



**ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) | 2021 REPORT**









# TABLE OF CONTENTS

<b>Letter from our CEO</b>	4
<b>Who We Are</b>	5
140 Year Anniversary	5
Mission and Values	6
Our Business	6
<b>O&amp;M's ESG Framework</b>	7
Our ESG Priorities	7
ESG Governance	8
Stakeholder Engagement	9
<b>Ensuring Environmental Stewardship</b>	10
Climate Risk	11
Energy Efficiency and Fleet Management	12
Water and Waste Management	15
Product Design and Lifecycle Management	16
<b>Caring for Our Customers and Community</b>	17
Strengthening Communities	17
Product Quality and Safety	19
Innovative Healthcare Solutions	21
Access and Affordability of Healthcare	21
<b>Operating Responsibly</b>	22
Governance and Accountability	22
Ethics and Compliance	23
Data Privacy and Security	24
Responsible Supply Chain	25
Supplier Diversity	26
<b>Empowering Our Teammates</b>	28
Talent Management and Planning Process	31
Health and Safety	32
Diversity and Inclusion	35
<b>Looking Ahead</b>	38
<b>About This Report</b>	39
<b>Content Index</b>	<a href="https://investors.owens-minor.com/esg">https://investors.owens-minor.com/esg</a>

# LETTER FROM OUR CEO

For the 140 years we've been in business, Owens & Minor has operated in service of our customers, our Teammates, and our surrounding communities. Whether through delivering essential solutions for healthcare providers and patients, providing a welcoming and engaging workplace for Teammates, or taking action to drive sustainable practices across all of our locations, we are committed to being a force for good in all of our global communities.

Building on this legacy of service, we launched our formal Environmental, Social and Governance (ESG) program in 2020, followed by the publication of our inaugural ESG Report in 2021. In our first report, we introduced four guiding ESG principles: (1) Ensuring Environmental Stewardship, (2) Caring for Our Customers and Communities, (3) Operating Responsibly, and (4) Empowering Our Teammates.

Over the last year, we continued to deliver on these principles and maintain a relentless focus on the needs of our customers, our Teammates, and our communities. We provided critical supplies for workers on the frontlines in the fight against COVID-19 and supported key causes within local communities through The Owens & Minor Foundation. With several strategic acquisitions, including Apria, Inc., the largest acquisition in our company history, we expanded our business to further support the entire patient journey. As the world continued to navigate COVID-19, we provided essential Personal Protective Equipment (PPE) while remaining an industry leader in maintaining a resilient supply chain through our Americas-based manufacturing footprint and unique product and distribution value chain.

Owens & Minor incorporates ESG considerations into our strategic decision-making across our organization. Championing ESG is a key pillar of our Corporate Strategic Plan that will shape our journey ahead.



Our ESG Focus Areas include the following priorities focused on expanding our influence as a leader in the healthcare industry:

- Environmental Stewardship
- Community Engagement focused on access to healthcare and expanding Diversity & Inclusion
- Operating Responsibly
- Empowering Our Teammates

In this 2021 annual ESG report, you'll see how our long-term strategic plans are built on a foundation of service and care. We've structured the report to mirror our ESG Focus Areas. From our fleet to our frontline, our ESG efforts support Owens & Minor's resiliency and drive our organization and our industry toward a more sustainable and inclusive future.

We remain relentless in serving our customers, Teammates, investors, industry partners, and surrounding communities. The 2021 ESG Report provides an overview of our efforts. I'm excited to keep moving forward together.

Sincerely,

A handwritten signature in black ink, appearing to read 'Edward A. Pesicka'. The signature is fluid and cursive, written over a white background.

Edward A. Pesicka



# WHO WE ARE



Owens & Minor is a global healthcare solutions company integrating product manufacturing and delivery, home health supply, and perioperative services to support care through the hospital and into the home. Owens & Minor drives visibility, control and efficiency for patients, providers and healthcare professionals across the supply chain with proprietary technology and solutions, an extensive product portfolio, an Americas-based manufacturing footprint for PPE and surgical products, as well as a robust portfolio of products and services for patients managing chronic and acute conditions in the home setting.

## Celebrating a Proud 140-Year Legacy

January 2022 marked the 140th year of Owens & Minor's official founding, which occurred on January 18, 1882, in downtown Richmond, Virginia. Now a Fortune 500 company with over 20,000 Teammates (as of March 2022), we have navigated periods of growth and strategic progress while forging lasting partnerships with the customers, communities, and Teammates that have fueled our success.



## Guided by our Mission and Values

Our Mission of *Empowering Our Customers to Advance Healthcare*<sup>®</sup> 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

To best serve the needs of an evolving industry, Owens & Minor continues to expand its service offering and deliver innovative solutions aligned to our customers' success.

Beginning in the first quarter of 2022, Owens & Minor operates in two reporting segments.

- **Products & Healthcare Services** – Our Products & Healthcare Services segment combines our HALYARD<sup>®</sup> and MediChoice<sup>®</sup> brand product manufacturing and sourcing excellence with our healthcare services, including kitting and CPT assembly and sterilization, perioperative services and QSight<sup>®</sup> technology, and our product supply and third party logistics (3PL) capabilities.
- **Patient Direct** – Our Patient Direct segment combines our Byram Healthcare business with recently acquired Apria, creating a leading portfolio of home healthcare delivery capabilities covering diabetes, ostomy, incontinence, wound care, home respiratory, obstructive sleep apnea, negative pressure wound therapy and durable medical equipment and services.



**20,000+**

Teammates Worldwide



**\$9.7B**

Annual Revenue



**1882**

140-Year Legacy



**400+**

Facilities Worldwide





# O&M'S ESG FRAMEWORK

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

Our ESG framework is grounded in our Mission of *Empowering Our Customers to Advance Healthcare*, and emphasizes the importance of incorporating ESG commitments into our culture and values. Our framework is supported by the following four focus areas:

- **Ensuring Environmental Stewardship:** Minimize the impact of our operations on the environment
- **Caring for Our Customers and Communities:** Deliver superior superior service and innovative solutions for our customers and the communities we support
- **Operating Responsibly:** Demonstrate sound governance, accountability, and responsible sourcing
- **Empowering Our Teammates:** Foster an empowering, safe, diverse, and inclusive work environment where all Teammates can thrive

## Our ESG Priorities

We remain in alignment with the Material Topics that were outlined in our inaugural ESG Report:

O&M's ESG Priorities		
Environmental	Social	Governance
Waste Management	Diversity and Inclusion (D&I)	Data Privacy and Security
Climate Risk	Health and Safety	Ethics, Anti-bribery and Anti-corruption
Energy Efficiency	Product Quality and Safety	Regulatory Compliance
Fleet Efficiency	Responsible Supply Chain and Human Rights	Corporate Compliance
Environmental Stewardship	Access and Affordability of Healthcare Products and Talent Management	ESG Governance
Product Design and Lifecycle Management	Community Engagement	Transparency
Water Management		Customized Healthcare Solutions



## ESG Governance

Owens & Minor has established an ESG Governance body with accountability from the frontline Teammates all the way to the Board of Directors and our Executive Leadership Team.

- Through the Governance and Nominating Committee, our Board of Directors is responsible for formal oversight and strategic direction of the ESG program. Approval of our ESG strategy, goals, and integration across our business units is executed and supported by our Executive Leadership Team. More detail on our Board Committees can be found on page 22.
- ESG Steering Committee - Determines ESG strategy and is responsible for implementation of ESG initiatives
- ESG Working Group - Responsible for implementing and driving ESG initiatives and strategy within business units and achievement of ESG goals
- ESG Lead - Serves as a liaison between the two groups

Our ESG Steering Committee is comprised of the following executives:

- Corporate Chief Human Resources Officer
- ESG Lead & Sustainability Programs Steward
- Vice President of Supplier & Portfolio Management
- Vice President of Global Talent & Organizational Effectiveness
- Vice President of Global Manufacturing and Procurement
- Vice President and General Auditor
- CEO of Byram Healthcare
- Chief Human Resources Officer of Apria Healthcare

More information on our Governance can be found in the chapter entitled Operating Responsibly on page 22.







## Stakeholder Engagement

Owens & Minor endeavors to keep two-way 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 how we communicate with our stakeholders:

Key Stakeholder Groups	Internal & External Communication Methods
Customers	<ul style="list-style-type: none"> <li>• Customer Resources section on company website</li> <li>• Direct communications</li> </ul>
Communities	<ul style="list-style-type: none"> <li>• Volunteering opportunities</li> <li>• Press Releases</li> <li>• Website</li> <li>• Foundation contributions to 501c3s</li> </ul>
Teammates	<ul style="list-style-type: none"> <li>• Global Engagement Survey</li> <li>• Intranet</li> <li>• Quarterly Town Hall Meetings</li> <li>• Monthly Community Newsletters</li> <li>• Daily communication between management &amp; Teammates</li> </ul>
Governments & Regulators	<ul style="list-style-type: none"> <li>• Government Relations Function</li> <li>• Regular communications concerning product regulation &amp; facility compliance</li> </ul>
Investors	<ul style="list-style-type: none"> <li>• Annual Shareholder meeting</li> <li>• SEC filings</li> <li>• Quarterly conference calls</li> <li>• Investor meetings, conferences, and road-shows</li> </ul>
Vendors & Suppliers	<ul style="list-style-type: none"> <li>• Business reviews</li> <li>• Vendor Code of Conduct</li> <li>• Distributor Toolkit</li> </ul>



# ENSURING ENVIRONMENTAL STEWARDSHIP

Owens & Minor is committed to being a leader in environmental responsibility and sustainability. To that effect, in June of 2022, Owens & Minor signed the White House Department of Health & Human Services Earth Day Pledge, becoming among the first companies in the Healthcare Industry to do so. By that action, we have committed to voluntarily:

1. Cut our Organizational Emissions in half by 2030 and achieve Net Zero by 2050, publicly sharing our strategies to achieve these goals
2. Conduct an inventory of Scope 3 emissions by the end of 2024
3. Develop and release a climate resilience plan for continuous operations by the end of 2023

This pledge is directly in alignment with the Mission and Values of Owens & Minor and we look forward to sharing the progress of our efforts with the wider community in coming years.

We align our efforts with the same management frameworks that have made Owens & Minor successful over the years to ensure the program's integration into existing processes. We listen intently to the requests of our stakeholders to engage in our activities with transparency and a continuous improvement mindset.



*Around the organization, we work to integrate Environmental Sustainability, Social Accountability, and Responsible Governance into our DNA, embedded in the IDEAL Values.*

*Environmental stewardship has existed at O&M since its inception, evidenced by the programs you read about here. As we move into the coming years, we will work together to collect measurements on the impacts of those efforts and target areas of greatest need.*

*I'm proud to be a Teammate at O&M and look forward to sharing the successes of our ESG program as we develop over the years.*

*Thank you,*

Clay Cade  
Sustainability Programs Steward



# CLIMATE RISK

Across Owens & Minor, we recognize that there are climate risks and opportunities resulting from our operations. We continually evaluate steps to lessen the impact of our energy usage and business operations primarily by improving energy and fleet efficiency.

The Owens & Minor Mission – *Empowering Our Customers to Advance Healthcare* – aligns with supporting our customers to achieve their Environmental Stewardship and emissions reductions goals. Healthcare systems around the country and around the world are moving to cut carbon emissions from their operations. More than 8% of US emissions are attributed to the healthcare industry, and more than 25% of global healthcare emissions emanate from the United States<sup>1</sup>. Owens & Minor is working to centralize data from across the organization on carbon emissions associated with the manufacture and distribution of our products so that we can assign data to individual customers. This will provide our customers with the emissions data needed to measure progress towards achieving their carbon reduction goals. We are working with our customers every step of the way to advance their mission and ensure environmental stewardship.

## Carbon Emissions

Owens & Minor is conducting an inventory of total organizational emissions including all of Scope 1, 2, and 3 to be collected under a single reporting platform. We currently capture over 75% of our Distribution site-based emissions (by area), our entire Manufacturing site-based emissions, and are in the process of inventorying our remaining downstream distribution emissions.

The emissions data captured below reflects the data-capture capabilities to date. We are targeting collecting further historical data in the coming year to better reflect a baseline of normalized operations and look forward to elaborating on more detailed Scope 3 emissions as data becomes available.

Emissions in Tons CO <sub>2</sub>	Scope 1	Scope 2	Scope 3
Offices & Distribution Centers <sup>2</sup>	5,984	15,962	
Manufacturing	10,166	104,238	
Downstream Distribution			29,572 <sup>3</sup>

*\*Our Safeskin Thailand Facility generated approximately 650,000 MWh of energy from on-site renewable biomass in 2021*  
2. U.S. only  
3. Data represents domestic distribution of two largest carriers



## ENERGY EFFICIENCY & FLEET MANAGEMENT

Energy Efficiency is being addressed in three main focus areas at Owens & Minor. We are addressing efficiency in our Manufacturing sites through our Capital Engineering team in Products & Healthcare Services, in our Offices & Distribution Centers through our partnership with energy procurement services, and in our Fleet Efficiency through our partnerships with third-party logistics providers.

These three focus areas are helping us address our environmental impact in the communities where we operate.

### Manufacturing

At Owens & Minor, we consider electrical efficiency to be the 'first fuel' as it still represents the cleanest and, in most cases, the cheapest way to meet our energy needs and reduce our carbon footprint. Energy efficiency plays an essential role in accelerating clean energy transitions as we analyze targeted carbon reductions across our organizational footprint.

Our Manufacturing Capital Engineering team from our Products & Healthcare Services segment has efficiency, safety, and sustainability in their focus with their BPOR (Boiler Plant Operation Review) and FEWER (Fuel Electricity Water Energy Review) program.

- Since 2019, the team has conducted energy and operations reviews at four of our eight production sites, with the remaining four targeted in 2022.
- These reviews consist of a deep dive with the local teams into all utilities equipment including HVAC, water boilers, lighting, generators, and other large energy users in the plants, and cover the condition of equipment, maintenance, and safety procedures, as well as energy savings opportunities.





The three main outcomes of this review are Future Savings Projects, Utilities Scorecards, and Usage Reviews:

### **FUTURE SAVINGS PROJECTS**

The FEWER/BPOR program develops an inventory of energy efficiency projects to prioritize in the next year's capital plan. Over 60,000 MMBTU of energy savings opportunities were identified in our first phase across four sites, and over 50% of the identified projects are complete or in progress. 60 operations improvement opportunities were identified, with over 95% complete or in progress, resulting in improved efficiency and safety of the systems in all four plants. Once all plants have been reviewed, we will begin the process anew.

### **UTILITIES SCORECARDS**

Next, a scorecard of all utilities equipment in each plant identifies items in need of replacement. By using a scorecard for equipment, we ensure targeting optimal opportunities across our sites to keep equipment up-to-date and ensure advancements in efficiency and safety. By extrapolating the electrical and natural gas consumption reductions, we prioritize carbon reduction opportunities across our operations. Through organizational goal setting, these scorecards provide visibility to operational expenditures and efficiency upgrades that can support sustainable operations.

### **USAGE REVIEWS**

The third outcome is a review of the billing and usage statistics with local energy providers. Through this review we identify cost savings opportunities, and make sure that energy providers are aware of any expansions or energy needs to ensure they plan appropriately. In one instance, our team collaborated with the local energy provider to expand on-site usage monitoring systems. With monitors installed at many sites, the energy provider is better equipped to deliver power exactly when needed to minimize waste and ensure a more stable energy grid in the surrounding community. This review also assists energy providers to identify opportunities for future solar or wind power sourcing.





## Offices & Distribution Centers

Through our relationship with third-party energy procurement and data tracking organizations we collect regular reports on our energy consumption across our Distribution Centers (DCs), benchmarking our energy efficiency across our portfolio.

As a function of this data and our relationship with third-party energy market analysts, we are addressing strategic opportunities to pursue efficiency upgrades at our sites and analyze opportunities for alternative energy sourcing through solar power-purchase agreements.

## Fleet Efficiency

In 2022 and into 2023, we will conduct a comprehensive inventory of our Scope 3 emissions to include upstream and downstream freight, business travel, and the production of sourced goods. These results will be shared in future sustainability reporting and disclosures.

## Route Optimizations

Fleet Asset Delivery Optimization (FADO) – FADO is the process of evaluating our DC delivery operations on a yearly basis to ensure that we’re using the best mode and route to reduce mileage on our fleet, while protecting customer service. We want to ensure that we’re using the right assets, routes, and mode to right size our fleet footprint. By leveraging FADO, we are able to further reduce costs to our operations by ensuring that we are operating in the most efficient manner possible.

## Penske

In 2020, O&M established targets for Penske to maintain guaranteeing the efficiency of the fleet delivering our products to our customers. We are proud of the partnership with Penske and are pleased to say that since establishing these targets, they have been able to service nearly 17.2 million miles in 2021 and maintain:

- Fuel efficiency over 8 MPG
- Stop idle rate below 7%

### 2021 Electric Vehicle Demo

In April 2021, Owens & Minor joined Penske Logistics in piloting the use of a Daimler Freightliner eCascadia tractor to carry freight associated with our Ontario, CA Distribution Center. Not only does this pilot program reduce some of the carbon emissions associated with our distribution operations in California, but more importantly, this pilot program provides Penske with real world use information to better support future deployment of electric vehicles.

## The vehicle serviced\*:



**17,815**  
Miles



**1,445**  
Trips



**166**  
Days

**Reduced  
Carbon  
Emissions**



**50,000**  
Pounds

\* Data represents year end 2021 metrics



# WATER AND WASTE MANAGEMENT

Alongside carbon emissions, our operations also create environmental impacts through our water usage and waste generation activities.

## Water Management

We consume water daily in the manufacturing of our products. Given the intensity of our water needs, we seek to limit our consumption by tracking our usage across all our manufacturing sites and developing methods that can reduce our needs. Despite increased manufacturing output, our manufacturing team in Thailand managed to consume 5.5% less total water compared to 2020 and achieve their stated goal of consuming 2 liters water / standard unit. The team achieved this goal through a strict water management system integrating numerous process improvements including recycling process water into equipment cooling, capturing condensate and cooling tower blowdown, and improved valves on cleaning hoses.

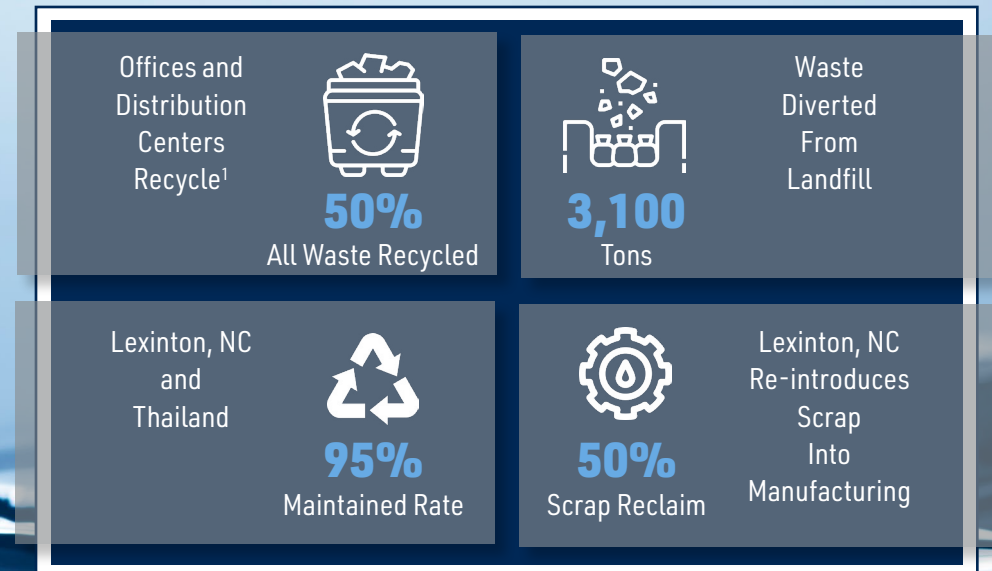
## Waste Management

Waste management focuses on three primary areas: our Distribution Centers & Offices, our Manufacturing sites, and accountability of the downstream wastes from our operations through the Lifecycle Management of our manufactured products.

- Owens & Minor Offices & Distribution Centers recycle over 50% of all waste shipped off site by focusing on the most significant waste streams generated – paper and corrugated cardboard. We partner with New Market Waste Solutions to provide recycling and waste disposal across the US and our Europe, Middle East, and Asia (EMEA) operations. In 2021, our Distribution Centers diverted over 3,100 tons of waste from landfill to recycling.

Two of our Manufacturing sites, Lexington, North Carolina and Thailand, maintain recycling rates over 95%.

- Lexington Sterile Wrap Scrap Reclamation – Our Lexington site reclaims approximately 50% of the material scrap generated in their manufacturing process and feeds the material right back into the process – eliminating material loss at the point of generation – and sells the remaining scrap to vendors who then use the scrap as raw material in their own manufacturing processes.
- Our Nitrile Glove Manufacturing operation in Thailand recycles wood ash used to generate process steam by coordinating with the regional Land Development department. The partnership generates free fertilizer for local farmers by mixing the ash with rice husks and animal manure which then supports local agriculture. Additionally, ceramic forms used in glove manufacturing and scrap nitrile material are used as raw material and fuel for local construction activities in surrounding areas.



<sup>1</sup> U.S. only



## PRODUCT DESIGN AND LIFECYCLE MANAGEMENT

In hospitals, many materials, such as sterilization wrap, gowns, irrigation bottles, IV bags, basins, pitchers and trays, are used once and then thrown away. According to the Healthcare Plastics Recycling Council (HPRC), U.S. healthcare facilities create approximately 14,000 tons of waste per day, most of which is eventually deposited into landfills. Approximately 15% of that waste is plastic packaging or plastic products.

Specifically, sterilization blue wrap, which protects surgical instruments and other items from contamination after sterilization, is a big contributor. Blue wrap is made from polypropylene, a disposable high-quality plastic commonly used in healthcare-grade materials.

Owens & Minor recognized years ago that our organization had a responsibility to manage the materials manufactured and distributed through our operations. Our manufacturing team developed partnerships with domestic manufacturers and waste haulers to reclaim the blue sterilization wrap distributed to Hospital ORs to reprocess the material into reusable raw material that can then be used in the manufacture of new products.

Owens & Minor has also partnered with an outside reprocessing and manufacturing firm, The BlueCON Company®, to reclaim recyclable materials from hospital waste streams and divert those materials from landfills back into a circular economy-focused raw material for manufacturing. Since implementation, more than 250 hospitals in North America are diverting over 4 million pounds of sterilization wrap from landfills each year. This effort not only reduces landfill waste through the remanufacturing of materials, but the program also preserves natural resources.

The program offers staff training to empower hospital staff in contributing to sustainability efforts and partners with local waste haulers at each local facility, strengthening the local economy to support new recycling efforts in our communities.



O&M  
Partners With  
The BlueCON  
Company®

Hospitals  
Participating  
in North  
America



**300+**



**4,000,000**  
Pounds

Sterilization  
Wrap  
Diverted

BlueCON  
Resin®  
Products  
Created



**Owens & Minor is committed to managing the downstream material footprint associated with our manufacturing and distribution operations. To that effect, we are exploring a pilot program for new materials reclaim and remanufacturing infrastructure. This effort could further empower our customers to reduce their landfilled wastes, create innovative new products from recycled post-consumer plastics, and further build on our already successful recapturing and reprocessing of scrap material from our healthcare product offerings.**



# CARING FOR OUR CUSTOMERS AND COMMUNITY

## STRENGTHENING COMMUNITIES

Our Teammates have always been active members of the communities where we operate, and Owens & Minor has always supported charities core to its mission. In 2021, we established The Owens & Minor Foundation™ with initial funding of \$10 million. The Owens & Minor Foundation is committed to building healthier communities by supporting trusted organizations and is dedicated to making impactful investments to charitable and civic organizations in the communities we serve and will focus primarily in the three areas of environment, healthcare, and diversity and inclusion.

### Environment

O&M takes responsibility for the environment through our operational sustainability initiatives and the support of programs that share our common values. We believe that by supporting sustainable initiatives, we can improve the overall health of our environment.

### Healthcare

O&M is committed to advancing healthcare while also serving the customers and communities in which we live, work, and play. We aim to support opportunities for people to lead healthier lives and, therefore, create overall healthier communities.

### Diversity and Inclusion

O&M is committed to building a diverse and inclusive culture. This effort not only includes an open space where our Teammates learn with and from one another, but it also strengthens communities and the organizations with whom we partner. We acknowledge the need for diversity and inclusion within our suppliers, and we strive to support qualified small, women, minority, LGBTQ+, disabled, and veteran-owned businesses to advance a superior supply chain and the economic development of small and under-represented businesses.



In its first partial year of operation, the Owens & Minor Foundation contributed to numerous organizations supporting broader healthcare availability to all communities, promoting D&I opportunities, and protecting the environment.

*As the Leader of Teammate and Community Engagement, I have the unique opportunity to leverage the company's resources to ensure Owens & Minor remains an engaging place to work, where innovation and collaboration are valued in our business practices and evident in the ways we partner with community members to enrich the lives of others. Our work is far from over, but I am proud of our ongoing commitment to these worthy endeavors.*

Tamara M. Thornton  
Teammate and Community Engagement Leader  
VP, Owens & Minor Foundation



## THE OWENS & MINOR FOUNDATION - 2021 GIVING

2021 Foundation contributions, amongst others:

- Special Olympics®
- The Doorways
- March of Dimes®
- United Negro College Fund®
- Tech for Troops®
- Boys & Girls Clubs®
- YMCA®
- St Jude Children's Research Hospital®
- Dana Farber Cancer Institute®
- Wounded Warrior Project®
- United Ostomy Association of America
- Ronald McDonald House Charities®
- National Association of Free Charitable Clinics
- Feeding America®
- Juvenile Diabetes Research Foundation®

Owens & Minor Teammates devoted their time and talent to assist many of our local communities. Below is a sampling of just a few of those activities:

- Fairfield Court Elementary School Lunch Buddies Program
  - School supply drives for 220 students.
  - Survival kits for 60 teachers for virtual learning.
- Cristo Rey High School - Virtual Mentoring Program
  - Bi-weekly seminar to teach students:
    - Networking skills
    - Time management
    - Initiative
    - Communications
    - Public speaking
    - Personal branding
    - Research
- Making Strides for Breast Cancer Awareness
  - Teammates raised funds in the American Cancer Society Making Strides Against Breast Cancer Walk to support advocacy and education.
- National Wear Red Day® - National Heart Association
  - Support women's health by wearing red to raise awareness about cardiovascular disease – the leading cause of death in women.
- MedShare®
  - Donated \$1.2M of medical supplies to MedShare, a humanitarian aid organization sourcing and directly delivering surplus medical supplies and equipment to communities in need around the world.







## PRODUCT QUALITY AND SAFETY

At Owens & Minor, we take pride in providing high quality and safe products to our customers. We design, manufacture, and source products that support superior patient care.

### QARA

Our Quality Assurance and Regulatory Affairs (QARA) team oversees the product life cycle from design through distribution and ensures that suppliers and branded manufacturers have established quality systems and meet regulatory requirements. QARA Teammates remain current on quality and regulatory trends through active involvement with industry trade groups and standards organizations such as the Association for the Advancement of Medical Instrumentation® (AAMI), MedTech Europe, Health Industry Distributors Association (HIDA), and GS1.

### Continuous Improvement Across Quality Initiatives

Across our global operations, we undertake product quality and safety process improvement initiatives to improve, streamline, and standardize our Quality Management System. In 2021, we piloted a Cost of Quality initiative in our manufacturing operations that is being refined for deployment across global locations. This study will highlight those target areas for improvement and inform how we can safeguard the affordability of healthcare

Improved training management processes were deployed alongside a global learning management system to increase visibility of global training, ensuring training compliance.

- We routinely track, assess, and review the quality and safety of our products and services. We use industry-standard enterprise quality management systems to record and investigate customer complaints and in-process deviations.
- Our Quality Audit program manages internal quality system audits required by the Federal Drug Administration (FDA) and the International Organization for Standardization (ISO) and tracks third-party audit and inspection results.



## GLOBAL RECOGNITION

- In 2021, our EMEA team was awarded Elemed's "Most Collaborative MDR Implementation Award." The Elemed Awards were created to recognize individuals and organizations that have made a significant contribution to improving patients' lives and the MedTech industry in general.
- The EMEA and Thailand operations are in the final stages of implementing the environmental management system process and procedures to meet ISO 14001 requirements.
- Owens & Minor has also aggressively pursued and met packaging waste reduction goals driven by the EU packaging waste directive.





## INNOVATIVE HEALTHCARE SOLUTIONS

At Owens & Minor, we are driven to provide solutions that are essential for our healthcare customers to do what they do best—provide superior patient care.

With our predominantly Americas-based manufacturing footprint, vertically integrated supply process, and rigorous quality standards, we empower our customers to deliver the best possible clinical and patient outcomes by ensuring that care providers have what they need, when they need it, no matter the situation.

We accomplish this by providing:

- **Innovative products for every care setting**
- **Industry leading solutions for distribution**
- **Innovative supply chain management services**
- **A patient-focused approach**

## ACCESS AND AFFORDABILITY OF HEALTHCARE PRODUCTS AND SERVICES

Through our Patient Direct segment, we can better serve the entire patient journey.

We offer a home healthcare portfolio to cover a broad range of chronic and acute care needs. Owens & Minor supports patients as their care transitions from the hospital into the home with an efficient single-source healthcare delivery and distribution model. We continue to ensure patients have the best care experience while simplifying the complexities of healthcare reimbursement and insurance.





Doing business the right way is a conscious decision and one that Owens & Minor has prioritized since our founding. Our commitment to business integrity begins with strong corporate governance policies and practices that support our core Values and provide a framework for the operation of our company.

# OPERATING RESPONSIBLY

## GOVERNANCE AND ACCOUNTABILITY

In 2021, the Owens & Minor Board was composed of seven Independent Directors and President & CEO Ed Pesicka.

The Board oversees the performance of our organization through three independent standing Board Committees, which include:

- The Audit Committee, overseeing accounting, reporting, financial practices, and enterprise risk management program, 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, and ESG program
- Our People & Culture Committee (OPCC) to discharge 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, GNC, and OPCC are publicly available and can be found on our Investor Relations website at: <https://investors.owens-minor.com/corporate-governance/highlights>



*Business Integrity is essential in managing our ethics, compliance & privacy programs, our interactions with customers, our social compliance commitment and our responsibility to partner with likeminded companies. Owens & Minor stands committed to continuing to build and grow our ESG program and to continue to bridge the gaps between environmental, social compliance and governance factors.*







Patrick Hogenbirk  
Vice President of Ethics, Compliance, and Privacy



## ETHICS AND COMPLIANCE

Owens & Minor's comprehensive Ethics and Compliance program aligns with the fundamental elements of an effective compliance program, as outlined by the U.S. Government and healthcare industry best practices.

Elements of Owens & Minor's compliance program include, but are not limited to:

-  Annual global risk assessment
-  Our Code of Honor
-  Compliance policies and procedures
-  Training and communications
-  Confidential reporting and investigations
-  Third-party management
-  Compliance guidance and support of senior and middle management
-  Privacy guidance (including HIPAA, GDPR, and global privacy compliance)
-  Transparency guidance
-  Auditing and monitoring
-  Expense management
-  Analysis and remediation of misconduct, including disciplinary measures

Effective training and communication are cornerstones of our compliance program. Training and communication help ensure everyone knows how to perform their job responsibilities ethically and in compliance with applicable laws and our policies and procedures. Our training incorporates real world scenarios and important resources that are specifically relevant to Owens & Minor. It is custom designed, instructionally sound, and incorporates adult learning best practices supporting learner engagement.

An overarching theme in our training is for Teammates to ask questions and seek guidance when necessary. Key compliance and ethics courses include:

- Code of Honor
- Anti-Bribery and Anti-Corruption
- Interactions with Healthcare Professionals
- HIPAA
- Privacy and Data Protection

Additionally, periodic communications are distributed to reinforce the training along with reminders on who to contact for questions or concerns.

Owens & Minor's stance on Regulatory Compliance is clearly spelled out in our Company's Code of Honor:

*The most fundamental premise of our Code of Honor is the requirement that all Owens & Minor Teammates, directors and third parties comply fully with applicable laws, rules, and regulations of all levels of government. The Company is subject to a variety of federal, state and local laws and regulations covering everything from workplace safety to fair competition to information disclosure. Through some of our activities, we are also subject to international laws and the laws of countries other than the United States. In addition to compliance with legal requirements, however, the Code of Honor requires Teammates to demonstrate honesty, integrity, and ethical behavior in the performance of all services on behalf of the Company.*



## DATA PRIVACY AND SECURITY

Our cybersecurity program is overseen by the Vice President of Information Technology Security who provides updates to the Board regarding our IT Security Program no less than annually. In addition, our Audit Committee exercises oversight and meets with Information Security Office regularly.

We model our cybersecurity program to align with practices and standards referenced within the NIST Cybersecurity Framework. Our information security program includes, but is not limited to:

- Following the methodology of Identify, Protect, Detect, Respond, and Recover
- Mandatory cybersecurity awareness training for all persons (Teammates and contractors) accessing the Company's network
- Monthly Company-wide phishing exercises
- Identification and remediation of information security risks and vulnerabilities in our IT systems, including regular scanning of both internal and externally facing systems and annual third-party penetration testing
- Implementation of security technologies that are able 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 sensitive data, and
- Partnering with Cybersecurity and Infrastructure Security Agency ("CISA")/United States 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.

We are committed to safeguarding the data of our customers, business partners, patients, and Teammates. We maintain data privacy policies that help us manage our approach to specific regulations. We have provided our Teammates with relevant training related to the European Union's General Data Protection Regulation ("GDPR") and the US Health Insurance Portability and Accountability Act of 1966 ("HIPAA"). Our goal in these trainings is to promote awareness of the importance of privacy in all aspects of our Company.



## RESPONSIBLE SUPPLY CHAIN

Our Supplier Social Compliance Standards require our suppliers to comply with the same standards as Owens & Minor. Any supplier deemed to be high-risk is subject to our third-party audit process, and we ensure that they are aware of our social compliance and environmental objectives. We strive to partner with suppliers who share our values and align with our Code of Honor.

We have also established a Vendor Code of Conduct, which outlines basic requirements for vendors, distributors, agents, suppliers, representatives, and other business partners and their employees, directors, officers, agents, representatives, and subcontractors.

We are committed to supporting human rights. In 2021, we completed the UK Modern Slavery Assessment to evaluate human rights risk in our supply chain. We also maintain an active oversight and audit program to ensure that our suppliers and our own manufacturing facilities outside of the United States allow freedom of association and collective bargaining, protect against child labor, prohibit discrimination, and comply with wage and safety standards across our supply chain.

In 2021, Owens & Minor took steps to improve on our Environmental, Social Compliance, and Governance (ESG) efforts, which includes addressing Modern Slavery in our supply chain through Social Compliance Questionnaires, Vendor Audits, committees focused on Labor Standards Assistance System (LSAS) and social compliance efforts globally.





## SUPPLIER DIVERSITY

For over 35 years, Owens & Minor has made diversity in our supplier base a business and economic imperative. Our long-standing commitment to advancing supplier diversity in healthcare has expanded through the years as we pursue innovative, unique, and cost-competitive solutions for our customers. Our collaborative approach has helped build infrastructure and ethical business practices within a diverse group of small, woman-, minority- LGBTQ+, and veteran-owned businesses.

Building on our commitment to diversity, Owens & Minor has created a strategy to continuously improve our program to achieve best-in-class status through:

- Ensuring job creation and growth
- Mentorship
- Performance tracking and visibility

Partnership is key as Owens & Minor focuses on accelerating the development of a diverse product portfolio. In 2021, Owens & Minor continued strategic efforts with partner Caracal Products & Services, 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. O&M and Caracal remain laser-focused on achieving best-in-class programs that aim to create jobs while simultaneously developing future leaders and mentoring diverse suppliers.

**"All in all, Owens & Minor's executive leadership and its Minority Business Enterprise partners are committed to creating hundreds of new jobs for the purpose of supporting Owens & Minor's diversity efforts. Owens and Minor has quietly been doing these things for a long while, and while their Executive leadership may not boast about it to you, I will."**

**Donald C Roberts  
President/CEO, Caracal Corp.**

## DIVERSE SUPPLIER

Our Mission is to proactively identify, build relationships with, and purchase goods and services from third-party certified enterprises owned by minorities, women, veterans, members of the LGBTQ+ community, and disabled persons that can

help Owens & Minor achieve its corporate objective.

Our Supplier Diversity Policy can be found: ([https://compliance.owens-minor.com/docs/Supplier\\_Diversity\\_Policy.pdf](https://compliance.owens-minor.com/docs/Supplier_Diversity_Policy.pdf))

Implementing this strategy is our Supplier Diversity Council (SDC), a cross-functional team with members from each business area. In 2021, the SDC focused on standardizing data across the company to gain a full year baseline of diverse spend, established goals for increased diverse spend by product category, and worked with customers to provide opportunities to increase their diverse spend.

For 2022, we plan to focus on expanding our diversity spend in new product categories, establishing new creative relationships with diverse suppliers and working with our customers to improve the communities in which we serve.







The number of Supplier Diversity Programs have increased by 60% within the past two years.

- 2021 State of Supplier Diversity Programs by Supplier.io

The National Minority Supplier Diversity Council (NMSDC) reported that certified Minority Business Enterprises (MBE's) generate \$400 billion in economic output that lead to the creation or preservation of 2.2 million jobs and \$49 billion in annual revenue for local, state, and federal tax authorities.

- Harvard Business Review: Article Demographics Why You Need a Supplier Diversity Program. 2020 Harvard Business School Publishing Corporation



**Industry Associations:** Teammates remain current on quality and regulatory trends through active involvement with industry trade groups and standards organizations such as:



Owens & Minor is represented on the Board of HSDA and on the HIDA Supplier Diversity Council.



## 2021 Supplier Diversity Events

- **HIDA Webinar Distribution 101** panel to provide education to small diverse suppliers about working with a distributor.
- **HSDA Webinar Value Analysis** –interviewed past president and founder of the Association of Healthcare Value Analysis Professionals (AHVAP), to provide education to Healthcare Supplier Diversity Alliance (HSDA) members.
- **MBE Manufacturing Summit for Georgia Tech Business** –joined other industry thought leaders on a panel to discuss the future of healthcare supply chain with minority business entrepreneurs.

**Owens & Minor's Earl G. Reubel Awards** - presented the O&M Earl G. Reubel Awards at the Healthcare Supplier Diversity Alliance Conference to honor individuals and organizations that are leaders in diversity and inclusion within the healthcare supply industry. Details about the 2021 winners can be found at: <https://www.owens-minor.com/news/owens-minor-announces-winners-of-2021-earl-g-reubel-awards/>

**Premier Breakthroughs 21 Conference** –presented the Hot Topic – Creating a Supplier Diversity Program.

**HSDA Symposium**–moderated the Keynote Panel of industry leaders.



# EMPOWERING OUR TEAMMATES

Our Teammates are the heart of our organization. In 2021, O&M remained focused on furthering efforts to foster an empowering, safe, and inclusive work environment where all Teammates can thrive. With this goal in mind, our 2021 efforts included:

- Listening to our Teammates: Launched a Global Teammate Engagement Survey
- Supporting Teammate Well-Being: Maintained and expanded Teammate benefits
- Developing our Talent: Expanded the career development opportunities for Teammates
- Focusing on Health and Safety: Continued emphasis on working conditions and training
- Fostering Diversity & Inclusion: Increased participation and engagement in Teammate led programs



*I am proud to say I work for a company that recognizes the unprecedented challenges we face from a personal, professional, and social perspective and has more than risen to the occasion. Building on our strong history of Teammates first, we evolved our commitment to the health and safety of all of our Teammates, while maintaining our ethical business practices and expanding our capacity to meet business needs while living our IDEAL Values.*

Sharyn Ford  
VP of Global Talent & Organizational Effectiveness

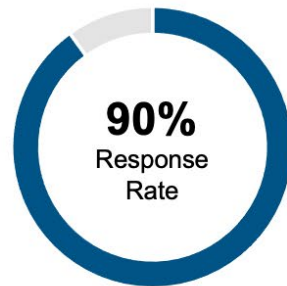




## LISTENING TO OUR TEAMMATES

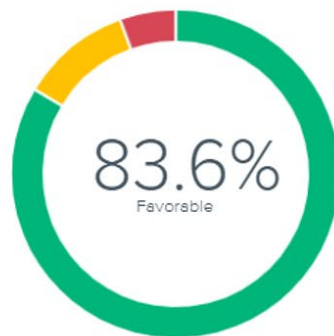
In May 2021, Owens & Minor conducted an annual Global Teammate Engagement Survey to continue building organizational continuous improvement through listening and open communication. Over 90% of Teammates across our global organization participated in the survey and the company achieved high ratings across key drivers of Teammate engagement. Based on the results of the survey, O&M leadership took action to develop plans aimed at addressing areas of development, leveraging areas of strength, and executing those plans across the company.

### 2021 Global Engagement Survey Results Recap



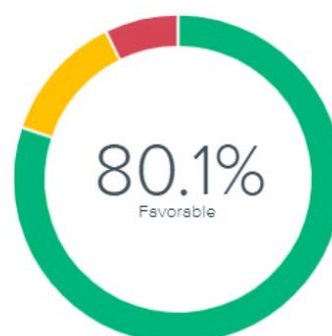
**18,204**  
Invited to Participate

Overall Score



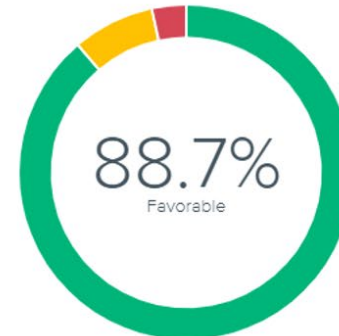
● Favorable: 83.6% ● Neutral: 10.9%  
● Unfavorable: 5.5%

D&I Index



● Favorable: 80.1% ● Neutral: 12.7%  
● Unfavorable: 7.2%

Engagement



● Favorable: 88.7% ● Neutral: 7.9%  
● Unfavorable: 3.3%

The Global Engagement Survey will be an annual process to ensure as a company we continue to listen to our Teammates and drive engagement across the enterprise.



## SUPPORTING TEAMMATE WELL-BEING

To promote Teammate health and well-being, Owens & Minor offers comprehensive benefits. Additional information about our total Teammate benefits can be [found on our website](#). In addition to our current benefits plan, Owens & Minor has made strides in adapting our work-life environment to meet the needs of our Teammates. A few spotlights are outlined below:

### **New Work-life Benefits Extended to All Teammates:**

- **Additional 401(k) contribution to all eligible Teammates**
- **100% company paid Teammate Assistance Plan (TAP) for all Teammates and household members, which includes no-cost counseling sessions**
- **Paid time off plan**
- **Flexible work policies to include, in office, hybrid and remote job opportunities**
- **3 weeks of paid parental leave at 100%, for family bonding after the birth of a Child**
- **Dependent care spending accounts**

**Globally, each country has a market-competitive suite of health, wellness, and financial benefits.**

- **Free telemedicine benefits**
- **Coverage of COVID testing**
- **Flexible attendance policies**





## TALENT MANAGEMENT & PLANNING PROCESS

One of our strategic goals is to Develop, Retain and Attract Top Talent. Develop and retain are purposely listed first because we believe that we must first focus on the over 20,000 talented Teammates who empower our company. Owens & Minor is dedicated to providing the kind of culture where Teammates can grow their careers and enjoy the rewarding work they do every day.

The annual Talent Planning process provides a strategic roadmap to plan for the future of our critical roles and talent needs in support of our business deliverables.

The Talent Planning process is composed of three critical steps:

- Talent Assessment – assessing potential and ensuring alignment with company values
- Talent Calibration – making quantitative comparison of demonstrated performance and values
- Succession Planning – providing insight into strength of talent and identifying opportunities to address gaps

The Talent Planning process culminates into an Executive Leadership Team (ELT) and Board review of our most critical talent. Organization-wide data is collected, paired with analysis and reviewed by the ELT before a final report-out is presented to the Board, which includes next steps and commitments for the coming year.

### 2021 Key Areas of Focus:

- Leadership Development Program
- Emerging Leaders Program
- Summer Intern Program

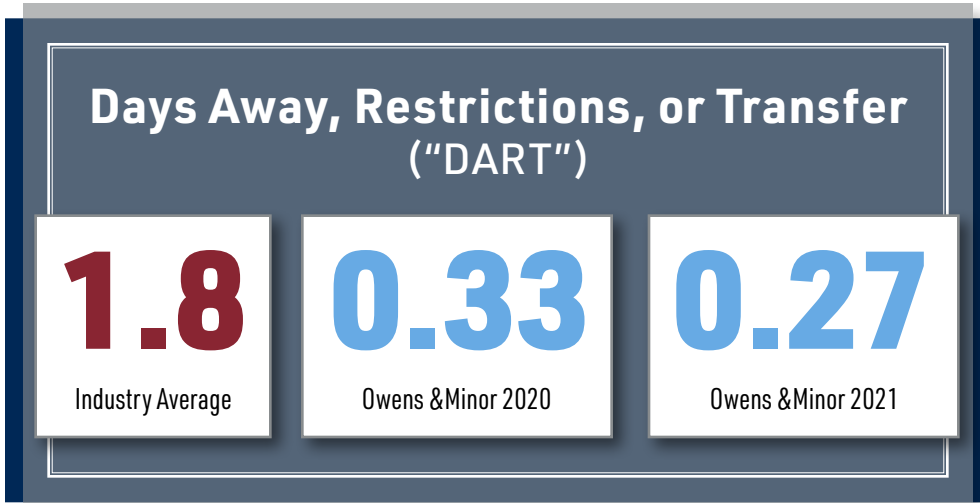
Additional detail on how we are developing Diversity and Inclusion in our leadership can be found in the proceeding section of the same name.





## HEALTH AND SAFETY

The health and safety of our Teammates and the sustainability of our processes are a critical focus. As the company evolves and industry demands change, our commitment to continuous improvement across all aspects of health and safety remains strong.



- In 2021, the overall Company cases of Days Away, Restrictions, or Transfer ("DART") rate across all business units was 0.27, significantly better than the industry average of 1.8 for all private industries as reported by the 2020 Bureau of Labor Statistics.
- In 2021, 30 of our sites (60%) achieved our Crystal Eagle award for safety. (Sites that perform 365 consecutive days free of recordable injury are eligible for the award.)

Our Global Safety & Risk Council brings together all Owens & Minor Risk, Safety, Security, and HR professionals in conjunction with leaders from each business segment to collaborate and share best practices. Environment, Safety, and Health functional leadership sits on the ESG Committee and communicates regularly with the ESG Lead & Executive Leadership Team. During 2021, we jointly tackled initiatives such as development of One Point Lessons sharing of incident investigations and corrective/preventive actions, and collaboration on important projects.

### Special projects included the following:

- Development of a standard office safety orientation
- Creation of return-to-work programs
- Implementation of standard operating procedures to improve fire protection systems
- Sharing resources for online Safety Data Sheets management, as well as other online safety tools

### Taking Proactive and Preventative Action

- In 2021, all distribution and manufacturing facilities participated in Safety Week, creating an opportunity for Teammate engagement and increased awareness. Events supported cross-collaboration and communication to help educate and share best practices where possible. This shared knowledge and understanding enables focused efforts to reduce risk and create a safer workplace for all O&M Teammates.
- The foundation of our work centers around our Safety Management System (SMS), developed in the Fall of 2016. This system begins with a leadership commitment and facilitates a continuous loop of improvement. Through 2021, O&M reported a 62% reduction in recordable incidents and 85% reduction in DART incidents since the adoption of this system.







As an organization, we monitor injury trends, identify focus areas and contributing factors, and create process improvements to reduce these variables. Owens & Minor uses a facilitated professional ergonomic assessment to share lessons learned and adopt ideas for improvement. We continually review our processes, from recruiting through onboarding, training, and coaching, to identify gaps. Safety starts on day one and we are forming teams to focus on the new hire safety experience.

### **Behavior-Based Safety to Support Risk Reduction**

We continued to practice behavior-based safety (BBS) throughout our distribution and manufacturing facilities. The purpose of this program is to conduct Job Safety Observations (JSO) while Teammates are working and identify at risk behaviors.

- Coaching is provided on the spot to correct movements and prevent injuries from occurring.
- Data is recorded and trends identified that may lead to new techniques, training, and increased accountability.
- In 2021, all Distribution Supervisors and Managers received facilitator-led training designed to improve the quality of the JSO and on the spot coaching for correction. This focused interaction also provides the opportunity to provide direct reinforcement of safe behaviors.
- An online JSO reporting database was created for ease of reporting and visibility of data.
- Our target was to complete 98% of assigned JSO's, and in 2021 Distribution leaders completed 146% of our goal, showcasing the dedication of our team to ensuring a safe workplace for our Teammates.

Other leading safety indicators include near miss reporting, high impact and failed inspection acknowledgment for material handling equipment, onsite safety committee meetings, inspections, open actions, safe catch recognition, and emergency response drills. An example of a new program in 2021 was a structured high impact accountability guide. This program shows our Teammates the risks associated with operating material handling equipment, and requires retraining, coaching, and accountability based on action level impacts registered on the machine.



Our manufacturing facilities continue to operate at an exceptional level of safety, finishing the year with a Recordable Incident Rate of 0.14, a full 95% lower than the industry average. This is driven by a strong BBS observation program where unsafe acts and conditions are captured prior to accidents and injuries occurring. During 2021, our manufacturing team conducted over 6,500 behavior-based safety assessments, against a target of 6,000, realizing 8% participation over target.

Throughout 2021, our EHS team analyzed the top risk behaviors of our manufacturing site Teammates. By trending and further analyzing this information, our EHS teams designed programs across all sites designed specifically to address and correct these risk behaviors and reduce related injuries of our Teammates.

### **Dedicated Training Based on Incident Reporting**

To help mitigate the risks associated with an observed increase in ergonomic injuries and “Slips, Trips, and Falls”, we have designated targeted training in our Owens & Minor University system for all manufacturing Teammates.

- This training also serves to address the top three BBS risks identified.
- All manufacturing sites employ a quantitative risk assessment tool on manufacturing equipment, measuring improvements in guarding, safety software controls, and enhanced safety procedures.
- During 2021, we realized a 29% reduction against the previous year in manufacturing equipment related injury risk.

**Each year, all Teammates and people leaders sign a commitment to safety and their three obligations:**

- 1. I am obligated to refuse to perform any work that is unsafe or for which I am not properly trained.**
- 2. I am obligated to stop a fellow Teammate who may be engaged in work that is unsafe or for which they are not properly trained.**
- 3. I am obligated to stop and listen to a Teammate who may caution me as to observed work that I am doing unsafely until a safe manner can be agreed upon.**





## DIVERSITY AND INCLUSION

Teammates are the heart of our organization. Just as our Teammates are committed to *Empowering Our Customers To Advance Healthcare*, Owens & Minor is committed to fostering an empowering work environment where every Teammate can thrive.

Diversity and Inclusion is a critical part of fulfilling our IDEAL Values—Integrity, Development, Excellence, Accountability, and Listening—and delivering on our Mission to our customers.

To promote Diversity and Inclusion in O&M, our Culture & Inclusion Steering Committee meets regularly to promote and support our Teammate Resource Groups (TRGs) and includes Committee leadership through our Human Resources and Talent Management teams.

### Demographics Disclosure

#### DEMOGRAPHICS OF OUR BOARD OF DIRECTORS & U.S. TEAMMATES BY GENDER AND ETHNICITY AS OF DECEMBER 31, 2021

	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	Unknown <sup>5</sup>
Board of Directors <sup>1</sup>	75%	25%	0%	75%	0%	0%	25%	0%	0%	0%	0%
Executive Management <sup>2</sup>	80%	20%	0%	100%	0%	0%	0%	0%	0%	0%	0%
Non-executive management	62%	38%	0%	68%	0%	3%	12%	8%	0%	1%	7%
Professionals <sup>3</sup>	48%	52%	0%	68%	1%	5%	12%	8%	0%	1%	6%
All other Teammates <sup>4</sup>	51%	46%	3%	35%	1%	6%	29%	15%	0%	2%	12%

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

<sup>1</sup> Seven Independent Directors as of Dec 31, 2021

<sup>2</sup> Leadership team of seven members

<sup>3</sup> All exempt level Teammates excluding people leaders

<sup>4</sup> All non-exempt level Teammates excluding people leaders

<sup>5</sup> Teammates who have not self-identified on our 'Workday' system

### Year over Year Changes in Non-Executive Management Demographics:

	Director & Above			EVP			SVP			VP		
	2020	2021	Change	2020	2021	Change	2020	2021	Change	2020	2021	Change
<b>Global Female</b>	27.1%	27.6%	+0.5%	16.7%	20.0%	+3.3%	0.0%	0.0%	0.0%	32.4%	25.0%	-7.4%
<b>US Ethnic Minority</b>	13.0%	14.5%	+1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.5%	17.3%	+3.8%



## TEAMMATE RESOURCE GROUPS (TRG)

All Teammates have the opportunity to join our Teammate Resource Groups (TRGs). Each TRG provides space, resources, and support for underrepresented identity groups to develop goals that will help propel the Teammate and the organization forward. Through ongoing events and outreach, each TRG provides unique opportunities to connect and foster community across the company. Any Teammate is welcome to join any TRG as a member or an ally.



**ASPIRE – Asian Americans and Pacific Islanders Rising to Excellence** - To promote, advance, and encourage a positive and inclusive working environment for Asian Americans and

Pacific Islanders by recognizing important contributions, providing thought leadership, and building awareness within Owens & Minor.



**Hispanic Organization for Leadership & Achievement** - A sustainable network for Latinx Teammates that embraces diversity, growth, and leadership to drive awareness and create an inclusive culture

that enables the development of talent through education, networking, and mentorship.



To position Owens & Minor as a veteran friendly company to potential and current Teammates and serve as a role model to others for supporting local veterans.



Inspiring and elevating women to embrace the technology field, thereby closing the gender gap.



**BhOMe – Black Heritage Outreach Mentorship and Enrichment** - The mission of the BhOMe TRG is to develop and cultivate Black Heritage leaders, create an inclusive environment for all,

increase thought leadership from diverse perspectives, and enhance the overall cultural experience at Owens & Minor.



**P.R.I.D.E – Philanthropy. Respect. Intersectionality. Diversity. Education.** - The PRIDE TRG is designed to offer a space for social support and provide an organized platform from which

Teammates can advocate for themselves and their LGBTQ+ Teammates/allies. The initial focus is on generating awareness of the group's role and objectives while also providing educational opportunities for non-LGBTQ+ Teammates.



**Women's Empowerment Network (WEN)** - To support the Women of Owens & Minor in their careers and to provide an organizational resource to attract and retain a talented, diverse workforce that will provide a competitive advantage.



# Rise Up Stay Connected Be the Connection

2021

**BhOMe Leadership Symposium:** The 2021 theme for this symposium was Leadership Level Up and the event focused on improving and introducing new leadership skills to our Teammates. The symposium also included several leadership expert speaker sessions and workshops with topics such as: Building Your Network, Leadership Skills Development, Navigating the Corporate Landscape, Effective Communications, and Perspectives From Real Leaders.

**Women's Leadership Conference:** Sponsored by the WEN and WIT TRGs, the theme for this inaugural conference was Rise Up, Stay Connected, Be the Connection and included insights from Owens & Minor Executive leaders, networking sessions with topics including Taking Risks, Leading Through Change and Mentoring.







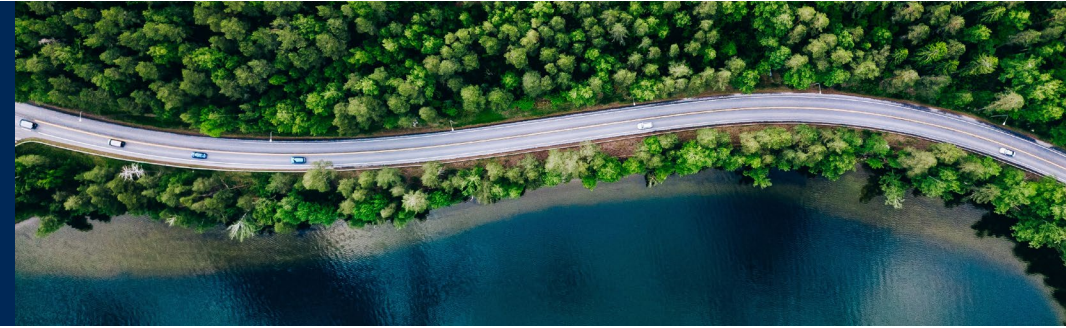
# LOOKING AHEAD

Through 2024 and beyond, Owens & Minor plans to continue on our path of being an ESG Champion by:

- Building upon ESG initiatives
- Expanding Diversity and Inclusion
- Retaining, attracting, and developing top talent
- Expanding training and growth opportunities

We continue to improve on our ESG journey and are further developing our ambitions as it pertains to emissions reductions, the development of a diverse workforce and leadership, expansion of diverse partnerships across our operations, and the continuous improvement of ethical and transparent governance practices. We invite you to communicate with us and keep up to date on our progress through our ESG company webpage, <https://investors.owens-minor.com/esg>, as we continue our ESG journey at Owens & Minor.

# ABOUT THIS REPORT



## Report Boundaries

This report covers calendar year 2021. Some initiatives or targets that were launched during early 2022 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 industry guidance report. 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 7.

## 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>