



# CLIMATE RESILIENCE PLAN FOR CONTINUOUS OPERATIONS

Owens & Minor, Inc. (Owens & Minor, NYSE: OMI) is a Fortune 500 global healthcare solutions company that empowers the entire patient care journey, through the hospital and into the home. As a 140-year-old company with diverse and extensive business operations supporting a broad continuum of patient care, Owens & Minor plays a critical role in the nation's healthcare infrastructure.

With emergency preparedness and business continuity planning already embedded in our operations, in June 2022 Owens & Minor deepened our commitment to supply chain resiliency by signing the [White House/Health and Human Services \(HHS\) Health Sector Climate Pledge](#). Our Climate Resilience Plan fulfills our pledge to further strengthen the integrity of our supply chain in the event of future climate impacts to our business and the healthcare supply chain industry as a whole.

This plan is also aligned with the Taskforce for Climate-Related Financial Disclosures (TCFD) risk management recommendations, a best-practices framework that considers the importance of the following:

- The company's climate impacts, and the prospective risks climate change could pose to our business;
- The role of community engagement and partnership in achieving our climate goals;
- Assessing the strength of our infrastructure and operations;
- The importance of collaboration between healthcare organizations; and
- Interdisciplinary planning, oversight, and evaluation.

## Prospective Risk Assessment

Emergency response and business continuity planning are central to how Owens & Minor conducts business. In early 2021, Owens & Minor initiated a survey of executive leaders across our organization to identify material Environmental, Social and Governance (ESG) priorities, including potential climate-related impacts.

This analysis identified five key areas for additional focus: Climate Risk, Energy Efficiency, Environmental Stewardship, Community Engagement, and a Responsible Supply Chain & Human Rights. Since then, we have matured our risk monitoring and management in those areas by:

- Establishing formal ESG Governing and Steering Committees, with direction and approval from our Board of Directors;
- Strengthening our carbon emissions reporting capabilities;
- Launching a dedicated Emissions Reduction Working Group focused on reducing emissions in key areas of our operations;
- Providing Owens & Minor investors with more robust climate risk assessments and mitigation strategies in the form of additional financial disclosures and in our annual ESG report, available [here](#); and
- Conducting regular assessments of our operational resiliency.

## Community Engagement and Partnership

Owens & Minor recognizes that the patients, providers, and communities it serves are part of an extensive healthcare ecosystem that helps anchor communities in times of need. As such, Owens & Minor takes an active role in helping to build healthier communities in our business and in our philanthropy through The Owens & Minor Foundation.

Launched in May 2021, The Owens & Minor Foundation is committed to building healthier communities through impactful contributions to the charitable and civic organizations it serves, in alignment with the Owens & Minor Mission of *Empowering Our Customers to Advance Healthcare*<sup>®</sup>. Owens & Minor Foundation activities focus primarily on issues related to the environment, healthcare, and diversity, equity, and inclusion. Key highlights of recent Owens & Minor Foundation efforts include:

- **Supporting healthy waterways for a healthier environment:** Contributions to organizations across the country that work to increase access, education and conservation for the nation's waterways, including [Chattahoochee Riverkeepers](#), [Chesapeake Bay Foundation](#), [The Conservation Foundation](#), [FRIENDS of Great Salt Lake](#), [James River Association \(JRA\)](#), [Los Angeles Waterkeepers](#), and [Save the Sound](#). Owens & Minor teammates also partnered with JRA, the Richmond Public Library, and the Richmond Department of Public Utilities/RVAH2O to plant trees to mitigate stormwater runoff in Richmond, Virginia.
- **Improving the health and well-being of families:** Alongside [flagship charity partner Ronald McDonald House Charities<sup>®</sup> \(RMHC\)](#), Owens & Minor teammates have supported more than 1,800 RMHC families by volunteering over 1,000 hours of their time, cooking thousands of nutritious meals and packing hundreds of essential medical supplies and snack kits. Owens & Minor also supports RMHC through donations of medical-grade products.
- **Helping communities through disaster recovery:** Supporting the evolving needs of Maui residents affected by the wildfires with a contribution to the Hawai'i Community Foundation's [Maui Strong Fund](#), which is helping to provide the community with shelter, food, financial assistance and other on-the-ground services.

## Assessing the Strength of Our Infrastructure and Operations

Owens & Minor remains dedicated to serving our customers and communities while protecting teammate safety, including 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 a comprehensive plan of action to ensure that the physical infrastructure within our distribution network is equipped to maintain service. 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.

The below mitigation measures summarize our infrastructure response strategy and may be scaled up or down depending on the severity of the impact:

- Initiating daily communications and coordination protocols with facilities;
- Preparing backup energy sources for rapid deployment in the event of loss of power;
- Enacting site safety protocols to help protect our teammates, facilities, and assets;
- Conducting emergency response strategy sessions with customers, drivers and operations leadership;
- Activating our Supplier Network Readiness survey to assess and develop contingency plans where needed;
- Partnering with our transportation providers to optimize inbound receiving and delivery timeframes; and
- Realigning delivery routes and timeframes and coordinating with our supplier network on logistics alternatives.

As a matter of protocol, Owens & Minor does not stand down its emergency response until we have ensured that our teammates are safe and that operations have returned to normal. Additionally, as part of our continuous improvement process, we thoroughly review our emergency preparation strategies following a major event to help ensure that we continue to provide a best-in-class response.

Owens & Minor consistently makes emergency preparedness and response a point of pride, and the safety of our frontline teammates is a top priority. Our teammates are vital to our ability to serve the healthcare community consistently. Beyond our emergency response activities during hurricanes, floods, wildfires, and other natural disasters, Owens & Minor maintains protocols to navigate other uncertain or evolving situations.

From an operations perspective, Owens & Minor continues to support the implementation of Integrated Service Centers and invests in Centers of Excellence to address logistical complexities and challenges in communities across the United States. In recent years, Owens & Minor has designed unique solutions to address specific needs in healthcare systems in South Dakota, West Virginia, Wisconsin, and Minnesota; responded to natural disasters in Florida, Hawai'i, Virginia, and Honduras; and reinforced the reliability of our supply chain to ensure the availability of critical supplies despite challenges presented by climate impacts.

## Industry and Healthcare Organizations Collaboration

Owens & Minor fosters internal, cross-functional teams and participation in industry working groups to collaborate on climate impact data-sharing so that critical service providers in the healthcare industry have the information, products, and services they need, when they are needed.

We encourage industry collaboration by leading and participating in a variety of conferences, industry working groups, and professional organizations, such as through the Health Industry Distributors Association (HIDA) where we support and share best practices in offering logistics services that increase the efficiency of the nation's hospitals, nursing homes, physician practices, home health organizations, and other healthcare providers. Additionally, we participate in the HIDA Sustainability Council, working together with industry leaders to address environmental challenges and develop resources to improve sustainability reporting. We listen to the industry and to our healthcare partners to understand opportunities to improve our product and service offerings, and we evaluate opportunities to make improvements across the product lifecycle.

Owens & Minor also participates in other organizations starting sustainability councils in 2024, such as the American Hospital Resource for Materials Management and Strategic Marketplace Initiative. Both of these organizations bring together suppliers and providers to focus on improving the healthcare supply chain and setting best practices across the industry.

## Interdisciplinary Planning, Oversight, and Evaluation

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: Products and Healthcare Solutions; Patient Direct; Ethics; Compliance & Privacy; Finance; Human Resources; International Markets; Legal; Manufacturing; Corporate Marketing & Communications; Procurement; Quality; Supply Chain; and Supplier Management.

Through our annual ESG reporting and disclosures to the [CDP](#), a not-for-profit charity that runs the global disclosure system for [investors](#), [companies](#), [cities](#), [states and regions](#) to manage their environmental impacts, and in good faith to our Pledge of Emissions Reductions to the White House and Department of Health & Human Services, Owens & Minor will continue to remain transparent on the climate impacts of our operations and our strategies to remain resilient in the face of a changing climate to ensure the continuity and sustainability of our service to the healthcare industry.