Guidelines 2025 Proxy Statement , pages 18-12; 32-60
2-20	Process to determine remuneration	2025 Proxy Statement , pages 18-20; 32-60
2-21	Annual total compensation ratio	2025 Proxy Statement , page 60
2-22	Statement on sustainable development strategy	Letter from Our CEO, page 3
2-23	Policy commitments	Policies, page 7
2-24	Embedding policy commitments	Policies, page 7

Disclosure	Description	Reference
GRI 2: General Disclosures 2021 (continued)		
2-25	Processes to remediate negative impacts	Owens & Minor maintains and supports a whistleblower hotline with instructions for all teammates, vendors, and other stakeholders to report potential violations of policies, social compliance issues, or other relevant concerns to Ethics, Compliance, and Privacy via the Whistleblower Hotline at www.omicodeofhonor.com or +1-866-293-2599. Violation of any Owens & Minor policy may subject the involved teammate(s) to disciplinary action, up to and including termination. Owens & Minor reserves the right to determine, at its own discretion and based on available information, whether any policy has been violated. Likewise, Owens & Minor reserves the right to terminate collaboration with any supplier that, upon investigation, is found to be in violation of any Owens & Minor policy, including this policy.
2-26	Mechanisms for seeking advice and raising concerns	Ethics & Compliance, page 22
2-27	Compliance with laws and regulations	There were no significant instances of non-compliance in 2024.
2-28	Membership associations	Stakeholder Engagement, page 8
2-29	Approach to stakeholder engagement	Stakeholder Engagement, page 8
2-30	Collective bargaining agreements	Our manufacturing facilities in Mexico, Honduras, and Brazil have teammates covered by collective bargaining agreements.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Materiality, page 6
3-2	List of material topics	Materiality, page 6
3-3	Management of material topics	Materiality, page 6

Disclosure	Description	Reference
201 Economic Performance 2016		
201-1	Direct economic value generated and distributed	2024 10K
201-2	Financial implications and other risks and opportunities due to climate change	2024 10K , page 37
201-3	Defined benefit plan obligations and other retirement plans	2025 Proxy Statement , page 21
201-4	Financial assistance received from government	Information unavailable
2-19	Remuneration policies	Any assistance from governments is embedded within our 2024 financial statements in our 2024 10K .
202 Market Presence 2016		
202-1	Annual total compensation ratio	2025 Proxy Statement , page 60
202-2	Statement on sustainable development strategy	Letter from Our CEO, page 3
203 Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Charitable Giving, page 17
203-2	Significant indirect economic impacts	Information unavailable
204 Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Information unavailable
205 Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Operating Responsibly Data, page 20
205-2	Communication and training about anti-corruption policies and procedures	Operating Responsibly Data, page 20

Disclosure	Description	Reference
205 Anti-corruption 2016 (continued)		
205-3	Confirmed incidents	Operating Responsibly Data, page 20
206 Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2024 10K , page 92
207 Tax 2019		
207-1	Approach to tax	Details concerning Owens & Minor's approach to tax may be found throughout the 2024 Annual Report .
207-2	Tax governance, control, and risk management	Information unavailable
207-3	Stakeholder engagement and management of concerns related to tax	Information unavailable
207-4	Country-by-country reporting	Information unavailable
301 Materials 2016		
301-1	Materials used by weight or volume	Information unavailable
301-2	Recycled input materials used	Information unavailable
301-3	Reclaimed products and their packaging materials	Information unavailable
302 Energy 2016		
302-1	Energy consumption within the organization	2024 Energy and Greenhouse Gas Emissions Data , page 12
302-2	Energy consumption outside of the organization	Information unavailable
302-3	Energy intensity	2024 Energy and Greenhouse Gas Emissions Data , page 12
302-4	Reduction of energy consumption	Information unavailable

Disclosure	Description	Reference
302 Energy 2016 (continued)		
302-5	Reductions in energy requirements of products and services	Information unavailable
303 Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Water, page 14
303-2	Management of water discharge-related impacts	Water, page 14
303-3	Water withdrawal	2024 Environmental Data, page 11
303-4	Water discharge	2024 Environmental Data, page 11
303-5	Water consumption	Information unavailable
304 Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Information unavailable
304-2	Significant impacts of activities, products, and services on biodiversity	Information unavailable
304-3	Habitats protected or restored	Information unavailable
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Information unavailable
305 Emissions 2016		
305-1	Direct (Scope 1) Greenhouse Gas ("GHG") emissions	Direct (Scope 1) Greenhouse Gas ("GHG") emissions

Disclosure	Description	Reference
305 Emissions 2016 (continued)		
305-2	Energy indirect (Scope 2) GHG emissions	2024 Energy and Greenhouse Gas Emissions Data, page 13
305-3	Other indirect (Scope 3) GHG emissions	2024 Energy and Greenhouse Gas Emissions Data, page 13
305-4	GHG emissions intensity	2024 Energy and Greenhouse Gas Emissions Data, page 13
305-5	Reduction of GHG emissions	Information unavailable
305-6	Emissions of ozone-depleting substances (ODS)	Information unavailable
306 Waste 2020		
306-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Waste & Circular Economy, page 14
306-2	Management of significant waste-related impacts	Waste & Circular Economy, page 14
306-3	Waste generated	2024 Environmental Data, page 11
306-4	Waste diverted from disposal	2024 Environmental Data, page 11
206-5	Waste directed to disposal	2024 Environmental Data, page 11
307 Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	2024 10K , page 92
308 Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Information unavailable
308-2	Negative environmental impacts in the supply chain and actions taken	86 suppliers were assessed for environmental impacts as part of our inaugural ESG supplier survey.

Disclosure	Description	Reference
401 Employment 2016		
401-1	New employee hires and employee turnover	Teammate Data, page 26
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits, page 28
401-3	Parental leave	Information unavailable
402 Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Owens & Minor's standard guidance is a minimum of 14 days for shift changes. For plant closures and other large events, Owens & Minor follows U.S. federal law and country guidelines, which typically require notice of 60 days.
403 Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Health & Safety, page 24
403-2	Hazard identification, risk assessment, and incident investigation	Health & Safety, page 24
403-3	Occupational health services	Health & Safety, page 24
403-4	Worker participation, consultation, and communication on occupational health and safety	Health & Safety, page 24
403-5	Worker training on occupational health and safety	Health & Safety, page 24
403-6	Promotion of worker health	Health & Safety, page 24
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety, page 24

Disclosure	Description	Reference
403 Occupational Health and Safety 2018 (continued)		
403-8	Workers covered by an occupational health and safety management system	2024 Operating Responsibly Data, page 20
403-9	Work-related injuries	2024 Operating Responsibly Data, page 20 Back sprains and strains are the most frequent type of incident, which may be caused by lifting technique and inattention to surroundings. Our main type of incident is related to material handling as certain teammates handle a variety of box sizes, totes, and medical equipment that require safe lifting techniques with equipment and without. Each day's orders require a variety of techniques to be used for safe handling. Training on these movements is conducted at hire, periodically throughout the year, and at pre-shift start-up meetings and awareness campaigns. Engineering controls are in place where opportunities arise. Forklifts, dollies, carts, and other devices are used to minimize the human element. Manual intervention is required for each unit to be transported inside a patient's home or when packed specifically for a hospital. Behavior-based safety observations are conducted at the shop floor level to identify unsafe behaviors and to offer coaching and retraining when needed before an incident occurs. We also believe that reinforcing positive behaviors through our Safe Catch Program, where teammates are recognized for their good safety behaviors, is a fundamental component of empowering teammates. The number of hours worked for our injuries calculation is approximately 46 million hours.

Disclosure	Description	Reference
403 Occupational Health and Safety 2018 (continued)		
403-10	Work-related ill health	2024 Operating Responsibly Data, page 20
404 Training and Education 2016		
404-1	Average hours of training per year per employee	Teammate Data, page 26
404-2	Programs for upgrading employee skills and transition assistance programs	Benefits, page 28
404-3	Percentage of employees receiving regular performance and career development reviews	Teammate Data, page 26
405 Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	2025 Proxy Statement , page 2
405-2	Ratio of basic salary and remuneration of women to men	Information unavailable
406 Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Information unavailable
407 Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Some of our operations are in countries where, according to the 2024 ITUC Global Rights Index, there is an increased risk to freedom of association and collective bargaining. However, our Human Rights Policy, which covers all locations of operations, protects freedom of association and the right to collective bargaining. Similarly, our vendors and suppliers are required to protect these rights per our Vendor Code of Conduct.

Disclosure	Description	Reference
408 Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Some of our operations are in countries where, according to the International Labor Organization, there is an increased risk of child labor. However, our Human Rights Policy, which covers all locations of operations, prohibits child labor. Similarly, our vendors and suppliers are required to prohibit child labor and uphold human rights per our Vendor Code of Conduct.
409 Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of child labor	Some of our operations are in countries where, according to Walk Free's Global Slavery Index, there is an increased risk of forced or compulsory labor. However, our Human Rights Policy, which covers all locations of operations, prohibits forced labor. Similarly, our vendors and suppliers are required to prohibit forced labor and uphold human rights per our Vendor Code of Conduct.
413 Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Information unavailable
413-2	Operations with significant actual and potential negative impacts on local communities	Information unavailable
414 Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	
414-2	Negative social impacts in the supply chain and actions taken	86 suppliers were assessed for environmental impacts as part of our inaugural ESG supplier survey.

Disclosure	Description	Reference
415 Public Policy 2016		
415-1	Political contributions	Owens & Minor PAC FEC Reporting
416 Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Significant product and service categories are assessed for health and safety impacts. Owens & Minor assesses the health and safety impacts of products throughout the product lifecycle through documented design controls, risk management files, and comprehensive post-market surveillance activities. These activities include periodic cross-functional reviews of customer complaints and in-process exceptions that can be escalated to field action reviews. These processes are documented in the Owens & Minor quality system that complies with FDA and international regulations that are subject to annual internal, customer, and ISO notified body audits as well as regulatory inspections. The quality system and escalations are reviewed with top management each quarter. Additional information can be found in the 2024 10K .
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Owens & Minor received an FDA warning letter for one facility which was promptly addressed. There were no incidents resulting in a fine or penalty and no incidents of non-compliance with voluntary codes

Disclosure	Description	Reference
417 Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Owens & Minor meets all regulations regarding the sourcing of components used to manufacture products with regard to substances that might produce an environmental or social impact. We also provide clients with disposable medical supplies and medical devices displaying the manufacturer's labeling and/or written instructions regarding safe use, handling, and how to return rental durable medical equipment for processing by the organization.
417-2	Incidents of non-compliance concerning product and service information and labeling	Owens & Minor was not subject to any fines, penalties, or warnings resulting from non-compliance with product and service information and labeling in 2024.
417-3	Incidents of non-compliance concerning marketing communications	Owens & Minor experienced no incidents of non-compliance concerning marketing communications in 2024.
418 Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2024 Operating Responsibly Data, page 20
419 Socioeconomic Compliance 2016		
419-1	Operations with local community engagement, impact assessments, and development programs	2024 10K , page 92

SASB INDICES

Health Care Distributors

Topic	Code	Metric	Response
Fleet Fuel Management	HC-DI-110a.1	Payload fuel economy	Information unavailable
Fleet Fuel Management	HC-DI-110a.2	Description of efforts to reduce the environmental impact of logistics	Fleet Efficiency, page 13
Product Safety	HC-DI-250a.1	Total amount of monetary losses as a result of legal proceedings associated with product safety	\$0.00
Product Safety	HC-DI-250a.2	Description of efforts to minimize health and safety risks of products sold associated with toxicity/chemical safety, high abuse potential, or delivery	The Owens & Minor Product Safety Team works to ensure that we develop products that are safe, compliant, and reliable using well-established risk assessment methods to understand both hazards and potential exposures. All proposed raw materials are screened for hazards and for compliance issues prior to their approval of use. This screening ensures that when products are developed and manufactured, that they are safe for their intended end use and that any appropriate information related to the product is disclosed. The Product Safety Team assesses all raw materials used in our portfolio and monitors the performance of our finished products through post-market surveillance. Biocompatibility and sometimes clinical testing are conducted to verify product safety and to demonstrate regulatory compliance for all finished products that are sold for use into the healthcare market.
Counterfeit Drugs	HC-DI-260a.1	Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting	Owens & Minor does not manufacture any products subject to the Drug Supply Chain Security Act ("DSCSA"). The medical devices that Owens & Minor manufactures comply with FDA Unique Device Identifier ("UDI") rules regarding lot traceability in both bar codes and human readable format. For any pharmaceutical regulated under the DSCSA, the Owens & Minor Quality and Operations Teams have collaborated to establish processes and systems to facilitate traceability from the manufacturer to our customer. We only purchase these products directly from the manufacturer or an authorized distributor.
Counterfeit Drugs	HC-DI-260a.2	Discussion of due diligence process to qualify suppliers of drug products and medical equipment and devices	Owens & Minor purchases products for wholesale distribution as required by customer contracts. Owens & Minor screens suppliers using questionnaires and background checks for debarment. We also verify that products are properly registered with the FDA, if required.

Health Care Distributors (continued)

Topic	Code	Metric	Response
Counterfeit Drugs	HC-DI-260a.3	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Owens & Minor works closely with medical device and pharmaceutical suppliers to alert customers of product recalls, to include those related to counterfeit products. Owens & Minor has dedicated staff responsible for managing manufacturer recalls for products we distribute to our hospital customers. Depending on the instructions from the manufacturer, Owens & Minor will place all affected products on hold, notify affected customers, and facilitate product returns. These activities are subject to FDA and state inspections.
Product Lifecycle Management	HC-DI-410a.1	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Waste & Circular Economy, page 14
Product Lifecycle Management	HC-DI-410a.2	Amount (by weight) of products accepted for take-back and reused, recycled, or donated	Information unavailable
Business Ethics	HC-DI-510a.1	Description of efforts to minimize conflicts of interest and unethical business practices	All teammates and Directors are required to take an annual Code of Honor training, which covers conflict of interest and unethical business practices. As part of the training process, teammates and Directors are encouraged to disclose any conflicts of interest as part of a formal and annual attestation.
Business Ethics	HC-DI-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	\$0.00

Activity Metric	Code	Response
Number of pharmaceutical units sold by product category	HC-DI-000.A	Information unavailable
Number of medical devices sold by product category	HC-DI-000.B	Information unavailable

Medical Equipment & Supplies

Topic	Code	Metric	Response
Affordability & Pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Information unavailable
Affordability & Pricing	HC-MS-240a.3	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Information unavailable
Product Safety	HC-MS-250a.1	(1) Number of recalls issued, (2) total units	In accordance with U.S. regulation concerning MedWatch Safety Alerts, this information is publicly available on the FDA website.
Product Safety	HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	In accordance with U.S. regulation concerning MedWatch Safety Alerts, this information is publicly available on the FDA website.
Product Safety	HC-MS-250a.3	Number of fatalities associated with products	0 fatalities associated with products Owens & Minor manufactures.
Product Safety	HC-MS-250a.4	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Owens & Minor received 1 FDA warning letter for one facility that was promptly addressed.
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	\$0.00
Ethical Marketing	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Information unavailable
Product Design & Lifecycle Management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Our Product Safety team works to ensure that we develop products that are safe, compliant, and reliable using established risk assessment methods to understand both hazards and potential exposures. All proposed raw materials are screened for hazards and compliance issues prior to approval of use. This screening ensures that when products are developed and manufactured, they are safe for their intended end use and that any appropriate information related to the product is disclosed. The team assesses all raw materials used in our portfolio and monitors the performance of our finished products through post-market surveillance. Biocompatibility and clinical testing are conducted to verify product safety and to demonstrate regulatory compliance for all finished products that are sold for use into the healthcare market.
Product Design & Lifecycle Management	HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	Information unavailable

Medical Equipment & Supplies (continued)

Topic	Code	Metric	Response
Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	1. 100% 2. 100% Additional information about our facilities' quality programs can be found in the Product Quality & Safety, page 16. Our supplier management program designates suppliers into multiple risk-based tiers. The highest risk suppliers are periodically audited either directly by Owens & Minor or a notified body.
Supply Chain Management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Owens & Minor does not manufacture any products subject to the DSCSA. The medical devices that Owens & Minor manufactures comply with FDA UDI rules regarding lot traceability in both bar codes and human readable format.
Supply Chain Management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Information unavailable
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$0.00
Business Ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Owens & Minor is committed to compliance with U.S. healthcare laws and regulations that govern our interactions with healthcare professionals ("HCPs"). Our compliance with these laws and regulations reflects our commitment to patients, healthcare professionals, institutions, and the government. Healthcare laws are complicated and are different from other industries; what might be permissible in a non-healthcare environment may be impermissible for a manufacturer, distributor, and healthcare solutions company such as O&M. Violations of federal and state healthcare laws and regulations could subject the company and its customers to potential criminal sanctions, civil penalties, administrative sanctions, and potentially including debarment (i.e., disqualification from doing business directly or indirectly with government healthcare programs). Our overarching goal is to protect the company and our business partners while ensuring that we do not improperly influence any HCP's purchasing, prescribing, or treatment decisions. Owens & Minor maintains policies intended to ensure our continued compliance with healthcare laws and are designed to align with the AdvaMed Code of Ethics on Interactions with Health Care Professionals, which is meant to facilitate ethical interactions between our industry and HCPs.

Activity Metric	Code	Response
Number of units sold by product category	HC-MS-000.A	Information unavailable

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 the calendar year 2024. This report covers Owens & Minor’s ESG efforts across our entire company, including our subsidiaries. Owens & Minor undertakes no obligation to update the information contained in this report except as required by law.

Reporting Guidelines & Content

We prepared this report leveraging the Global Reporting Initiative (“GRI”) Sustainability Reporting Standards 2021 framework and the Sustainability Accounting Standards Board (“SASB”) Healthcare Distributors and Healthcare Equipment and Supplies industry guidance. GRI and SASB indexes can be found in the Appendix of the report. We take seriously the views of all our stakeholders. The topics covered in this report were defined based on the ESG priorities that were identified in early 2021, which have defined our ESG Framework. More information may be found in the Our ESG Materiality section on page 7.

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,” “OMI,” “O&M,” “we,” “us,” “our,” and “company,” we mean Owens & Minor, Inc., a Virginia corporation, 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. The use by Owens & Minor, Inc. of any MSCI ESG Research LLC or its affiliates (“MSCI”) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Owens & Minor, Inc. by MSCI. MSCI services and data are the property of MSCI or its information providers and are provided ‘as-is’ and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

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 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. Our disclosures in this report contain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. 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 ESG 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 programs, 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. These risks, uncertainties, and other factors include those discussed in the “Risk Factors” section of our annual report on Form 10-K filed with the Securities and Exchange Commission (the “SEC”) on February 20, 2025, and other filings with the SEC. 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 has not 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.

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REPORT**



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