

2025 GLOBAL MODERN SLAVERY STATEMENT

INTRODUCTION

This statement has been published in accordance with the California Transparency in Supply Chains Act (SB 657), the U.K. Modern Slavery Act, and the Australian Commonwealth Modern Slavery Act 2018. This statement explains the steps that Owens & Minor, Inc., (“Owens & Minor”) and its subsidiaries have taken to prevent modern slavery and human trafficking in our business and supply chain.

Owens & Minor publishes this statement on behalf of Owens & Minor, along with its subsidiaries, which includes Owens & Minor Halyard UK Limited, our entity that is covered by the U.K. Modern Slavery Act, and Owens & Minor Halyard Australia Pty Ltd, our entity that is covered by the Australian Commonwealth Modern Slavery Act.

This statement further explains our position on and actions relating to modern slavery taken during CY2024 (January 1, 2024, to December 31, 2024).

STRUCTURE, OPERATIONS, AND SUPPLY CHAINS

Owens & Minor, Inc., along with its subsidiaries, a Fortune 500 company headquartered in Richmond, Virginia, is a global healthcare solutions company that incorporates product manufacturing, distribution support and innovative technology services to deliver significant and sustained value across the breadth of the industry – from acute care to patients in their home. We report our business under two segments: Products & Healthcare Services and Patient Direct, which are described in further detail below. Our teammates serve healthcare industry customers in approximately 80 countries by providing quality products and helping to reduce total costs across the healthcare supply chain through optimizing point-of-care performance, freeing up capital and clinical resources and managing contracts to optimize financial performance.

Founded in 1882, Owens & Minor was incorporated in 1926 and has operated continuously from its Richmond, Virginia, headquarters. Through organic growth and acquisitions over many years, we significantly expanded and strengthened our company, achieving international scale in the healthcare market. Today, we have production, distribution, storage, customer service and sales facilities located across the United States, Canada, Asia, Australia, Europe and Latin America.

Owens & Minor’s supply chains are complex and have significant scale with third parties around the world. Our manufacturing facilities use a wide variety of raw materials and other inputs in our production processes, with polypropylene polymers and nitrile constituting our most significant raw material purchases. We primarily purchase these materials from external suppliers, some of which are single-source suppliers. When Owens & Minor does not directly manufacture its own products, we contract with third-party suppliers to manufacture our branded products. We also sell and distribute products from third-party suppliers.

MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAINS

Owens & Minor prohibits the physical or mental abuse of teammates and prohibits the use of all forms of forced labor, including forced prison labor, indentured labor, bonded labor, or slave labor. Owens & Minor is committed to doing its part to end these abuses and the human trafficking associated with them. Owens & Minor does not engage in or tolerate child labor or the exploitation of children. We make every effort to ensure not only that Owens & Minor is abiding by all applicable workplace laws, but also that we are not doing business with anyone that recruits or exploits children. We expect that our Vendors and Suppliers prohibit all forms of forced and child labor.

Some of our operations, suppliers, and vendors are in countries where there is an increased risk of forced or compulsory labor. Our comprehensive quality and compliance program is developed in recognition

of the risks that exist in having a geographically disbursed supply chain in the medical device and personal protective equipment industry. We continuously monitor these suppliers for compliance with our policies and framework that are set out below. Our Social Compliance Program, which sits between our compliance and sustainability teams, also helps to manage these risks.

In addition to these programs, all employees at Owens & Minor have a responsibility to uphold human rights and labor standards. All employees are required to take our annual Code of Honor training.

ACTIONS TAKEN TO ADDRESS RISKS OF MODERN SLAVERY IN OUR SUPPLY CHAIN

Owens & Minor's Social Compliance Program strives to uphold human rights in all our business activities. Owens & Minor supports this program with the following elements:

- Oversight of the Program
 - The Owens & Minor Board of Directors, the Executive Leadership Team, and the Company's Human Resources, Legal, Ethics, Compliance, & Privacy, Safety, and Supply Chain leaders have responsibility to ensure adherence to social compliance laws that apply in countries of operations, including regulations on modern slavery.
 - On a working level, our expanded Social Compliance Committee meets quarterly to assess and manage social compliance in our operations and global supply chain.
- Risk Analysis
 - Taking a risk-based approach, Owens & Minor periodically assesses our operations to identify areas of highest risk. This includes but is not limited to financial, reputational, operational, legal, and social compliance risk. Once identified, risks are prioritized using key performance indicators and are then systematically addressed.
- Policies and Procedures
 - Owens & Minor develops, maintains, and deploys policies and procedures that define our responsibilities and obligations regarding social compliance. Owens & Minor is committed to conducting its business in a socially conscious, environmentally friendly, and sustainable manner. The following Owens & Minor policies contribute to our overall Social Compliance Program:
 - [Code of Honor](#)
 - [Vendor Code of Conduct](#)
 - [Supplier Social Compliance Standards and Audit Guide](#)
 - [Corporate Responsibility Policy Statement](#)
 - [Conflict Minerals Policy Statement](#)
 - [Supplier Diversity Policy](#)
 - [Human Rights Policy](#)
- Training and Communication
 - All teammates receive Code of Honor training annually, and Owens & Minor provides more specific training related to social compliance to those teammates involved with procurement and our supply chain.
 - Our Suppliers and Vendors are apprised of our Vendor Code of Conduct when they agree to do business with Owens & Minor as compliance to our Vendor Code is written into our contracts. Our Vendor Code clearly prohibits the use of forced or child labor.
- Auditing and Monitoring
 - Owens & Minor conducts periodic audits on our own manufacturing locations as well as audits of Suppliers and Vendors.
 - New suppliers are required to fill out a self-assessment survey, which includes social compliance topics including forced and child labor. As part of this process,

- new suppliers are required to attest to no coerced, forced, bonded, indentured, or prison labor and that forced and compulsory labor is prohibited.
 - In 2023, we contracted with a supply chain sustainability assessor to provide us with tools that will evaluate our Tier One Suppliers. In 2024, as part of this work, our 171 Tier One Suppliers were sent a survey covering sustainability-related topics, including human rights, human trafficking, and slavery.
- Reporting of Incidents
 - Owens & Minor maintains and supports a whistleblower hotline with instructions for all teammates, Vendors, and any other stakeholders, to report potential violations of our policies, social compliance issues, or other relevant concerns to our Ethics, Compliance, and Privacy team via e-mail (gm-codeofhonor@owens-minor.com), the whistleblower hotline at www.omicodeofhonor.com, or by calling +1-866-293-2599. Our hotline supports anonymous reporting and is aligned with various whistleblower guidelines including the Australian Whistleblower Protection laws. In addition, Owens & Minor has a non-retaliation policy that protects teammates and other individuals from retaliation for reporting potential concerns in good faith or cooperating in an investigation. Violation of any Owens & Minor policy may subject the involved Teammate(s) to disciplinary action, up to and including termination. Owens & Minor reserves the right to determine, at its own discretion and based on the information available to it, whether any policy has been violated. Likewise, Owens & Minor reserves the right to terminate collaboration with any Supplier that, upon investigation, was found to be in violation of any Owens & Minor policy, including this policy.

HOW WE ASSESS THE EFFECTIVENESS OF ACTIONS TAKEN

The effectiveness of these actions is assessed by Owens & Minor's Legal and Compliance functions. Matters reported to the whistleblower hotline are promptly investigated and reported to senior management. Our Legal and Compliance functions track and monitor training of our teammates to ensure that all mandatory training is undertaken.

Key indicators to assess the effectiveness of our actions include:

- Number and percentage of teammates completing the annual Code of Conduct Training¹
- Number of suppliers completing inaugural social compliance survey
- Number of incidents of human rights-related non-compliance reported and remediation actions taken

REMEDIATION

If modern slavery is identified in our operations or supply chains, Owens & Minor is committed to responding promptly and appropriately. Remediation actions may include working with the relevant supplier to change practices, suspending or terminating business relationships, and where appropriate, providing access to grievance mechanisms and support for affected individuals, including referral to specialist services. Owens & Minor will investigate all reports thoroughly and take corrective actions aligned with our Human Rights Policy and Code of Honor.

RESPONSIBLE PERSON AND CONTACT DETAILS

The Vice President, Ethics, Compliance and Privacy, in consultation with the Legal Director – APAC, is responsible for ensuring Owens & Minor's ongoing compliance with the *Australian Modern Slavery Act*. Any queries or concerns relating to this Statement or Owens & Minor's approach to modern slavery may be directed to: gm-codeofhonor@owens-minor.com.

¹ The annual Code of Conduct training is inclusive of information pertaining to our social compliance and environmental, social, governance ("ESG") programs.

DEFINITIONS

For clarity, Owens & Minor provides the definitions of the following terms that we use throughout this statement:

- Modern slavery – All forms of involuntary labor, including trafficked labor.
- Supplier – Site that manufactures our products, raw materials, or components.
- Teammate(s) – Includes all officers, managers, and employees of the Company, as well as contracted/temporary employees and third-party entities who may represent the Company.
- Vendors – Refers to any distributors, agents, suppliers, representatives, and other business partners and their employees, directors, officers, agents, representatives, and subcontractors.

APPROVAL OF STATEMENT

The Modern Slavery Statement was prepared in consultation with Owens & Minor, Inc., O&M Halyard Australia Pty Ltd and Owens & Minor Halyard UK Limited through coordination with their legal and compliance function. The Modern Slavery Statement was approved by the Owens & Minor Board of Directors in July 2025 and was also reviewed and endorsed by the Directors of O&M Halyard Australia Pty Ltd. The Statement was further endorsed by the Social Compliance Committee and the Policy Committee, as chaired by Patrick Hogenbirk, Vice President, Ethics, Compliance and Privacy.

Date: July 25, 2025

Approved by Caitlin Chiquelin, Director of ESG & Sustainability

Approved by Patrick Hogenbirk, Vice President Ethics, Compliance and Privacy

Approved by Heath Galloway, General Counsel and Corporate Secretary; Director, O&M Halyard Australia Pty Ltd

Approved by the Owens & Minor, Inc. Board of Directors