



ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG)

2022 REPORT





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LETTER FROM OUR CEO

This past year, we commemorated several major milestones – to include celebrating 140 years in business and welcoming Apria, Inc., teammates to the Owens & Minor family, representing the largest acquisition in Owens & Minor history. Companies only achieve important accomplishments through sustainable growth and by acting responsibly, which is why I am excited to introduce our 2022 Environmental, Social, and Governance (“ESG”) Report.

Since we published our first ESG Report in 2021, we have expanded our reach along the continuum of healthcare through investment in integrated solutions for our Products & Healthcare Services and Patient Direct segments – and innovation and technology to fuel both. Owens & Minor is ensuring that ESG continues to be woven into our corporate fabric and remains a key pillar of our strategic planning. We hold our IDEAL Value of Accountability as a bedrock to our Mission of *Empowering Our Customers to Advance Healthcare*®. As our industry continues to evolve, you can count on us to remain constant in our dedication to how we can best serve our teammates, customers, and communities.

I invite you to learn more about our ESG efforts and commitment within this year’s report, organized into four focus areas:

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



Looking ahead, we will continue to leverage our expansive healthcare legacy to serve our customers and to grow with them, while doing what’s right – the first time, every time. I look forward to all we will accomplish together with over 20,000 dedicated teammates energized around serving healthcare and building Owens & Minor’s future.

Sincerely,

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

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



WHO WE ARE

Owens & Minor, Inc. (NYSE: OMI), a Fortune 500 global healthcare solutions company headquartered in Richmond, Virginia, incorporates product manufacturing, distribution support, and innovative technology services to deliver significant and sustained value across the breadth of the industry – from acute care to patients in their homes.

Founded in 1882, Owens & Minor was incorporated in 1926 and has operated continuously from Richmond. Through organic growth and acquisitions over many years, we significantly expanded and strengthened our Company, achieving international scale in the healthcare market. Today, we have distribution, production, storage, customer service, and sales facilities located across Africa, Asia, Australia, Europe, Latin America, and the United States.

Our teammates serve healthcare industry customers in approximately 70 countries by providing quality products and helping to reduce total costs across the healthcare supply chain through optimized point-of care performance, freeing up capital and clinical resources, and managing contracts to optimize financial performance.

OUR MISSION & VALUES

Our Mission of *Empowering Our Customers to Advance Healthcare* continues to guide our strategic growth as we enhance and expand our offerings to serve the healthcare industry.

Our teammates worldwide operate according to our shared IDEAL Values:

- Integrity: We act with the highest standards of ethics and honor the commitments made to our stakeholders.
- Development: We aspire for improvement and growth.
- Excellence: We perform to the highest standards, embracing our Mission.
- Accountability: We are responsible for our actions and results.
- Listening: We listen to our customers and to one another to understand needs and deliver solutions.

OUR BUSINESS

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

- Products & Healthcare Services (“P&HS”) provides distribution, outsourced logistics, and value-added services, and manufactures and sources medical surgical products through our production and kitting operations.
- Patient Direct expands our business along the continuum of care through delivery of medical supplies sold directly to patients and home health agencies, and is a leading provider of integrated home healthcare equipment and related services in the U.S. We specialize in diabetes, urology, ostomy, wound care, incontinence, and breast pumps – and with the addition of our Apria business in 2022, we also offer products and services for in-home care and delivery across home respiratory, obstructive sleep apnea, negative pressure wound therapy, home medical equipment, and other services.

O&M'S ESG FRAMEWORK

OUR ESG PRIORITIES

Since our founding in 1882, Owens & Minor has remained committed to our teammates, customers, and communities where we conduct business. We recognize the need to identify, prioritize, and manage ESG impacts from our operations.

In 2021, we completed our first ESG materiality assessment to identify and prioritize topics most relevant to our key stakeholders. Using the materiality assessment results, we developed a framework to align ESG risks and opportunities with our overall business strategy. Our ESG Framework forms the basis of our program, integrating the priorities identified in our materiality assessment into key aspects of our operations. This framework is grounded in our Mission and emphasizes the importance of incorporating ESG commitments into our culture and values. Our ESG Framework is supported by the following four focus areas, which capture our ESG material topics:

Promoting Environmental Stewardship:

Minimize the impact of our operations on the environment.

- Minimizing Climate Risk
- Managing Our Carbon Footprint
- Waste & Water Management

Caring for Our Customers & Communities:

Deliver superior service and innovative solutions for our customers and the communities we support.

- Product Quality & Safety
- Supporting Our Communities
- Innovative Healthcare Solutions

Operating Responsibly: Demonstrate sound governance, accountability, and responsible sourcing.

- Governance, Transparency, & Regulatory Compliance
- Ethical Supply Chain
- Advancing Supplier Diversity
- Data Privacy & Security

Empowering Our Teammates: Foster an empowering, safe, diverse, and inclusive work environment where all teammates can thrive.

- Listening to Our Teammates
- Supporting Our Teammates
- Promoting Diversity, Equity, & Inclusion ("DE&I")
- Honoring Our Military & Veteran Teammates





ESG GOVERNANCE

To effectively manage the implementation of our ESG strategy, we developed a governance structure designed to define our ESG Framework and deliver on our commitments. Since inception, our ESG Governance has grown to include our expanded Patient Direct offerings and to ensure representation across Owens & Minor. In early 2023, our Executive Leadership Team approved a revised governing structure for our ESG Program to include leadership from across the entire organization.

- The Governance & Nominating Committee of the Board of Directors reviews and has oversight of the Company's ESG programs and practices. The Governance & Nominating Committee and full Board regularly receive reports on the progress of our ESG Program.
- The ESG Governing Board oversees and sets priorities for the ESG Program and includes:
 - Governing Board Chair: EVP, General Counsel & Corporate Secretary
 - EVP, Chief Financial Officer
 - EVP, Chief Human Resources Officer
 - CEO of Products & Healthcare Services, *Executive Sponsor of The White House/HHS Health Sector Climate Pledge*
 - EVP, Business Excellence
 - VP, Corporate Relations
- The ESG Steering Committee ensures implementation of ESG priorities and advises the ESG Governing Board on risk assessment relative to ESG topics at Owens & Minor. The Manager of Owens & Minor's Sustainability and ESG programming acts as Secretary of this committee, which is comprised of leaders from various functions, including Clinical Products, Compliance, Finance, Human Resources, Information Technology, International Markets, Legal, Manufacturing, Marketing & Communications, Procurement, Quality, Supply Chain, and Supplier Management.

STAKEHOLDER ENGAGEMENT

Owens & Minor endeavors to keep communication open and available between a variety of key stakeholder groups to fulfill the pillars of our ESG Framework. The chart below provides an overview of communications with our stakeholders:

Key Stakeholder Groups	Internal & External Communication Methods
Customers	<ul style="list-style-type: none"> • Customer Resources section on Company website • Customer Advisory Council • Direct communications
Communities	<ul style="list-style-type: none"> • Volunteering opportunities for our teammates • Press releases • Recent News & Insights and Contact Us sections of Company website • Contributions from The Owens & Minor Foundation
Teammates	<ul style="list-style-type: none"> • Global Engagement Survey • Intranet • Quarterly Town Hall Meetings • Monthly newsletters • Daily communication between management and teammates
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 • SEC filings • Quarterly conference calls • Investor meetings, conferences, and roadshows
Vendors & Suppliers	<ul style="list-style-type: none"> • Business reviews • Vendor Code of Conduct • Distributor Toolkit





PROMOTING ENVIRONMENTAL STEWARDSHIP

MINIMIZING CLIMATE RISK

Owens & Minor remains dedicated to serving our customers and communities while protecting teammate safety, particularly during times of emergency and natural disasters, to ensure reliability of product supply for patient care. We honor this commitment by implementing continuous improvement as an integral part of our business operations. Our planning starts with proactively identifying recommendations that bolster resiliency for our facilities during severe weather events. This includes, but is not limited to, roofing reinforcements, securement of HVAC systems and other equipment on roofs, installing high-wind-rated dock doors where needed, implementing flood control plans, and other actions to mitigate inherent risks for the specific geography. Our emergency response and business continuity plans provide a framework for other proactive actions not limited to life and property safety, and recovery. We complete after-action reviews and incorporate lessons learned into our standard operating procedures. As new data and climate trends emerge, our process is designed to remain agile, increasing our resilience and reducing our risks.

MANAGING OUR CARBON FOOTPRINT

Energy Efficiency at Our Sites

We have adopted practices at our sites to reduce our environmental impact including efforts to eliminate waste, manage our carbon footprint, and increase renewable energy usage. We measure greenhouse gas ("GHG") emissions, water usage, and waste at our manufacturing sites to set and implement site-specific goals that are intended to reduce our environmental footprint.

For example, capital investments and enhancements in our two largest manufacturing facilities resulted in improvements to our resource efficiency during the past year:

- **Lexington, North Carolina:** Enhancements to cooling towers continue to improve energy and water efficiency through evaporation reduction.
- **Safeskin Scientific & Medical Thailand (SSMT):** New energy-efficient, double-forming production processes reduce water and energy consumption per glove versus former single lines.

Additional site improvements include:

- **Honduras:** Replacing HVAC systems with higher-efficiency units and upgrading to LED lighting. A new air compressor also improved system efficiency.
- **Acuña and Nogales, Mexico; Asheville, North Carolina; and Williamsburg, Virginia:** Continuing transition to LED fixtures.
- **Kells, Ireland:** New electrical supply contract sourcing from 100% renewable generation.

Manufacturing Energy Use (Million BTU)	2019	2020	2021	2022
Total Electricity Purchased	724,555	800,247	789,289	708,460
Total Fuel Oil	2,372	2,495	19,981	13,368
Boiler Natural Gas	171,065	175,291	218,545	160,147
Total Biofuel Purchased	2,313,577	2,301,611	2,250,579	2,785,193
Total Energy Purchased	3,211,569	3,279,644	3,278,393	3,667,167
Manufacturing GHG Emissions (tCO ₂ e)	2019	2020	2021	2022
Scope 1 (Direct)	10,198	10,455	14,424	10,465
Scope 2 (Indirect)	76,792	81,655	79,629	77,078

Office & Distribution Center Energy Use (Million BTU)	2021	2022
Total Electricity Purchased	140,926	144,037
Total Natural Gas Purchased	102,385	110,944
Office & Distribution Center GHG Emissions (tCO ₂ e)	2021	2022
Scope 1 (Direct – Office & Distribution Center *)	5,984	5,885
Scope 1 (Apria-owned Fleet)	11,118	9,624
Scope 2 (Indirect – Purchased Energy *)	15,962	16,072
Scope 3 (Downstream Distribution†)	29,984	24,131

* Does not include energy use or emissions from Apria facilities.

† This figure represents the carbon footprint of our two largest logistics carriers.

Fleet Efficiency

Our Transportation Team remains committed to the fleet efficiency targets set for our strategic logistics partners, continuing to share fuel efficiency and freight routing information with EPA SmartWay® in order to develop more environmentally-friendly shipping methods. As our footprint expands, our team collaborates on methods to best consolidate Patient Direct shipments, providing optimal service to our customers while mitigating the environmental impact of logistics. Owens & Minor continues to evaluate freight strategies for electric vehicles, optimizing transportation mode and delivery routes, and updating and upgrading equipment as it applies to our business and climate risk strategy.



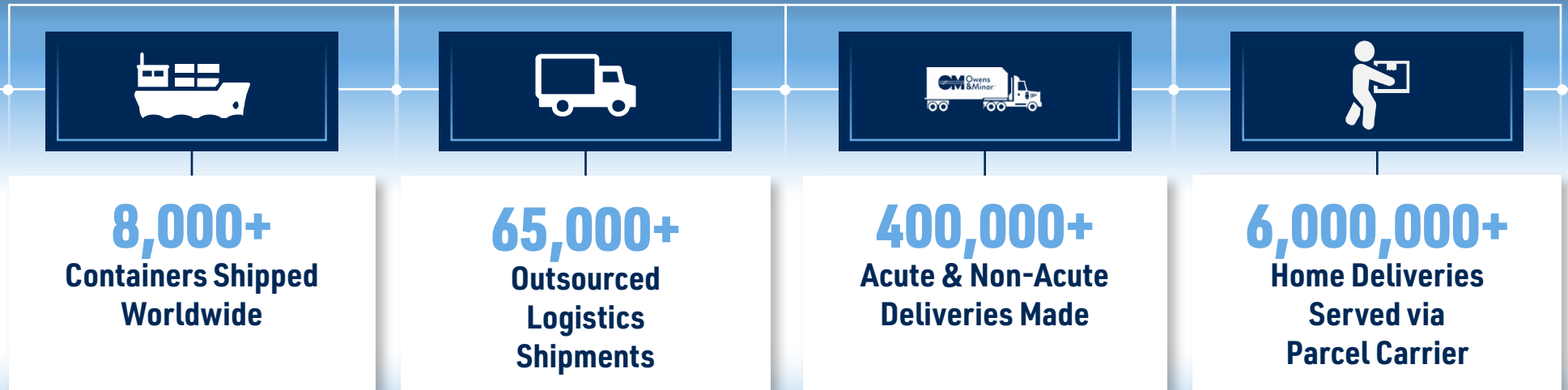
Products & Healthcare Services Logistics and Distribution

We continue to identify opportunities for efficiency gains within our P&HS segment. In 2022, working alongside our fleet partner, we optimized delivery routes and transportation mode selection to reduce the total number of shipments, in collaboration with SmartWay Partners (88% of commercial volume moved on SmartWay carriers). Using miles per gallon (MPG) as a key performance indicator, we achieved 8.36 MPG in 2022.

The fleet is currently active in 34 distribution centers across the U.S. Behind the fleet operation, a matrix of managers and supervisors act as extensions of our local distribution team. Our Transportation Team and Area Directors of Operations interface with our fleet partner daily to focus on continuous improvement of our over 99% on-time delivery rate. Overall, our fleet model allows the control we need to deliver consistent, predictable, and timely service for our customers while reducing environmental impact.

The fleet serving Owens & Minor's customers is comprised of nearly 400 drivers and over 300 vehicles organized to deliver products needed for patient care. To this end, we completed over 300,000 deliveries in 2022. Over the last three years, this fleet has traveled over 17.5 million miles on average, and in 2022, executed nearly 1,900 backhauls, which makes use of otherwise empty truck space on return trips to our distribution centers.

O&M Logistics at a Glance



Patient Direct Delivery

At Apria, the primary mode of delivery is from our branches to patient homes. Once goods are received into our six distribution centers, we use a third-party provider to move these products to dedicated routes that reach more than 270 branch locations nationwide. These routes cover approximately 12,000 stops and 2.8 million miles annually. Once the goods arrive at our branches, we deliver and pick up items from patient homes about 1 million times per year, leveraging our fleet of approximately 1,000 leased vans and trucks. These leased vehicles fulfill more than half of the orders to patient homes, covering nearly 18 million miles in 2022. The remaining deliveries are fulfilled by local couriers, parcel providers, and branch visits by patients.

We use routing software to optimize delivery routes, maximizing fuel use while monitoring driver performance. In 2022, we began piloting the setup for electric vehicles in several California locations to reduce emissions, and we plan to expand this activity. Further, in 2023 and 2024, we will conduct a comprehensive inventory of our third-party provider emissions and develop more fleet initiatives that will be shared in our future sustainability reporting and disclosures.

Since our Byram model is focused on direct-to-patient distribution, we ensure shipping accuracy and on-time delivery by leveraging a central carrier for most deliveries. Consistent with our commitment to Managing Our Carbon Footprint, this carrier conforms to the Global Logistics Emissions Council Framework, which was created to measure GHG emissions across various transportation modes. With a national footprint and a strong local presence, our strategically located Byram sites can ship products to patients for arrival within 48 hours – to anywhere in the contiguous 48 states of the U.S. Patients can then track orders conveniently and discretely from the comfort of their homes. In 2022, our dedicated team of Byram logistics experts oversaw 126.7 tons in product shipments covering 20.5 million miles with support from teammates serving patients from 22 U. S. locations.

WASTE & WATER MANAGEMENT

Our facilities continue to maintain a focus on the waste generated in conjunction with the products created at our sites. We demonstrate our commitment to protecting the environment through the following activities:

- Utilizing largely landfill-free operations across our manufacturing sites.
- Implementing and maintaining recycling programs at our distribution centers and manufacturing sites.
- Focusing on the impact of downstream waste by converting more packaging to Forest Stewardship Council®-certified materials.
- Increasing consumer awareness of our product takeback and repair programs.
- Working to enhance recyclability of our distributed products and packaging materials.

Waste Management

Owens & Minor prioritizes continuous improvement of our packaging sustainability practices. In 2022, the Packaging and Labeling Team collected "voice of the customer" insights to identify priorities and opportunities to improve recyclability and reduce waste associated with our packaging. In early 2023, we inaugurated a dedicated Packaging Waste Reduction & Recycling Initiative to enhance recycled content in our packaging and to implement consumer-friendly labeling to streamline the recycling process of primary and secondary packaging materials.

Our manufacturing sites, offices, and distribution centers track the wastes generated at our facilities and direct those wastes to designated recycling locations. These manufacturing sites routinely maintain recycling rates approaching 95%. In 2023, we plan to study our distribution center waste streams and recycling processes to identify further improvement opportunities.

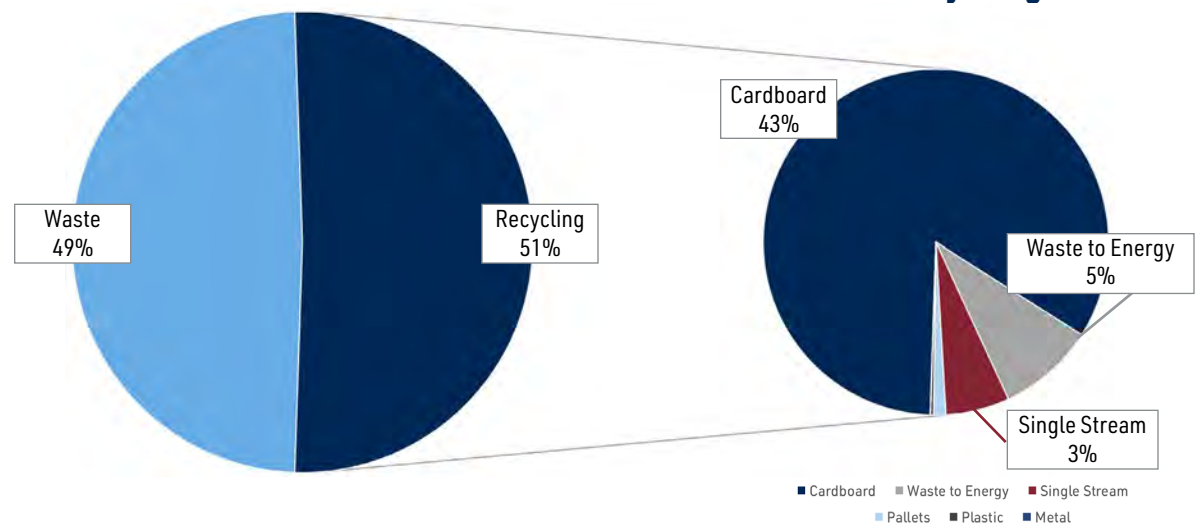
Manufacturing Water Use* (m3)	2019	2020	2021	2022
Surface Water	6,918,664	7,592,516	7,177,887	7,571,861
Municipal Water	162,985	153,437	140,153	134,032
Surface Water Discharge	6,226,798	6,833,264	6,460,097	6,814,674
Municipal Water Discharge	68,874	49,881	54,948	48,646

*Water Use figures represent metered process-water consumption at our Lexington and SSMT facilities, which represent the most material water consumption in our site portfolio.

Office & Distribution Center Waste & Recycling (Tons)*	2022
Recycling	3,782
Disposal	3,610
Manufacturing Waste & Recycling (Tons)	2022
Recycling	8,793
Disposal	589
Ash (Converted to Fertilizer)	8,789

* Does not include waste/recycling figures from Apria facilities.

P&HS Office and Distribution Center Waste & Recycling



Promoting Sustainability by Reconditioning Equipment

Owens & Minor's commitment to sustainability spans the lifecycle of our products, to include reducing environmental waste through equipment reconditioning. For example, our Patient Direct segment dedicates seven facilities and over 130 teammates to repairing and maintaining over 2 million pieces of rental respiratory, sleep apnea, and pressurized wound therapy equipment in our inventory. In 2022, more than 266,000 pieces of rental equipment were evaluated by our internal repair network, and over 230,000, or nearly 90%, were repaired and reutilized.

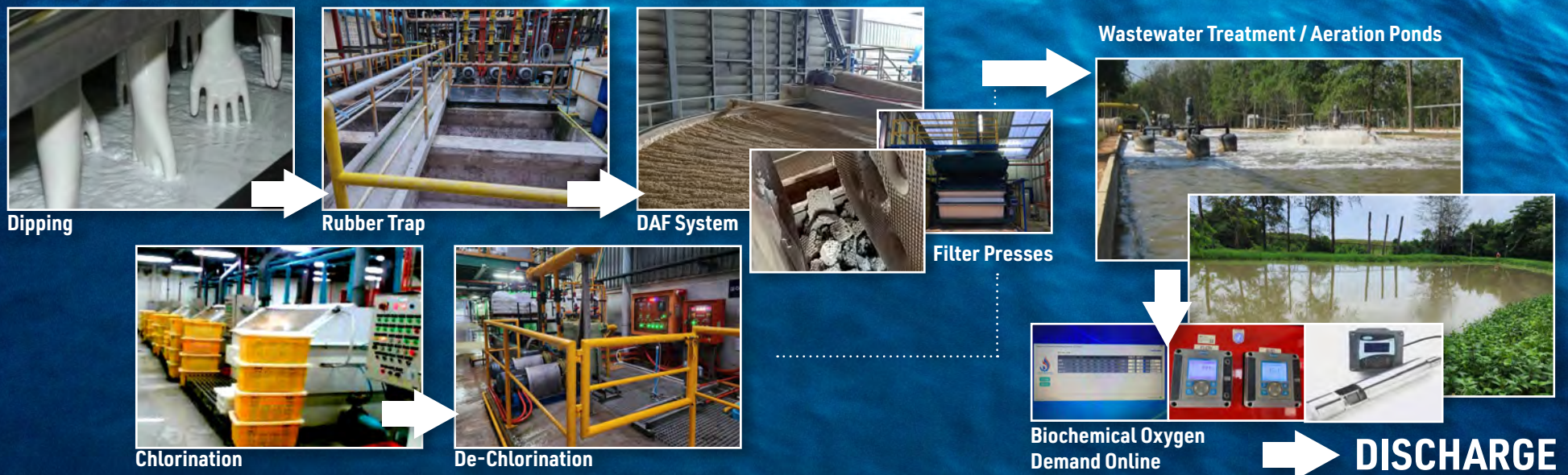
Moreover, equipment manufacturers train our teammates to assess condition and perform repairs to determine reuse status, a practice that creates cost savings and keeps equipment out of landfills. We also extend equipment life through the following practices:

- Destroying odor-causing bacteria with our ozone generator device.
- Employing devices that clean circuit boards and other electronic components.
- Working with scrap dealers that purchase metals (e.g., steel, aluminum, and brass) for reuse.
- Recovering batteries through recyclers identified by the U.S. Environmental Protection Agency ("EPA").

Water Management

In 2022, our SSMT glove manufacturing facility achieved certification of their Environmental Management System under the International Organization for Standardization ("ISO") 14001 standards. The ISO 14001 certification recognizes the implementation of an Environmental Management System's policy, objectives, and processes aimed at enhancing environmental performance. As a component of this program, our team promotes responsible water management through a multistage treatment that follows the glove manufacture rinsing, forming, and cleaning processes to confirm treated process water is safe to discharge before being released as effluent, as depicted below. This approach ensures that the water released from the facility is cleaner than when first received.

WATER MANAGEMENT IN GLOVE MANUFACTURING



CARING FOR OUR CUSTOMERS & COMMUNITIES

PRODUCT QUALITY & SAFETY

One of our main priorities is to provide the highest-quality products and services to support customer and patient care. To maintain product quality and meet regulatory requirements, we have a dedicated team of Quality Assurance and Regulatory Affairs professionals to oversee the product lifecycle. We strive to continuously improve our product quality and safety processes using the Plan, Do, Check, Act cycle by establishing annual quality objectives, monitoring key performance indicators, and initiating improvement projects using the Owens & Minor Business System methodology. We manage our internal quality system audits as required by global standards, the U.S. Food & Drug Administration, and ISO, as well as through third-party audits.

In addition, our Product Safety Team ensures that the products we develop are safe, compliant, and reliable using well-established risk assessment methods to understand both hazards and potential exposures. The team accomplishes these assessments by following this process:

- Screening proposed raw materials for hazards and compliance issues prior to use approval. This screening is designed to ensure that manufactured products are safe for their intended end use and that any appropriate information related to each product is disclosed.
- Assessing raw materials used in our portfolio and monitoring the performance of our finished products through post-market surveillance.
- Conducting biocompatibility and clinical testing as applicable to verify product safety and demonstrate regulatory compliance for all our finished products sold for use to the healthcare market.



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. Launched in May 2021 with \$10 million in funding, The Owens & Minor Foundation is dedicated to making impactful contributions to charitable and civic organizations in the communities we serve. Foundation activities focus primarily on issues related to the environment, healthcare, and DE&I. Since inception, The Owens & Minor Foundation has contributed over \$1 million to charitable organizations aligned with these pillars.

In 2021, The Owens & Minor Foundation selected Ronald McDonald House Charities® ("RMHC") as its first flagship charity partner, contributing \$500,000 in 2022 including multi-year support of RMHC programming that directly improves the health and well-being of children and their families. RMHC represents a network of more than 260 chapters in over 60 countries and regions that operate and support programs helping to keep families with children who are sick together and close to the medical care they need. Owens & Minor's contribution will support the mission of RMHC both in the U.S. and globally by:

- Helping to provide more than 5,000 overnight stays for families at a Ronald McDonald House or Ronald McDonald Family Room.
- Offering ongoing in-person and virtual volunteer opportunities for Owens & Minor teammates that help support the family-centered approach to care.
- Enhancing the mission delivery of Ronald McDonald House Charities globally.

“ Ronald McDonald House Charities serves millions of children and their families around the world. We greatly appreciate The Owens & Minor Foundation's commitment to helping families with children who are ill or injured access health care and resources they need.”

**– Joanna Sabato
Chief Marketing & Development Officer, RMHC**

The Owens & Minor Foundation also selected as a national charity partner the National Association of Free and Charitable Clinics ("NAFC"), a non-profit organization representing more than 1,400 clinics and pharmacies across the U.S., dedicated to ensuring that the medically underserved have access to affordable, quality healthcare. The contributions to NAFC will be used for programming and to create health equity scholarship opportunities for members to participate in NAFC activities. Also, last year, The Owens & Minor Foundation made a contribution to NAFC to help clinics in Florida impacted by Hurricane Ian.

Additional Owens & Minor Foundation contributions serve to protect clean water and support access to the educational and environmental benefits of healthy waterways. By focusing on the stewardship of waterways, we contribute to creating a healthier environment in the communities where we operate. The Owens & Minor Foundation is pleased to support the Chesapeake Bay Foundation, as well as the James River Association, which will create outdoor educational opportunities in underserved communities and support tree planting and maintenance in wetland areas to protect clean water.

“ Our goal to Save the Bay is ambitious, but with partners like Owens & Minor, we know it's possible. Your support means more trees thriving in streamside forests, more students having life-changing experiences on the water, and more people joining an ever-growing movement to achieve clean water and a healthy environment for us all.”

**– Zachary Hatcher
Senior Director of Development
Chesapeake Bay Foundation**

Donating Essential Medical Supplies to Ukraine

In 2022, Owens & Minor donated medical-grade personal protective equipment ("PPE") to support care for Ukraine humanitarian relief efforts, with a total donation value of approximately \$500,000. Our teammates, recognizing the urgency of need in Ukraine, coordinated across multiple distribution centers including Chicago, Philadelphia, and Pittsburgh, to fast-track packaging and shipping. These efforts made it possible to expedite the transfer of more than 30 pallets of PPE – the equivalent of two full truckloads of products – for delivery and distribution in Ukraine and other impacted countries via our global nonprofit partner, MedShare®.



“MedShare is focused on providing immediate relief and support to the Ukrainian people in response to the international health crisis unfolding before our eyes. Our long-standing partnership with Owens & Minor allows us to act fast and meet these critical needs in Ukraine and surrounding areas. We're grateful for Owens & Minor's generous support as we work to help Ukraine in this rapidly shifting crisis.”



– Charles Redding
CEO and President of MedShare

Teammate Volunteerism

Owens & Minor has been actively involved in our communities since our inception. Through our IDEAL Values, we promote volunteerism not only to further the passions of our teammates by supporting their engagements with charitable causes of personal importance, but also to strengthen the bonds of our organization with the communities where our teammates live and work.

We are proud of our teammates' dedication to volunteerism through their community engagements with numerous organizations across the U.S., ranging from the Virginia Down Syndrome Association to Make-A-Wish® Greater Bay Area and March of Dimes®.



INNOVATIVE HEALTHCARE SOLUTIONS

Owens & Minor's strong Americas manufacturing footprint gives us a competitive advantage, enabling continuity of critical PPE products versus products sourced outside of the U.S. Our business model supports the nation's healthcare infrastructure and providers, particularly during times of supply chain crises as experienced during the COVID-19 pandemic.

Our other innovative solutions include DMEscripts, a Patient Direct initiative to reduce use of paper prescriptions in favor of electronic ones. DMEscripts eliminates unnecessary paperwork by automating the medical equipment ordering process to help hospitals, providers, and suppliers remain focused on patients. A fast and easy step-by-step process can help physicians complete more than 90% of orders the first time, reducing errors and giving time back to healthcare providers to focus on patients.

In addition, Patient Direct expanded curbside services for patients in 2022, enabling them to stop by their local site to pick up medical supplies brought directly to their cars by a teammate. This expanded service offering provides another convenient option for customers, increases delivery capacity, and reduces costs while enabling technicians to focus on key products and complex patient equipment needs.

Building Stronger Communities with West Virginia University Health System

In 2022, Owens & Minor broke ground in Morgantown, West Virginia, on the future site of a center of excellence for medical supplies and logistics. Once construction is completed, the 350,000 square foot center will be one of the state's largest dedicated acute care medical distribution facilities and will include clinical supply capabilities for surgical kitting, custom procedure tray assembly, and sterilization. Owens & Minor was joined for the groundbreaking by its local partner, West Virginia University Health System.

The partnership, which represents an estimated \$50 million investment in West Virginia, is anticipated to bring more than 100 jobs to the state. This partnership also gives the State of West Virginia the ability to rapidly leverage Owens & Minor's logistics expertise and medical supply and distribution capabilities in response to future public health emergencies.

“We are excited for our partnership with Owens & Minor to take shape as we work to strengthen the resiliency of our healthcare system. Our collaboration with Owens & Minor is instrumental in ensuring that we can deliver on that commitment for our clinicians and the communities we serve.”

— Albert L. Wright, Jr.
President & CEO, WVU Health System



The groundbreaking for the new center of excellence for medical supply logistics in West Virginia. Shown L-R: Jeffrey Arnett, Monongalia County Commissioner; Edward A. Pesicka, President & CEO of Owens & Minor; Albert L. Wright, Jr., President & CEO of WVU Health System; Secretary Mitch Carmichael of the West Virginia Department of Economic Development; and Tom Bloom, Monongalia County Commissioner.

Creating Integrated Solutions with Allina Health

Owens & Minor and Allina Health, a not-for-profit healthcare system dedicated to enhancing the health of individuals, families, and communities throughout Minnesota and western Wisconsin, announced their renewed partnership and a new strategic collaboration to create a unique integrated service model for supply chain resiliency. Allina Health cares for patients through its 90+ clinics, 10 hospitals, 15 retail pharmacies, specialty care centers, and specialty medical services, home care, and emergency medical transportation services.

This integrated service model is an evolution of the 20-year partnership between Allina Health and Owens & Minor. At the heart of the model is an integrated service center that will serve as the hub and central command for supply chain operations, combining communications, fulfillment, inventory management, and distribution into an end-to-end solution built specifically for the needs of Allina Health's hospital and clinical care network, including its 6,000 associated and employed physicians.

“Allina Health believes that deepening our successful relationship with Owens & Minor will elevate our ability to ensure that our providers and clinical staff have the products they need, when they need them. Further combining our collective strengths is key to our vision for exploring creative, innovative ways to improve our supply chain operations. We are excited by what this new phase of our 20-year strategic partnership with Owens & Minor will bring.”

– Thomas M. Lubotsky
VP, Supply Chain, Allina Health



OPERATING RESPONSIBLY

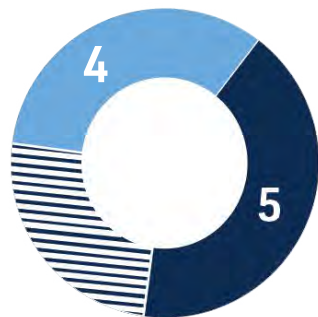
GOVERNANCE, TRANSPARENCY, & REGULATORY COMPLIANCE

On December 31, 2022, the Owens & Minor Board of Directors was composed of eight independent directors and President & CEO Ed Pesicka. The Board oversees the performance of our organization through three independent standing Board committees:

- The Audit Committee, overseeing accounting, reporting, financial practices, ethical and legal compliance, and enterprise risk management ("ERM"), including cyber risk.
- The Governance and Nominating Committee ("GNC"), overseeing the governance of the Corporation, annual review of Board performance, risks related to corporate governance, nomination of new board members, senior management succession planning, and the ESG Program.
- Our People & Culture Committee ("OP&C"), administering 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, GNC, and OP&C are publicly available and can be found on our Investor Relations website.

DIVERSITY

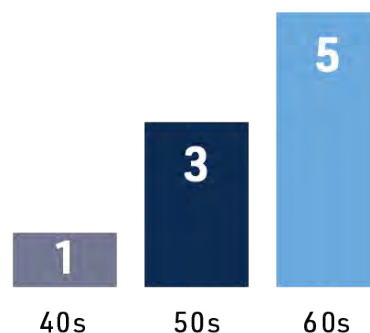


■ Women ■ Men
▨ Racially Diverse: 3 of 9

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



AGE DISTRIBUTION



AVERAGE TENURE
OF NOMINEES
IS
2.3 YEARS



OUR CORPORATE GOVERNANCE HIGHLIGHTS

Director Independence and Board Leadership

- All directors, including our Board Chair, are independent except for our President & 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

- The Board and each of its committees conduct an annual self-evaluation to assess their respective performance.
- Governance & Nominating Committee identifies Board candidates based on selection criteria and considers candidates with diversity of experiences, gender, ethnicity, and race for director vacancies.
- Our Bylaws provide that no director can stand for election if over age 72.
- 5 of 9 of our directors are women and/or racially diverse.
- Average age of our directors is 58.

Board and Committee Oversight

- The Board actively engages annually in comprehensive senior management succession planning.
- The Board and its committees perform risk oversight of our Company, including our ERM 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

- 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.





O&M Code of Honor

We maintain a Code of Honor as part of our comprehensive Ethics and Compliance Program that aligns with the fundamental elements of an effective compliance program, as outlined by the U.S. Government and healthcare industry best practices. Our Code of Honor creates a standard for ethical behavior that is required of all our teammates and business partners. We require all teammates and our Board of Directors to annually pledge to uphold the Code's standards. The Code outlines expectations surrounding specific topics including anti-bribery and anti-corruption.

We monitor corruption and bribery through our Internal Audit, Procurement, Compliance, and Vendor Relations Teams, who review various reports from all aspects of our business. Owens & Minor prohibits all forms of bribery and corruption, and maintains policies and procedures to mitigate unethical business practices. Our Ethics and Compliance Program helps ensure that we protect our teammates, customers, shareholders, and all other stakeholders. To maintain compliance with all laws and regulations, our Internal Audit, Procurement, and Vendor Relations Teams hold various compliance trainings. We also maintain a hotline to report compliance concerns.

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 relevant regulatory standards pertaining to air emissions, storm water, and pollution prevention under the 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 manufacturing sites and vehicle fleets.

ETHICAL SUPPLY CHAIN

Owens & Minor's social compliance programs strive to uphold human rights in all our business activities. We support these programs through various elements, starting at the top with oversight from our Board of Directors, Executive Leadership Team, and Human Resources, Legal, Ethics & Compliance, Privacy, and Supply Chain leadership.

We adhere to all appropriate policies and procedures such as anti-bribery & anti-corruption standards; modern slavery assessments & safeguards – including all forms of involuntary labor, trafficked labor, forced labor and child labor, and environmental protections through risk analysis, training and communication, auditing and monitoring, and our whistleblower hotline.

In addition to compliance with the law and basic ethics, we work to ensure that both Owens & Minor and our vendors adhere to business integrity basics including:

- Privacy laws & regulations
- Healthcare law
- Import/Export compliance
- Security – Both physical and cyber
- Conflict Minerals Policies
- Antitrust
- Industry standards
- Transparency

In 2022, we furthered our commitment to an ethical supply chain through the following actions:

- Converted the Labor Standards Assurance System ("LSAS") Committee, focused on the United Kingdom National Health System, to a broader Social Compliance Committee. The LSAS Committee is comprised of leadership from Supply Chain, Human Resources, Safety and Health, Quality Assurance, Legal, Finance, and Compliance.
- Retained Level II LSAS Certification by successfully completing an LSAS audit with no findings and converted our LSAS Policy to a more overarching Company-wide Social Compliance Policy.
- Implemented a media monitoring tool to better track our vendors across the supply chain.
- Performed and supported multiple social compliance audits globally.



ADVANCING SUPPLIER DIVERSITY

Our business is fueled by diverse relationships where valuing others is core to our success. We advance a 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 our program to include additional suppliers in our mentorship programs, adding dedicated leadership for diversity programs, and implemented original equipment manufacturer products to be utilized by diverse suppliers.

Leveraging Our Expertise for Diverse Supplier Growth

In addition to our knowledge-sharing and mentorship programs, we seek to provide tangible partnerships that promote the success of our diverse suppliers and our partnerships. For example, manufacturing is one of the largest barriers to entry into healthcare for diverse suppliers. Consequently, Owens & Minor collaborated with one of our most long-standing diverse supplier partners, Caracal Corporation, on the manufacture of private-label nitrile gloves to promote in our channel, enabling increased visibility for Caracal. Utilizing our clinical product process for raw materials, design, manufacturing, and certification allows diverse suppliers to compete on equal footing with other suppliers.



Appreciating Our Diverse Partners

Launched by Owens & Minor in 2012 in collaboration with Kerma Medical Products, Inc. ("Kerma"), and the Healthcare Supplier Diversity Alliance ("HSDA"), the Earl G. Reubel Awards recognize people and organizations that demonstrate an active, sustained commitment to advocating for greater supplier diversity in the healthcare supply chain for diverse or underrepresented populations. The annual program honors the legacy of the late Earl G. Reubel, entrepreneur and co-founder of Kerma, a family-owned Veteran-Minority Owned Company.

In 2022, Earl G. Reubel Award winners were chosen across three categories:



- **Civic Leader of the Year: Carey Jaros**, President and CEO of GOJO Industries, Inc., a women's business enterprise certified by the Women's Business Enterprise National Council, led the company's response to the COVID-19 pandemic. Under Jaros' leadership, the company dramatically increased production capacity for its PURELL® products during the peak of the pandemic and made significant capital investments in northeastern Ohio that resulted in the hiring of over 500 new employees.



- **Diverse Enterprise of the Year: Caracal Corporation**, a certified Minority Business Enterprise and Tier 1 diversity spend supplier providing medical supplies, PPE, apparel, printing papers, consumable paper products, print management programs, kitting services, warehousing, and distribution. Caracal actively gives back to communities via its scholarship, mentorship, and workforce development programs. Additionally, more than 60% of the company's products and services are sourced directly from minority and women-owned businesses, helping to accelerate job growth in diverse communities.



- **Large Corporation of the Year: Jackson Health System**, a Florida-based nonprofit academic medical system that offers world-class care to all residents of Miami-Dade County regardless of their ability to pay, has implemented a variety of programs and initiatives across its workforce that empower diverse employee voices and encourage advocacy and allyship. Jackson Health has also demonstrated its commitment to supplier diversity through its capital investments, outreach, and mentoring programs.

“ We sincerely congratulate this year's award winners and applaud their commitment to making a positive difference in our industry and in their communities. ”

– Andrea Reubel-Walker

Director of Marketing and Key National Accounts for Kerma and Secretary of HSDA

DATA PRIVACY & SECURITY

At Owens & Minor, we recognize the importance of cybersecurity and information security risk oversight and, at least annually, our Board of Directors receives a comprehensive presentation and report from management on the state of the Company's cybersecurity program and systems protection. The presentation and report address topics and updates on all layers of cybersecurity, technology, applications, threat environment, and processes to prevent, detect, and respond to threats. Cybersecurity and information security monitoring, mitigation, and threat assessment are also part of the Company's ERM program. Additionally, the Audit Committee monitors our information security programs and receives quarterly updates on the cybersecurity program and matters related to cybersecurity incidents. The committee also has one-on-one discussions with the Chief Information Officer and Chief Information Security Officer.

We model our cybersecurity program to align with practices and standards referenced within the National Institute of Standards and Technology ("NIST") Cybersecurity Framework. Our information security program includes, but is not limited to:

- Following the methodology of Identify, Protect, Detect, Respond, and Recover.
- Mandatory annual cybersecurity awareness training for all teammates accessing the Company's network.
- Monthly Company-wide phishing prevention and awareness exercises.
- Identification and remediation of information security risks and vulnerabilities in our IT systems, including regular scanning of both internal- and external-facing systems and annual third-party penetration testing.
- Implementation of security technologies intended to identify and assist in containing and remediating malware risks.
- Active monitoring of logs and events for our network perimeter and internal systems.
- Due diligence of information security programs for third-party vendors that handle our data.
- Partnering with the Cybersecurity and Infrastructure Security Agency ("CISA")/U.S. Department of Homeland Security/Federal Bureau of Investigation, to leverage their provided sensitive/confidential threat intel and with CISA for weekly vulnerability scans of our key public-facing servers.

While executing on this information security program, we took multiple steps toward a healthier, safer IT infrastructure in 2022:

- Established and published a formal IT/Cybersecurity Risk Management policy, committee, and program where cyber-related risks are identified, classified, and ownership/accountability established.
- Implemented advanced Endpoint Detection & Response capabilities across all endpoints, to detect and respond to cyber threats like ransomware and malware.
- Implemented advanced Security Information & Event Management logging system across the environment to detect, analyze, and respond to security threats.
- Implemented Privileged User Management to monitor, detect, and prevent unauthorized privileged access to critical resources.
- Completed NIST-based Cybersecurity Maturity Assessment.
- Established a formal Vulnerability Management Program across the environment.



EMPOWERING OUR TEAMMATES

LISTENING TO OUR TEAMMATES

In alignment with our IDEAL Values, Owens & Minor strives to empower our teammates by ensuring open channels of communication across all levels of the organization. Our teammates are supported with development programs and a healthy work environment, and we aim to realize success together through DE&I. In 2022, we held regular virtual Town Hall Meetings with our Executive Leadership Team and global teammates, extended an internal pulse survey across the Company to gauge progress since our Global Engagement Survey in 2021, and encouraged all managers to align action plans across their teams with survey responses. We provided Learning Pathways, designed to support teammates in developing skills for their roles and planning their career paths. Through our annual talent review, we offered leadership development opportunities to increase the readiness of top talent leaders to assume greater responsibility at Owens & Minor. Further, we are proud to promote DE&I through our Teammate Resource Groups ("TRGs"), which support personal and career development while creating a safe space where teammates can bring their authentic selves to work every day.



SUPPORTING OUR TEAMMATES

The health and safety of our teammates is a foundational priority at Owens & Minor. We take care of our teammates, and our teammates take care of our customers. We pursue a “safety as a lifestyle” approach, demonstrated in 2022 as we achieved a Company recordable incident rate of 0.91 – 67% lower than the industry average for private industry. Additionally, in 2022, we achieved a DART rate (cases with Days Away, Restricted, or Transfer of duty) of 0.46. Several of our sites routinely work millions of hours without a recordable injury, which reflects our commitment and overall target of zero in this regard. During 2022, we also achieved several Environment, Health, and Safety milestones including:

- Sixteen of our manufacturing plants and distribution centers worked the entire year free of recordable injuries.
- Our SSMT glove manufacturing facility installed significant additions to expand output, while achieving over 23 million hours recordable injury-free.
- Two of our facilities achieved ISO 14001 Environmental Management System certification.
- Several of our sites were recognized for excellence in sustainability by outside vendors/customers.

To further advance our culture of safety, we initiated the following efforts in 2022:

- **Global Safety Week.** In August 2022, thousands of our teammates across all business units participated in Owens & Minor’s Global Safety Week at 48 locations to advance individual responsibility for safety while continuing education on best practices.
- **Warehouse Safety.** We initiated an in-person onboarding curriculum for warehouse teammates that included protocols addressing Occupational Safety and Health Administration and U.S. Department of Transportation hazardous material requirements, to advance our goal for teammates’ safe return to their families every day.

In addition, several of our sites celebrated safety milestones as part of our Crystal Eagle for Safety Awards to commemorate 365 days of incident-free operations within our P&HS sites. We congratulate our teammates at these sites and throughout our organization who make safety a priority every day.

Medical Distribution Centers Incident Free	
Phoenix	6 Years Incident Free
Salt Lake City	4 Years Incident Free
San Francisco	4 Years Incident Free
Seattle	4 Years Incident Free
Tulsa	4 Years Incident Free
Charlotte	3 Years Incident Free
Houston	3 Years Incident Free
Denver	2 Years Incident Free
Cincinnati	1 Year Incident Free
Ft. Lauderdale	1 Year Incident Free
Harlingen	1 Year Incident Free

Manufacturing Crystal Eagle Award Winners	
Honduras Plant 1	3 Years Incident Free
Nogales Office	2 Years Incident Free
Honduras Plant 2	1 Year Incident Free
Lexington	1 Year Incident Free
Nogales Manufacturing	1 Year Incident Free





Developing Our People

Teammate development is a cornerstone of the Owens & Minor culture. In 2022, we continued to create and encourage opportunities for teammate development to advance professional growth through:

- New educational courses and the introduction of our Leadership Development and Emerging Leader Programs, prompting an increase in overall training participation.
- Annual talent reviews, where we offer leadership development opportunities to increase the readiness of our top talent to assume greater responsibility at Owens & Minor.
- The OMPower Partner Program, which facilitates problem solving and teaches skills to drive continuous improvement, certified 60 teammates and trained over 100 more progressing through their certification.

We also invest in the future of our Company and our communities through our Summer Intern Program, which provides opportunities for college juniors and seniors to join Owens & Minor for a period of dedicated programming towards an individualized capstone project. This program allows our interns to work with cross-functional teams and apply their skills learned in school to real-world business applications at Owens & Minor, and then use this knowledge as they advance their studies and future careers.

PROMOTING DIVERSITY, EQUITY, & INCLUSION ("DE&I")

Our Culture & Inclusion Steering Committee oversees initiatives in support of our DE&I strategy. Created in 2020, Owens & Minor's TRGs promote engagement and support for underrepresented identity groups including African American/Black, Veteran and Military, LGBTQ+, Women in Healthcare, Hispanic, Asian American/Pacific Islanders, and Women in Technology. In 2022, these TRGs continued to grow membership and allyship, increasing 56.7%. Also in 2022, the new O&M Diverse Abilities Inclusion & Support Teammate Resource Group (DAIS TRG) was approved, which is focused on supporting teammates with a diverse ability and those caring for a parent, child, or other family member with a diverse ability. The TRG launched in Q2 of 2023.

The Culture & Inclusion Steering Committee also manages the development of DE&I metrics, as well as relationship development with Historically Black Colleges and Universities to hire more diverse talent. We are committed to increasing DE&I across all levels of our workforce. To succeed in this area, we track representation across gender and ethnic minority groups.



DEMOGRAPHICS OF OUR U.S. TEAMMATES BY AGE AS OF DECEMBER 31, 2022

	Under 30 yrs of age	30 - 50 yrs of age	Over 50 yrs of age
Executive Management ²	0%	29%	71%
Non-executive Management	4%	60%	36%
Professionals ³	9%	54%	38%
All Other Teammates ⁴	16%	52%	33%

DEMOGRAPHICS OF OUR BOARD OF DIRECTORS & U.S. TEAMMATES BY GENDER AND ETHNICITY AS OF DECEMBER 31, 2022

	Male	Female	Unknown	White	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Multiple Ethnicities	Unreported ⁵
Board of Directors ¹	56%	44%	0%	67%	0%	0%	33%	0%	0%	0%	0%
Executive Management ²	86%	14%	0%	86%	0%	14%	0%	0%	0%	0%	0%
Non-executive management	39%	61%	0%	65%	0%	3%	14%	8%	0%	2%	3%
Professionals ³	52%	48%	0%	67%	0%	6%	9%	11%	1%	2%	3%
All Other Teammates ⁴	56%	43%	1%	44%	1%	5%	23%	16%	1%	2%	5%

*Note: Due to rounding, percentages provided may not add up to 100%

¹ Seven Independent Directors as of Dec 31, 2022

² Leadership team of seven members

³ All exempt level teammates excluding people leaders

⁴ All non-exempt level teammates excluding people leaders

⁵ Teammates who have not self-identified on our 'Workday' system

HONORING OUR MILITARY & VETERAN TEAMMATES

Owens & Minor has a longstanding tradition of honoring members of our nation's active-duty military, reservists, and veterans, as well as their families and communities.

We are proud to be a veteran and military employer of choice. Veterans and military service members are a valued part of our workforce, not only because of qualities like accountability, collaboration, and leadership learned during their service, but also because of their training and vast professional abilities. We provide a range of benefits for service members and veterans to include paid time off for Guard and Reserve Duty in addition to vacation and sick leave; support through our Veteran and Military TRG, which includes dedicated programming and mentorships; and financial support during military leaves.

In addition, Owens & Minor champions the veteran and military communities through teammate volunteerism, financial contributions from The Owens & Minor Foundation, and corporate and teammate product donations to related, charitable causes. Through these various impact opportunities, we are proud to have contributed in 2022 to the Fisher House Foundation, which builds comfort homes where veteran and military families can stay free of charge while a loved one is in the hospital. These homes are located at military and VA medical centers around the world.

Moreover, we are proud to be a trusted and valued partner of the U.S. Department of Veterans Affairs, Veterans Health Administration, and the U.S. Department of Defense ("DOD"), Defense Health Agency, to further our nation's health and readiness.

- Owens & Minor has been a proud partner to the Defense Logistics Agency Medical/Surgical Prime Vendor Program since the early 2000s, to support DOD medical facilities, and to provide DOD customers with routine ordering capability and access to products from Defense Acquisition Program Administration suppliers, as well as contingency and disaster support through three Global Regions (North, South, and West).
- For more than 20 years, Apria has supported TRICARE, the DOD's premier healthcare program serving 9.6 million active-duty and retired service members, National Guard and Reserve members, and family members through TRICARE's civilian regional contractors who administer the program in two U.S. regions (East and West).





ABOUT THIS REPORT

Report Boundaries

This report covers calendar year 2022. Some initiatives or targets that were launched during early 2023 are also included in this report to provide up-to-date information for our stakeholders. We intend to report on ESG topics annually. This report covers Owens & Minor's ESG efforts across our entire Company, including our subsidiaries.

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 guidances. 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 page 6.

Reporting Uncertainties

Non-financial information in this report is subject to measurement uncertainties resulting from limitations inherent in the nature and methods for determining such data. 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 the "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 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.

Statements in this ESG report 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 or that are not purely historical, constitute forward looking statements.

Content Index

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



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

