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Since our founding, Owens & Minor has been serving the healthcare system, in alignment with our Mission of Empowering our Customers to Advance Healthcare™. Through our technology, products, and service offerings, we deliver significant and sustained value across the breadth of the industry – from acute care to patients in their home.

At Owens & Minor, we have continued to innovate over time to meet the evolving needs of the healthcare market and our commitment to serving our customers has resulted in steady growth for our business. As a business aligned to our IDEAL Values (Integrity, Development, Excellence, Accountability, and Listening) that benefits our customers, Teammates, communities, and stakeholders, we are committed to our journey to further develop and implement our ESG strategy across the business to drive long-term value.

We believe that the future of healthcare depends on healthcare providers being able to focus on the needs of our communities. We view our Mission of Empowering our Customers to Advance Healthcare™ as a business aligned to our IDEAL Values framework: (1) Integrity, (2) Development, (3) Excellence, (4) Accountability, and (5) Listening.

Our priorities for the 2021-2023 planning cycle are: (1) Empowering our Teammates, (2) Caring for our customers and communities, (3) Operating responsibly, and (4) Prioritizing, and managing the ESG impacts created within our operations. In 2020, we started the journey by building a formal ESG program. Our team has embraced this with enthusiasm, and I am proud of the progress we have made, including:

- Identifying our priority ESG topics
- Developing an ESG strategy and focus areas
- Developing an ESG governance and accountability structure, including a team dedicated to implementing our ESG strategy
- Continuing to support the care continuum, delivering solutions to empower healthcare, and strengthening our communities

We are responsible for our actions and results; we act with the highest standards of ethics and honor the commitments made to our stakeholders.

Edward A. Pesicka
WHOM WE ARE

OUR BUSINESS

We are a healthcare solutions provider, offering an integrated set of technologies, products, and services to healthcare providers, manufacturers, and patients. Our vast medical distribution platform along with a strong portfolio of proprietary products and exciting solutions in our patient direct business support the healthcare value chain from acute care to hospitals to patient care in the home.

Our enterprise-wide offerings are designed to navigate a rapidly changing healthcare environment while enhancing our customers’ experience along the continuum of care. As healthcare continues to evolve, we are prepared to address the current and future needs of our customers through our differentiators:

- We manage the materials, design, strict quality standards, and product specifications in our own facilities with our own Teammates.

OUR OFFERINGS INCLUDE PRODUCTS AND SOLUTIONS IN FOUR CRITICAL ASPECTS OF HEALTHCARE SUPPLY CHAIN:

PRODUCTS

Through our standard-setting HALYARD*, MediChoice®, and Medical Action® brands, our vertically integrated business produces our own non-woven rolled goods and manufactures medical equipment used every day in hospitals and medical clinics, including medical exam gloves, personal protective equipment such as facial protection and protective apparel, patient gowns, surgical drapes, and more.

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ABOUT THIS REPORT

REPORT BOUNDARIES
This report covers calendar year 2020. Some initiatives or targets that were launched during early 2021 are also included in this report to provide up-to-date information for our stake- holders. We intend to report on ESG topics annually. This report covers Owens & Minor’s ESG efforts across our company, including our subsidiaries.

REPORTING GUIDELINES AND CONTENT
We prepared this report leveraging the Global Reporting Initiative (GRI) Sustainability Reporting Standards framework and the Sustainability Accounting Standards Board (SASB) Healthcare Industry (“SASB”) guidance. GRI and SASB indexes can be found in the Appendix of the report. While this is our inaugural report, we are proud of our ESG focused initiatives that have been ongoing for years. We recognize we are at the beginning of our ESG journey, and continue to improve the quality of our disclosures on ESG to provide a deeper understanding of our performance to our stakeholders.

We take seriously the views of all our stakeholders. The topics covered in this report were defined based on the ESG priorities identified through our ESG materiality assessment that was performed in early 2021, which has defined our ESG framework. More information may be found in the “Our ESG priorities section” on pages 10-11.

REPORTING UNCERTAINTIES

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. 

DISCLAIMER
When we use the terms “Owens & Minor, Inc,” “O&M,” “we,” “us,” “our,” and the “Company,” we mean Owens & Minor, 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 terms “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 and Owens & Minor’s website 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, and technologies, and ESG metrics as a result of its initiatives and programs, as well as any other statements that are not related to past results or that are not purely historical, constitute forward looking statements. Forward looking statements involve known and unknown risks and uncertainties that may cause actual results in future periods to differ materially from those projected or contemplated in the forward looking statements.
We believe in a future of sustainable and effective healthcare, and every day, our healthcare solutions in manufacturing, distribution, and services empower clinicians, researchers, and hospitals to continuously improve our offerings. While we are dedicated to improving the impacts from every aspect of our business, and we are committed to doing our part to identify and address ESG in our products, our operations, and our entire value chain.

**OUR ESG PRIORITIES**

In early 2021, we performed an ESG materiality assessment to identify and prioritize ESG topics that are most relevant to our business and stakeholders by conducting research, benchmarking and leveraging internal ESG reporting frameworks (e.g., The Sustainability Accounting Board (SASB), the Global Reporting Initiative (GRI)).

Prior to executing the ESG materiality assessment, we identified the topics that could be potentially relevant to our business and stakeholders by conducting research, benchmarking and leveraging internal ESG reporting frameworks (e.g., The Sustainability Accounting Board (SASB), the Global Reporting Initiative (GRI)).

We engaged with representatives across the business and executive leadership to obtain their perspectives on the relative importance of these ESG topics. We then prioritized the topics that are most significant to Owens & Minor. The results (shown below) were used to define the basis of our ESG program and to establish the value proposition and accompany outcomes of our ESG framework.

We recognize that ESG materiality assessments should be updated on a regular basis to reflect changing trends, business impacts and stakeholder priorities. We plan on updating our ESG materiality assessment process to incorporate additional external stakeholder engagement and current market trends.

**INTEGRATING ESG INTO OUR BUSINESS**

Our ESG framework forms the basis of our ESG program, integrating the ESG priorities identified in our materiality assessment into our operations and overall business strategies. To define our framework, we conducted a number of “visioning” sessions with a cross-functional team, with diverse expertise and responsibilities, including representatives from Investor Relations, Human Resource, Supply Chain, Community Engagement, Environmental, Legal, Ethics and Compliance, and Health and Safety. This team will be led by the executive leadership, with oversight and final approval by the Governance and Nominating Committee (GNC). To help formalize this oversight, the charter for the GNC was amended in 2021 and the ESG team will continue providing regular updates to the Board on the progress of implementing the ESG strategy.

Our ESG framework is grounded in our Mission statement, undertaking how our environmental, social and governance-related efforts are firmly rooted in our culture, value proposition, and values. This overarching message is supported by our four focus areas: Empowering Our Customers, To Advance Healthcare™, Empowering Our Teammates, Thrive, and Delivering for Our Communities, Thrive. Our values are informed by our four focus areas, and the outcomes we hope to achieve by our efforts and encompassing the impact areas identified in our materiality assessment.

**OUR ESG FRAMEWORK**

**Empowering Our Customers**

Empowering Our Customers To Advance Healthcare™

**Empowering Our Teammates**

Foster an empowering, safe and inclusive work environment where all Teammates can thrive.

**Caring for Our Communities**

Deliver superior and easily accessible care for our customers and the communities we support.

**Operating Responsibly**

Deteriorate sound governance, accountability, and responsible sourcing.

**Ensuring Environmental Stewardship**

Minimize the impact of our operations on the environment.

**O&M’S ESG MATERIALITY RESULTS (PRIORITY OF ESG TOPICS)**

<table>
<thead>
<tr>
<th>Priority</th>
<th>Key ESG Topic</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Important</td>
<td>G – Regulatory compliance</td>
<td>Access and affordability of solutions, sustainability initiatives, supply chain risk management, and human rights</td>
</tr>
<tr>
<td>Important</td>
<td>E – Environmental stewardship</td>
<td>Energy efficiency, waste management, and water management</td>
</tr>
<tr>
<td>IMPACT</td>
<td>G – Customized healthcare solutions</td>
<td>Health and safety, risk management, and responsible supply chain management</td>
</tr>
<tr>
<td>IMPACT</td>
<td>S – Product design and lifecycle</td>
<td>Environmental stewardship, energy efficiency, and green practices</td>
</tr>
<tr>
<td>IMPACT</td>
<td>S – Responsible supply chain</td>
<td>Responsible supply chain management, ethics, and responsible governance</td>
</tr>
</tbody>
</table>

**STAKEHOLDER ENGAGEMENT**

Our stakeholders are a consideration in every part of our business, and we stay connected with customers, investors, vendors, distributors, agents, and other key stakeholders. To ensure meaningful stakeholder engagement and account for changing priorities, we are committed to having effective ongoing dialogue with our key stakeholders, including customers, investors, vendors, partners, communities, Teammates, and other stakeholders through a variety of engagement methods, including surveys, investor meetings, conferences, and townhalls.

**Key Stakeholders**

<table>
<thead>
<tr>
<th>Category</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customers</td>
<td>Customer resources lab on corporate website, direct communications with customers</td>
</tr>
<tr>
<td>Communities</td>
<td>Local volunteering opportunities, team communications with communities, corporate website disclosures</td>
</tr>
<tr>
<td>Teammates</td>
<td>Teammate engagement survey, Intranet - Featured News, Quarterly team ball meetings, monthly community volunteering</td>
</tr>
<tr>
<td>Government / Regulators</td>
<td>Annual shareholder meeting, investor relations, quarterly conference calls, investor meetings, conferences, and townhalls</td>
</tr>
<tr>
<td>Vendors</td>
<td>Regular communication and business reviews with vendors, adhering to the Vendor Code of Conduct</td>
</tr>
</tbody>
</table>
EMPOWERING OUR TEAMMATES

Teammates are at the heart of our organization. We believe in creating an environment focused on the health, safety, and well-being of our Teammates and aim to provide tools and resources needed for their personal well-being and professional development.

We strive to create an environment where our Teammates feel valued, included, and heard. We believe that diverse and inclusive teams are essential to broaden perspectives and ignite creativity and innovation in our business. Our Teammates are empowered to help lead us on this journey to create a culture where everyone can be their authentic self at Owens & Minor.

Foster an empowering, safe, and inclusive work environment where all Teammates can thrive.

TALENT MANAGEMENT

Owens & Minor is committed to supporting the growth and development of its Teammates. We are continually focused on developing, retaining and attracting top talent, and we recognize that continuous improvement is a key component to building a high-performing organization.

Our Talent Center of Excellence (O&M Talent Management Programs in partnership with Human Resource leaders in each business unit). The Talent Center of Excellence team reports to the Chief Human Resources Officer who provides regular updates to our Board of Directors.

We integrate continuous improvement into our Talent Management Programs, which includes effectiveness surveys to clients and participants, and structured open feedback. This feedback is evaluated during and after the process. These inputs can be incorporated into the Talent Management Programs. Additionally, we have a goal to conduct Teammate engagement surveys every 18 months to obtain feedback which can be used to improve existing programs and improve future projects.

Owens & Minor is committed to providing support to our Teammates as they grow and develop within our company. Our Total Rewards Program focuses on well-being initiatives for our Teammates. Key aspects of our program include:

TEAMMATE WELL-BEING

To help manage their health and well-being, Owens & Minor offers comprehensive benefits to all its Teammates.

For example, for our Teammates in the U.S., some of our benefits include:

Health and well-being benefits:
- Medical coverage, including prescription drug coverage, free in-network preventive care, cost sharing for non-preventive care, out-of-pocket maximums
- Supplemental medical coverage that provides cash payments in the event of significant unexpected medical expenses
- 365+ HUB, a benefit that provides one-on-one support to help Teammates improve the quality and cost of care
- Dental and vision coverage
- Wellness resources to help Teammates manage and maintain health
- Health savings and spending accounts
- Life and accident insurance
- Disability insurance

Financial benefits:
- 401(k) retirement plan that matches Teammate contributions at 100%, up to 4% of earnings and an additional 4% opportunity for an annual discretionary contribution
- Teammate Stock Purchase Plan
- Healthcare savings plan
- Tuition reimbursement for job-related courses
- Advisory resources to help Teammates manage their savings and investments

Additional benefits:
- Paid time off plan
- Paid parental leave for family bonding after the birth of a child
- “Giving Back Day,” which provides Teammates one day per year where they can participate in a local charity event or community-based program

Globally, each country has a market-competitive suite of health, wellness and financial benefits.
COVID-19: As a vital component to the healthcare supply chain, Owens & Minor manufacturing facilities and distribution centers remained operational throughout the pandemic. Our Teammates around the world responded selflessly to the pandemic and worked tirelessly to manufacture and distribute healthcare products. During these trying times, the Company provided additional paid time-off along with COVID stipends to our front-line workers. In addition, emergency pay was granted to Teammates who were required to quarantine during the pandemic and telemedicine was offered at no cost to our Teammates.

SUPPORTING OUR TEAMMATES

Honduras: For our Honduran Teammates who suffered a devastating hurricane this past year, we provided additional compensation, beds, and household items to lessen the severity of the impact. In 2020, during the month of November, the country of Honduras experienced two consecutive hurricanes (ETA and IOTA) resulting in massive flooding in the region surrounding our manufacturing plant. Over 670 of our Teammates were affected by the flooding, with many losing all their personal property. Owens & Minor supported Teammates by providing food baskets, mattresses, linens and gift cards for new clothes. Additionally, medical camps were set up to treat families affected by illness and disease following the storms.

TRAINING AND DEVELOPMENT

We are focused on creating a work environment that provides growth opportunities for our Teammates to develop new skills and hone existing skills to support their personal and professional development. As part of this commitment, we offer Teammates a variety of eLearning training modules and virtual instructor-led trainings. We are also investing in our learning and development platform, enabling one learning management system for our Teammates globally. As a response to the global pandemic, we increased the number of virtual instructor-led training courses to enable our Teammates to continue enhancing their skill sets in a virtual environment. In 2020 there were 12,000 learning modules completed, an increase of over 9% from 2019.

HEALTH AND SAFETY

The safety of our Teammates is paramount for us. We are committed to providing a work environment that empowers all Teammates to make safe choices and live work safely each day.

In 2020, we formed a cross-functional Global Safety & Risk Council bringing together all Owens & Minor business units, including Risk Management, Safety Leadership, Security, Quality, and Human Resources. The Council’s purpose is to share best practices, align and implement standard practices, standardize compliance procedures, and strengthen our safety culture through collaboration.

Across our manufacturing and distribution center operations, our Safety Management System (SMS) standards safety procedures and improves performance. The foundation of our SMS is leadership commitment and support that empowers the organization to make safety a top priority. We continuously assess the health and safety risks our Teammates face in their jobs, and work to mitigate those risks using our SMS through job hazard assessments, behavior-based safety protocols, Teammate engagement programs, and internal safety inspections. A few examples of how our SMS creates a culture of safety include:

• Training and Standard Operating Procedures: We have Training and Standard Operating Procedures in place to mitigate risks identified in our job hazard assessments and to comply with applicable laws, rules, and regulations. In addition, we provide routine safety training to our Teammates, which includes formal onboard training for new hires with an in-depth overview of our safety culture and practices.

• Teammate engagement programs: Each manufacturing and distribution site has a Safety Committee where Teammates are provided access to management system elements (e.g., behavior-based safety database), participate in the development, implementation and continuous improvement of all safety management systems. Teammates act as conduits for sharing information related to safety practices and improvements.

• Measuring performance: We regularly measure indicators and lagging indicators and develop action plans for improvement based on the results. Leading indicators include health and safety Key Performance Indicators (KPIs), lagging indicators include recorded incidents, Days Away Restricted or Transferred (DART) incidents, and incident rates.

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SAFETY INITIATIVES AND ACHIEVEMENTS ACROSS GLOBAL PRODUCTS:

- In the last twenty-four months, eight of our nine manufacturing sites received our “Crystal Eagle” Excellence Safety Awards for operating safely, recordable injury-free for 365 days.
- Achieved and beat our goal of 50% reduction of recordable incident rate over 2019, with a 53% reduction.
- Teammates and supervisors meet annually to sign a joint commitment prioritizing their safety and the safety of their fellow Teammates.

SAFETY INITIATIVES AND ACHIEVEMENTS ACROSS DISTRIBUTIONS:

- In 2020, 17 sites achieved incident-free status, two sites achieved two years of incident-free status, and one site achieved four years of incident-free status.
- Achieved a 35% reduction in recordable incident rate and a 57% reduction in DART incidents from 2019.
- 100% of distribution sites participated in the annual Occupational Safety and Health Administration’s National Safe + Sound week, a nationwide event held each August that recognizes the successes of workplace health and safety programs and offers information and ideas on how to keep Teammates safe.
- Implemented Safe Catch programs providing daily opportunities to encourage Teammates to recognize each other for working safely. Safe Catches are the result of a Teammate initiative to resolve potential unsafe conditions or behaviors to prevent an incident.

SAFETY INCIDENTS ACROSS ALL OUR BUSINESS UNITS as of December 31, 2020:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total number of incidents</th>
<th>Total recordable incident rates (TRIR)</th>
<th>Days away from work, days of restricted work, and/or days of job transfer (DART)</th>
<th>DART Rates</th>
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<tbody>
<tr>
<td>2017</td>
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<tr>
<td>2018</td>
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DIVERSITY AND INCLUSION

We are committed to fostering an empowering work environment that enables our Teammates to thrive. Diversity and inclusion are a critical part of fulfilling our IDEAL Values—Integrity, Development, Equality, Accountability, and Inclusion—which is why we embed diversity and inclusion into our recruitment practices.

We partner with HBCUs to increase visibility of Owens & Minor’s hiring opportunities for students and alumni through networking events, career development workshops, internships, and career fairs. We provided grant funding for students focused on resume writing and building interview skills. These schools include Virginia Union University, Howard University, Hampton University, Clark Atlanta University, and Virginia State University.

In addition, we are a proud military employer of choice and we partner with multiple military and veteran organizations to provide open opportunities for dialogue.

To execute on our commitment, our Diversity and Inclusion (D&I) Steering Committee oversees and supports our diversity and inclusion strategy and initiatives. The Committee is composed of our Talent Management, Learning & Talent Development, and Teammate and Community Engagement teams, and reports to our Chief Human Resources Officer and Chief Operating Officer. The committee is responsible for the development and management of Teammate resource groups, D&I metrics, and communications and works in conjunction with the Executive committee (CHRO and COO) for D&I. The committee provides support to our Talent Management, Learning & Talent Development, and Teammate and Community Engagement teams, and reports to our Chief Human Resources Officer and Chief Operating Officer.

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In 2020, we created Teammate Resource Groups (TRGs), which provide resources and support for underrepresented identity groups to improve innovation, promote belonging, increase team alignment, and boost engagement. TRGs are overseen by our Diversity and Inclusion Steering Committee to ensure their voices and messages are elevated throughout the company. We have approximately 350 TRGs participating as members or allies, and our TRGs continue to lead initiatives that foster change and work toward creating a more inclusive work environment.

In response to the events highlighting racial injustice, our Black Heritage, Outreach, Mentorship, and Enrichment TRG sponsored company-wide “Voice Forums,” which brought together African American leaders and employees to share their life experiences involving racial injustice and racism and its opportunities to unite as a community to drive change. Our Military and Veteran TRG sponsored an interview with our board member, Lieutenant General Deborah Lindsey Brown, to speak on her experience in the military.

Our Women Empowerment Network (WEN) hosted a forum to have open conversations on pathways to leadership, overcoming gender bias, and professional development.

In 2020, we created the following TRGs:
- Black Heritage, Outreach, Mentorship, and Enrichment
- Military and Veteran
- LGBTQ+$
- Women in Tech

Diversity means that we …

Inclusion helps to ensure …

that we seek to create an organization where each Teammate feels a sense of belonging to Owens & Minor through our IDEAL Values.

We continue to focus on improving the diversity of our leaders. For instance, in 2020, our promotions to Vice President level roles were 57% ethnically diverse and 42% were female.

To retain, develop, attract, and advocate for all Teammates, each and every day, that we welcome all forms of diversity—including race, ethnicity, gender, religion, age, and sexual orientation as well as diversity of thought, experience, and skills.

Inclusion helps to ensure …

that we seek to create an organization where each Teammate feels a sense of belonging to Owens & Minor through our IDEAL Values.

We continue to focus on improving the diversity of our leaders. For instance, in 2020, our promotions to Vice President level roles were 57% ethnically diverse and 42% were female.
Caring for Our Customers and Communities

We are dedicated to supporting the care continuum by providing high-quality healthcare solutions that meet customer and regulatory requirements and empower our customers to continue the critical work of caring for patients.

We recognize our responsibility to improve access and affordability of our healthcare products and services for our customers and are constantly evaluating new programs and initiatives to help us do so. We are also committed to building stronger communities where we operate. Our Teammates participate enthusiastically as active members of our larger, global communities, through fundraising and volunteering with community groups. In May 2021, we launched the Owens & Minor Foundation to further our commitment towards impactful contributions.

Deliver superior and easily accessible care for customers and the communities we support.

IMPACTFUL CONTRIBUTIONS TO SHAPE OUR COMMUNITIES

ENVIRONMENT: Environmentally aware contributions

HEALTHCARE: Healthcare-related contributions

DIVERSITY: Diversity-driven contributions

INITIAL FUNDING OF $10 MILLION
ACCESS AND AFFORDABILITY OF HEALTHCARE PRODUCTS AND SERVICES

Through our Patient Direct business, Byram Healthcare, Owens & Minor improves health outcomes, access, and affordability for people living with chronic conditions by providing timely, reliable delivery of a broad offering of medical supplies directly to a patient’s home. We also contract directly with home health agencies to provide needed supplies for patients who require home health services.

In addition to these efforts, we continue to invest in programs and initiatives to increase the access and affordability of our healthcare products. That’s why we develop specialized solutions that correspond to the specific needs of our customers.

STRENGTHENING COMMUNITIES

We are active members in the communities where we operate. By contributing financially and through volunteer work, we help build stronger communities and create a better environment. Overseen by our Charitable Contributions and Corporate Social Responsibility Committee and our Chief Human Resources Officer, our active volunteerism ensures that every Owens & Minor location supports local, state, and national organizations, specific programs designed to enrich our communities, and the communities we serve.

Owens & Minor donated nearly $1.25 million to organizations in the United States and Honduras. Our primary focus areas are:

- Health and wellness: We strive to improve the quality of life for our healthcare customers and their communities.
- Education: Education access quality education ensures the growth of the workforce and it helps us develop innovative solutions to meet the needs of our customers.
- Community: We develop programs to strengthen local communities through fundraising and volunteering with organizations, specific programs designed to enrich our communities, and the communities we serve.

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PRODUCT QUALITY AND SAFETY

Providing high quality and safe products to our customers is our top priority. We design, manufacture, and source products that meet regulatory requirements and provide a safe healthcare environment. Our Quality Assurance and Regulatory Affairs (QARA) team oversees the product life cycle from raw material receipt through final disposition, and we maintain a comprehensive system to ensure product quality and safety.

Our Quality Assurance and Regulatory Affairs (QARA) team oversees the product life cycle from raw material receipt through final disposition, and we maintain a comprehensive system to ensure product quality and safety. We have established quality systems and meet regulatory requirements. QARA Teammates train vendors on quality requirements and work with them to ensure compliance. We also use industry-standard enterprise quality management systems to record and investigate preventive action process, and rolling out an innovative human factors-based root cause analysis methodology.

Across our global operations, we undertake product quality and safety process improvement initiatives, including the following:

- Continuous improvement and validation efforts through a broad range of activities to verify and upgrade procedures, results in a 60% decrease in the cycle time of recall events, implemented enhanced statistical methods to help identify trends and pain points with existing clients; and modified processes to improve efficiency, effectiveness, and speed of recall events and volunteer activities.
- As a part of QARA, our cross Global Products, we responded to and complied with a complex and rapidly changing global regulatory environment; reduced customer complaints by focusing on product reliability and customer satisfaction; and modified processes to improve efficiency, effectiveness, and speed of recall events and volunteer activities.

In 2020, we provided charitable contributions to multiple organizations, locally and nationally:

- Special Olympics, Virginia and George Mason University: We partner with Special Olympics, Virginia and George Mason University to support their mission of empowering athletes with disabilities to develop and improve their abilities and participate in a wide variety of programs.
- Rebuilding Together: We proudly partner with Rebuilding Together, a local nonprofit that helps neighborhoods and communities to recover from disaster, by supporting our community through our volunteer efforts.
- American Heart Association: We partner with the American Heart Association to support their mission to prevent and reduce the impact of heart disease and stroke, by supporting volunteers and communities with compassionate care.
- Boys & Girls Club of Richmond and Atlanta: We support the Boys & Girls Club of Richmond and Atlanta to provide mentorship and guidance to the students.
- The Doorknock Program: Members of the Doorknock Program help to improve the quality of life for seniors by providing meals to those in need.
- Making Strides Against Breast Cancer: We partner with Making Strides Against Breast Cancer to support their mission of providing support and resources to those affected by breast cancer.

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Furthermore, we implemented strategic initiatives and at the unit level involving multiple teams, for example:

- Implementing preventive action process, and rolling out an innovative human factors-based root cause analysis methodology.
- Our LUNCH BUDDIES PROGRAM

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OPERATING RESPONSIBLY

Demonstrate Sound Governance, Accountability, and Responsible Sourcing.

Doing business the right way is a conscious decision and one that Owens & Minor has successfully accomplished 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. It also means conducting ourselves with integrity; complying with the appropriate laws and regulations; and protecting the security, privacy, and confidentiality of our data.

Lastly, we strive to partner with organizations that share our values in business ethics, integrity, and social compliance. We are proud to collaborate with a diverse network of trusted vendors to drive progress, productivity, and performance across the healthcare supply chain.

CORPORATE GOVERNANCE

Our Board of Directors sets high standards for our Teammates, officers, and directors. The Board serves as a prudent fiduciary for our shareholders and oversees the management of the Company’s business.

We have an independent Chair and all directors are independent with the exception of our Chief Executive Officer (CEO). Our goal is to have a board whose membership reflects a mix of diverse skill sets, technical expertise, education and professional backgrounds, industry experiences, and public services as well as perspectives of different genders and ethnicities.

The Board established the following three committees to assist it with its responsibilities: Audit, Compensation & Benefits, and Governance & Nominating. For additional information on our governance structure, please refer to our 2021 Proxy Statement and the Corporate Governance section of our website.

ESG GOVERNANCE

In 2020, our executive leadership, together with a subcommittee of members of the Board began defining our ESG governance, strategy, and accountability structure. It is expected that the Governance & Nominating Committee will oversee the development and implementation of Owens & Minor’s ESG strategy, and the Committee’s charter was amended in 2021 to include information regarding our ESG strategy and governance.

Owens & Minor leadership designated a cross-functional ESG team to develop its ESG strategy. The ESG team, composed of representatives from Investor Relations, Human Resources, Supply Chain, Community Engagement, Legal, Ethics and Compliance, Environment, Health and Safety and additional functions, contributed to the development of our material ESG topics and ESG Framework. The ESG team will be responsible for implementing the Owens & Minor ESG strategy and will report progress to the Board annually.
We maintain a Code of Honor that sets forth the standards and guidelines for ethical behavior expected of everyone who works for our company. The Code is core to our Mission and Values. We require that every Owens & Minor Teammate and member of our Board of Directors annually pledge to abide by the standards set forth by the Code.

The Ethics and Compliance Program is structured to help ensure that employees carry out their duties in a manner that is consistent with our standards and values. We maintain a Code of Honor (Code) that sets forth the standards and guidelines for ethical behavior expected of everyone who works for and with our company. The Code is core to our Mission and Values. We require that every Owens & Minor Teammate and member of our Board of Directors annually pledge to abide by the standards set forth by the Code.

We developed a comprehensive Ethics and Compliance Program to ensure we do the right thing to protect employees, customers, patients, shareholders, and the communities and government official they engage with. The Toolkit contains necessary knowledge to help us compete and succeed as a global healthcare company. We provide training in myriad formats and languages to ensure our Teammates have the training and communication: Our training supports the regulatory and legal requirements that apply to our business, and our mission to foster innovation and provide timely, pertinent, and informative content to Teammates who handle personal identifiable information (PII). Enhancements to strengthen the “Human Layer” of the Cybersecurity model by expanding and strengthening protection and controls around overall access and identity management services and programs.

Owens & Minor Teammates are required to complete annual AA training: An annual training assigned to certain distribution centers that ship to patients, sales representatives and sales management, or IT systems professionals who may be providing support to systems that contain PII or ship to patients, sales representatives and sales management, or IT systems professionals who may be providing support to systems that contain PII or ship to patients. A continued effort to strengthen the “Human Layer” of the Cybersecurity model by expanding and strengthening protection and access.

We work with the Corporate Internal Audit, Procurement, and Human Resources teams to receive timely summaries of all our business such as expense reports, hotline reporting, training and awareness programs, and anti-corruption, social compliance, compliance training programs.

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RESPONSIBLE SUPPLY CHAIN

We believe that good corporate citizenship by our company and those with whom we do business is essential to our long-term business success. We engage in business globally and work with third-party suppliers across our global supply chain.

We maintain Supplier Social Compliance Standards (SSCS) to hold our third-party suppliers accountable to our expectations. These standards communicate our Values and expectations from our suppliers with respect to health and safety, environmental impact, prohibition of child or forced labor, working conditions, freedom of association and collective bargaining, anti-corruption, and access to health care. We work with our suppliers to establish procedures and take corrective actions when needed to resolve any compliance issues.

Our Social Compliance Leadership Committee oversees the implementation of our SSCS internally and externally with our supply chain. This committee also provides the auditing and due diligence of suppliers, conducts education to manage threats across manufacturing, supply chain, and procurement, and manages awareness of trends and issues relating to social compliance.

We increase Teammate awareness of social compliance issues, conduct social compliance training for key leaders in our manufacturing, supply chain, procurement, and executive leadership. Our Code of Honor training includes information on human rights and how Teammates can address concerns that arise. In 2020, 100% of Teammates completed the Code of Honor training.

Furthermore, we hire third-party organizations to audit high-risk suppliers and occasionally have access to those audits. We ensure they are aware of our social compliance objectives and maintain compliance in their factories and supply chain. We also incorporate social compliance into our due diligence processes to ensure suppliers meet our Values from a business and ethical perspective. 100% of O&M’s manufacturing facilities are audited annually with a focus on quality systems. A risk-based approach is used to audit social compliance annually with a focus on labor, anti-corruption, and quality systems.

We have also established a Vendor Code of Conduct, which outlines basic requirements for vendors, distributors, agents, suppliers, representatives, and subcontractors (collectively referred to as “vendors” or “suppliers”).

A vendor supply chain is essential for us to quickly deliver critical products to the front line, which was greatly required during the COVID-19 pandemic. We routinely audit suppliers based on risk and impact on the supply chain and product safety. We use well-defined quality requirements to give us predictable and repeatable confidence in the quality of product flowing through the supply chain. We work with suppliers to share demand forecasts and immediately address material shortages, lead-time concerns or compliance concerns.

Owens & Minor’s Supplier Diversity Mission is to proactively identify, build relationships with, and purchase goods and services from third-party certified enterprises owned by minority, women, disabled, LGBTQ+, and veteran-owned businesses to advance a superior healthcare supply chain and support the economic development of small and underrepresented businesses in the communities with which we work.

To help us achieve a strong Supplier Diversity program, we created a working group composed of cross-functional team members to drive and implement the Supplier Diversity strategy and corresponding day-to-day activities. An Operational Leadership Team coordinates and oversees the program’s progression and reports to our Executive Steering Committee which provides guidance and feedback on program goals and strategy.

Our supplier diversity mission, objectives and commitments are outlined in our Supplier Diversity Policy.

We are in process of baselining our current enterprise supplier diversity performance, which will help us set meaningful targets to track the progress and growth of our supplier diversity program over the next two years.

1. Selecting diverse suppliers through category analysis: We review product spend and identify specific product categories to meet supplier diversity goals.
2. Ensuring growth and job creation for selected diverse suppliers: We set growth targets for each diverse supplier we select, review job creation plans based on the growth targets, and monitor plans on an ongoing basis.
3. Mentorship of diverse suppliers: Diverse suppliers that have been in business for over five years are paired with a mentor to help Owens & Minor achieve its corporate objectives.

Owens & Minor’s Supplier Diversity Mission is committed to advancing our on-going supplier diversity initiatives and to supporting the economic development of small and underrepresented businesses in the communities with which we work.

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Ensuring Environmental Stewardship

Minimize the Impact of our Operations on the Environment.

As a healthcare company, our ultimate focus is on improving the health of our communities. The environment is an important driver of health, and thus, we seek to limit the environmental impacts of our operations and our value chain. We limit the environmental impacts of our greatest areas of impact, our manufacturing facilities and distribution centers, by implementing initiatives that improve energy efficiency and reduce waste generation and water consumption. We are also working on improving our management of environmental impacts from our value chain through initiatives such as assessing our distribution centers for improvement opportunities and enhancing the fuel efficiency of our vehicle fleet.

Energy Efficiency and Climate Risk

Globally, our manufacturing facilities, distribution centers, and offices rely on energy to provide our offerings to the healthcare system. However, this consumption, alongside global energy needs, comes at a cost; our energy needs contribute to climate change, creating risks for our business and impacting the environments in which we operate. Thus, we continue to work on initiatives to mitigate the impact of our energy usage and business performance on global emissions and the environment. We recognize that there are additional opportunities to manage climate risk and opportunities in our business, and we plan to continue working on this in the future.

1. We are working on refining the data collection and calculations of our energy data and GHG emissions for our overall fleet, manufacturing and office activities and hope to be able to disclose this information for the 2021 calendar year. For 2020, we only disclose specific initiatives and data related to a few sites.
Owens & Minor 2020 Environmental, Social, and Governance Report

ENERGY INITIATIVES

LIGHTING

Owens & Minor’s Real Estate team is installing and retrofitting LED lighting in our facilities. In 2020, four locations had LED lights installed, bringing our total to 92 Owens & Minor offices in the United States and Canada.

• Our warehouses have been fitted with lighting sensors, conserving our energy usage by only turning on during activity.

ENERGY MONITORING

The majority of Owens & Minor manufacturing facilities leverage Intelex software to collect and monitor their energy consumption.

• Energy Monitoring: A leading energy management platform that provides our real estate managers with early warning of heating, ventilation, and air-conditioning (HVAC) failures, allowing us to proactively manage our systems and create operational savings.

TARGET SETTING:
Two of our international locations have set 2021 energy efficiency targets, including our Thailand location of 16.91 kWhs per standard unit and our Diagem location of a reduction of 5% in energy usage vs 2020.

A responsible and sustainable operation also entails considering how environmental impacts, especially those related to climate change, may have an impact on our business. Climate change is linked to increased physical risks, such as extreme weather events and rising seas, and transition risks, such as carbon pricing and regulatory change. Our business is linked to the development of programs that can help manage these risks.

We believe that managing climate risk is part of our responsibility as a leader in the healthcare industry. We have developed a framework for considering environmental impacts and risks holistically, with every stakeholder group—including key customers, employees, suppliers, and communities—explicitly defined and incorporated. Environmental risks, all of them related to climate change, are detailed in the framework, and solutions are reported. Two of our sites have SMS systems, both of which are seeking alignment to the ISO 14001 certification standard, an industry-leading certification standard.

The site has consistently set targets for energy reduction, and in 2021, our site managers have set a target of 4% reduction in energy usage vs 2019. We will measure our progress against this target and report on our performance.

• Upgraded to more energy-efficient compressed air strippers.

• Enriched air for more efficient combustion in fired heaters.

• Installed inverters between and 10 kV across several manufacturing lines, reducing energy usage.

In addition to energy efficiency initiatives, the site has also sought to increase its use of sustainable fuel sources for its energy and steam consumption. 11% of its electricity used at the site comes from renewable energy sources, while 100% of the steam consumed is from renewable sources.

In addition to energy and carbon impacts from our facilities, we utilize a fleet of vehicles as part of our healthcare supply chain offerings. The vehicles included in our footprint are owned and operated by third-party carriers, and our Transportation team directs their movements and operates the fleet.

FLEET EFFICIENCY

In addition to the energy and carbon impacts from our facilities, we utilize a fleet of vehicles as part of our healthcare supply chain offerings. The vehicles included in our footprint are owned and operated by third-party carriers, and our Transportation team directs their movements and operates the fleet.

In 2020, we purchased over 200 new tractors and straight trucks, replacing 2012–2014 models.

As we continue our work, we are hoping to expand our efforts to electric vehicles as automakers continue to scale and economize these options to further reduce the emissions footprint and cost of our fleet.

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Alongside their support in our own sustainability objectives, Penske maintains its own sustainability program that incorporates driver training, vehicle efficiency programs, and data tracking and communication through an online dashboard and monthly, quarterly, and annual summary reports.

We leverage over 120 carriers to help support our business and we encourage all our carriers to join the program in recognition of the potential impact our company can have in this area.

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In addition to this program, our Transportation team works with our carriers to:

• Increase fuel efficiency on our fleet to leverage existing route plans and reduce carbon output.

• Increase efficiency of existing fleet by replacing older tractors and straight trucks with more efficient (MPG) equipment. In 2020, we purchased over 200 new tractors and straight trucks, replacing 2012-2014 models.

• Reduce fuel consumption by reducing idle time at stops and optimizing routes, which drives down emissions and helps reduce costs.

We help achieve these targets by engaging with our vehicle carriers on best practices and incorporating fuel-efficiency factors into our procurement practices. In particular, we encourage our vehicle carriers to participate in Penske’s SmartWay program. The program, launched in 2004, provides a system for tracking and sharing fuel and environmental information across carriers, developing more energy efficient, environmentally friendly transportation. We leverage over 120 carriers to help support our business and we encourage all our carriers to join the program in recognition of the potential impact our company can have in this area.

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• Increase efficiency of existing fleet by replacing older tractors and straight trucks with more efficient (MPG) equipment. In 2020, we purchased over 200 new tractors and straight trucks, replacing 2012-2014 models.

• Reduce fuel consumption by reducing idle time at stops and optimizing routes, which drives down emissions and helps reduce costs.

• Monitor/truck/post MPG to encourage fuel economy, driver idle time.

We help achieve these targets by engaging with our vehicle carriers on best practices and incorporating fuel-efficiency factors into our procurement practices. In particular, we encourage our vehicle carriers to participate in Penske’s SmartWay program. The program, launched in 2004, provides a system for tracking and sharing fuel and environmental information across carriers, developing more energy efficient, environmentally friendly transportation. We leverage over 120 carriers to help support our business and we encourage all our carriers to join the program in recognition of the potential impact our company can have in this area.

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WATER AND WASTE MANAGEMENT

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

PRODUCT MANUFACTURING

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. At our Lexington, North Carolina facility, we use water in our manufacturing process. Water is used primarily for cooling towers, chemical treatment lines, and in steam boilers for material drying. All effluent is monitored closely, with reporting to U.S. EPA (Environmental Protection Agency). Our manufacturing facility in Thailand has developed a robust water efficiency program that tracks the site’s usage, sets targets on consumption, and develops programs and initiatives that limit the water intensity at the site. Since 2010, the site has implemented numerous capital improvements resulting in a nearly 8% reduction in consumption per standard unit, including:

- Wastewater recycling in cooling processes
- Improved condensation capture from boiler/steam usage
- Enhanced metering controls
- Water-saving valves installed on site basins

In 2021, the site has set a target for reducing water usage to 2 liters per standard unit.

Similarly, our manufacturing facilities maintain a continuous focus on the waste generated alongside the products created at the sites. We have achieved 97% landfill-free operations across all our manufacturing sites, principally by developing circular processes that utilize waste generated by the facility to fuel our on-site boilers utilized for steam generation. Furthermore, we set regional targets for waste reduction, including:

- Ireland: Reduce waste generated 5% on an ongoing annual basis
- Thailand: Solid waste generated is reduced to 0.5 tons/million pieces
- All sites: Achieve greater than 98% landfill-free operations

DISTRIBUTION

In addition to the impacts in our manufacturing facilities, we maintain programs and initiatives designed to limit the waste generated in our distribution operations. Our distribution centers maintain robust recycling programs for the wood pallets, plastic shrink wrap, plastic totes, and cardboard discarded at the facility. Furthermore, we partner with New Market Waste Solutions, a leading waste management consultant, to analyze the waste generated at our distribution facilities and develop solutions that further limit the tonnage we generate. In 2020, approximately 20% of our material generation was recycled, thereby reducing our waste disposal and protecting the environment.

<table>
<thead>
<tr>
<th>Waste Material</th>
<th>Tonnage</th>
<th>Waste Material</th>
<th>Tonnage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Waste</td>
<td></td>
<td>Other Waste</td>
<td>2,520</td>
</tr>
<tr>
<td>Construction and Demolition</td>
<td>6,772</td>
<td>Total Drywall</td>
<td>23,014</td>
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<tr>
<td>Wastewater Recycling in Cooling Processes</td>
<td>3,727</td>
<td>Hazardous Materials</td>
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<tr>
<td>Improved Condensation Capture</td>
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<td>Production Destruction</td>
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<td>from Boiler/Steam Usage</td>
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<td>Hazardous Waste</td>
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<tr>
<td>Enhanced Metering Controls</td>
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<td>Water Recycling</td>
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<tr>
<td>Water-saving Valves Installed</td>
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<td>Total</td>
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<tr>
<td>on Site Basins</td>
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<td>Total Waste</td>
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<td></td>
<td>Hazardous Waste</td>
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<td></td>
<td></td>
<td>Water Recycling</td>
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<tr>
<td></td>
<td></td>
<td>Construction and Demolition</td>
<td>6,772</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other Waste</td>
<td>2,520</td>
</tr>
</tbody>
</table>

1 Hazardous materials are defined by “P-” and “U-” listed wastes, as defined by the U.S. EPA and the Resource Conservation and Recovery Act.
The COVID-19 pandemic caused widespread disruption around the world. When the pandemic struck, our company quickly responded by protecting our Teammates, executing for our customers and supporting the communities where we operate.

RESPONDING TO THE COVID-19 PANDEMIC

PROTECTING OUR TEAMATES

Our first and foremost priority is always Teammate safety. We established a COVID-19 Steering Committee, which is responsible for establishing and overseeing implementation of COVID-19 protocols across the Company, including usage of PPE, social distancing, limiting the number of visitors, temperature checks, testing, and most recently, vaccination availability. The Committee members meet on a daily basis with Operations and Distribution leaders to track cases and provide resources necessary for our Teammates to continue producing and delivering life-saving products to healthcare systems globally.

Our Teammates are critical to our success and at the heart of our Mission. Our top priorities in 2020 included keeping our Teammates employed and safe and a focus on their well-being. For our Teammates in the United States, we took the following actions to demonstrate our appreciation of their work and the value we place in their commitment:

• Ensured safe working conditions in our distribution centers and manufacturing facilities
• Restricted visitation of all non-essential workers to our sites starting in January 2020 to best protect our critical distribution centers from COVID-19 outbreaks
• Increased routine cleaning/sanitizing, as well as enhanced industrial cleaning and disinfecting
• Enhanced communications and training for our Teammates on COVID-19 safety protocols
• Enhanced Teammate benefits, including covering all costs for COVID-19 testing, providing free telemedicine and relaxing our attendance policies
• Focused on job security by not engaging in mass reductions-in-force or furloughs
• Held healthcare premiums flat for our Teammates for 2021
• Made an additional 401(k) contribution to all eligible Teammates equal to 2% of the Teammate’s salary (in addition to our standard company-provided 4.0% match)
• Paid mid-year special bonuses to all hourly Teammates in consideration of their extraordinary efforts
• Allowed Teammates to carry-over or cash out some of their paid-time-off balances, rather than lose these balances at year’s end

DELIVERING FOR OUR CUSTOMERS

At the onset of the pandemic, Owens & Minor acted swiftly to increase supply and ensure our customers and frontline healthcare workers received critical PPE and other medical supplies necessary to combat COVID-19 and focus on patient care. In 2020, we delivered over 12 billion units of PPE to US healthcare workers in the fight against COVID-19, of which approximately 5 billion units were produced with materials manufactured in our American factories or Owens & Minor-owned facilities.

We closely coordinated with the federal and state governments to strengthen the nation’s response to the pandemic through expanded PPE manufacturing capacity, distribution of PPE to frontline healthcare workers and replenishment of the Strategic National Stockpile. Many of these efforts continue to this day as we continue to strive towards a more resilient medical and surgical supply chain to best prepare for future crises.

SUPPORTING OUR COMMUNITIES

In our local communities, Owens & Minor donated masks, gloves and other PPE to emergency services such as the police, fire and first responders who were not able to access PPE. Additionally, in various countries, our donations of gowns and masks to local healthcare organizations added medical professionals to safely treat COVID patients during critical outbreaks.
This year’s report was developed with consideration for the standards set out by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) Health Care Distributors and Medical Equipment and Supplies industry guidance report. The tables below represent disclosures that we have started to incorporate within our reports but do not always fully align yet. Over time we do expect to continue to align the disclosures with the reporting framework expectations.

GRI CONTENT INDEX

Disclosure

Disclosure description

Location

GRI/SASB CONTENT INDEX

GRI Disclosure Index

GRI 111: Name of the organization

Owens & Minor Inc.

GRI 112: Activities, brands, products, and services

Who we are; Our Business

GRI 113: Location of headquarters

1601 13th Avenue, Seattle, Washington 98122

GRI 114: Location of operations

Who we are; Our Business

GRI 115: Ownership and legal form

What We Do; 2020-10-A Report

GRI 116: Markets served

Who we are; Our Business

GRI 117: Scale of the organization

Who we are; Our Business

GRI 118: Information on employees and other workers

Talent Management and Diversity

GRI 119: Supply chain

Responsible supply chain; Who we are; Our Business

GRI 120: Significant changes to the organization and its supply chain

N/A - This is Owens & Minor’s first GRI report.

GRI 121: Membership of associations

American Association for Homecare (AAAHC), Association for the Advancement of Medical Instrumentation, Association for Health Information Management (AHIMA), American Health Information Management Association (AHIMA), etc.

GRI 122: Leadership structure

Our Executive Leadership Team

GRI 123: Diversity

Our approach to diversity, equity, and inclusion

GRI 124: Ethics and compliance

Our Ethical Principles

GRI 125: Other GRI disclosure

Our approach to the GRI索引, integrating GRI索引 into Our Business, includes our governance framework.

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Owens & Minor extends heartfelt thanks to every healthcare worker on the frontlines of the fight against COVID-19.

As the industry continues to navigate ongoing pandemic response, we remain extraordinarily grateful for the incredible work of the healthcare community as they consistently go above and beyond for their patients. We’re proud to serve our Mission of Empowering Our Customers To Advance Healthcare™ by ensuring healthcare providers and first responders have what they need, when they need it, so that they can continue to provide essential patient care.

<table>
<thead>
<tr>
<th>Disclosure Topic</th>
<th>Disclosure Number</th>
<th>Disclosure Accounting Metric</th>
<th>Reference or description</th>
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<td>Description of efforts to maintain integrity within the distribution chain</td>
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<td>KC-MF-352a.1</td>
<td>Description of the management of risks associated with the use of critical materials</td>
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<td>Business Ethics</td>
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<td>Total amount of monetary loses as a result of legal proceedings associated with bribery or corruption</td>
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<tr>
<td></td>
<td>KS-GS-533a.2</td>
<td>Description of code of ethics governing interactions with healthcare professionals</td>
<td>The information is available in our internal Compliance and Healthcare Professional Policy</td>
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