

GRI Content Index

GRI Category	GRI Disclosure	Response
General Disclosures	2-1 Organizational details	<p>Owens & Minor, Inc., along with its subsidiaries (we, us, our or the Company), a Fortune 500 company headquartered in Richmond, Virginia, is a global healthcare solutions company that 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 home. We report our business under two segments: Products & Healthcare Services and Patient Direct, which are described in further detail below. Our teammates serve healthcare industry customers in approximately 80 countries, by providing quality products and helping to reduce total costs across the healthcare supply chain by optimizing point-of care performance, freeing up capital and clinical resources and managing contracts to optimize financial performance.</p> <p>Founded in 1882, Owens & Minor was incorporated in 1926 and has operated continuously from its Richmond, Virginia headquarters. 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 production, distribution, storage, customer service and sales facilities located across the United States (U.S.), Canada, Asia, Australia, Europe and Latin America.</p>

GRI Category	GRI Disclosure	Response
General Disclosures	2-2 Entities included in the organization’s sustainability reporting	<p>Owens & Minor, Inc., along with its subsidiaries (we, us, our or the Company), a Fortune 500 company headquartered in Richmond, Virginia, is a global healthcare solutions company that 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 home. We report our business under two segments: Products & Healthcare Services and Patient Direct, which are described in further detail below. Our teammates serve healthcare industry customers in approximately 80 countries, by providing quality products and helping to reduce total costs across the healthcare supply chain by optimizing point-of care performance, freeing up capital and clinical resources and managing contracts to optimize financial performance.</p> <p>Founded in 1882, Owens & Minor was incorporated in 1926 and has operated continuously from its Richmond, Virginia headquarters. 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 production, distribution, storage, customer service and sales facilities located across the U. S., Canada, Asia, Australia, Europe and Latin America.</p>
General Disclosures	2-3 Reporting period, frequency and contact point	<p>Unless noted otherwise, the Owens & Minor 2023 Environmental, Social & Governance Report ("2023 ESG Report") and supporting indices cover Calendar Year 2023 (January 1, 2023, to December 31, 2023), thereby aligning with our Company’s financial reporting period. Please submit inquiries regarding the ESG Program at Owens & Minor to: OMI@alpha-ir.com</p>

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General Disclosures	2-4 Restatements of information	Updates and increased detail to our Waste Management, Energy Consumption, Carbon Emissions, and Water Management are contained in the "Promoting Environmental Stewardship" section of the 2023 ESG Report.
General Disclosures	2-5 External assurance	Owens & Minor has not retained external assurance for ESG topics in this year's report.
General Disclosures	2-6 Activities, value chain and other business relationships	Detail regarding the activities, value chain and other business relationships pertaining to Owens & Minor may be found: 2023 Annual Report, pages 3-17: https://investors.owens-minor.com/financial-information/annual-reports
General Disclosures	2-7 Employees	Approximately 22,200 (as of 12/31/2023)
General Disclosures	2-8 Workers who are not employees	497 (as of 12/31/2023)

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General Disclosures	2-9 Governance structure and composition	<p>The Company is managed under the direction of the Board of Directors (the “Board”), which has adopted Corporate Governance Guidelines to set forth certain corporate governance practices applicable to the Board. Each year, we review our corporate governance policies and practices relative to applicable laws, including the Dodd-Frank Wall Street Reform and Consumer Protection Act and the Sarbanes-Oxley Act of 2002, and rules and regulations promulgated thereunder or adopted by the Securities and Exchange Commission (the “SEC”) and the New York Stock Exchange (“NYSE”), the exchange on which the Common Stock is listed, as well as the policies and practices recommended by groups and authorities active in corporate governance.</p> <p>The Company’s Bylaws, Corporate Governance Guidelines, Code of Honor, and the charters of the Board’s Audit Committee, the Our People & Culture Committee, and the Governance & Nominating Committee are available on our Investor Relations website under “Corporate Governance” in the “Governance Highlights” section at: http://www.investors.owens-minor.com.</p>

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General Disclosures	2-10 Nomination and selection of the highest governance body	<p>The Governance & Nominating Committee of the Board of Directors considers and recommends nominees for election as Directors and officers and nominees for each Board committee. See: 2024 Proxy Statement, pages 17-18: https://investors.owens-minor.com/financial-information/sec-filings/</p> <p>The Company's Bylaws and Corporate Governance Guidelines provide for the election of Directors by majority vote in uncontested elections. Under the Company's Corporate Governance Guidelines, with respect to Director nominations, the Board will only nominate those incumbent Directors who submit irrevocable resignations effective upon the failure of such Director nominee to receive the required vote for re-election and the Board's acceptance of such resignation. In the event an incumbent Director fails to receive a majority of the votes cast, the Governance & Nominating Committee (or such other committee designated by the Board) will make a recommendation to the Board as to whether to accept or reject the resignation. The Board must act on the resignation, considering the Governance & Nominating Committee's recommendation, and publicly disclose its decision regarding the resignation, including, if applicable, its rationale for rejecting a resignation, in a press release and an appropriate disclosure with the SEC within 90 days following certification of the election results. The Governance & Nominating Committee in making its recommendation, and the Board in making its decision, may each consider any factors or other information that it considers appropriate and relevant. See 2024 Proxy Statement, page 18: https://investors.owens-minor.com/financial-information/sec-filings/</p>

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General Disclosures	2-11 Chair of the highest governance body	Mark A. Beck, 2024 Proxy Statement, page 1 https://investors.owens-minor.com/financial-information/sec-filings/
General Disclosures	2-12 Role of the highest governance body in overseeing the management of impacts	<p>The Board of Directors currently administers its risk oversight function through the full Board and not through a separate risk committee of the Board. However, each of the Audit Committee, the Our People & Culture Committee and the Governance & Nominating Committee oversees the specific financial, compensation, and governance risks, respectively, relating to its functions and responsibilities and reports on these matters to the full Board. The Board performs its risk oversight function through regular reporting by the Board committees as well as the officers and management-level personnel who supervise the day-to-day risk management activities of the Company, including an enterprise risk steering committee comprised of senior leaders of the Company that is one component of the Company’s enterprise risk management (“ERM”) program.</p> <p>The Governance & Nominating Committee 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.</p>
General Disclosures	2-13 Delegation of responsibility for managing impacts	Details on the delegation of responsibility for managing impacts are provided in the ESG Governance section of the 2023 ESG Report.
General Disclosures	2-14 Role of the highest governance body in sustainability reporting	The Governance & Nominating Committee 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. 2024 Proxy Statement, page 9: https://investors.owens-minor.com/financial-information/sec-filings/

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General Disclosures	2-15 Conflicts of interest	<p>Mitigation strategies and disclosures considering Conflicts of Interest are addressed in the Corporate Bylaws found under the Governance Highlights tab of our Investor Relations webpage: https://investors.owens-minor.com/corporate-governance/governance-highlights/</p> <p>Teammates and Directors are both annually educated and advised on the definition and avoidance of Conflicts of Interest in our Code of Honor, found on the same webpage.</p>
General Disclosures	2-16 Communication of critical concerns	<p>Teammates, vendors, customers, and the general public have access to www.OMICODEOFHONOR.com to ask questions or report concerns. The VP of Global Compliance monitors the GM-CODEOFHONOR@owens-minor.com and GM-PRIVACY@owens-minor.com mailboxes.</p>
General Disclosures	2-17 Collective knowledge of the highest governance body	<p>Profiles of our Board of Directors may be found on the Owens & Minor Investor Relations webpage: https://investors.owens-minor.com/corporate-governance/directors/</p>
General Disclosures	2-18 Evaluation of the performance of the highest governance body	<p>The Board conducts an annual self-evaluation (for the full Board and for each of its committees) to determine whether it and its committees are functioning effectively. The Governance & Nominating Committee receives comments from all Directors and reports annually to the Board with an assessment of the Board's performance. The assessment focuses on the Board's contribution to the Company and specifically focuses on areas in which the Board or management believes that the Board can improve.</p> <p>2024 Proxy Statement, page 2: https://investors.owens-minor.com/financial-information/sec-filings/</p>

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General Disclosures	2-19 Remuneration policies	Discussions concerning remuneration policies may be found: 2024 Proxy Statement, pages 18-19, 42-69: https://investors.owens-minor.com/financial-information/sec-filings/
General Disclosures	2-20 Process to determine remuneration	Discussions concerning remuneration policies may be found: 2024 Proxy Statement, pages 18-19, 42-69: https://investors.owens-minor.com/financial-information/sec-filings/
General Disclosures	2-21 Annual total compensation ratio	The annual total compensation ratio is reported as required by Section 953(b) of the Dodd-Frank Act, and item 402(u) of Regulation S-K: 2024 Proxy Statement, page 70: https://investors.owens-minor.com/financial-information/sec-filings/
General Disclosures	2-22 Statement on sustainable development strategy	Owens & Minor's commitment to incorporating ESG priorities into our overall business strategy is stated in the Letter from Our CEO in the 2023 ESG Report and in our Annual Proxy Statement, 2024 Proxy Statement, page 12: https://investors.owens-minor.com/financial-information/sec-filings/
General Disclosures	2-23 Policy commitments	The Corporate Policy Committee is responsible for policies related to the following: Legal, Compliance, Human Resources ("HR"), Finance, IT, Quality, Social Compliance, and Privacy. This Committee is Chaired by our VP of Global Compliance.
General Disclosures	2-24 Embedding policy commitments	This is achieved by embedding policies into our training materials to include Code of Honor, Antibribery/Anticorruption, Global Privacy, HIPAA, and "Interactions with Healthcare Professionals".

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General Disclosures	2-25 Processes to remediate negative impacts	Teammates, vendors, customers, and the general public have access to www.OMICODEOFHONOR.com to ask questions or report concerns. The VP of Global Compliance monitors the GM-CODEOFHONOR@owens-minor.com and GM-PRIVACY@owens-minor.com mailboxes
General Disclosures	2-26 Mechanisms for seeking advice and raising concerns	Teammates, vendors, customers, and the general public have access to www.OMICODEOFHONOR.com to ask questions or report concerns. The VP of Global Compliance monitors the GM-CODEOFHONOR@owens-minor.com and GM-PRIVACY@owens-minor.com mailboxes
General Disclosures	2-27 Compliance with laws and regulations	There were no significant instances of noncompliance in 2023.
General Disclosures	2-29 Approach to stakeholder engagement	Details on our approach to stakeholder engagement can be found in the "O&M's ESG Framework" section of the 2023 ESG Report.
General Disclosures	2-30 Collective bargaining agreements	Owens & Minor Teammates have collective bargaining agreements in place in manufacturing plants in Mexico, Honduras, and in Brazil in compliance with Brazilian law.
Material Topics	3-1 Process to determine material topics	Details on our ESG Framework are detailed on page 7 of the 2023 ESG Report
Material Topics	3-2 List of material topics	Details on our ESG Framework are detailed on page 7 of the 2023 ESG Report
Material Topics	3-3 Management of material topics	Details on our ESG Framework are detailed on page 7 of the 2023 ESG Report
Economic Performance	201-1 Direct economic value generated and distributed	Details regarding the economic performance of Owens & Minor can be found: 2023 Annual Report, page 41: https://investors.owens-minor.com/financial-information/annual-reports

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Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	<p>The long-term effects of climate change are difficult to predict and may be widespread. The impacts may include physical risks (such as rising sea levels or frequency and severity of extreme weather conditions), social and human effects (such as population dislocations or harm to health and well-being), compliance costs and transition risks (such as regulatory or technology changes), and other adverse effects. The effects could impair, for example, the availability and cost of certain products, commodities and energy (including utilities), which in turn may impact our ability to procure goods or services required for the operation of our business at the quantities and levels we require. We bear losses incurred as a result of, for example, physical damage to or destruction of our facilities (such as distribution centers), loss or spoilage of inventory, and business interruption due to weather events that may be attributable to climate change. These events and impacts could materially adversely affect our business operations and our financial position, results of operations and cash flows.</p> <p>In addition, governments in the U.S. and abroad are considering new or expanded laws to address climate change. Such laws, including recent California legislation, may include limitations on greenhouse gas emissions, mandates that companies implement processes to monitor and disclose climate-related matters, additional taxes or offset charges on specified energy sources, and other requirements. Compliance with climate-related laws may be further complicated by disparate regulatory approaches in various jurisdictions. New or expanded climate-related laws could impose substantial costs. Until the timing and extent of climate-related laws are clarified, we cannot predict their potential effect on our capital expenditures or our results of operations.</p>

		Additional information concerning the Owens & Minor Plan for Climate Resilience and Continuous Operations is available at https://investors.owens-minor.com/esg
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Economic Performance	201-3 Defined benefit plan obligations and other retirement plans	Benefits provided to full-time or part-time plus (30 hours or over) teammates are detailed on the Careers page of the Owens & Minor website: https://www.owens-minor.com/careers/
Economic Performance	201-4 Financial assistance received from government	Details regarding the economic performance of Owens & Minor can be found: 2023 Annual Report, page 41: https://investors.owens-minor.com/financial-information/annual-reports
Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Owens & Minor elects not to disclose this information for 2023.
Market Presence	202-2 Proportion of senior management hired from the local community	Owens & Minor elects not to disclose this information for 2023.
Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Owens & Minor elects not to disclose this information for 2023.
Indirect Economic Impacts	203-2 Significant indirect economic impacts	Owens & Minor elects not to disclose this information for 2023.
Procurement Practices	204-1 Proportion of spending on local suppliers	Owens & Minor elects not to disclose this information for 2023.
Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Our operations assessed for risks related to corruption are included in the 2023 Annual Report, pages 10-15. https://investors.owens-minor.com/financial-information/annual-reports

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Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	<p>Details concerning our communications and training about anti-corruption policies and procedures are included in the 2023 Annual Report, pages 10-15. https://investors.owens-minor.com/financial-information/annual-reports</p> <p>In addition, free antibribery and anticorruption training is available on our website for any vendor who would like to know more about Anti-Bribery & Anti-Corruption practices at Owens & Minor. Please see: https://compliance.owens-minor.com/DistributorTraining.html#en-US</p>
Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Owens & Minor experienced no incidents of corruption in 2023.
Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Owens & Minor experienced no legal actions for anti-competitive behavior, anti-trust, or monopolistic practices in 2023.
Tax 2019	207-1 Approach to tax	<p>Details concerning Owens & Minor's approach to tax may be found throughout the 2023 Annual Report: https://investors.owens-minor.com/financial-information/annual-reports</p>
Tax 2019	207-2 Tax governance, control, and risk management	<p>Details concerning Owens & Minor's approach to tax may be found throughout the 2023 Annual Report: https://investors.owens-minor.com/financial-information/annual-reports</p>
Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	<p>Details concerning Owens & Minor's approach to tax may be found throughout the 2023 Annual Report: https://investors.owens-minor.com/financial-information/annual-reports</p>
Tax 2019	207-4 Country-by-country reporting	Owens & Minor elects not to disclose this information for 2023.

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Materials 2016	301-1 Materials used by weight or volume	Owens & Minor elects not to disclose this information for 2023.
Materials 2016	301-2 Recycled input materials used	Owens & Minor elects not to disclose this information for 2023.
Materials 2016	301-3 Reclaimed products and their packaging materials	Details on reclaimed products and their packaging materials can be found in "Waste Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Energy 2016	302-1 Energy consumption within the organization	Details on our energy consumption can be found in "Energy Efficiency at our Sites" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Energy 2016	302-2 Energy consumption outside of the organization	Owens & Minor elects not to disclose this information for 2023.
Energy 2016	302-3 Energy intensity	Owens & Minor elects not to disclose this information for 2023.
Energy 2016	302-4 Reduction of energy consumption	Details on the reduction of energy consumption can be found in "Energy Efficiency at our Sites" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Energy 2016	302-5 Reductions in energy requirements of products and services	Owens & Minor elects not to disclose this information for 2023.
Water and Effluents 2018	303-1 Interactions with water as a shared resource	Details on interactions with water as a shared resource can be found in "Water Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Water and Effluents 2018	303-2 Management of water discharge-related impacts	Details on management of water discharge-related impacts can be found in "Water Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Water and Effluents 2018	303-3 Water withdrawal	Details on water withdrawal can be found in "Water Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.

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Water and Effluents 2018	303-4 Water discharge	Details on water discharge can be found in "Water Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Water and Effluents 2018	303-5 Water consumption	Details on water consumption can be found in "Water Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Owens & Minor elects not to disclose this information for 2023.
Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Owens & Minor elects not to disclose this information for 2023.
Biodiversity 2016	304-3 Habitats protected or restored	Owens & Minor elects not to disclose this information for 2023.
Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Owens & Minor elects not to disclose this information for 2023.
Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Details on Scope 1 emissions can be found in "Managing Carbon Footprint" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Details on Scope 2 emissions can be found in "Managing Carbon Footprint" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Details on Scope 3 emissions can be found in "Managing Carbon Footprint" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Emissions 2016	305-4 GHG emissions intensity	Owens & Minor elects not to disclose this information for 2023.

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Emissions 2016	305-5 Reduction of GHG emissions	Details on the reduction of Green House Gas (“GHG”) _ emissions can be found in "Managing Carbon Footprint" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	Owens & Minor elects not to disclose this information for 2023.
Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Owens & Minor elects not to disclose this information for 2023.
Waste 2020	306-1 Waste generation and significant waste-related impacts	Details on the waste generation can be found in "Waste Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Waste 2020	306-2 Management of significant waste-related impacts	Details on the management of waste related impacts can be found in "Waste Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Waste 2020	306-3 Waste generated	Details on waste generated can be found in "Waste Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Waste 2020	306-4 Waste diverted from disposal	Details on waste diverted from disposal can be found in "Waste Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Waste 2020	306-5 Waste directed to disposal	Details on waste directed to disposal can be found in "Waste Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	100% of new suppliers complete a self-assessment survey which requests environmental compliance attestation.
Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Owens & Minor elects not to disclose this information for 2023.

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Employment 2016	401-1 New employee hires and employee turnover	Total 2023 New Hires = 6,815 (as of 12/31/2023). Total 2023 Terminations = 7,494 (as of 12/31/2023).
Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits provided to full-time or part-time plus (30 hours or over) Teammates are detailed on the Careers page of the Owens & Minor website: https://www.owens-minor.com/careers/
Employment 2016	401-3 Parental leave	Teammates who experience the birth of a child may take up to three weeks of parental leave. Parental leave must be taken within one year of the birth of the child. Parental leave runs concurrently with state or federal leaves, including, but not limited to, family and medical leaves of absence and provided in addition to approved short-term disability benefits.
Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Owens & Minor's standard guidance is a minimum of 14 days for shift changes. For plant closures and other large events, Owens & Minor follows federal law and country guidelines, which typically require notice of 60 days.
Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Owens & Minor's occupational health and safety management system strives to meet and exceed all related regulations not limited to all applicable rules origination from the: <ul style="list-style-type: none"> • Occupational Safety & Health Administration (Title 29 of the Code of Federal Regulations in the United States); • 2005 Safety, Health, and Welfare at Work Act (Ireland); • Ministry of Industry (Thailand); • Occupational Health & Safety Law (Federal de Trabajo and Norma Oficial Mexicana in Mexico); and • International Labor Organizations ("ILO" - Honduras is a member state). We maintain numerous internal auditing tools and protocols to ensure we remain in compliance.

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Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	<p>The health and safety of our teammates is a foundational priority at Owens & Minor. We address "Hazard identification, risk assessment, and incident investigation" in various sections of the 2023 ESG Report, to include "Caring for Our Customers & Communities, Product Quality & Safety", "Empowering Our Teammates, Supporting Our Teammates, and "Operating Responsibly, Governance, Transparency, & Regulatory Compliance". See also, 2023 Annual Report, page 15: https://investors.owens-minor.com/financial-information/annual-reports</p>
Occupational Health and Safety 2018	403-3 Occupational health services	<ul style="list-style-type: none"> • In countries where legal requirements are such, we meet requirements for provision of onsite healthcare services with qualified personnel. • We maintain strict adherence to privacy laws and provide protection regarding health information. • In the U.S., we partner with external healthcare organizations selected by our insurance provider to provide a panel of clinics. All U.S. clinics utilized follow strict adherence to relevant privacy laws and HIPPA regulations. • Healthcare services are provided to all teammates during working hours.

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Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>The health and safety of our teammates is a foundational priority at Owens & Minor. We address "Supporting Our Teammates" in the Empowering Our Teammates section of the 2023 ESG Report. In addition:</p> <ul style="list-style-type: none"> • Owens & Minor maintains strong teammate participation in our safety and health management systems. Each facility maintains a safety committee comprised of teammate representatives. These committees meet on at least a monthly basis. • The corporate team leads an initiative for a monthly review of all recordable injuries and/or major incidents. Teammates are always participants in this process. • Recordable injuries and first aid and/or near-miss injuries are tracked, and all "recordables" receive full investigation and are also reported out across the organization. Each injury is communicated to all teammates to ensure similar risks and /or behaviors are mitigated prior to other accidents occurring.
Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	<p>Owens & Minor maintains an across-the-board worker training program on occupational health and safety, to include the following: On a teammate's first week, as part of his/her/their onboarding, the teammate receives our Safety & Quality orientation program encompassing roughly four hours of initial instruction in overall safety and health, including but not limited to: Site Emergency Action Plans; Material Handling Equipment; Hazard Communication, Chemical Safety, Health and Welfare services; benefits; and safety and health regulatory training. Training needs are assessed on the basis of a teammate's job and a review of our corporate training matrix. Then, on an ongoing basis, we follow a regulatory training matrix for each job description, which ensures that we capture all regulatory-required training for teammates based on the work that they do. All required training is provided free of charge, during the teammate's paid time, and training records are maintained.</p>

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		Training is delivered using a variety of different methods including classroom, computer-based training on our "Owens & Minor University" training platform, and sometimes at point-of-operation. The format of training depends on availability of resources at the site.
Occupational Health and Safety 2018	403-6 Promotion of worker health	Owens & Minor offers medical, dental, and vision plans beginning on Day 1 of employment for full-time and part-time teammates, to include preventive care services - such as annual physicals, immunizations, and recommended screenings - with a choice of medical plans with a range of coverage levels and costs.
Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Contractors performing work for Owens & Minor are considered non-employees who are covered by our health and safety management system. Contractors are trained on Owens & Minor-specific site rules and safety practices prior to being onsite and conducting work. Contractors are chosen, in part, based on certification or equivalent experience/expertise in certain safety-critical topics (such as electrical safety or fall protection). On average, contractors onsite at an Owens & Minor facility, who would be considered non-employees but covered by our occupational health and safety management system, are less than 20 people per site, or roughly three to five percent of overall site personnel.
Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	All Owens & Minor teammates and non-employees working on site are covered by an occupational health and safety management system.

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Occupational Health and Safety 2018	403-9 Work-related injuries	<p>i. Employee fatalities due to work-related injury - 0</p> <p>ii. Number and rate of high consequence injuries during 2023 (DART) - Rate: 0.61, # of incidents: 146</p> <p>iii. Number and rate of recordable work-related injuries during 2023 (RIR) - Rate: 1.02, # of incidents: 242</p> <p>Non-Employees</p> <p>i. Fatalities due to work-related injury - 0</p> <p>ii. Number and rate of high consequence injuries during 2023 (DART) - 0</p> <p>iii. Number and rate of recordable work-related injuries during 2023 (RIR) - 0</p> <p>Our main type of injury at Owens & Minor is strain/sprain. Hazards are determined by quantitative risk assessment tools. Particular focus areas involve material handling, working around material handling equipment, and machinery. All of the above hazards have contributed to our injuries during 2023. Risks are mitigated by including improvements into the capital plan, behavior-based safety training, and modification of procedures where deemed necessary. Rates have been calculated based on the 200,000-hour (constant) equation.</p> <p>Additional detail concerning our Safety programs may be found in our 2023 ESG Report under the section "Empowering Our Teammates".</p>

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Occupational Health and Safety 2018	403-10 Work-related ill health	<p>In countries where it is required, we have medical teams within our plants that handle teammate health, work-related and non-work-related. During the Covid-19 pandemic, we developed and implemented a robust related response plan, following all protocols recommended by the Centers for Disease Control and Prevention concerning, e.g., education, mask provision, HR-related policies, social-distancing, and hand hygiene requirements.</p> <p>Owens & Minor teammates experienced zero documented general health cases related to the work environment in 2023.</p>
Training and Education 2016	404-1 Average hours of training per year per employee	Owens & Minor teammates logged an average of 6.2 learning hours in Owens & Minor University, our online training platform, in 2023.

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Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	We address these programs in the “Empowering Our Teammates, Developing Our People” section of the 2023 ESG Report. In addition, Owens & Minor offers an array of training courses in "OMU Online" (must have computer access and an Owens & Minor email). In addition, we offer severance pay to teammates whose position is impacted by restructuring or downsizing as well as outplacement services through a third-party provider to include career coaching, resume and professional profile development, job leads, and learning courses through online platforms.
Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	9,849 exempt teammates, or 45%, of total teammate population receive annual performance reviews.
Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	The diversity of our governance bodies and teammates are disclosed in the "Promoting DE&I" section of Empowering Our Teammates in the 2023 ESG Report.
Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Owens & Minor elects not to disclose this information for 2023.
Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Owens & Minor elects not to disclose this information for 2023.
Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Owens & Minor elects not to disclose this information for 2023.
Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Owens & Minor elects not to disclose this information for 2023.
Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Owens & Minor elects not to disclose this information for 2023.

GRI Category	GRI Disclosure	Response
Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Owens & Minor elects not to disclose this information for 2023.
Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Owens & Minor elects not to disclose this information for 2023.
Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Owens & Minor elects not to disclose this information for 2023.
Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Owens & Minor has no operations with significant actual and potential negative impacts on local communities.
Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	All suppliers to Owens & Minor Global Services are screened for social criteria.
Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Owens & Minor elects not to disclose this information for 2023.
Public Policy 2016	415-1 Political contributions	This information is made publicly available through Federal Election Commission Campaign Finance Data in compliance with U.S. law.

GRI Category	GRI Disclosure	Response
Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Owens & Minor assesses the health and safety impacts of products throughout the product lifecycle through documented design controls, risk management files and comprehensive post-market surveillance activities. These activities include periodic cross-functional reviews of customer complaints and in-process exceptions that can be escalated to field action reviews. These processes are documented in the Owens & Minor quality system that complies with U.S. Food and Drug Administration (“FDA”) and international regulations that are subject to annual internal, customer and “ISO”-notified body audits as well as regulatory inspections. The quality system and escalations are reviewed with top management each quarter. See also, 2023 Annual Report, page 7: https://investors.owens-minor.com/financial-information/annual-reports
Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Owens & Minor tracks and trends the results of all internal and external audit findings and shares these trends with all locations as part of our quality system continuous improvement activities. Owens & Minor experienced no incidents of non-compliance concerning the health and safety impacts of products and services.
Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Owens & Minor provides clients with disposable medical supplies and medical devices displaying manufacturer's labeling and/or written instruction regarding safe use, handling, and how to return rental durable medical equipment for processing by the organization.
Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Owens & Minor was not subject to any fines, penalties or warnings resulting from non-compliance with product and service information and labeling.
Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	Owens & Minor experienced no incidents of non-compliance concerning marketing communications in 2023.

GRI Category	GRI Disclosure	Response
Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Owens & Minor experienced no substantiated complaints concerning breaches of customer privacy or losses of customer data in 2023.

SASB: Healthcare Distributors and Medical Equipment & Supplies Industry Disclosures

SASB Category	SASB Disclosure	Response
Fleet Fuel Management	HC-DI-110a.1 - Payload Fuel Economy	Details on Payload Fuel Economy can be found in "Fleet Efficiency" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Fleet Fuel Management	HC-DI-110a.2 - Description of efforts to reduce the environmental impact of logistics	Details on efforts to reduce the environmental impact of logistics can be found throughout the "Promoting Environmental Stewardship" section of the 2023 ESG Report.
Product Safety	HC-DI-250a.1 - Total amount of monetary losses as a result of legal proceedings associated with product safety	Owens & Minor experienced no monetary losses as a result of legal proceedings associated with product safety in 2023.

SASB Category	SASB Disclosure	Response
Product Safety	HC-DI-250a.2 - Description of efforts to minimize health and safety risks of products sold associated with toxicity/chemical safety, high abuse potential, or delivery	The Owens & Minor Product Safety Team works to ensure that we develop products that are safe, compliant, and reliable using well-established risk assessment methods to understand both hazards and potential exposures. All proposed raw materials are screened for hazards and for compliance issues prior to their approval of use. This screening assures that when products are developed and manufactured, that they are safe for their intended end use and that any appropriate information related to the product is disclosed. The Team assesses all raw materials used in our portfolio and monitors the performance of our finished products through post market surveillance. Biocompatibility and sometimes clinical testing are conducted to verify product safety and to demonstrate regulatory compliance for all finished products that are sold for use into the healthcare market.
Product Safety	HC-MS-250a.1 - Number of recalls issued, total units recalled	In compliance with FDA regulations, this information is made publicly available through the FDA website: https://www.fda.gov/medical-devices/medical-device-recalls/2022-medical-device-recalls
Product Safety	HC-MS-250a.2 - List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	In accordance with U.S. regulation concerning MedWatch Safety Alerts, this information is publicly available at: https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program
Product Safety	HC-MS-250a.3 - Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Owens & Minor has no reported deaths from the products we manufacture in 2023
Product Safety	HC-MS-250a.4 - Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Owens & Minor has not been the subject of any FDA seizures, injunctions, or criminal prosecutions/fines in 2023.

SASB Category	SASB Disclosure	Response
Counterfeit Drugs	HC-DI-260a.1 - Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting	Owens & Minor does not manufacture any products subject to the Drug Supply Chain Security Act (“DSCSA”). The medical devices that Owens & Minor manufactures comply with FDA Unique Device Identifier (“UDI”) rules regarding lot traceability in both bar codes and human readable format. For any pharmaceutical regulated under the DSCSA, the Owens & Minor Quality and Operations teams have collaborated to establish processes and systems to facilitate traceability from the manufacturer to our customer. We only purchase these products directly from the manufacturer or an authorized distributor.
Counterfeit Drugs	HC-DI-260a.2 - Discussion of due diligence process to qualify suppliers of drug products and medical equipments and devices	Owens & Minor purchases products for wholesale distribution as required by customer contracts. Owens & Minor screens suppliers using questionnaires and background checks for debarment. We also verify that products are properly registered with the FDA, if required.
Counterfeit Drugs	HC-DI-260a.3 - Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Owens & Minor works closely with medical device and pharmaceutical suppliers to alert customers of product recalls, to include those related to counterfeit products. Owens & Minor has dedicated staff responsible for managing manufacturer recalls for products we distribute to our hospital customers. Depending on the instructions from the manufacturer, Owens & Minor will place all affected product on hold, notify affected customers, and facilitate product returns. These activities are subject to FDA and state inspections.
Product Lifecycle Management	HC-DI-410a.1 - Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Details on strategies to reduce the environmental impact of packaging throughout its lifecycle can be found in "Waste Management" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Product Lifecycle Management	HC-DI-410a.2 - Amount (by weight) of products accepted for take-back and reused, recycled, or donated	Details on products accepted for take-back and reused, recycled, or donated can be found in "Promoting Sustainability by Reconditioning Equipment" in the Promoting Environmental Stewardship section of the 2023 ESG Report.

SASB Category	SASB Disclosure	Response
Product Lifecycle Management	HC-MS-410a.1 Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Our Product Safety team works to ensure that we develop products that are safe, compliant, and reliable using well-established risk assessment methods to understand both hazards and potential exposures. All proposed raw materials are screened for hazards and compliance issues prior to approval of use. This screening assures that when products are developed and manufactured that they are safe for their intended end use and that any appropriate information related to the product is disclosed. The team assesses all raw materials used in our portfolio and monitors the performance of our finished products through post market surveillance. Biocompatibility and sometimes clinical testing are conducted to verify product safety and to demonstrate regulatory compliance for all finished products that are sold for use into the healthcare market.
Product Lifecycle Management	HC-MS-410a.1 - Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Details on products accepted for take-back and reused, recycled, or donated can be found in "Promoting Sustainability by Reconditioning Equipment" in the Promoting Environmental Stewardship section of the 2023 ESG Report.
Business Ethics	HC-DI-510a.1 - Description of efforts to minimize conflicts of interest and unethical business practices	Code of Honor training is an annual requirement which allows teammates to disclose any conflicts of interest as part of an annual attestation.
Business Ethics	HC-DI-510a.2 - Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	Owens & Minor experienced no monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices in 2023.
Business Ethics	HC-MS-510a.1 - Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Owens & Minor experienced no monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices in 2023.

SASB Category	SASB Disclosure	Response
Business Ethics	HC-MS-510a.2 - Description of Code of Ethics governing interactions with health care professionals	<p>Owens & Minor is committed to compliance with the U.S. healthcare laws and regulations that govern our interactions with healthcare professionals (“HCPs”). Our compliance with these laws and regulations reflects our commitment to patients, healthcare professionals, institutions and the government. Healthcare laws are complicated and are very different from other industries; what might be permissible in a non-healthcare environment may be impermissible for a manufacturer, distributor and healthcare solutions Company such as O&M. Violations of federal and state healthcare laws and regulations could subject the Company and its customers to potential criminal sanctions, civil penalties, administrative sanctions, and potentially including debarment (i.e., disqualification from doing business directly or indirectly with government healthcare programs). Our overarching goal is to protect the Company and our business partners while ensuring that we do not improperly influence any HCP’s purchasing, prescribing or treatment decisions. Owens & Minor maintains policies intended to ensure our continued compliance with healthcare laws and designed to align with the AdvaMed Code of Ethics on Interactions with Health Care Professionals (“AdvaMed Code”), which is meant to facilitate ethical interactions between our industry and HCPs.</p>
Affordability & Pricing	HC-MS-240a.1 - Ratio of weighted average rate of net price increases (for all products) to the annual increase in the US Consumer Price Index	Owens & Minor elects not to disclose this information for 2023.
Affordability & Pricing	HC-MS-240a.2 - Description of how price information for each product is disclosed to customers or to their agents	Owens & Minor elects not to disclose this information for 2023.

SASB Category	SASB Disclosure	Response
Ethical Marketing	HC-MS-270a.1 - Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Owens & Minor experienced no monetary losses as a result of legal proceedings associated with false marketing claims in 2023.
Ethical Marketing	HC-MS-270a.2 - Description of the code of ethics governing promotion of off-label use of products	Owens & Minor elects not to disclose this information for 2023.
Supply Chain Management	HC-MS-430a.1 - Percentage of (1) entity's facilities and (2) Tier 1 supplier's facilities participating in third-party audit programs for manufacturing and product quality	All Owens & Minor manufacturing facilities are audited by notified bodies to maintain Quality System ISO certification (ISO 13485 and/or 9001). These audits include selected regional business and design centers that support the manufacturing facilities. Our supplier management program designates suppliers into multiple risk-based tiers. The highest risk suppliers are periodically audited either directly by Owens & Minor or a notified body.
Supply Chain Management	HC-MS-430a.2 - Description of efforts to maintain traceability within the distribution chain	Owens & Minor does not manufacture any products subject to the DSCSA. The medical devices that Owens & Minor manufactures comply with FDA UDI rules regarding lot traceability in both bar codes and human readable format.