

OWENS & MINOR, INC.

ArcRoyal Ireland Gender Pay Gap Report 2024

At Owens and Minor, our Purpose, Vision and Mission guide us in how we serve our external clients and treat our teammates. Our Purpose, Life Takes Care, inspires us to provide exceptional services to our customers and provide equal opportunities for our teammates regardless of background through our internal practices and processes.

Introduction

The Gender Pay Gap Information Act 2021 requires Irish organizations to report on their hourly gender pay gap. The Act has been updated to require organizations with over 150 employees to report on their gender pay gap in 2024.

The figures on this report cover Irish teammates in ArcRoyal uc, our Kells, Co. Meath manufacturing facility.

Gender Pay Gap Metrics

Median Pay Gap is calculated by finding the exact middle point between the lowest and highest paid male teammate and the lowest and highest paid female teammate.

Mean Pay Gap is calculated by adding up the hourly pay of all the women and dividing by the number of women. The same is done for men and the two (2) figures are compared.

Quartiles are calculated by splitting all teammates into four (4) groups according to their level of pay. By looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organization.

Gender Pay Gap vs Pay Equity

Gender Pay Gap is the difference in the average hourly rate of pay between all females and males across an organisation, expressed as a percentage of the average hourly pay of males.

It takes no account of the levels or roles that males and females within the organization occupy.

Pay Equity is the principle that teammates receive equal pay for 'like' work, with skills and experience providing legitimate reason for differences.

An organization with fair and equitable pay practices may have gender pay gap. The existence of a gender pay gap does not mean there is problem in pay equity.

Gender Pay Gap Figures

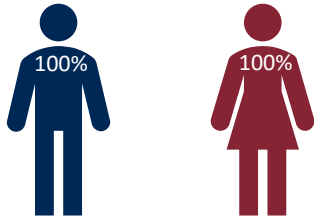
Gender Pay Gap

Median: -0.75% Mean: 17.41%

Bonus Pay Gap

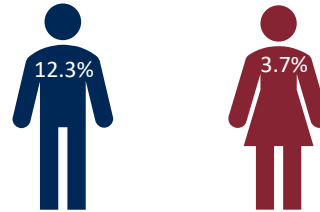
Median: 0% Mean: 69.75%

Bonus Receivers



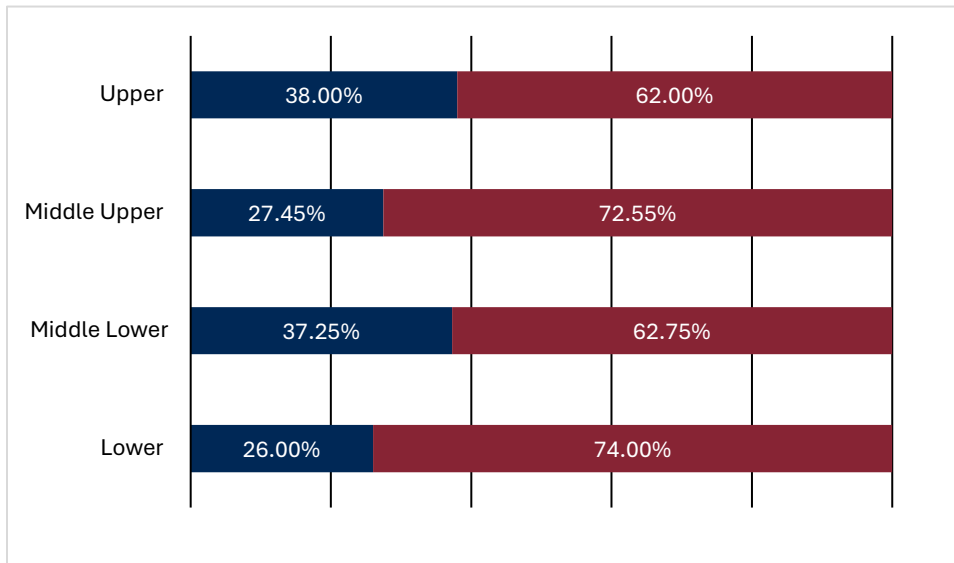
Percentage of men and women who received bonus

Benefit in Kind Receivers



Percentage of men and women who received BIKs

Pay Quartiles



Understanding the Figures

Mean Pay Gap and Bonus Gap

The mean numbers are explained by the nature of operations at ArcRoyal where majority of the population is composed of operators. Owens and Minor, Inc. also offers a global incentive program to our teammates worldwide. This program includes bonus targets that are aligned with the local country market practices based on the impact of the role on the company's overall business objectives, which means targets are higher as the level of role grows. The disparity can be attributed to the level of the role in the organization, not the gender of the person in the position. The Senior Management team has both male and female representation.

Median Pay Gap and Bonus Gap

The median pay gap indicates that the midpoint of the female pay is higher than the male pay midpoint.

On top of the global incentive program, ArcRoyal also grants a local bonus program with eligibility across all our teammates with an even payout amount that that leads to a median bonus gap of 0%.

Pay Quartiles

ArcRoyal has a gender distribution of 67.82% female and 32.18% male. When looking at the gender breakdown by quartile, the distribution is consistent among male and female across all quartiles. This may indicate that females are paid comparably the same or more than their male counterpart in the same level.

Our Commitment

ArcRoyal pays male and female teammates equitably for the work they do and the role they perform, factoring in experience, tenure and performance.

As a company we value all perspectives, backgrounds, and experiences, actively promoting an inclusive environment at every level. We are dedicated to attracting the best talent and empowering our teammates to be successful in their roles. When we hire or promote within our teams, roles are graded and benchmarked. When selecting new hires for non-direct roles, we ensure a diverse balance amongst interview panel with a minimum of two interviewers.

In the company's annual merit cycle, teammates on leave remain eligible for pay increments to ensure pay gaps are not created. Pay for hourly teammates is service level based. Our commitment to salary parity remains resolute—we compensate all employees based on qualifications, performance and experience.

We document career path plans that promote progression of women into more senior roles. We encourage teams to join one of our many resource groups including our women's empowerment network. This group invites all women, and allies of women, to support their career. This program hosts regular sessions and an annual themed summit, intended to create an environment for learning, sharing, and development as a stronger leader for their team.

We have grown our female representation in STEM roles with educational assistance and coaching support. Flexible work practices have allowed more teammates to remain in the workplace providing accommodation and flexibility in teammates' life events.



CORPORATE OFFICE
804.723.7000
www.owens-minor.com

STREET ADDRESS
9120 Lockwood Boulevard
Mechanicsville, VA 23116

MAILING ADDRESS
Post Office Box 27626
Richmond, VA 23261-7626