



Owens & Minor Climate Resilience Plan for Continuous Operations

Owens & Minor is a global healthcare solutions company providing essential products, services and technology solutions that support care delivery in leading hospitals, health systems and research centers around the world. For over 140 years, Owens & Minor has delivered comfort and confidence behind the scenes so healthcare stays at the forefront, helping to make each day better for the hospitals, healthcare partners, and communities we serve.

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

This plan considers the importance of the following:

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

Prospective Risk Assessment

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

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

- Establishing formal ESG Governing and Steering Committees, with direction and approval from our Board of Directors;



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

Assessing the Strength of Our Infrastructure and Operations

Owens & Minor remains dedicated to serving our customers and communities while protecting teammate safety, including during times of emergency and natural disasters, to ensure reliability of product supply for patient care. We honor this commitment by implementing continuous improvement as an integral part of our business operations.

Our planning starts with a comprehensive plan of action to ensure that the physical infrastructure within our distribution network is equipped to maintain service. This includes, but is not limited to, roofing reinforcements, securement of HVAC systems and other equipment on roofs, installing high-wind-rated dock doors where needed, implementing flood control plans, and other actions to mitigate inherent risks for the specific geography.

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

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



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

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

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

Industry and Healthcare Organizations Collaboration

Owens & Minor collaborates within the healthcare supply chain industry and throughout our operations to facilitate information-sharing, develop best practices, and encourage coordination to strengthen our ability to serve our teammates, customers, and partners on a continuous basis. Owens & Minor fosters internal, cross-functional teams and participation in industry working groups to collaborate on climate impact data-sharing to ensure the resilience of our operations so that critical service providers in the healthcare industry have the products and services they need, when they are needed.

We encourage industry collaboration by leading and participating in a variety of conferences, industry working groups, and professional organizations, such as through the Health Industry Distributors Association (HIDA) where we support and share best practices in offering logistics services that increase the efficiency of the nation's hospitals, nursing homes, physician practices, home health organizations, and



other healthcare providers. Additionally, we participate in the HIDA Sustainability Council, working together with industry leaders to address environmental challenges and develop resources to improve sustainability reporting. We listen to the industry and to our healthcare partners to understand opportunities to improve our product and service offerings, and we evaluate opportunities to make improvements across the product lifecycle.

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