



**ENVIRONMENTAL, SOCIAL,
AND GOVERNANCE (ESG)**

2023 REPORT



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Content Index <https://investors.owens-minor.com/esg>

LETTER FROM OUR CEO

Welcome to the Owens & Minor 2023 Environmental, Social, and Governance (“ESG”) Report, highlighting our ongoing dedication to ethical, sustainable business practices, and responsible corporate citizenship.

In 2023, we achieved several key milestones on our ESG journey, including completing our initial Climate Resilience Plan, submitting our first disclosure to CDP (formerly the Carbon Disclosure Project), adopting a new global health and safety policy, appointing a Chief Procurement Officer, and strengthening our investment in cyber and information security. We invite you to read more about these achievements and our additional ESG efforts focused on the four key areas outlined in this report:

- Promoting Environmental Stewardship
- Caring for Our Customers & Communities
- Operating Responsibly
- Empowering Our Teammates

Since 2020, our IDEAL Values – Integrity, Development, Excellence, Accountability, and Listening – have shaped our corporate culture and guided our actions and decisions. In December 2023, we built upon this foundation by announcing our ambitious five-year strategic plan, Vision 2028, and our Purpose, defining who we are and the impact we strive to make.

Our Purpose, *Life Takes Care™*, isn’t just a slogan. It reflects our commitment to balancing business needs with the human aspect at the core of healthcare, prioritizing the well-being of the patients, providers, and communities that we serve. With a legacy of over 140 years, our long-term strategic plans are deeply rooted in service and care.

As we navigate an ever-evolving healthcare landscape, we remain committed to driving positive outcomes for our stakeholders, promoting an ethical culture of integrity, excellence, and accountability.

We seek to foster a diverse, equitable, and inclusive workplace environment where all teammates are treated fairly, and different viewpoints are respected. Our priority is maintaining a safe working environment that allows us all to contribute and succeed. Through The Owens & Minor Foundation and other programs, we actively support the communities we serve.



I am inspired by our more than 22,000 teammates, whose commitment to excellence moves us forward each day. Together, we are ready to shape Owens & Minor’s future and continue to deliver on our Mission of *Empowering Our Customers to Advance Healthcare®*.

Take Care,

A handwritten signature in black ink, appearing to read 'Edward A. Pesicka', written in a cursive style.

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

WHO WE ARE

Owens & Minor, a Fortune 500® global healthcare solutions company providing essential products and services that support care from the hospital to the home, has operated continuously since 1882 from our headquarters in Richmond, Virginia.



140+

Years in
Business



~400+

Facilities
Worldwide



~3M

Patients Served
In the Home



4k+

Healthcare
Providers Served



22k+

Global
Teammates



40%

Female Teammates
in Global
Management Roles



27%

Ethnically Diverse
Teammates in U.S.
Management Roles



45%

Teammates with
5+ Years of Service

FINANCIAL AND OPERATIONAL HIGHLIGHTS¹

- Listed on NYSE (OMI)
- FY 2023: Revenue of \$10.3 billion
- FY 2023: Adjusted EBITDA reached \$525.8 million
- FY 2023: Adjusted Earnings Per Share of \$1.36 per share

Our business has two segments: Products & Healthcare Services and Patient Direct.

Products & Healthcare Services Segment

Through our Products & Healthcare Services (“P&HS”) segment, we provide medical distribution, outsourced/third-party logistics, and value-added clinical services. We also manufacture and source medical surgical products through our production and kitting operations.

Patient Direct Segment

The Patient Direct (“PD”) segment expands our business along the continuum of care through the delivery of medical supplies sold directly to patients and home health agencies. We are a provider of integrated home healthcare, medical equipment, delivery, and related services in the U.S., specializing in diabetes, urology, ostomy, wound care, incontinence, breast pumps, respiratory care, obstructive sleep apnea, and negative pressure wound therapy.

Learn more at <https://www.owens-minor.com>, follow @Owens_Minor on X, and connect on LinkedIn at www.linkedin.com/company/owens-&-minor.

1. Per the 2023 Owens & Minor annual report on Form 10-K filed with the U.S. Securities and Exchange Commission on February 20, 2024.

OUR PURPOSE & VISION

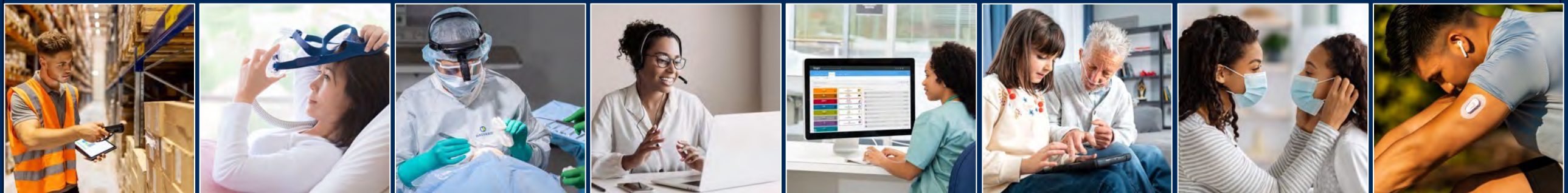
In 2020, we introduced our IDEAL Values (Integrity, Development, Excellence, Accountability, Listening), which represent who we are at our best and have served as touchstones for how we do our work every day. In 2023, we took the next step in the evolution of our corporate culture and introduced our Purpose and Vision. We believe this work is vital to Owens & Minor's continued growth and that purposeful organizations have a distinct advantage in achieving long-term success. Our Purpose captures who we are and the scale of our impact. At Owens & Minor, ***Life Takes Care***.

Our Vision articulates how we will advance our Purpose and calls our teammates to act like owners and pursue a results-driven culture. At Owens & Minor, our Vision is to ***Be the unstoppable and dynamic leader that connects patients and providers to trusted healthcare products and solutions***.

Our Purpose gives us our true north, and our Vision focuses our efforts, and together, they help Owens & Minor deliver on our Mission of ***Empowering Our Customers to Advance Healthcare***.

PURPOSE

LIFE TAKES CARE™



VISION

Be the unstoppable and dynamic leader that connects patients and providers to trusted healthcare products and solutions



OWENS & MINOR'S ESG FRAMEWORK

OUR ESG PRIORITIES AND GOVERNANCE

Since our founding in 1882, Owens & Minor ("O&M") has remained committed to our teammates, customers, and the communities we serve. We recognize the need to identify, prioritize, and manage ESG issues related to our operations.

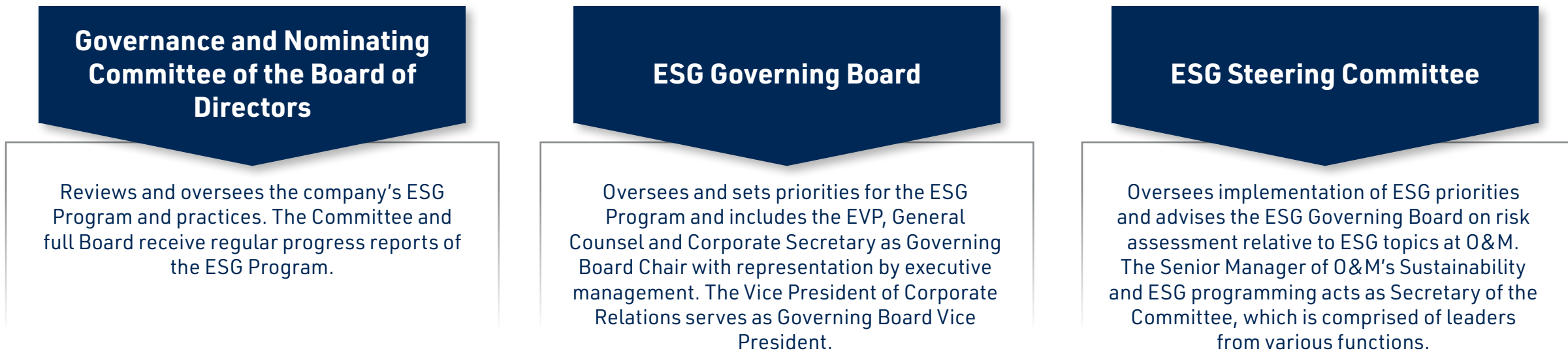


In 2023, Owens & Minor received a rating of "AA" (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.

Guided by our Purpose, *Life Takes Care*, our ESG framework emphasizes the importance of incorporating ESG commitments into our company culture and IDEAL Values. Our Material Topics are reviewed and approved by the Owens & Minor Board of Directors and our ESG Governance Leadership, and consolidated into the four pillars of our ESG Program:



Our ESG governance structure has evolved to cover Patient Direct offerings and to ensure representation across Owens & Minor. In early 2023, we approved a revised governing structure for our ESG Program incorporating leadership from across the entire organization.



STAKEHOLDER ENGAGEMENT

Owens & Minor strives to maintain open and accessible communication channels for our key stakeholder groups. Working closely with stakeholders allows us to proactively identify and address important ESG issues and offer products and services that benefit both our customers and communities. We regularly engage with various stakeholders to gather feedback on our strategy and performance.

Key Stakeholder Groups	Internal & External Communication Methods
Customers	<ul style="list-style-type: none"> • Direct communications • Industry associations, conferences, and events
Communities	<ul style="list-style-type: none"> • Teammate volunteer opportunities • Press releases • Company website: Newsroom, Insights, and Contact Us sections • Contributions from The Owens & Minor Foundation
Teammates	<ul style="list-style-type: none"> • Global Engagement Survey • Intranet • Quarterly Global Town Hall Meetings • Monthly newsletters • Daily communication between management and teammates • Teammate Resource Groups, supporting a variety of teammate interests and programs
Government & Regulators	<ul style="list-style-type: none"> • Government Relations function • Routine communications concerning product regulation and facility compliance
Investors	<ul style="list-style-type: none"> • Annual Shareholders' Meeting • U.S. Securities and Exchange Commission filings • Direct discussions • Quarterly conference calls • Investor meetings, conferences, and roadshows • Annual ESG Report
Vendors & Suppliers	<ul style="list-style-type: none"> • Business reviews • Vendor Code of Conduct • Distributor Toolkit



2024 Global Engagement Survey: **EMPOWER YOUR VOICE!**



This is your chance to share your thoughts with leadership to help identify improvements since our 2022 survey and opportunities that still exist. Your feedback is confidential, and survey data will be summarized for reporting only.

Available to all teammates from
April 16 – 30



Investor Day

We actively engaged with shareholders throughout 2023, but the major event was our Investor Day in December. Held live in Boston and broadcast through our corporate website, 78 unique firms participated either in person or via webcast. During this event, members of executive management presented the company's five-year strategic Vision, operating and growth strategy, and financial targets. Our strategy is rooted in three core areas: growing our Patient Direct segment, optimizing our P&HS segment, and making prudent investments to drive long-term value and success.

Teammate Communications

Listening is embedded in our IDEAL Values. We conduct teammate surveys and offer other channels such as global town halls and performance reviews to foster dialogue so all voices can be heard. In 2023, we launched a new company-wide intranet with interactive design and navigation. The site has enhanced features, tools, resources, and functionality, offering teammates a centralized location to stay informed about company news, events, and announcements as well as teammate resources and volunteer opportunities. Additionally, we refined our policy site to increase search capabilities and present policies in a clearer fashion. By minimizing content redundancy across platforms, the updated intranet provides greater efficiency and teammate engagement.



PROMOTING ENVIRONMENTAL STEWARDSHIP

We are committed to conducting business in compliance with applicable environmental laws and regulations, as well as through practices that are environmentally responsible. We comply with regulatory standards pertaining to air emissions, stormwater, and pollution prevention under the U.S. Environmental Protection Agency (“EPA”) and other global authorities applicable to where we operate. We also develop and maintain environmental objectives that focus on reducing our impact across our offices, distribution centers, manufacturing sites, and vehicle fleets.

Generating lower carbon electricity. Our European market products are stored in a facility in Antwerp with one of Europe’s largest rooftop solar power installations. The roof panels, combined with on-site wind generation, allow the warehouse to generate more energy than it consumes annually.

MINIMIZING PHYSICAL CLIMATE RISK

Owens & Minor prioritizes customer service, community support, and teammate safety during emergencies and natural disasters to maintain the reliability of product supply and patient care. We are committed to the White House/HHS Health Sector Climate Pledge and have released our 2023 Climate Resilience Plan to strengthen our supply chain against future climate impacts and help ensure business continuity in our operations.

We continue to adapt our infrastructure and operations to address the unique challenges presented by climate change through:

- Prospective risk assessments.
- Community engagement and partnership.
- Assessment of the strength of our infrastructure and operations.
- Industry and healthcare organization collaboration.
- Interdisciplinary planning, oversight, and evaluation.

ENERGY EFFICIENCY AT OUR SITES

At our manufacturing sites, we have adopted practices to reduce our environmental impact, including efforts to eliminate waste, reduce our carbon footprint, and increase renewable energy usage. Facilities in Kells, Ireland, and in Thailand harness energy generated from renewable sources. Our non-woven textile manufacturing facilities collect scrap material for reuse on-site or through third parties. Each manufacturing site independently collects and shares utility consumption and waste generation data. Also, all sites participate in periodic evaluations to determine efficiency enhancements such as LED retrofitting, HVAC optimization, and upgrades to process and manufacturing equipment.

Additionally, we measure carbon , water usage, and waste to set and implement site-specific goals intended to reduce our environmental footprint. Our Carbon Emissions Reduction Working Group has made significant progress to expand data capture associated with energy consumption and greenhouse gas (“GHG”) emissions from our manufacturing operations and identifying key opportunities to focus emissions reduction efforts.

We are enhancing our measurement and reporting capabilities across operations, disclosing energy consumption and GHG emissions data to the CDP for the first time in 2023. O&M is committed to expanding the depth and scope of our GHG emissions disclosures to assist healthcare systems worldwide to assess and reduce their supply chain emissions. We support the global community’s efforts to mitigate emissions contributing to climate change.



We increased transparency around our environmental footprint in our first-ever report to the CDP. This report details our GHG emissions from operations (Scopes 1 and 2) and outlines the programs implemented to address these emissions.

Energy Use

Energy Use (MMBTU)	2020	2021	2022	2023
Products & Healthcare Services				
Manufacturing				
Electricity	809,520	790,795	708,460	714,906
Natural Gas	211,442	191,815	129,368	161,968
Biofuel	2,301,611	2,250,579	2,785,193	2,854,029
O&M Distribution				
Electricity	147,306	143,438	145,832	128,117
Natural Gas	94,925	102,396	116,457	116,787
Renewable Generation	-	-	177	1,364
Patient Direct				
Apria*				
Electricity	-	-	-	69,334
Natural Gas	-	-	-	52,566
Renewable	-	-	-	4,358
Byram				
Electricity	-	-	-	4,856
Natural Gas	-	-	-	4,619

Carbon Emissions¹

Carbon Emissions (Metric Tons)	2020	2021	2022	2023
Products & Healthcare Services				
Manufacturing				
Scope 1	11,403	11,639	7,842	9,737
Scope 2	74,858	72,306	69,781	71,021
O&M Distribution				
Scope 1	5,032	5,428	6,173	6,197
Scope 2	15,292	15,397	15,626	12,908
Patient Direct				
Apria²				
Scope 1 (Facilities)	-	-	-	2,789
Scope 2 (Facilities)	-	-	-	7,587
Byram				
Scope 1	-	-	-	245
Scope 2	-	-	-	385

1. The carbon emissions cited within this report are compiled through a combination of internal reporting and data provided by relevant suppliers. Energy consumption data is combined with emissions factors from the EPA. Reasonable efforts are made toward ensuring the relevance, completeness, consistency, transparency, and accuracy of this information with respect to the GHG Protocols. As additional detail becomes available, we will update our inventories accordingly.

2. 85% of sites reporting. Apria data is estimated based on recorded Q4 data and extrapolated based on seasonal consumption trends.

FLEET EFFICIENCY

We actively enhance freight strategies, transportation modes, delivery routes, and equipment to advance our climate risk mitigation goals. Our transportation team collaborates with strategic logistics partners to achieve fleet efficiency targets and shares data with the EPA SmartWay Program, which supports supply chain sustainability. When possible, we prioritize sea and rail routes to minimize our environmental footprint and collaborate with our ocean freight partners to enhance vessel fuel efficiency and reduce GHG emissions.

By working closely with our dedicated fleet partner that provides support to P&HS distribution centers, our dedicated fleet continued to improve fuel efficiency in 2023, traveling over 18 million miles and maintaining an on-time delivery rate of over 99%.

In 2023, our Patient Direct segment launched a successful pilot program of electric vehicles (“EV”) supporting the Southern California fleet. Based on insights gained from this pilot, we plan to deploy an additional 24 EVs in 2024. This is expected to improve efficiency and reduce GHG emissions associated with delivering essential medical supplies to our customers.

Additionally, a program aimed at reducing engine idle time cut idle time nearly in half for participating vehicles in our pilot Apria fleet. Given these results, the program is slated for implementation across all Apria branches in 2024.

Supply Chain Emissions from Distribution (Metric Tons)	2020	2021	2022	2023
Products & Healthcare Services				
O&M Distribution				
Scope 3 (Primary Logistics Partner)	21,278	21,083	21,830	22,360
Patient Direct				
Apria				
Scope 1 (Owned Fleet)	-	11,118	9,624	12,373
Byram				
Scope 3 (Primary Logistics Partner)	-	-	-	2,725



ESG Spotlight: Making Impactful Choices

Sustainability is about the collective impact of the small, conscious choices we make every day. These actions create a more sustainable future when applied across our global community. Learn more about how our teammates in Ireland and Belgium are making a difference by promoting sustainable habits in their business operations.

Kells, Ireland

- **Sourcing Renewable Energy:** All the electricity consumed at our manufacturing facility is sourced from renewable generation.
- **Reducing Energy Costs:** Our initiative to recycle batteries gained momentum with the launch of a new campaign. Through a partnership with the European Recycling Program Ireland, our teammates contributed to reducing Barretstown's energy costs based on the volume of batteries recycled.
- **Improving Waste Management:** Our commitment to efficient waste management garnered an awareness campaign for separating waste from recycling, including adding bin locations, enhancing signage, and monitoring efforts.
- **Promoting Energy Conservation:** We launched a campaign emphasizing the importance of energy conservation. Teammates are encouraged to power down all equipment and turn off lights when exiting conference rooms when not in use to contribute to our energy-saving efforts.
- **Advancing Paperless Office:** Human Resources is taking the lead to reduce paper consumption by introducing digital solutions for various processes such as electronic contract issuance, electronic forms, and online reference materials.
- **Driving Sustainable Practices:** A comprehensive office redesign prioritized the repurposing of furniture from another site rather than purchasing new equipment, increasing resource utilization and minimizing waste.
- **Promoting Community:** During December 2022 and January 2023 teammates in Meath raised funds and donated over 1,500 food items for community members experiencing food insecurity.
- **Encouraging Sustainable Commuting:** Our bike-to-work program outfits participating teammates with safety gear to encourage more sustainable commuting options.



Diegem, Belgium

- **Promoting Energy Efficiency:** All lighting at our EMEA (Europe, the Middle East, and Africa) office in Diegem was converted to LEDs, leading to significant reductions in energy consumption.
- **Encouraging Alternative Transportation:** To celebrate Earth Day, teammates participated in a Carpool and Alternative Means of Transport Day by carpooling, cycling, walking, or taking public transportation to work.



WASTE MANAGEMENT

Our facilities are dedicated to mitigating waste impact from our production and operations by prioritizing sustainable practices in our packaging. Key initiatives include:

- Sustaining largely landfill-free operations across our manufacturing sites.
- Implementing and maintaining recycling programs at our distribution centers and manufacturing sites.
- Transitioning more packaging to Forest Stewardship Council®-certified materials to reduce downstream waste impact.
- Increasing consumer awareness of our product takeback and repair programs.
- Improving the recyclability of our distributed products and packaging materials.

Our P&HS manufacturing sites maintain recycling rates exceeding 90%. Through proper segregation, partnerships with local waste-to-energy facilities, and scrap materials sales to resellers of post-industrial plastics for use in new products, we annually divert thousands of tons of material from landfills.

Sites producing non-woven personal protective equipment and sterilization wrap collect and sell scrap non-woven material in the recycled resin market, contributing to a circular economy. Our BLUE RENEW* Program partners with healthcare systems and polypropylene recyclers to maximize the reuse of materials and minimize landfill waste.

Our Packaging & Labeling Work Group has optimized packaging configurations to reduce downstream waste and improve informational packaging design, handling, and reprocessing throughout our operations. The SAFESKIN* Glove Manufacturing Facility in Thailand continues to receive recognition for environmental best practices, including river conservation, fish release programs, and tree planting to prevent soil erosion.

Office & Distribution Center Waste & Recycling (tons)	2021	2022	2023
Recycling	3,134	3,782	3,477
Disposal	2,916	3,610	4,146
Manufacturing Waste & Recycling (tons)	2021	2022	2023
Recycling	10,906	8,793	6,242
Disposal	619	589	602
Ash (Converted to Fertilizer)	9,771	8,789	7,104
Apria Waste & Recycling (tons)			
Recycling	-	-	1,745
Disposal	-	-	4,694

ESG Spotlight: Go Green With eStatements

Byram Healthcare (“Byram”) launched its Go Green eStatement campaign in December 2021. To bolster enrollment after the first year, the team introduced opt-out enrollment in 2022, and added teammate enrollment capabilities in 2023. These actions significantly increased enrollment and improved patient collections rates while reducing waste associated with paper statements. Historically, patient collections rate peaked at ~75% with paper statements, but this rate has risen to ~82-84% for eStatement patients.

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

Equipment Reconditioning

Our commitment to sustainability spans the lifecycle of our products, including reducing environmental waste through equipment reconditioning. The Patient Direct segment repairs and maintains over 2 million pieces of rental respiratory, sleep apnea, and pressurized wound therapy equipment. In 2023, our internal repair network evaluated more than 332,000 pieces of rental equipment, and over 245,000 were repaired and reutilized.

We also implemented a new initiative involving the mass sale of obsolete liquid oxygen cylinders to a third-party scrap dealer. A total of 2,300 cylinders were sold, and certificates of destruction were received for each. These cylinders were dismantled, allowing materials such as stainless steel, aluminum, and brass to be repurposed. This program will continue through 2024 across all PD distribution centers.

WATER MANAGEMENT

Manufacturing Water Use [m3]	2020	2021	2022	2023
Surface Water	7,592,516	7,177,887	7,571,861	8,111,374
Municipal Water	153,437	140,153	134,032	116,736
Surface Water Discharge	7,326,778	6,926,661	7,306,846	7,827,476
Municipal Water Discharge	49,881	54,948	48,646	26,873

Launched in May 2021, The Owens & Minor Foundation (The “Foundation”) is committed to building healthier communities through impactful contributions to the charitable and civic organizations it serves, in alignment with the Owens & Minor Mission of *Empowering Our Customers to Advance Healthcare*. The Foundation activities focus primarily on issues related to the environment, healthcare, and diversity, equity, and inclusion (“DE&I”). O&M takes responsibility for safeguarding the environment, both through operational initiatives and by supporting programs that share our common values. By focusing on the stewardship of waterways, The Foundation contributes to creating a healthier environment in the communities we serve.

In 2023, The Foundation’s contributions served to increase access, education, and conservation of the nation’s waterways, to include:

- James River Association (Richmond, Virginia): Founded in 1976 to serve as a guardian and voice for the 10,000-square mile watershed, the “JRA” works toward its vision of a fully healthy James River supporting thriving communities.
- Chesapeake Bay Foundation (Annapolis, Maryland): Founded in 1966, “CBF” is the largest independent conservation organization dedicated solely to saving the Bay.



- Chattahoochee Riverkeeper (North Georgia to the Florida line): To ensure enough clean water in the Chattahoochee River, one of the smallest river systems in the country, to provide a water supply to a major metropolitan city (Atlanta) now and for future generations.
- The Conservation Foundation (Naperville, Illinois): To improve the health of communities by preserving and restoring natural areas, protecting rivers and watersheds, and promoting stewardship of our environment.
- FRIENDS of Great Salt Lake (Salt Lake City, Utah): To preserve and protect the Great Salt Lake ecosystem and to increase public awareness and appreciation of the Lake through education, research, advocacy, and the arts.
- Los Angeles Waterkeeper (California): To fight for the health of the region’s waterways, and for sustainable, equitable, and climate-friendly water supplies.
- Save the Sound (Larchmont, New York): To protect and improve the land, air, and water of the Long Island Sound.

Additionally, our teammates in Kells, Ireland, helped raise essential funds for Meath River Rescue supporting their mission of safeguarding local waterways. These and other contributions continue O&M’s longstanding legacy of service to our teammates, customers, and the communities we serve.

CARING FOR OUR CUSTOMERS & COMMUNITIES

PRODUCT QUALITY & SAFETY

Quality is the foundation for everything we do at Owens & Minor. The Quality Assurance and Regulatory Affairs (“QARA”) Team effectively manages a robust Quality System designed to meet or exceed all laws, regulations, and standards that govern our business. This system serves as a framework to support consistent, high-quality solutions for both internal and external customers.

Products & Healthcare Services

O&M complies with the U.S. Food & Drug Administration (“FDA”) and European Union Medical Device Regulation and other major global regulatory bodies. We are also certified under the International Organization for Standardization (“ISO”) 13485 and the Medical Device Single Audit Program. O&M has established a robust quality management system designed to ensure products and services are safe, effective, and meet customer expectations.

Key actions taken in 2023 include:

- Enhancing the medical device reporting program.
- Establishing improved design control programs for our kitting business.
- Obtaining successful FDA “510k” clearances for new product codes.
- Upgrading the electronic systems that support the Owens & Minor Quality Management System Program.

Patient Direct

To ensure compliance with safety and performance standards, the PD segment of the business operates under accreditation from multiple agencies such as the Community Health Accreditation Partner, The Joint Commission, the Healthcare Quality Association on Accreditation, the Utilization Review Accreditation Commission, and the Centers for Medicare and Medicaid Services Durable Medical Equipment, Prosthetics, Orthotics, and Supplies (“DMEPOS”) Quality Standards. These organizations are designed to ensure product safety as well as high-quality customer service and patient satisfaction.

QUALITY POLICY

QUALITY STRENGTHENS OWENS & MINOR’S MISSION

Quality is essential to Owens & Minor’s Mission of empowering our customers to advance healthcare. Our Quality culture champions the company’s IDEAL Values of Integrity, Development, Excellence, Accountability, and Listening. As we meet Quality expectations, we enable the company to deliver the right product to the right customer at the right time.

A ROBUST QUALITY MANAGEMENT SYSTEM

The Quality Assurance and Regulatory Affairs (QARA) Team effectively manages a robust Quality System that meets or exceeds all laws, regulations, and standards that govern our business. We utilize this system as a framework to support consistent, high-quality solutions for both internal and external customers.

PROMOTING ACTIVE TEAMMATE ENGAGEMENT

Active teammate engagement is critical to creating and maintaining Quality. Therefore, we foster a culture that supports engagement and empowerment within a framework of continuous improvement.



Ed Pesicka
Ed Pesicka
President & Chief Executive Officer

October 13, 2020



ESG Spotlight: Supporting Veterans and Military Service Members

Owens & Minor is proud to be a veteran and military employer of choice. In 2023, The Owens & Minor Foundation collaborated with our O&M Veterans Teammate Resource Group (“Veterans TRG”) to partner with Hope For The Warriors® and Homes For Our Troops to help support active U.S. service members, veterans, and military families, as well as to provide ongoing engagement opportunities for O&M teammates. Hope For The Warriors® provides comprehensive support programs for service members, veterans, and military families that are focused on transition, health and wellness, peer engagement, and connections to community resources. Homes For Our Troops focuses on building and donating specially adapted custom homes nationwide for severely injured post-9/11 Veterans, to enable them to rebuild their lives.

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. The Foundation’s support will assist more than a thousand Hope For The Warriors clients across a variety of programs.

O&M Veterans

SUPPORTING OUR COMMUNITIES

The Owens & Minor Foundation

We invest in the communities where we operate through charitable contributions from The Owens & Minor Foundation and by encouraging our teammates’ volunteerism. The Foundation is dedicated to making impactful investments to charitable and civic organizations in the communities we serve and focuses primarily in three areas: environment, with particular attention to the stewardship of waterways; healthcare; and DE&I. Since its inception, The Foundation has contributed more than \$2 million to organizations supporting our three focus areas.

In 2021, The Foundation selected Ronald McDonald House Charities® (“RMHC”) as its flagship charity partner, donating HALYARD* products and contributing more than \$1 million for multi-year support of RMHC programming that directly improves the health and well-being of children and their families. In 2023, The Foundation’s contribution guaranteed 5,000 overnight stays to ensure families with ill or injured children remained together and close to medical care. In addition, O&M teammates volunteered nearly 2,000 hours to help feed and nourish RMHC families. Building on The Foundation’s support of RMHC in the U.S., our Australia and New Zealand team announced a partnership with RMHC Greater Western Sydney.

Product Donations

Product donations represent another significant way Owens & Minor continues to give back to the communities we serve both at home and abroad. In 2023, our Medical Distribution and Global Products groups donated a combined value of over \$3.5 million to humanitarian aid groups, nonprofits, and other organizations. These donations included ventilators and oxygen concentrators, and in-kind donations of disposable gloves and other necessities to Ronald McDonald House Charities. Our Australia & New Zealand office donated gloves, face masks, and ISOWIPES to a local community, and approximately a dozen desks from an office redesign in Kells, Ireland, were donated to a community addiction team, also reducing waste and repurposing materials for a community resource.

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

OPERATING RESPONSIBLY

GOVERNANCE & TRANSPARENCY

As of December 31, 2023, the Owens & Minor Board of Directors was composed of eight independent directors and President & Chief Executive Officer Ed Pesicka. The Board oversees the performance of our organization through three standing independent Board committees:

Audit Committee

Oversees accounting, reporting, financial practices, ethical and legal compliance, and enterprise risk management, including cyber risk.

Governance & Nominating Committee

Oversees the governance of the Corporation, annual review of Board performance, risks related to corporate governance, the nomination of new board members, senior management succession planning, and the ESG Program.

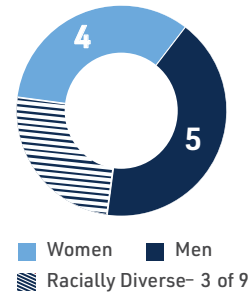
Our People & Culture Committee

Administers the Board's responsibilities relating to compensation of the Corporation's officers and overseeing talent management, teammate well-being, and culture.

Charters for our Audit Committee, Governance & Nominating Committee, and Our People & Culture Committee are publicly available and can be found on our Investor Relations website.



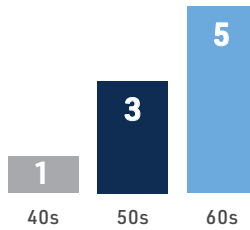
DIVERSITY



WE'VE APPOINTED
5 NEW DIRECTORS
TO OUR BOARD
SINCE 2020



AGE DISTRIBUTION



Our Corporate Governance Highlights

Director Independence and Board Leadership	<ul style="list-style-type: none"> All Directors, including our Board Chair, are independent except for our CEO. Only independent Directors serve on the Audit, Governance & Nominating, and Our People & Culture Committees. The independent Directors on our Board and our Board committees conduct regular executive sessions without management.
Board Evaluation, Selection and Diversity	<ul style="list-style-type: none"> The Board and each of its committees conduct an annual self-evaluation to assess their respective performance. The Governance & Nominating Committee identifies Board candidates based on a comprehensive selection criteria and considers candidates with diversity of experiences, skills, gender, ethnicity, and race for Director vacancies. Our Bylaws provide that no Directors can stand for election if the nominee is over age 72. Five of nine Directors are women and/or racially diverse. Average age of Directors is 60.
Board and Committee Oversight	<ul style="list-style-type: none"> The Board actively engages annually in comprehensive senior management succession planning. The Board and its committees perform risk oversight of our company, including our Enterprise Risk Management Program, ESG framework and governance structure, cybersecurity, and information security risks. Each Board committee oversees the specific financial, compensation, and governance risks related to its functions and responsibilities.
Governance Practices	<ul style="list-style-type: none"> Annual review of our Corporate Governance Guidelines and Board committee charters. Our insider trading policy prohibits hedging or pledging Owens & Minor stock. Recoupment ("clawback") policy for incentive compensation, including performance-based cash compensation and all equity compensation. Maintain substantial stock ownership requirements for Directors and executive officers. Our Code of Honor applies to our Directors, executive officers, and all teammates. Corporate Governance Guidelines limit Director membership on other public company boards.
Shareholder Rights	<ul style="list-style-type: none"> Declassified Board with annual election of our Directors serving one-year terms. Majority voting standard for uncontested Director elections (plurality voting in contested elections). Proxy access allowing holders of 3% of our stock for at least three years to include the greater of two nominees or nominees representing 20% of board seats in our proxy statement if they satisfy the requirements in our Company Bylaws. Annual shareholder advisory vote on the compensation of our named executive officers.

ETHICS AND COMPLIANCE PROGRAM AND CODE OF HONOR

As part of our comprehensive Ethics and Compliance Program, we maintain a Code of Honor that aligns with the key elements of an effective compliance program, as recommended by both the U.S. Government and healthcare industry best practices. This code is the standard for ethical behavior required of all teammates and business partners and covers a range of important topics such as healthcare compliance, global privacy, insider trading, conflicts of interest, and anti-corruption measures.

Owens & Minor strictly prohibits all forms of bribery and corruption and maintains policies and procedures to prevent unethical business practices. Our corporate internal audit, procurement, compliance, and vendor relations teams review reports from across the business to monitor for corruption and bribery. These teams also conduct regular compliance training sessions to maintain compliance with all laws and regulations.

Key Components of our Ethics and Compliance Program



O&M Code of Honor Training

Every year, all teammates and our Board of Directors must complete Code of Honor training and agree to uphold these standards. For teammates without computer access, we conduct in-person “Teammate Talks” sessions, offered in nine core languages, to drive understanding and engagement.



Compliance and Privacy Hotline

O&M offers a confidential Compliance and Privacy Hotline available 24/7 to teammates, vendors, and customers. Staffed and managed by an independent third party, it is a confidential space to report any incidents of improper, illegal, or discriminatory conduct that does not follow our Code of Honor or company policy. Anyone can make an anonymous report through an ethics telephone hotline or an online reporting website (www.omicodeofhonor.com). We also maintain a separate post office box monitored by a third party for written reports. Teammates are encouraged to raise any concerns, without fear of retaliation or retribution.

ETHICAL SUPPLY CHAIN

In 2023, O&M made significant progress in advancing its commitment to ethical supply chain practices through several initiatives focused on enhancing transparency, accountability, and sustainability across procurement processes and supplier relationships.

Key actions taken in 2023 include:

Procurement

- Centralizing procurement functions under one Chief Procurement Officer, following a strategic plan to drive continuous process improvements, efficiencies, and improved alignment with key suppliers.
- Expanding onboarding procedures to incorporate ESG considerations for Tier 1 suppliers.
- Directing comprehensive audits to ensure compliance with regulatory guidelines and industry standards, including alignment with the new U.S. Department of Health and Human Services Office of Inspector General Compliance Guidance.
- Implementing a new procure-to-invoice system to streamline operations and maximize efficiency. The system went live in Q1 2024, with further expansions planned in 2025.

Supply Chain

- Reinforcing rigorous quality and compliance programs, and oversight for third-party suppliers. We require all suppliers to operate under their own code of conduct or to adhere to our Vendor Code of Honor.
- Continuing to prioritize transparency and traceability in raw material sourcing and product manufacturing through our quality management system, critical for medical device products and government certifications.
- Focusing on the responsible sourcing of raw materials. We manage our suppliers by Country of Origin to mitigate risk.
- Taking a risk-based approach to periodically audit vendors and suppliers to help ensure compliance with our policies.

SUPPORTING SUPPLIER DIVERSITY

We support a socially responsible supply chain that includes qualified businesses with women-owned, minority, LGBTQ+, disabled, and veteran representation. In addition to our Supplier Diversity Council, Owens & Minor has expanded its program to include Tier 1 and Tier 2 diversity mentoring, added dedicated leadership for diversity programs, and implemented private-label products for diverse suppliers. We also continued our sponsorship of the Earl G. Reubel Supplier Diversity Awards.

O&M Diverse Supplier Spend Summary (Single Count) January - December 2023	
2023 Overall Spend	\$8,409,167,494
2023 Diversity Spend	\$452,705,491
2023 Diversity Spend %	5.38%
# of Diverse Suppliers	966

Key actions taken to continue building our Supplier Diversity Program:

- Establishing a commercial marketing strategy optimizing supplier diversity.
- Centralizing reporting to increase product visibility from diverse suppliers.
- Tracking product usage from diverse suppliers to identify growth opportunities for the program.
- Centralizing Procurement for greater governance for sustainability and supplier diversity opportunities.
- Participating in the Health Industry Distributor Association Supplier Diversity Council and the SMI Diversity & Inclusion Council.



DATA PRIVACY & SECURITY

Cybersecurity and data privacy are integral to our operations, keeping the company safe from cyber threats and fraud. We take cybersecurity and global privacy seriously and have invested in upgrading infrastructure, monitoring, auditing, and mitigation measures. Both our IT Security and Data Privacy Teams work together to protect the company and our customers.

Our cyber and information security efforts are integrated into the company's Enterprise Risk Management Program. We align our program with industry-leading practices and standards outlined in the National Institute of Standards and Technology Cybersecurity Framework. To combat evolving cyber threats, our teams work to monitor, prevent, detect, investigate, and respond to cyber threats to protect the company's assets, including intellectual property, personnel data, business systems, and brand integrity.

Key components of our Information Security and Data Privacy Program



In 2023, we continued to focus on maturity efforts for our Information Security Program, including:

- Insourcing all aspects of O&M's Cybersecurity Program with skilled, in-house talent, and establishing our inaugural office in Pune, India.
- Implementing a comprehensive Cyber-Incident Response Plan to ensure an effective and coordinated process for identifying, assessing, responding to, and mitigating cyber incidents.
- Conducting a Global Data Privacy Assessment and working closely with our data processing-oriented vendors to ensure proper data protection contractual terms and conditions are included in our contracts.
- Increasing the Cybersecurity Team staffing by approximately 300%.
- Establishing O&M's in-house "Red Team" Program designed to simulate potential real-world attacks to regularly test our cybersecurity defenses against emerging threats.
- Leading the Executive Leadership Team and the Board of Directors in a cybersecurity tabletop exercise.
- Completing a successful, externally led penetration testing exercise designed to probe our systems and test for weaknesses.

Our Cybersecurity program is managed by our Chief Information Security Officer ("CISO"). The CISO is responsible for developing and managing the overall strategy, leading the response to cybersecurity incidents and reporting to the Board. The Audit Committee of the Board monitors our information security programs, including our cybersecurity risk management program, and receives updates quarterly, or more frequently as determined appropriate, from management on our cybersecurity program and systems protection.



EMPOWERING OUR TEAMMATES

In alignment with our Purpose of *Life Takes Care* and our IDEAL Values, we strive to empower our teammates by ensuring open communication across all levels of the organization. Our teammates are supported with a healthy work environment and development programs, and we aim to succeed together through DE&I efforts.

LISTENING TO TEAMMATE VOICES

Owens & Minor is committed to the relentless pursuit of operational excellence. Recognizing that our greatest asset lies in the talent, dedication, and creativity of our teammates, we have established channels for soliciting and amplifying teammate feedback and ideas that lead to innovation and sustainable growth. Our teammates are empowered to identify areas of opportunity and propose solutions to drive meaningful change. To encourage teammates to share their ideas, we have developed several award programs across the organization that recognize them for driving the business forward.

- **Innovation Tournament:** Launched in 2023, P&HS piloted the Innovation Tournament to leverage teammate creativity to solve challenges facing the company through new or improved technology to better serve our customers. With nearly 160 ideas submitted, the pilot exceeded leadership expectations and will be implemented as an annual recognition program for identifying innovative ways to drive profitable growth.
- **Quality Culture Awards:** Focused on promoting a culture of excellence and continuous improvement, the Quality Assurance & Regulatory Affairs Teams continue the Quality Culture Awards launched in 2021. Annually, teams or individual teammates are nominated by their peers for outstanding contributions to the advancement of quality and customer satisfaction in four categories: customer focus, QARA process efficiency, cost of quality improvements, and outstanding quality leader.



The Happy Workplace Program at our Thailand facility focuses on what our teammates need to thrive at work and at home. The facility has earned the Thailand Labour Management Excellence award for four consecutive years and has been recognized for its efforts in minimizing workplace injuries.

HEALTH & SAFETY POLICY



As a company, Owens & Minor is committed to prevention of injuries and illnesses and world-class safety results. We believe that all incidents are preventable, and that nothing we do is worth someone being injured. We also believe that the causes leading to incidents are preventable. We will maintain this position by:

- Ensuring that health and safety is communicated and driven by the Leadership of our company.
- Ensuring that Teammates understand the expectation and their empowerment to observe, report, and pursue correction and prevention of all unsafe acts and conditions.
- Ensuring a robust and continuously improving safety management system that is driven by Teammate collaboration and cooperation.
- Ensuring that Teammates receive training that clearly outlines the safest way to do their jobs.
- Ensuring each Teammate understands that they are responsible for their individual safety and supporting the safety of their fellow Teammates as a condition of employment.




Ed Pesicka
President & Chief Executive Officer

April 15, 2023

SUPPORTING OUR TEAMMATES

Teammate safety is a priority at Owens & Minor. We pursue a “safety as a lifestyle” approach and have adopted a global health and safety policy for all teammates. Several of our sites routinely work millions of hours without a recordable injury, reflecting our commitment to safety and overall target of zero injuries.

Key Environment, Health, and Safety milestones achieved in 2023 include:

- **Recordable Incidents:** The Total Recordable Incident Rate¹ is 1.02, lower than the private industry average of 2.7. For example, 75% of our Patient Direct locations worked the entire year free of recordable incidents.
- **DART² Rate:** Our DART rate (cases with Days Away, Restricted, or Transfer of Duty) was 0.61, well below the private industry average of 1.7.
- **Recordable Injuries:** 27 of our manufacturing plants and distribution centers worked the entire year free of recordable injuries.
- **“Spring Into Safety” Housekeeping Challenge:** In March, we hosted a Spring into Safety housekeeping challenge to focus on the fundamentals of our safe workplace and reinforce housekeeping standards following the 5S methodology of sort, set in order, shine, standardize, and sustain.
- **Wellness Promotion:** Our facility in Kells, Ireland, hosted a Wellness Week in December to educate our teammates on self-care, winter safety, and supervisor training/preparedness. In October, our locations in Acuña, Honduras, and Nogales dedicated special efforts to breast cancer awareness campaigns. In the U.S., teammates volunteered at over 90 events and participated in several wellness activities such as Go Red for Women[®] (American Heart Association[®]), Pink Out (American Cancer Society[®]) for breast cancer awareness, a Mental Health Month partnership, and blood drives for the American Red Cross.
- **Global Safety Week:** We hosted Global Safety Week in August to celebrate the safety of our teammates and to educate them for continued well-being. This special week also included a global competition encouraging sites to get creative and showcase their teammate engagement activities.

1. Total Recordable Incident Rate is the average number of recordable safety incidents to occur to 100 teammates within one year.

2. DART is the average number of incidents that result in a “day away, restricted, or transferred” for 100 teammates within one year.

ESG Spotlight: Stewards of the Environment

The Nogales, Mexico, team “adopted” a section of the city near their facility. Teammates and their families volunteer their time to landscape and beautify the area. Living our IDEAL Values of Development and Excellence means being excellent stewards of our environment, and ensuring the land is consistently maintained and improved.



Overall, we seek to strengthen and continuously improve all our Environment, Health, and Safety Program initiatives to provide an optimal working environment. We implemented a standardized incident investigation process so that when we do have a workplace injury, procedures are in place to care for the teammate and to record and review the incident to identify root causes and potential teammate training opportunities.

Incident Investigation Process

1 Injury Notification.

Upon notification of a minor work injury, the O&M supervisor will call our telehealth provider. The injured teammate will speak privately with a registered nurse who will triage the situation and recommend either self-treatment or off-site evaluation. Treatment instructions will be provided accordingly.

2 Incident Documentation.

Supervisors, Human Resources (“HR”) Business Partners, or warehouse leads will gather statements from teammates who were involved or witnessed the incident. The supervisor will complete a detailed report outlining the investigation process, if necessary.

3 Incident Review.

For a severe near miss or recordable incident, the Regional Safety Manager will schedule a review call as soon as practical after the reported incident. This call briefs the leadership team, the Director of Safety & Environmental Health, the Operations Leadership, the site’s HR Business Partner, and the involved teammate’s supervisor on incident specifics.

4 Incident Review Team (“IRT”).

Injuries or significant near misses involving trucks or medical handling equipment require an IRT meeting to identify root causes and corrective and preventive actions. IRT meeting attendees include the Operations Manager, the involved teammate’s supervisor, the Training & Safety Coordinator, and the HR Business Partner. The IRT meets as soon as practical after completing the investigation, and the teammate’s name is held confidential.

Global Benefits

At O&M, *Life Takes Care* means prioritizing the well-being of our teammates, customers, and communities. We offer a competitive benefits program, including healthcare, retirement plans, flexible work arrangements, mental health support, and professional development opportunities. Our benefits strategy is designed to meet the diverse needs of our workforce. Through comprehensive market analysis, we ensure our benefits align with industry standards while making a positive impact on attracting and retaining talent and contributing to societal well-being.

DEVELOPING OUR TEAMMATES

Aligned with our IDEAL Value of Development, Talent Planning identifies teammate needs, improving our ability to deliver strong business outcomes by strategically placing the right talent in the right role, and providing development opportunities to advance professional growth.

Developing our frontline leaders at our sites was a priority for 2023. We introduced “Leading with Lean” to hone our leaders’ skills to lead, manage, and problem-solve more effectively through a lean management system, empowering teammates to drive operational improvements, and increasing teammate engagement.



ESG Spotlight: Teammate Development

The OMPower Partner Program facilitates problem solving and teaches skills to drive continuous improvement through a six-step methodology aligned with Plan, Do, Check, Act.

OMPover Partners mentor and coach other teammates on using the OMPower framework. Certification involves rigorous training to ensure the process is effectively applied and reinforced throughout the company.

In 2023, we certified an additional 93 teammates and trained nearly 100 more, who are progressing through their certification. A total of 154 teammates have been certified as OMPower Partners since 2021.



PROMOTING DIVERSITY, EQUITY, & INCLUSION

Promoting DE&I is not a project or a point-in-time discussion. Building a diverse, equitable, and inclusive workplace takes dedication and a long-term commitment from each one of us to live our IDEAL Values and bring our authentic selves to work each day. Our goal is to provide education and support while promoting inclusion and understanding of teammates.

We encourage a working environment that promotes the success and well-being of all our teammates, and we advocate for DE&I across our business to help us succeed in delivering our DE&I strategy.

Key DE&I actions taken in 2023 include:

- Launching Unconscious Bias training for all senior leaders and a plan to continue educating at deeper levels of the organization in 2024.
- Bolstering our support for DE&I by continuing to grow the number of our TRGs to eight, with a ninth group approved for Q1 2024 focusing on developing our future leaders. TRG membership is open to all teammates.
- Launching the Diverse Abilities Inclusion & Support (“DAIS”) TRG centered on teammates with or who care for family members with diverse abilities or who wish to join as an ally.
- Growing TRG membership by 41.6%, with more than 1,000 members and allies across the organization.
- Providing funding from The Owens & Minor Foundation to support nonprofit organizations aligned with each specific TRG’s mission and goals. These contributions allowed our TRGs to develop partnerships by participating in engagement events and volunteer opportunities in the diverse communities where we live and work.



TRG	Charitable Support
O&M Asians and Pacific Islanders Rising to Excellence (O&M ASPIRE)	<ul style="list-style-type: none"> • AALEAD: Asian American Leadership Empowerment & Development to support afterschool programs (Washington, DC) • Asian Mental Health Collective (Texas)
O&M Black Heritage, Outreach, Mentorship, and Enrichment (O&M BhOMe)	<ul style="list-style-type: none"> • INROADS® Career Development to support leadership programs for underrepresented talent (Missouri) • UNCF: United Negro College Fund (National)
O&M Diverse Abilities Inclusion & Support (O&M DAIS)	<ul style="list-style-type: none"> • <i>New TRG launched in Q1 2024</i>
O&M Hispanic Organization for Leadership and Achievement (O&M HOLA)	<ul style="list-style-type: none"> • Meals by Grace Client Pantry (Georgia)
O&M Philanthropy Respect Intersectionality Diversity Education (O&M PRIDE)	<ul style="list-style-type: none"> • The Attic Youth Center to support its Life Skills Center (Pennsylvania) • Encircle Family and Youth Resource Center to enable LGBTQ+ youth to thrive (Utah) • Side by Side VA to support volunteerism and education (Richmond, Va.)
O&M Veterans	<ul style="list-style-type: none"> • Mutts with a Mission to support service dog training (Virginia) • The Wounded Warrior Project® (Kansas) • Homes For Our Troops (Virginia) • Hope For The Warriors® (Veterans TRG Partner Charity)
O&M Women’s Empowerment Network (O&M WEN)	<ul style="list-style-type: none"> • American Cancer Society®, Making Strides (Virginia) • Dress for Success® (Atlanta, Ga.)
O&M Women in Technology (O&M WIT)	<ul style="list-style-type: none"> • Hanover Education Foundation (Virginia)
O&M Young Emerging Professionals (O&M YEP)	<ul style="list-style-type: none"> • <i>New TRG launched in Q1 2024</i>



We believe that diversity, inclusion, and teammate engagement are integral to our *Life Takes Care* Purpose, Vision, strategy, and business success. We track representation across gender and ethnic minority groups.

DEMOGRAPHICS OF OUR BOARD OF DIRECTORS & U.S. TEAMMATES BY AGE AS OF DECEMBER 31, 2023			
	Under 30 yrs of age	30 - 50 yrs of age	Over 50 yrs of age
Board of Directors ¹	0%	11%	89%
Director+	1%	46%	53%
People Managers	2%	54%	44%
All Other Teammates ²	14%	49%	36%

DEMOGRAPHICS OF OUR BOARD OF DIRECTORS & GLOBAL TEAMMATES BY GENDER AS OF DECEMBER 31, 2023		
	Female	Male
Board of Directors ¹	44%	56%
Director+	41%	59%
People Managers	43%	56%
All Other Teammates ²	52%	48%

DEMOGRAPHICS OF OUR BOARD OF DIRECTORS & U.S. TEAMMATES BY ETHNICITY AS OF DECEMBER 31, 2023									
	Unknown	White	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Multiple Ethnicities	Unreported ³
Board of Directors ¹	0%	67%	0%	0%	33%	0%	0%	0%	0%
Director+	0%	75%	0%	5%	6%	7%	0%	2%	4%
People Managers	0%	67%	0%	4%	10%	11%	1%	2%	4%
All Other Teammates ²	0%	46%	1%	5%	21%	16%	1%	3%	7%

*Note: Due to rounding, percentages provided may not add up to 100% ¹ Eight Independent Directors as of Dec 31, 2023

² All non-exempt level teammates excluding people leaders

³ Teammates who have not self-identified on our 'Workday' system

ABOUT THIS REPORT

Report Boundaries

The statements contained in this report are made as of the date of this report unless another date is specified in relation to any such statements, and are only as current as the date indicated and may be superseded. This report covers the calendar year 2023. Some initiatives or objectives that were launched in early 2024 are also included in this report to provide up-to-date information for our stakeholders. 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 has defined our ESG Framework. More information may be found in the Our ESG Priorities section on pages 6-7.

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, 2024, 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 therefor.

Context Index

<https://investors.owens-minor.com/esg>



Continenence Care

- Urology & Incontinence Supplies
– All Major Brands
- Caring Touch at Home™ Patient Programs
- Complimentary Samples
- Clinical Educational Support
- Home Delivery
- Accept Medicare and Most Private Insurance
- Byram Advantage Program



WHY CHOOSE BYRAM

- Extensive Urology and Incontinence Supplies with Access to all Major Brands
- Caring Touch at Home™ Patient Program
- We Accept Medicare and Most Private Insurance
- Home Delivery
- Complimentary Samples
- Convenient Ordering
- Clinical Educational Support with Access to WOC Nurse



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