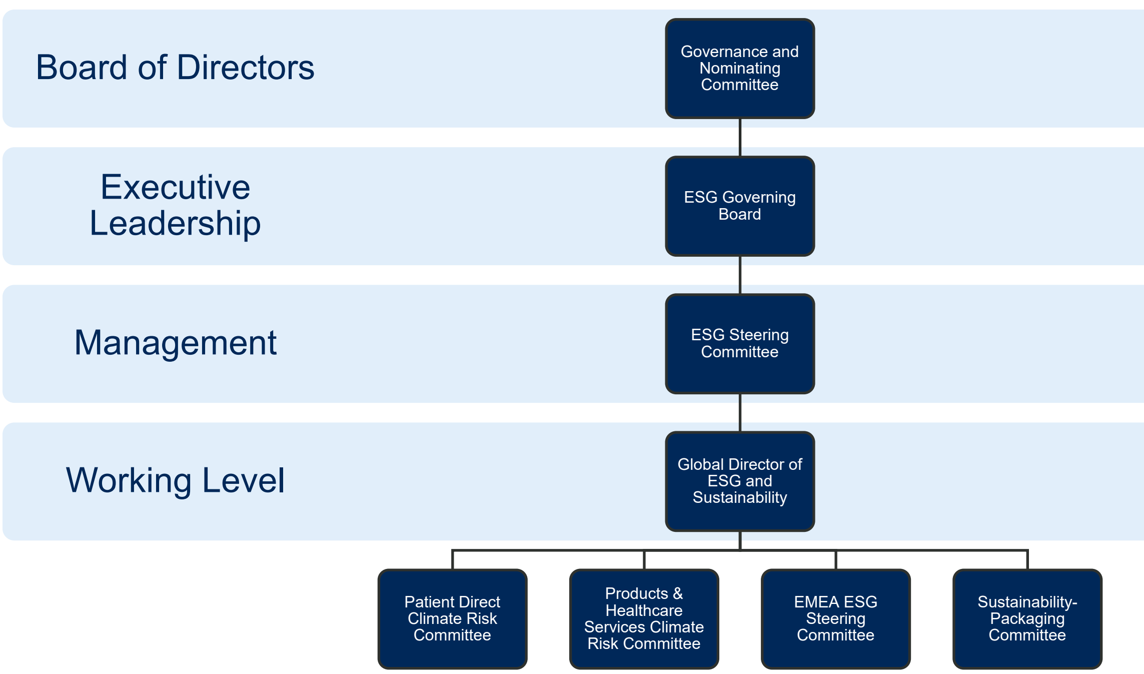
2025 Disclosure for California SB 261

This report covers January 1, 2025 – December 31, 2025, for January 1, 2026 submissions, aligned to 2024 emissions measurement data. The report follows the Task Force on Climate-Related Financial Disclosure (TCFD) reporting framework and covers the entirety of Owens & Minor and its consolidated subsidiaries, taken as a whole, unless the context otherwise indicates.

Governance[1]

Describe the board's oversight of climate-related risks and opportunities and describe the management's role in assessing and managing climate-related risks and opportunities



[1]Owens & Minor was part of Owens & Minor, Inc. during 2025, operating under the stock ticker OMI. Owens & Minor is now owned by Platinum Equity. Our 2027 disclosure will have the updated governance structure.

Owens & Minor's Leadership Team, guided by our Board of Directors, ESG Governing Board, and ESG Steering Committee, ensures that climate considerations are integrated into our business decisions. Owens & Minor maintains strong oversight through transparent policies, regulatory compliance, and stakeholder engagement, ensuring accountability at all levels.

- Governance and Nominating Committee of the Board of Directors
  - Reviews and oversees the company's ESG programming and practices, including issues related to climate change. The Committee and full Board receive regular progress reports on the ESG Program and are briefed on these issues annually, if not more frequently.
- ESG Governing Board
  - Oversees and sets priorities for the ESG Program, including climate-related topics like our net zero goals, and includes the Governing Board Chair, General Counsel & Corporate Secretary, Executive Leadership Team, and senior leadership across the organization.
- ESG Steering Committee
  - Ensures implementation of ESG priorities, including climate-related topics, and advises the ESG Governing Board on risk assessment relative to ESG topics. The Director, ESG & Sustainability, acts as Secretary of the Committee, which is made up of leaders from various corporate functions.
- Working-level Climate Management
  - Sustainability, inclusive of topics related to climate, on a working level, is managed by our Director, ESG & Sustainability, who directs and participates in working-level committees to manage sustainability risks across the organization. Each business segment has its own Climate Risk Committee made up of working-level colleagues in Health, Safety, and Environment, legal, supply chain, packaging, compliance, and logistics, and risk functions.

Strategy

Describe the climate-related risks and opportunities the company has identified over the short, medium, and long term

The Climate Risk Committees identified eight climate-related risks that are likely to impact the company over the short-, medium-, and long-terms. These risks are divided into physical risks, physical consequences from climate change, and transition risks, and risks associated with the transition to a low-carbon economy.

Table 1

	Short-Term (0-1 years)	Medium-Term (1-2 years)	Long-Term (3+ years)
Physical Risk	• Wildfire • Flooding	• Wildfire • Rising Mean Temperature • Flooding	• Wildfire • Rising Mean Temperature • Flooding
Transition Risk	• Enhanced emissions reporting obligations • Increased cost of raw materials • Supply chain disruption • Changing customer behavior	• Costs to transition to a lower emissions technology • Increased cost of raw materials • Supply chain disruption • Changing customer behavior	• Costs to transition to a lower emissions technology • Failure to adapt to new technologies

Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning

Owens & Minor recognizes that climate-related physical risks and transition risks have direct implications for our business.

For example, disruptions from physical risks, such as flooding or wildfires, to our global manufacturing and distribution network could impair operations, raise costs, or require capital expenditure to adapt. As such, Owens & Minor could have to account for increased commodity, fuel, and transportation costs as well as potential capital investments in mitigation and adaptation efforts, such as supplier diversification and business continuity planning.

Similarly, the risk of enhanced emissions reporting obligations has required us to marginally increase our operating costs to include emissions reporting software and external assurance.

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

Owens & Minor performed its first qualitative, physical risk scenario analysis for its Product & Healthcare Services business segment in October 2025, during the climate risk workshop described below. As such, the findings of this analysis have not yet been embedded within the organization.

The scenarios used for this analysis include:

- RCP 1.9, paired with SSP1
- RCP 4.5, paired with SSP2
- RCP 7.0, paired with SPP3

The scenario analysis included holistic risk types, with an emphasis on market, reputation, and technology risks.

Risk Management

Describe the company's processes for identifying and assessing climate-related risks

Owens & Minor's climate risks are identified in biannual climate risk workshops hosted by our Climate Risk Committees. These Committees meet to identify relevant risks and opportunities, determine the likelihood of the risks occurring, and identify risk management opportunities. All material climate-related risks are currently tracked in our climate risk register, which is currently updated biannually.

Our first climate risk workshops occurred in 2025 and performed a qualitative risk assessment. A snapshot of the risks identified are found in Table 1.

In addition, Owens & Minor performed its first water-risk assessment using WRI's Aqueduct Tool in 2025, using 2024 data. This assessment identified facilities in water stressed areas.

Describe the company's strategy for managing climate-related risks

Climate risks affect multiple areas of business, and, thus, management of climate risks is the responsibility of the most relevant internal subject matter expert(s). Management of each risk is in direct response to the severity of the risk's impacts and the likelihood of the risk occurring. For instances where extreme weather events are anticipated, we engage emergency response procedures, including preparedness measures. Similarly, we deploy business continuity plans during extreme weather events that disrupt our operations or supply chain. Additional information related to our emergency preparedness process can be found in our Climate Resilience Plan located on the Sustainability section of our website, owens-minor.com.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the company's overall risk management

The leader of our enterprise risk management (ERM) project is included in our risk committees. However, our ERM process is inclusive of the top ten risks that impact the organization. A climate-related risk could be included in that list, but none are at present.

Metrics & Targets

Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process

Owens & Minor tracks and reports on a variety of quantitative metrics related to greenhouse gas emissions, energy use, and water risk. These metrics are designed to provide visibility into our exposure to climate risk, progress on mitigation, and alignment with strategic goals. These metrics include Scope 1 emissions, Scope 2 emissions, Scope 3 emissions, total electricity usage, total fuel consumption, water withdrawal from water-stressed areas, and water discharge from waste-stressed areas.

Disclose scope 1, scope 2, and if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks

Owens & Minor publishes our emissions annually in our Impact Report, located on the Sustainability section of our website, owens-minor.com. Our 2024 company-wide greenhouse gas emissions values are in Table 2.

Table 2 2024 Greenhouse Gas Emissions

Scope	Emissions (metric tons CO_2e)
Total Scope 1	155,255
Total Scope 2 (market-based)	169,203
Total Scope 2 (location-based)	164,668
Total Scope 3	2,043,747
Scope 3 - Category 1 - Purchased Goods and Services	1,781,030
Scope 3 - Category 2 - Capital Goods	7,300
Scope 3 - Category 3 - Fuel and Energy Related Activities	86,931
Scope 3 - Category 4 - Upstream Transportation and Distribution	101,675
Scope 3 - Category 5 - Waste Generated in Operations	8,555
Scope 3 - Category 6 - Business Travel	12,406
Scope 3 - Category 7 - Employee Commuting	45,750
Scope 3 - Category 8 - Upstream Leased Assets	100

Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets

In 2022, Owens & Minor designated two emissions reduction targets:

- a 50% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030
- reaching net zero Scope 1 and Scope 2 greenhouse gas emissions by 2050