

## GRI Content Index

<b>Statement of use</b>	Owens & Minor has reported the information cited in this GRI content index for the period January 1, 2021 - December 31, 2021 with reference to the GRI Standards for General Disclosure.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Who We Are, pp 5-6
	2-2 Entities included in the organization's sustainability reporting	Who We Are, pp 5-6
	2-3 Reporting period, frequency and contact point	January 1, 2021 - December 31, 2021, Annual Report. <i>POC TBD</i>
	2-4 Restatements of information	n/a
	2-5 External assurance	External assurance is not currently obtained for the Company's sustainability reporting. If required in the future, the Board of Directors and Executive Management will engage an independent third party to conduct such assurance.
	2-6 Activities, value chain and other business relationships	2021 Annual Report, Form 10-K
	2-7 Employees	Who We Are, pp 6
	2-8 Workers who are not employees	Information Not Available
	2-9 Governance structure and composition	Proxy, <a href="https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4">https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4</a>
	2-10 Nomination and selection of the highest governance body	[Governance and Nominating Committee], <a href="https://investors.owens-minor.com/static-files/2133effc-ee08-4d1b-a529-80e992ad4eac">https://investors.owens-minor.com/static-files/2133effc-ee08-4d1b-a529-80e992ad4eac</a>
	2-11 Chair of the highest governance body	Mark Beck, <a href="https://investors.owens-minor.com/corporate-governance/committee-composition">https://investors.owens-minor.com/corporate-governance/committee-composition</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy, <a href="https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4">https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4</a>

2-13 Delegation of responsibility for managing impacts	Proxy, <a href="https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4">https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4</a>
2-14 Role of the highest governance body in sustainability reporting	[Governance and Nominating Committee], <a href="https://investors.owens-minor.com/corporate-governance/committee-composition">https://investors.owens-minor.com/corporate-governance/committee-composition</a>
2-15 Conflicts of interest	See p. 53 (“Certain Relationships and Transactions”) in the proxy statement and refer to our Code of Honor which addresses conflicts of interest. pp. 24 & 25 in the Proxy for stock ownership. O&M does not engage in related party transactions. Proxy, <a href="https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4">https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4</a>
2-16 Communication of critical concerns	Proxy, <a href="https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4">https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4</a>
2-17 Collective knowledge of the highest governance body	p. 16, Proxy, <a href="https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4">https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4</a>
2-18 Evaluation of the performance of the highest governance body	Our People & Culture Committee, <a href="https://investors.owens-minor.com/static-files/83231489-acbc-4eb9-a393-21b38c9cd98a">https://investors.owens-minor.com/static-files/83231489-acbc-4eb9-a393-21b38c9cd98a</a>
2-19 Remuneration policies	Proxy, <a href="https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4">https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4</a>
2-20 Process to determine remuneration	Proxy, <a href="https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4">https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4</a>
2-21 Annual total compensation ratio	Proxy, pp [50] <a href="https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4">https://investors.owens-minor.com/static-files/4a620965-c38b-4e12-ac46-b09ddfe46ee4</a>
2-22 Statement on sustainable development strategy	Corporate Social Responsibility Policy, <a href="https://compliance.owens-minor.com/docs/OM%20Corporate%20Responsibility.pdf">https://compliance.owens-minor.com/docs/OM%20Corporate%20Responsibility.pdf</a>
2-25 Processes to remediate negative impacts	Corporate Social Responsibility Policy, <a href="https://compliance.owens-minor.com/docs/OM%20Corporate%20Responsibility.pdf">https://compliance.owens-minor.com/docs/OM%20Corporate%20Responsibility.pdf</a>
2-26 Mechanisms for seeking advice and raising concerns	Ethics & Compliance Hotline, <a href="https://secure.ethicspoint.com/domain/media/en/gui/2584/index.html">https://secure.ethicspoint.com/domain/media/en/gui/2584/index.html</a>
2-27 Compliance with laws and regulations	Corporate Social Responsibility Policy, <a href="https://compliance.owens-minor.com/docs/OM%20Corporate%20Responsibility.pdf">https://compliance.owens-minor.com/docs/OM%20Corporate%20Responsibility.pdf</a>

	2-28 Membership associations	<ol style="list-style-type: none"> <li>1. American Association for Homecare (AA Homecare)</li> <li>2. Association for the Advancement of Medical Instrumentation</li> <li>3. Association for Health Care Resource &amp; Materials Management (AHRMM, part of the American Hospital Association)</li> <li>4. Association of perioperative Registered Nurses (AORN)</li> <li>5. Federation of American Hospitals (FAH)</li> <li>6. GS1 US-Healthcare</li> <li>7. Health Industry Distributors Association (HIDA)</li> <li>8. HIDA Foundation</li> <li>9. National Minority Supplier Development Council (NMSDC)</li> <li>10. Healthcare Supplier Diversity Alliance (HSDA)</li> <li>11. Association of National Account Executives (ANAE)</li> <li>12. Strategic Marketplace Initiative (SMI)</li> <li>13. Professional Women in Healthcare (PWH)</li> <li>14. Healthcare Sterile Processing Association (HSPA)</li> <li>15. Institute of Healthcare Executives and Suppliers (IHES)</li> <li>16. United Ostomy Association of America (UOAA)</li> <li>17. WOCN Society (Wound, Ostomy, Continence Nursing)</li> <li>18. Health Industry Education Foundation (HEF)</li> <li>19. The International Association of Healthcare Central Service Healthcare Sterile Processing Association (HSPA)</li> <li>20. Virginia Chamber of Commerce.</li> <li>21. US Chamber of Commerce</li> </ol>
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, pp 9
	2-30 Collective bargaining agreements	No collective bargaining agreements in place
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Developed with consultation from Ernst & Young consulting and with input from Executive Leadership and critical relevant stakeholders from leadership positions of all relevant aspects of organization
	3-2 List of material topics	Our ESG Framework, pp 7
	3-3 Management of material topics	Our ESG Framework, pp 7-8
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	COGS - \$8,272,086,000, Net Revenue, \$9,785,315,000 <a href="https://investors.owens-minor.com/static-files/0e489dd6-3429-47d2-a2a1-c7cdd3d7e81d">https://investors.owens-minor.com/static-files/0e489dd6-3429-47d2-a2a1-c7cdd3d7e81d</a>

	201-2 Financial implications and other risks and opportunities due to climate change	10K, pp 20
	201-3 Defined benefit plan obligations and other retirement plans	10K, pp 61
	201-4 Financial assistance received from government	10K, pp23
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	0
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance, pp [xx-xx]
	205-3 Confirmed incidents of corruption and actions taken	0
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Note 14, 10-K, <a href="https://investors.owens-minor.com/static-files/0e489dd6-3429-47d2-a2a1-c7cdd3d7e81d">https://investors.owens-minor.com/static-files/0e489dd6-3429-47d2-a2a1-c7cdd3d7e81d</a>
	207-2 Tax governance, control, and risk management	Note 14, 10-K, <a href="https://investors.owens-minor.com/static-files/0e489dd6-3429-47d2-a2a1-c7cdd3d7e81d">https://investors.owens-minor.com/static-files/0e489dd6-3429-47d2-a2a1-c7cdd3d7e81d</a>
	207-3 Stakeholder engagement and management of concerns related to tax	Note 14, 10-K, <a href="https://investors.owens-minor.com/static-files/0e489dd6-3429-47d2-a2a1-c7cdd3d7e81d">https://investors.owens-minor.com/static-files/0e489dd6-3429-47d2-a2a1-c7cdd3d7e81d</a>
	207-4 Country-by-country reporting	Information currently unavailable
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Information currently unavailable
	301-2 Recycled input materials used	Our Sterilization Wrap manufacturing recaptures over 50% of scrap generated during manufacturing and re-processes the material for re-introduction into input material. The remainder is sold to recycling remanufacturers
	301-3 Reclaimed products and their packaging materials	Product Design & Lifecycle Management
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy Efficiency & Fleet Management, pp 11-14

	302-2 Energy consumption outside of the organization	Owens & Minor currently leverages the services of numerous 3rd Party Freight & Logistics suppliers. The organization is currently working to defray and consolidate the data associated with its distribution footprint
	302-3 Energy intensity	Energy Efficiency & Fleet Management, pp 11-14
	302-4 Reduction of energy consumption	Energy Efficiency & Fleet Management, pp 11-14
	302-5 Reductions in energy requirements of products and services	Energy Efficiency & Fleet Management, pp 11-14
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Inventory in progress, Energy Efficiency & Fleet Management, pp 11-14
	305-2 Energy indirect (Scope 2) GHG emissions	Inventory in progress, Energy Efficiency & Fleet Management, pp 11-14
	305-3 Other indirect (Scope 3) GHG emissions	Owens & Minor is currently developing policy & management to undertake an inventory of Scope 3 emissions sources and aims to deliver content on this topic in the next ESG Report. Outgoing freight emissions reported in Fleet Efficiency, pp 11-14
	305-4 GHG emissions intensity	Incomplete data, measurement initiative underway with multi-year timeline for completion, pp 11-14
	305-5 Reduction of GHG emissions	Energy Efficiency, pp 11-14
	305-6 Emissions of ozone-depleting substances (ODS)	Inventory in progress
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Two manufacturing facilities (in the US & Thailand) are required to track NOx & SOx and remain in consistent compliance
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Water & Waste Management, pp 15
	306-2 Management of significant waste-related impacts	Water & Waste Management, pp 15
	306-3 Waste generated	80% of distribution centers in United States have waste managed by New Market. 2 manufacturing sites operate at 95% recycling, remainder of facilities undergoing inventory & data quality reviews
	306-4 Waste diverted from disposal	3376 Tons from DCs, 10906 tons from Manufacturing (partial data, reasonable estimate of 85%+ inventory in progress)
	306-5 Waste directed to disposal	3216 Tons from DCs, 619 tons from Manufacturing ((partial data, reasonable assumption of 85%+ inventory in progress)

<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Hires & Promotions, pp 31
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	All legacy OMI benefits are provided to full-time or part-time plus (30 hours or over), we do not provide benefits to part-time or temporary.
	401-3 Parental leave	Effective January 1, 2022, teammates who experience the birth or adoption of a child may now take up to 3 weeks of parental leave in one-week increments. The 3 weeks of parental leave must be taken within one year of the birth or adoption of the child, and only applies to births or adoptions after January 1, 2022. 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.
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Health & Safety, pp 32-34
	403-2 Hazard identification, risk assessment, and incident investigation	Health & Safety, pp 32-34
	403-3 Occupational health services	Health & Safety, pp 32-34
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health & Safety, pp 32-34
	403-5 Worker training on occupational health and safety	Health & Safety, pp 32-34
	403-6 Promotion of worker health	Health & Safety, pp 30, 32-34
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety, pp 32-34
	403-8 Workers covered by an occupational health and safety management system	Health & Safety, pp 32-34]
	403-9 Work-related injuries	Health & Safety, pp 32-34

	404-1 Average hours of training per year per employee	Information currently unavailable
<b>GRI 404: Training and Education 2016</b>	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management, pp 31
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Management, pp 31
	405-1 Diversity of governance bodies and employees	Diversity and Inclusion, pp 35
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-2 Ratio of basic salary and remuneration of women to men	Information unavailable
	406-1 Incidents of discrimination and corrective actions taken	Total Cases of Discrimination: 30 Substantiated Cases: 9 Corrective Action Taken on Those 9 Cases: 100%
<b>GRI 406: Non-discrimination 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Social Compliance Standards, <a href="https://compliance.owens-minor.com/docs/Owens%20Minor%20Supplier%20Social%20Compliance%20Standards.pdf">https://compliance.owens-minor.com/docs/Owens%20Minor%20Supplier%20Social%20Compliance%20Standards.pdf</a>
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	0
<b>GRI 408: Child Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Social Compliance Standards, <a href="https://compliance.owens-minor.com/docs/Owens%20Minor%20Supplier%20Social%20Compliance%20Standards.pdf">https://compliance.owens-minor.com/docs/Owens%20Minor%20Supplier%20Social%20Compliance%20Standards.pdf</a>
<b>GRI 409: Forced or Compulsory Labor 2016</b>	410-1 Security personnel trained in human rights policies or procedures	0
<b>GRI 410: Security Practices 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	0
<b>GRI 411: Rights of Indigenous</b>	413-1 Operations with local community engagement, impact	Community Engagement, pp 17-18

<b>Peoples 2016</b>	assessments, and development programs	
<b>GRI 413: Local Communities 2016</b>	413-2 Operations with significant actual and potential negative impacts on local communities	n/a
	414-1 New suppliers that were screened using social criteria	100%
<b>GRI 414: Supplier Social Assessment 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	Each supplier is requested to complete a social compliance /conflict miners Questionnaire as part of the Approval process, within that process Suppliers are required to declare that the information is true and accurate. If we discover or become aware of unacceptable practices we change supplier and cease Purchasing with the unacceptable supplier.
	415-1 Political contributions	<a href="https://www.fec.gov/data/committee/C00769810/">https://www.fec.gov/data/committee/C00769810/</a>
<b>GRI 415: Public Policy 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality & Safety, pp 19-21
<b>GRI 416: Customer Health and Safety 2016</b>	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	0
	417-1 Requirements for product and service information and labeling	Product Quality & Safety, pp 19-21
<b>GRI 417: Marketing and Labeling 2016</b>	417-2 Incidents of non-compliance concerning product and service information and labeling	0
	417-3 Incidents of non-compliance concerning marketing communications	0
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	0



## SASB: Healthcare Distributors Industry Guidance

Topic	Accounting Metric	Unit of Measure	Code	Reference or Description
Fleet Fuel Management	Payload Fuel Economy	Gallons, Tons, Miles	HC-DI-110a.1	Fleet Efficiency, pp 14
	Description of efforts to reduce the environmental impact of logistics	n/a	HC-DI-110a.2	Fleet Efficiency, pp 11-14
Product Safety	Total amount of monetary losses as a result of legal proceedings associated with product safety	Dollars	HC-DI-250a.1	Owens & Minor incurred no monetary losses as a result of legal proceedings associated with product safety
	Description of efforts to minimize health and safety risks of products sold associated with toxicity/chemical safety, high abuse potential, or delivery	n/a	HC-DI-250a.2	Product Quality & Safety, pp 19
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting	n/a	HC-DI-260a.1	Owens & Minor does not distribute pharmaceutical drugs as an aspect of operations and therefore, responses to this category are omitted
	Discussion of due diligence process to qualify suppliers of drug products and medical equipments and devices	n/a	HC-DI-260a.2	Owens & Minor does not distribute pharmaceutical drugs as an aspect of operations and therefore, responses to this category are omitted
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	n/a	HC-DI-260a.3	Owens & Minor does not distribute pharmaceutical drugs as an aspect of operations and therefore, responses to this category are omitted

Product Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	n/a	HC-DI-410a.1	Product Design & Lifecycle Management, pp 16
	Amount (by weight) of products accepted for take-back and reused, recycled, or donated	Metric Tons	HC-DI-410a.2	Product Design & Lifecycle Management, pp 16
Business Ethics	Description of efforts to minimize conflicts of interest and unethical business practices	n/a	HC-DI-510a.1	Ethics & Compliance, pp 22-27
	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	Dollars	HC-DI-510a.2	Owens & Minor incurred no monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices