

ESG
2022 Report





To the extent any statements contained in this report deal with information that is not historical, these statements are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Without limiting the foregoing, statements including the words “expect,” “intend,” “may,” “will,” “should,” “would,” “could,” “plan,” “potential,” “anticipate,” “believe,” “forecast,” “guidance,” “outlook,” “goals,” “target,” “estimate,” “seek,” “predict,” “project,” and similar expressions are intended to identify forward-looking statements. Forward-looking statements are subject to the occurrence of many events outside Omnicell’s control. Such statements include, but are not limited to statements about Omnicell’s strategy, plans, objectives, goals, and vision, including its ESG initiatives. Actual results and other events may differ significantly from those contemplated by forward-looking statements due to numerous factors that involve substantial known and unknown risks and uncertainties. These risks and uncertainties include, among other things, (i) risks related to Omnicell’s investments in new business strategies or initiatives, (ii) risks related climate change and legal, regulatory or market measures to address climate change as well as a related emphasis on ESG matters by various stakeholders, (iii) risks related to the ongoing COVID-19 pandemic (including new

variants of the virus), (iv) any disruption in Omnicell’s information technology systems and breaches of data security or cyber-attacks on its systems or solutions, including the previously disclosed ransomware incident and any potential adverse legal, reputational, and financial effects that may result from it and/or additional cybersecurity incidents, as well as the effectiveness of business continuity plans during any future cybersecurity incidents, (v) Omnicell’s ability to recruit and retain skilled and motivated personnel, (vi) other risks and uncertainties further described in the “Risk Factors” section of Omnicell’s most recent Annual Report on Form 10-K, as well as in Omnicell’s other reports filed with or furnished to the United States Securities and Exchange Commission (“SEC”), available at www.sec.gov. Forward-looking statements should be considered in light of these risks and uncertainties. Investors and others are cautioned not to place undue reliance on forward-looking statements. All forward-looking statements contained in this report speak only as of the date of this report. Omnicell assumes no obligation to update any such statements publicly, or to update the reasons actual results could differ materially from those expressed or implied in any forward-looking statements, whether as a result of changed circumstances, new information, future events, or otherwise, except as required by law.

About This Report

Omnicell publishes two main reports that highlight our Environmental, Social, and Governance (ESG) practices: The Annual Report on Form 10-K (the “Annual Report”), which primarily targets the financial and investor audience, and this ESG Report, which targets a wide internal and external stakeholder audience. Published in April of 2023, this report covers Omnicell’s Environmental, Social, Governance, and Innovation performance from January 1, 2022, to December 31, 2022. It includes all Omnicell businesses and operations that are financially consolidated in our [2022 Annual Report](#).

Additional Corporate Responsibility content, technical details, and definitions are available on our [Corporate Responsibility page](#).



Global Reporting Initiative (GRI) is the independent international organization – headquartered in Amsterdam with regional offices around the world – that helps businesses, governments, and other organizations understand and communicate their sustainability impacts.

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About
Omnicell

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RANDALL A. LIPPS

Chairman, President,
Chief Executive Officer,
and Founder

A Note From Our Founder

The year 2022 was memorable for Omnicell and was full of extraordinary events. We started the year looking forward to celebrating our 30th Anniversary; continuing our efforts to create a diverse culture of inclusivity, equity, engagement, and well-being; reflecting on our humble roots; continuing our purpose of fundamentally transforming the pharmacy care delivery model; and realizing our vision of improving patients' lives by solving the problems of medication management. But then, we experienced one of the biggest challenges any company could face: We were victims of a ransomware attack.

While this event certainly created issues that impacted our business, it also unleashed the power of the Omnicell people. Our global teams quickly rallied together. They hit the ground running, executing our business continuity plan, and demonstrating our Better Way of performing in challenging times. Most importantly, none of our customers' protected health information was compromised, and within a relatively short time, our team's collective efforts enabled us to get back up and running – emerging even stronger as a result.

The experience demonstrated once again what we knew all along – that we have great employees

at Omnicell. Our team of professionals are passionate and committed to always doing the right thing on behalf of our customers, investors, key stakeholders, community, business, and each other. Their dedication, resilience, and perseverance served Omnicell well in many areas during 2022. It proved to be at the core of our approach to Corporate Responsibility and the many milestones we achieved in 2022 within our four strategic pillars – Environment, Social, Governance, and Innovation. We are pleased to share some of those accomplishments in the subsequent pages of this report.

While 2022 proved to be a unique year for Omnicell, it has reminded us to celebrate the small wins as much as the big ones and to be thankful for the opportunity to serve. While we face additional challenges during this time of economic uncertainty, we will rely on those object lessons of resilience, dedication, and perseverance to see us through the long and short of it. We will continue to forge ahead to deliver optimal healthcare solutions for our customers that will help save patients' lives, sustain our business, and continue to enable us to achieve our goals for ourselves and for our customers.



Building a Better Way

While we faced challenges in 2022, including macroeconomic headwinds in the second half of the year, we also experienced numerous bright spots, particularly with respect to our ESG endeavors.

The challenges and successes of 2022 reaffirmed for us how resilient our company and employees can be and reinforced one of my favorite sayings: “No one of us is as smart as all of us in the room together.” We have learned, again and again, the importance of bringing people together from across the organization – from different places geographically and experientially – and embracing the diversity of thought they offer to continuously improve.

Our core value that “**Relationships Matter**” is the underlying principle of how we work together and respect and support our differences. Whether responding to this year’s ransomware incident or taking steps to transform our business to meet the moment with respect to climate change, we embrace the power of our people as we endeavor to bring our work to the next level.

Throughout the course of 2022, our people have pulled together to help us move forward.

As a result of our commitment and hard work, Omnicell was named one of the **Top 100 Most Transparent Companies in the World** by Transparency Global, and we were lauded for our commitment to ESG by Frost & Sullivan, receiving the **Enlightened Growth Leadership Award** in 2022.

We are confident that our people will continue to meet the challenge of using the Omnicell model of care delivery and the industry vision of the Autonomous Pharmacy to transform healthcare. There is no time like the present to continue this work.

“No one of us is as smart as all of us in the room together.”

■ Roxanne Turner



ROXANNE TURNER

Sr. Vice President of Corporate Responsibility and Chief Compliance and Privacy Officer



Company Profile

Omnicell, a leader in transforming the pharmacy care delivery model, is committed to solving the critical challenges inherent in medication management and elevating the role of clinicians within healthcare as an essential component of care delivery. Omnicell is focused on helping our customers optimize medication management in each setting of care, from inpatient to outpatient, and placing the patient at the center. We are doing so with an industry-leading medication management intelligent infrastructure to equip and empower pharmacists and pharmacies with the ability to focus on clinical care rather than administrative tasks. This intelligent infrastructure provides the critical foundation for customers to realize the industry vision of the Autonomous Pharmacy, a vision defined by pharmacy leaders for improving operational efficiencies and ultimately targeting zero-error medication management.

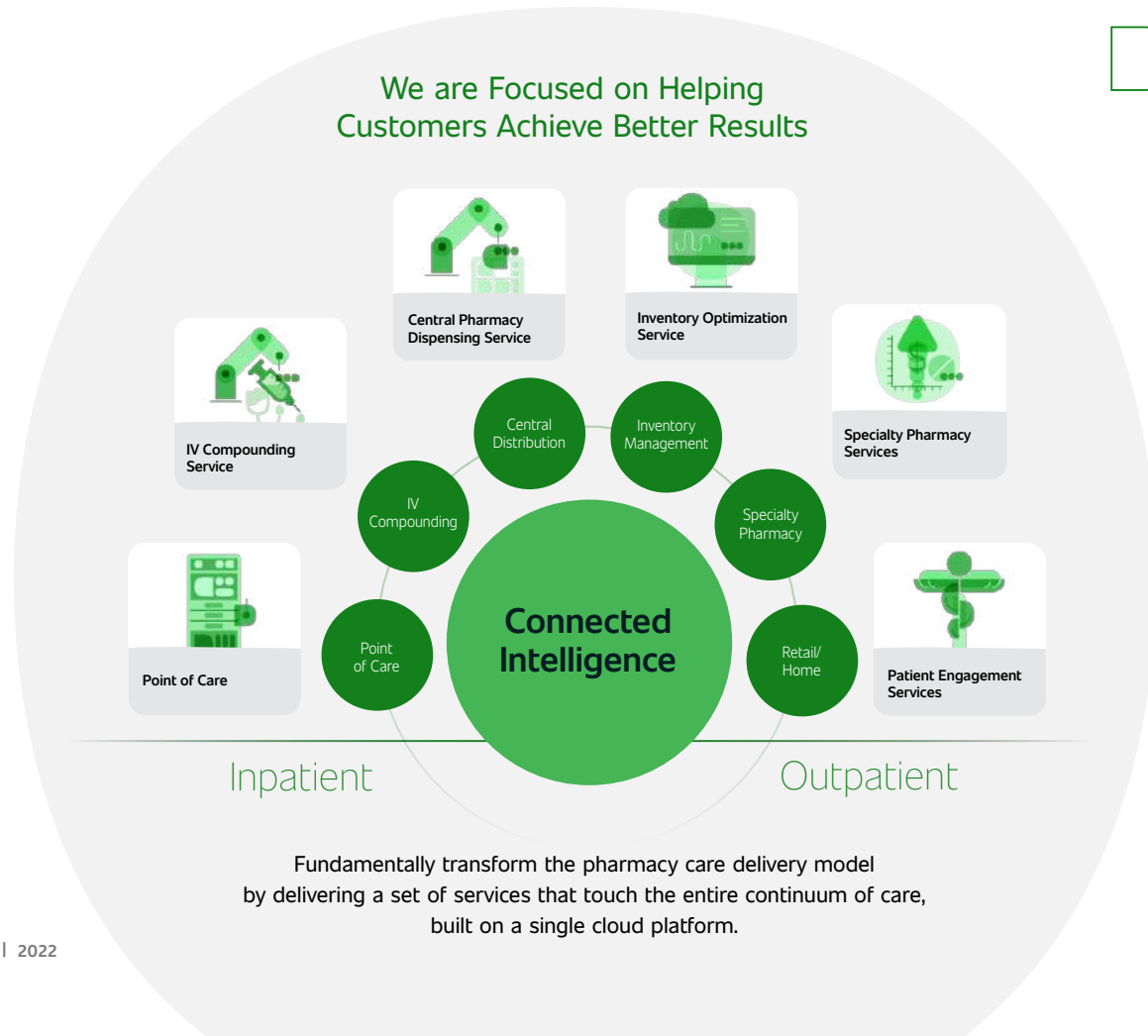
Our products and services span the evolving continuum of care, including across inpatient, outpatient, and retail settings. We provide a range of advanced automation, including robotics designed to automate work, streamline workflows, and reduce human error. Across these settings, we provide central pharmacy automation solutions for both medication dispensing and IV compounding, as well as medication and supply dispensing systems at the point of care. We also provide patient engagement solutions to help improve adherence to prescriptions. With certain automation and technology-enabled service offerings, we

provide expert services designed to help optimize utilization through subscription agreements, inclusive of expert personnel to operate the equipment.

We view our customers as partners in the pursuit of better health outcomes for patients and improved satisfaction for the clinicians who serve them. We find that every engagement is an opportunity for us to help our customers reach their clinical and business

objectives while we work with our customers to accelerate the recognition of value for their initiatives.

In addition to our own organic development, we have, from time to time, acquired businesses and technologies that expand our product lines and are strategic fits for our business, and we expect to continue to seek to acquire businesses, technologies, or products in the future.



Brands and Subsidiaries

The following are trademarks or registered trademarks of current Omnicell products and brands:

Omicell®
SureMed Adherence™
EnlivenHealth®
FDS Ampicare™
MarkeTouch Media™
Ampicare Clinical Solution™
I.V. Station™
Care Scheduler™
XT Automated Medication Dispensing System™

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Global Geographic Presence



NUMBER OF EMPLOYEES

Approximately

4,230

Employees worldwide as of
December 31, 2022¹

Over the past several years, our business has expanded from a single-point solution to a platform of products and services that will help to further advance the industry vision of the Autonomous Pharmacy. Facilities worldwide use our automation and analytics solutions to increase operational efficiency, reduce medication errors, deliver actionable intelligence, and improve patient safety. Institutional and retail pharmacies across North America and the United Kingdom leverage our innovative medication adherence and population health solutions to improve patient engagement and adherence to prescriptions, helping to reduce costly hospital readmissions. Our products are available in a variety of languages including Traditional Chinese, Simplified Chinese, Japanese, Korean, French, Swedish, Dutch, Spanish, Italian, and German.

We sustain a global presence with approximately 4,230 employees worldwide (as of December 31, 2022). In addition to our facilities in the United States, we have offices in Australia, the People's Republic of China, France, Germany, Italy, the United Arab Emirates, and the United Kingdom.

¹.Due to economic headwinds in the second half of 2022, there was a workforce reduction across most functions affecting approximately 350 employees, or approximately 9% of the workforce. This data point is inclusive of the 350 impacted employees, as the majority were still actively employed on December 31, 2022, with termination dates in early 2023.

Financial Performance



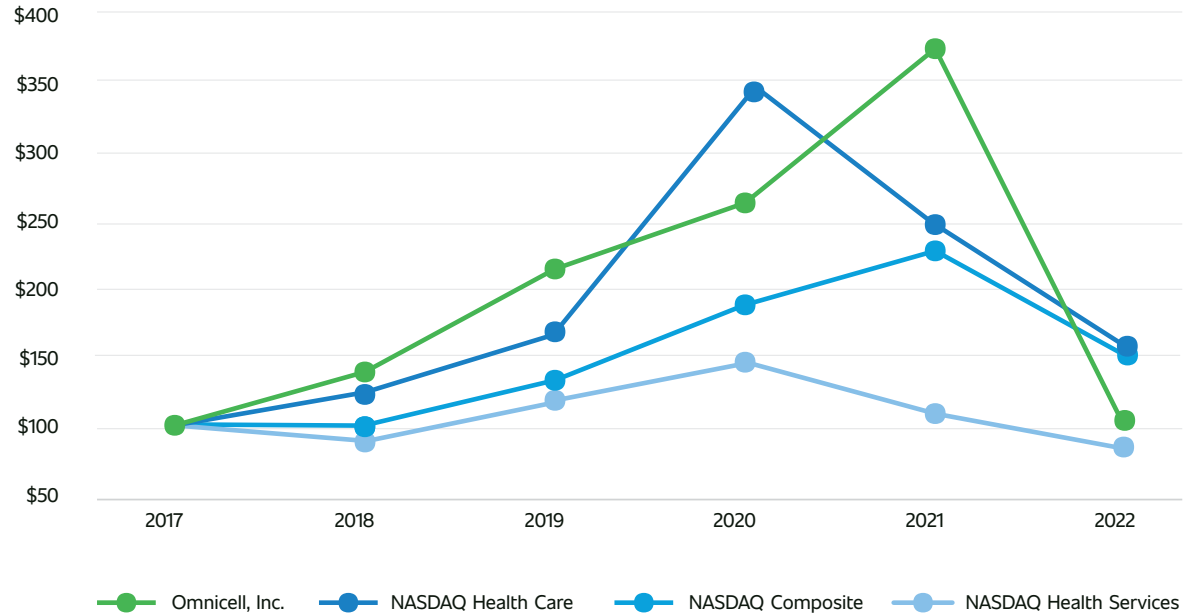
\$1.296B
Full Year 2022
GAAP* Revenues



\$1.054B
2022 Total Bookings

COMPARISON OF 5 YEAR CUMULATIVE TOTAL RETURN^{1,2}

Among Omnicell, Inc., the NASDAQ Composite Index, the NASDAQ Health Care Index, and the NASDAQ Health Services Index



The above graph compares total stockholder returns for Omnicell's common stock for the past five years to three indexes: the NASDAQ Composite Index, the NASDAQ Health Care Index, and the NASDAQ Health Services Index. The graph assumes \$100 was invested in each of Omnicell's common stock, the NASDAQ Composite Index, the NASDAQ Health Care Index, and the NASDAQ Health Services Index as of the market close on December 31, 2017. The total return for Omnicell's common stock and for each index assumes the reinvestment of all dividends, although cash dividends have never been declared on Omnicell's common stock and is based on the returns

of the component companies weighted according to their capitalization as of the end of each annual period.

The NASDAQ Composite Index tracks the aggregate price performance of equity securities traded on the NASDAQ Stock Market. The NASDAQ Health Care Index and NASDAQ Health Services Index tracks the aggregate price performance of healthcare and health services equity securities. Omnicell's common stock is traded on the NASDAQ Global Select Market and is a component of both indexes. The stock price performance shown on the graph is based on historical results and should not be relied upon as an indication of future price performance.

1. \$100 invested on December 31, 2017, in stock or index, including reinvestment of dividends.

2. This section is not deemed "soliciting material" or to be "filed" with the SEC and is not to be incorporated by reference into any filing of Omnicell, Inc. under the Securities Act or the Exchange Act, whether made before or after the date hereof and irrespective of any general incorporation language in any such filing.

*U.S. Generally Accepted Accounting Principles ("GAAP")

Mission, Vision, and Values

Mission

Be the clinician's most trusted partner in medication management. We are dedicated to continuously deliver innovative technology that helps our customers improve patient care, *for everyone.*

Vision

Deliver the most compelling automation and services that accelerate pharmacy perfection.

The vision for Omnicell manifested 30 years ago in a Neonatal Intensive Care Unit (NICU), when a father looked on helplessly as his newborn daughter, born with premature lungs due to hyaline membrane disease, fought for her life. As he also watched the nurses fighting just as hard to keep her alive, he applied his considerable acumen in the field of workflow efficiency to the idea of making these heroic, selfless caregivers' jobs just a little bit easier, just a little bit surer.

Born in that NICU, this ethic lies at the heart of everything Randall Lipps and Omnicell has done for the past 30 years. Not just building cabinets or end-to-end solutions or data services or IV compounding robotics; not just building market share or stock value. But with every effort, every innovation, every acquisition, and endeavor, striving to build something less tangible, yet vastly more essential to the realm of progressive, compassionate healthcare: trust.

It is this social mission that drives Omnicell's people, products, and business strategy because an Omnicell solution is

intended to represent so much more than improved operational efficiencies and medication management.

It is for all these stakeholders in the healthcare system that Omnicell strives to create a Better Way and commits to creating positive change. Every day, Omnicell employees show their passion and dedication to transforming the healthcare model and achieving the mission of our customers as well. We believe our connected devices, products, and solutions, which unite automation, intelligence, and services, should help our customers harness the power of data and analytics to deliver improved patient outcomes. Looking forward, our medication management intelligent infrastructure is designed to further this mission and vision by helping us achieve our strategy of fundamentally transforming the pharmacy care delivery model by delivering a set of services that touch the entire continuum of care, built on a single cloud platform.

“From humble beginnings and direct observation of patient and caregiver needs, Omnicell is an organization that strives to remain intimate enough to be personally connected, yet large enough to define the future.”

■ Vance Moore, Director of Omnicell

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Core Values

Omniceil's core values represent what we stand for as a company and reflect the expectations Omnicell employees have for one another. Our core values are the standards to which we hold ourselves. These are not just words...they are how we define our Omnicell culture and what ties us together across different geographies, functional groups, and initiatives.

“ Our core values are the guideposts that keep us on the road...as we relate to our fellow employees, our customers, and everyone.”

- Randall A. Lipps, Chairman, President, Chief Executive Officer, and Founder

P

Passionate Transformer

We are passionate about transforming healthcare and how medications are delivered in any environment. Omnicell aspires to create a Better Way for healthcare and pharmacy systems by innovating technologies and solutions to improve the management of medication and supplies.

R

Relationships Matter

We are people who care. We take a highly relational approach with our colleagues, customers, and communities to create synergies that yield the greatest benefits for all stakeholders and enhance business outcomes.

I

Intellectually Curious

We recognize the importance of lifelong learning and collaboration in innovation. We are consistently examining the ways we work by asking questions, listening to others, and challenging the status quo.

M

Mission Driven

Our mission serves as our guidepost in everything we do. It drives us to be relentless in the pursuit of delivering healthcare in a Better Way, sparking Omnicell's passion and desire to continuously solve problems that impact millions.

E

Entrepreneurial

We are courageous in the face of new problems and endeavor to make the most of opportunities, overcome and learn from setbacks, and succeed in a variety of settings.

D

Do the Right Thing

We hold ourselves to the highest standards of ethics and integrity, because we understand that loyalty and trust is something we must earn, not expect. To remain a care provider's most trusted partner, we aim to lead by example, delivering on our promises in everything we do, every day, through collaboration, engagement, accountability, and support.



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Corporate
Responsibility

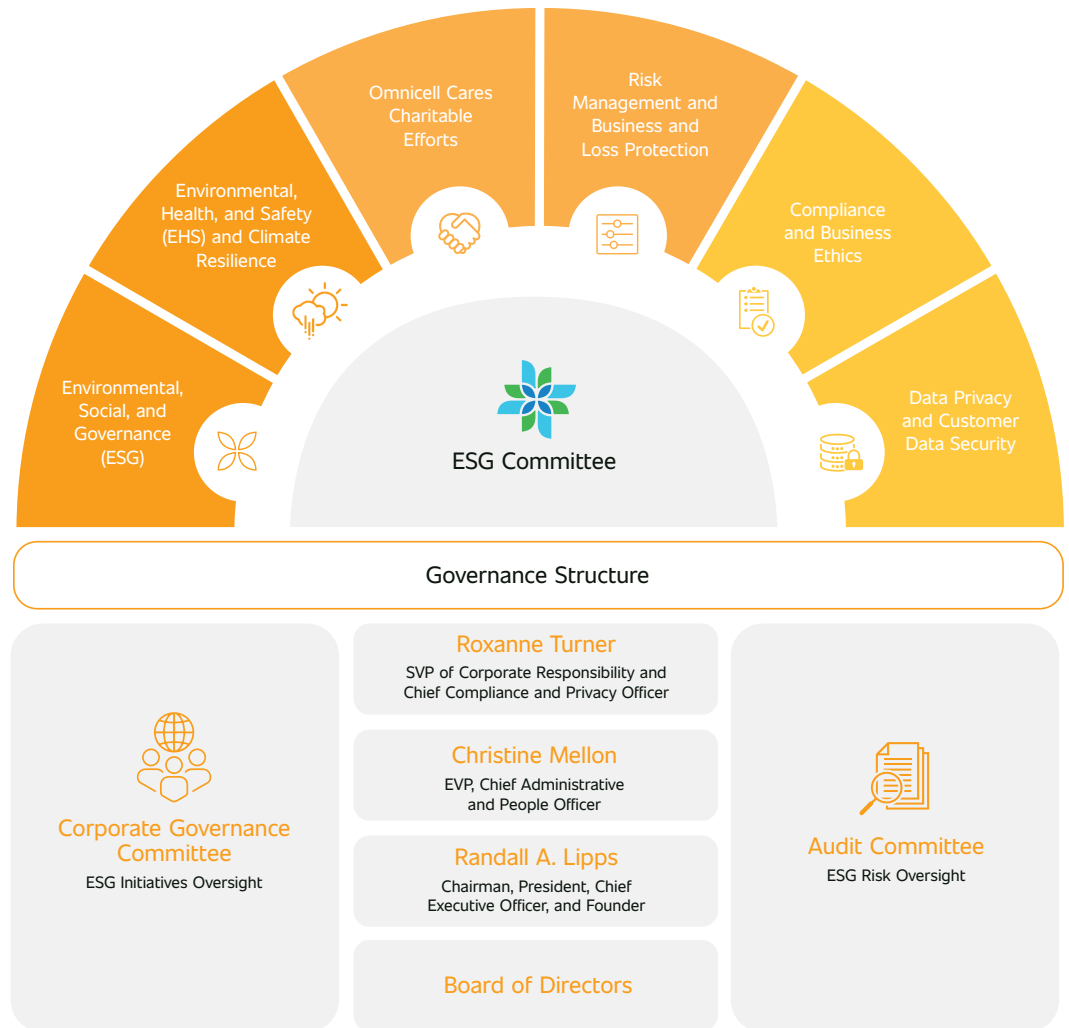
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Governance Oversight

Omnicell's Corporate Responsibility (CR) team oversees, manages, and works to mitigate many of the highest risks our organization faces, with functions including Environmental, Health, and Safety and Climate Resilience, Omnicell Cares Charitable Efforts, Risk Management and Business and Loss Protection, Compliance and Business Ethics, and Data Privacy and Customer Data Security. Our ESG program is housed within this CR team, as the different functions work together synergistically in a way that is designed to ensure Omnicell's ESG performance continuously improves in a holistic manner, embodies responsible business practices, and maximizes positive impacts. By reporting our initiatives on a quarterly basis within the functions to both the Governance and Audit Committees of the Board of Directors, we ensure that the highest levels of Omnicell leadership are able to provide oversight, collaborative consultation, and additional risk management across our operations.

Working collaboratively with the People function, our Senior Vice President of Corporate Responsibility and Chief Compliance and Privacy Officer (SVP of CR) has addressed diversity at the Board level with the Corporate Governance Committee to ensure that due consideration is given to candidates to enhance the skills and expertise of our Board members. Omnicell is governed by a diverse and independent Board of Directors currently comprised of nine highly qualified directors, eight (89%) of whom are independent, and four (44%) of whom are women or racially or ethnically diverse. The diversity of our Board members reflects our continuing efforts to achieve a diversity of viewpoints, experiences, and knowledge, as well as ethnicities and gender.

In 2022, we began reporting our ESG goals, targets, and initiatives directly to the Corporate Governance Committee in sessions including the Lead Director/Chair of the Compensation Committee and the Chair of the Audit Committee to ensure that we give full consideration to all material aspects of our business. By doing so, we extend our proactive focus on protecting Omnicell's people, assets, information, and reputation in an effort to eliminate and mitigate risk that is intended to increase our operational and organizational resiliency.



Our Better Way for ESG and Innovation (ESG&I)

Omniceil remains steadfast in our approach to Corporate Responsibility, framing our focus on the four pillars of ESG&I. This approach provides Omnicell the opportunity to more closely link our progress in these areas with our business success while addressing current and upcoming regulations.

We don't stop, though, at meeting regulations – our goal is to address the potential impact of climate change on our business, while embodying responsible business practices, and prioritizing topic areas that are paramount to our business success and important to our stakeholders. To do so, we mapped the most material risks to our business; in our 2021 ESG Report, we announced a series of strategic goals and targets intended to address these risks.

We are confident that our pursuit of these relevant and meaningful targets will help improve our resiliency and help us thrive in an evolving business landscape. Looking forward, we aim to pursue avenues where we can continuously improve the way we do business and optimize our governance and risk controls to positively impact the value Omnicell provides to our stakeholders.

Our long-term focus includes furthering our initiatives and risk mitigation efforts across the ESG&I pillars, and continuously improving our data availability and metrics to best inform our reporting. We are committed to re-assessing our material topics and goals, as risks change over time, to ensure the greatest positive impact as we continue on our journey of a Better Way.



“ Omnicell was founded on a social mission, and **‘Do the Right Thing,’** one of our core values, is at the heart and soul of CR...We simply cannot survive, if as a corporate citizen, we do not seek to do right by those that make us successful – our people, the places where we live and work, and the customers, communities, and investors.”

■ Roxanne Turner, SVP of Corporate Responsibility and Chief Compliance and Privacy Officer



Engaging Stakeholders



Through active communication and engagement with our stakeholders on a regular basis, we believe we gain valuable insight into their expectations, and work to improve our performance against those expectations. We measure employee satisfaction and engagement through regular surveys and facilitate their sharing of ideas and concerns. In 2022, we introduced new initiatives to raise awareness about Omnicell's ESG program and to communicate the importance of ESG practices to our employee audience.

THE ENVIRONMENTAL IMPACT AWARD: "ENNOVATORS" AWARD

This new award recognizes Ennovators – an Omnicell employee, or team who demonstrate leadership, innovation, and creativity by implementing a project to reduce Omnicell's environmental footprint. This engages and empowers our employees to improve our current processes and practices to yield a better environmental impact, while promoting a culture of sustainability at Omnicell. Read more about the inaugural winners of the award in the [Environmental Performance](#) subchapter. In 2023, we look forward to offering this award again.

OMNICELL ESG&I VIDEO

We collaborated with creative agency, Epipheo, to create and distribute a call-to-action video for Omnicell leadership and employees. This short, inspiring video emphasizes Omnicell's role in

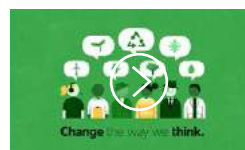
combating global climate change, encouraging the organization to reimagine how we think, design, and operate at Omnicell to reduce our environmental footprint.

PRODUCT DEVELOPMENT TRAINING

The Omnicell ESG team convened a training webinar with the Product Development team to further educate them on Omnicell's ESG program, identify opportunities to integrate environmental considerations into ongoing projects, and spark the creative process for future projects by challenging teams to "Think Outside the Box." In 2023, we aim to host more ESG lunch-and-learn sessions for a number of Omnicell functions to further our impact across the organization.

DUQUESNE UNIVERSITY SUSTAINABILITY CONSULTING ENGAGEMENT

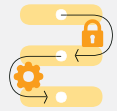
In 2022, we completed our second engagement with the Duquesne University MBA-Sustainable Business Practices program. In this student-led consulting project, MBA students assisted us with identifying opportunities to improve our environmental footprint by performing a climate risk assessment for domestic operations. This engagement was a valuable exercise in knowledge sharing as Omnicell employees and the student team worked collaboratively to share solutions and perspectives between experienced and emerging professionals.



Risk-Based Approach

In 2021, Omnicell undertook our first materiality assessment, in which we gathered insights from our internal and external stakeholders about the topics most important to them, our business, and our future success. Through this assessment, we identified 11 material topics that our stakeholders indicated are most strategic or paramount to our business, which helped build the foundation of our current program.

In 2022, we ensured our top 11 material topic areas continued to align with our ESG&I strategic priorities, and, after careful evaluation of the current business landscape, we concluded that an additional materiality assessment was not required in 2022. Rather, we assessed our progress toward current goals and targets and executed on strategic short-term actions. This focus has led to marked progress toward our targets and long-term goals, while honing our strategy with a greater focus on our **top four material topic areas**:



1. Data Privacy, Cybersecurity, and Network Resilience



2. Product Quality and Patient Safety



3. Access to Care: Integrated Care



4. Business Ethics

Looking forward, we plan to conduct an additional materiality assessment in 2024 to reflect the changing business and ESG&I landscape. This assessment will provide the opportunity to evaluate how our priorities may have evolved, revise strategic actions to better reflect the current environment, and gather further insights from stakeholders.

Strategic Goals and Targets

OmniceLL is committed to endeavoring to achieve the strategic goals and targets we established in 2021, aligned with our most relevant material topic areas. Over the course of 2022, we have made notable progress towards these goals and targets, highlighted in [Chapter 3](#). In 2023, we will continue to collaborate with stakeholders across the organization as we strive to make further progress and assess performance using key performance indicators (KPIs).

PILLAR	TOPIC	GOAL	TARGET
Environmental Innovating for Efficiency	Climate Risk and Resilience	Prioritize operational excellence and environmental stewardship throughout our operations and value chain to contribute towards global efforts of reducing greenhouse gas emissions.	Conduct a Scope 1 and 2 climate risk assessment by end of 2022.
	Greenhouse Gas Footprint	Actively contribute to realize a 1.5° Celsius future by 2030.	Complete baseline assessment of Scope 3 emissions by 2024. Establish Scope 3 reduction targets by 2026.
Social Every Voice Counts	Diversity, Equity, Inclusion, and Belonging	Create a culture of inclusivity, engagement, and well-being.	Create avenues for employee involvement and impact through committees, Employee Resource Groups, and Employee Activity Committees by 2025.
	Talent, Recruitment, and Retention	Make Omnicell an employer of choice for top talent.	Omnicell will strive to achieve an employee retention rate of 85% or greater each year.*
Governance Doing the Right Thing	Data Privacy, Cybersecurity, and Network Resilience	Continue to protect the data of our employees and stakeholders while increasing investments in network resilience and zero trust.	Maintain employee phishing attack testing failure rate at 10% or below year over year.
Innovation Accelerating for Perfection	Equitable Access to Products and Services	Deliver products and services that assist with improving healthcare outcomes in low- and middle-income communities and underserved areas.	Develop a charitable product donation program by 2024 to further improve equitable access to products and services through repurposing end-of-life products for disadvantaged economies.
	Responsible Product Design	Design our products to minimize environmental footprint while maximizing patient outcomes.	Develop plans by 2023 to minimize the environmental footprint for 100% of new products.

*Target revised in 2022 to reflect closer alignment with industry benchmarks for peer companies.

United Nations Sustainable Development Goals (UN SDGs)

United Nations Sustainable Development Goal 3, Good Health and Well-Being – Ensure healthy lives and promote well-being for all at all ages.

As a global healthcare company dedicated to creating positive change and transforming care, we recognize the importance of contributing to the UN SDGs. While the 17 UN SDGs span the entirety of human activity, Omnicell is focusing our efforts on the goal where we believe we can leverage our expertise to try to make the biggest difference: UN SDG 3, Good Health and Well-Being. The aim of UN SDG 3 — **"Ensure healthy lives and promote well-being for all at all ages"** — is directly aligned with our vision of a Better Way. Here, we report on how we are working to contribute to specific UN SDG 3 targets.

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1. Based on statistics published by the Center for Health Care Strategies and the U.S. Census Bureau in 2019.
2. Based on statistics sourced from Pinto, S., Simon, A., Osundina, F., Jordan, M., & Ching, D. (2018). Study to Measure the Impact of Pharmacists and Pharmacy Services (STOMP) on medication Non-Adherence: Medication Adherence and Clinical Outcomes. *INNOVATIONS in pharmacy*.
3. Based on statistics sourced from Kim, J., Combs, K., Downs, J., & Tillman, F. (2018). Medication Adherence: The Elephant in the Room. *U.S. Pharmacist*.
4. Information sourced from Campbell, P.J., Axon, D.R., Taylor, A.M., Smith, K., Pickering, M., Black, H., Warholak, T., & Chinthammit, C. (2021). Hypertension, cholesterol, and diabetes medication adherence, health care utilization and expenditure in a Medicare Supplemental sample. *Medicine (Baltimore)*.
5. Based on statistics sourced from Krumme, A., Glynn, R., Schneeweiss, S., Gagne, J., Dougherty, J.S., Brill, G., & Choudhry, N. (2018). Medication Synchronization Programs Improve Adherence to Cardiovascular Medications and Health Care Use. *Health Affairs*.

UN SDG 3 TARGETS

OUR APPROACH

Target 3.3

By 2030, end the epidemics of AIDS, tuberculosis, malaria, and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases

Omnicell's suite of medication adherence solutions are designed to improve medication adherence, which in turn should increase the likelihood of a treatment protocol being followed accurately and completely. Doing so should reduce the spread of communicable diseases as patients who adhere to their treatments typically experience improved health outcomes and reduced hospital readmission rates.

Medication Adherence: Omnicell offers a full suite of pharmacy automation supplies and equipment, including single-dose and multi-medication adherence packaging, intended to help pharmacies improve patient outcomes via adherence to prescriptions. These solutions are designed to address the widely recognized problem of poor medication adherence, which has been demonstrated to result in increased hospital readmissions, deteriorated treatment outcomes, and avoidable healthcare costs, by clearly organizing medications in an easy-to-follow format that provides instant visual reinforcement of what to take and when.

With approximately 74 million Americans taking five or more medications routinely¹, this can help ensure that the right medication is given to the right patient at the right time which should improve adherence to treatment protocols and in turn reduce the spread of communicable diseases.

Potential benefits of this solution include:

- Increasing medication adherence for patients as SureMed Adherence Blister Cards resulted in adherence rates of 90%.²
- Reducing hospitalizations, as nonadherence to prescribed medication therapies can account for up to 25% of hospitalizations each year in the United States.³

Target 3.4

By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being

Omnicell's innovative patient engagement solutions are aimed at freeing up healthcare practitioners' time from burdensome administrative tasks to allow them to focus on patient-centered care and education, which is in intended to help improve rates of medication adherence for patients and improve their overall health and well-being.

Medication Synchronization: Medication Synchronization coordinates a patient's chronic prescriptions to be picked up at the same time each month, providing the opportunity for the pharmacy to intervene with the patient on a regular schedule. The pharmacist and patient meet monthly to discuss the medication regimen and answer questions. This can help promote improved medication adherence by providing individualized prescription education and resources to patients. For chronic illnesses, improving adherence is essential, as patients with chronic diseases often must take medications over the long term to realize associated health benefits.⁴

Potential benefits of this solution include:

- Improving engagement, increasing overall satisfaction, and enhancing patient convenience, resulting in better patient outcomes.
- Increasing medication adherence by 3x for patients enrolled in EnlivenHealth's Medication Synchronization program.
- Reducing hospitalizations and emergency department visits by up to 9%, patient reduction typically experienced by patients in Medication Synchronization programs.⁵

United Nations Sustainable Development Goals (UN SDGs)

UN SDG 3 TARGETS	OUR APPROACH
<p>Target 3.5 Strengthen the prevention and treatment of substance abuse, include narcotic drug abuse and harmful use of alcohol</p>	<p>Our tools empower pharmacists to play a pivotal role in the opioid crisis by enabling them to reduce opportunity to misuse and abuse opioids, narcotics, and other controlled substances.</p> <p>Opioid Mitigation Module: The Omnicell Opioid Mitigation solution not only identifies pharmacy patients who are potentially at high risk for opioid overdose, but it also provides a glide path for education and other intervention designed to increase patient safety.</p> <p>Potential benefits of this solution include:</p> <ul style="list-style-type: none"> • Employing a predictive algorithm to identify patients at potentially highest risk for prescription opioid abuse and misuse. • Prompting workflow-friendly opportunities for intervention intended to help improve therapy, including co-dispensing of naloxone. • Guiding pharmacists to initiate a sensitive, stigma-free conversation with patients intended to assist in reducing opioid-related morbidity, mortality, and costs.
<p>Target 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all</p>	<p>As part of finding a Better Way, Omnicell supports the improvement of access to medicine and healthcare through reducing the cost of medicine and health technologies. Our suite of EnlivenHealth solutions for retail pharmacies represent what we find is the triple aim of healthcare: access, affordability, and quality.</p> <p>Medicare Match: Medicare Match helps pharmacies empower their Medicare-eligible patients to navigate the major life event of enrolling in Medicare and choosing a plan that is a match for their healthcare needs and financial requirements. This solution features a suite of tools that enable pharmacies to identify patients who could most benefit from this service and communicate efficiently with them while they are selecting a Medicare plan. Ultimately, this helps patients feel confident that their Medicare Part D plan should help them save money, while allowing them to maintain their relationship with their preferred pharmacy.</p> <p>Potential benefits of this solution include:</p> <ul style="list-style-type: none"> • Aiming to reduce patient out-of-pocket drug costs per prescription to less than \$125 per year by simplifying choice and increasing healthcare literacy and utilization. Prescription abandonment rates are less than 5% when the prescription carries no out-of-pocket expense but jump to 45% when the cost is over \$125 and to 60% when the cost is more than \$500.⁶ • Providing assistance navigating Medicare plan selection as 47% of soon-to-be eligible seniors say they need help choosing Medicare plans.⁷ • Increasing patient interventions by 50% for our pharmacy partners.

6. Data sourced from 2020 report by the IQVIA Institute for Human Data Science.

7. Data sourced from Freed, M., Damico, A., & Neuman, T. (2021, January). A Dozen Facts about Medicare Advantage in 2020.

3

Our
Performance





Environmental Performance

As an industry leader, Omnicell takes environmental sustainability seriously and recognizes our role as a responsible corporate citizen to seek to minimize our environmental impact. We work to ensure that our products and facilities are in compliance with regulations related to power consumption, clean air, waste, and other environmental factors.

In 2022, to help Omnicell contribute to a 1.5° Celsius future, we implemented new initiatives to reduce our impact on the environment and examine how we design and package our products, as well as how we operate our facilities.



2022 Environmental Performance				
PILLAR	TOPIC	GOAL	TARGET	2022 PERFORMANCE
Environmental	Climate Risk and Resilience	Prioritize operational excellence and environmental stewardship throughout our operations and value chain to contribute towards global efforts of reducing greenhouse gas emissions.	Conduct a Scope 1 and 2 climate risk assessment by end of 2022.	Building on our 2021 climate risk assessment of four of our manufacturing sites for domestic and international operations, in 2022, Omnicell conducted an additional climate risk assessment focusing on Scope 1, 2, and 3 activities. As a result, we identified climate-related risks to the organization and developed recommendations designed to mitigate risk and create value while also improving Omnicell's environmental footprint.
	Greenhouse Gas Footprint	Actively contribute to realize 1.5° Celsius future by 2030.	Complete baseline assessment of Scope 3 emissions by 2024. Establish Scope 3 reduction targets by 2026.	Throughout 2022, we have begun to gather baseline data for the movement of our goods and services, related to both our upstream and downstream activities. We plan to continue gathering this data to appropriately assess our baseline. Looking forward, continuing to establish the baseline data for Scope 3 emissions will help us determine specific goals and targets that will have a positive impact.



Climate Risk and Resilience

ESG BY DESIGN

Omniceil's ESG by Design philosophy integrates environmental, social, and governance considerations into the entirety of a project cycle using a Product Phase Gate Methodology (PPGM). In 2022, we have formally adopted this philosophy with a charter applying to new projects between 2023 and 2025. This charter provides a structured approach to creating and executing strategies that should contribute to our 1.5° Celsius goal through enhancing the sustainability attributes of our products and by developing frameworks to continually improve the sustainability of our designs. Furthermore, our internal product stakeholders have completed training on how to design, develop, and manufacture our products in an environmentally responsible manner. We are addressing our highest-priority ESG opportunities within this charter to encompass a number of design considerations, including the use of critical materials in the manufacturing and assembly of our products, exploration of alternative materials and resource consumption, and product end-of-life solutions like responsible decommissioning of our products and repurposing of materials.

Further, in 2022, the Environmental, Health, and Safety (EHS) team defined its role in the PPGM process, the cornerstone of Omnicell's ESG by Design philosophy, by leveraging our internal talent expertise in climate resilience. The primary goal of this effort is to ensure that Omnicell has adequately identified and evaluated EHS hazards and their associated risks inherent in a product, assess the optimization of materials for environmental impact and efficiency, and develop plans to effectively manage those risks and improve material consumption. Moving forward, this should ensure that all products meet the standards and criteria outlined by the EHS team.



RISK MANAGEMENT

Omnicell continues to leverage our risk management (RM) strategy to address climate-related risks. In 2022, a student consulting team in Duquesne University's MBA in Sustainable Business Practices program conducted an assessment to identify climate-related risks relevant to Omnicell's domestic operations and sites. The student team worked closely with internal stakeholders across the organization to gain key insights on Omnicell's operations, identify the likelihood of future climate-related risks, and propose opportunities for mitigation to improve our environmental footprint.

As a result of the climate risk assessment findings and recommendations, we have initiated a series of project charters and created cross-functional teams to collaborate on developing risk mitigation strategies and innovative solutions. Topics addressed in these project charters include responsible product design, product end-of-life solutions, packaging reduction and alternative packaging, and efforts to improve our footprint related to global travel. Further details about these project charters are included throughout this section.

The initial collaborations on these projects have proven to be successful; we have discovered

new opportunities to reduce Omnicell's environmental footprint, resulting in additional project charters for other areas of the organization and operations, including Omnicell's Facilities Charter, which was created to address greenhouse gas emissions and climate risks related to Omnicell facilities. Through initiatives related to this charter, Omnicell is pursuing opportunities to proactively prevent and mitigate climate-related risks that may impact our facilities and operations. These efforts will continue to evolve as we evaluate our overall real estate portfolio and the impact of a long-term hybrid work model.

To address risks within our supply chain, we continued to leverage our RM strategy in several ways. We updated our Standard Purchase Order Terms and Conditions to include additional environmental requirements for climate risk and resilience, and we updated our supplier onboarding program with new supplier due diligence assessments through Omnicell's QSP-21 global Quality Management System Purchasing Process. Our supply chain team has also undertaken risk assessments within our supply chain, identifying ways to eliminate single-source suppliers in economically or geopolitically challenged locations to improve the resilience of our supply chain.

ENVIRONMENTAL SPOTLIGHT

Environmental Impact Award Winner: “Ennovators” Award



Omnicell is always seeking new ways to reduce our environmental impact, and our workforce is a critical source of innovation and implementation that helps us in this pursuit. In 2022, we created the Environmental Impact Award as a way to reward, honor, and recognize an Omnicell employee, or team who demonstrate leadership, innovation, and creativity by implementing a project to reduce our environmental footprint. The initiative is designed to encourage our employees to generate environmentally innovative ideas, supported by quantifiable metrics and data, and to promote a culture of sustainability in Omnicell.

After careful review of the submissions, we awarded the first annual Environmental Impact Award to the Service Supply Chain team for initiating and implementing a regional recycling program, which we first highlighted in our 2021 ESG Report. Launched in late 2021, the team switched to using regional recyclers rather than shipping decommissioned cabinets across the country to be recycled in Illinois or Pennsylvania. By using geographically closer recyclers, the project ensures that reusable resources are properly recycled, while also reducing vehicle emissions and pollution.

Since program launch, 5,325 cabinet frames have been processed by regional recyclers, totaling more than 2.4 million pounds of materials recycled, and shortened the distance each shipment traveled by an average of 679 miles, a 49% reduction.

Greenhouse Gas (GHG) Footprint

OPERATIONS: SCOPE 1 AND 2

Much of Omnicell's Scope 1 and 2 emissions are attributable to building lighting, heating, air conditioning, and powering our data centers. We measure our Scope 1 and 2 GHG emissions globally across Omnicell's operations, including from owned and leased buildings, as well as our data centers.

Our GHG emission mitigation efforts include Omnicell's Facilities Charter, energy efficiency projects, reducing energy consumption in operations, and a continuing assessment of our energy consumption.

In 2023, we plan to strengthen our collaboration among our facility management teams as we work to continue to improve Omnicell's energy efficiency at all of our facilities.

VALUE CHAIN: SCOPE 3

In 2022, we began to gather specific, detailed baseline data to support our assessment of our Scope 3 footprint. This assessment spans our value chain, with a focus on material emissions categories such as purchased goods and services, transportation and distribution, and business travel. Collecting this data will enable us to develop specific goals and targets aimed at reducing our Scope 3 emissions.

For Scope 3 emissions related to our supply chain, this effort includes gathering data on the movement of our goods and services across our value chain – from our vendors to Omnicell, between Omnicell sites, and from Omnicell to our customers. In 2022, we sent requests for Scope 1 and 2 emissions from vendors representing our top 90% by spend to further capture our Scope 3 footprint.

TCFD Metrics: Scope 1 and Scope 2 GHG Emissions				
ASPECT		2020	2021	2022*
Scope 1, Direct GHG Emissions: Emissions from activities the company owns or controls, including the combustion of fuel and operation of facilities.	Global (all locations), tonnes of carbon dioxide equivalent (CO2e)	236	391	454
Scope 2, Indirect GHG Emissions: Location-based emissions from the purchase of electricity, heat, steam, and cooling purchased for our use.	Global (all locations), tonnes of carbon dioxide equivalent (CO2e)	11,609	11,306	9,304**
Total Scope 1 and 2 GHG Emissions	Global (all locations), tonnes of carbon dioxide equivalent (CO2e)	11,845	11,697	9,758
Energy Consumption¹	Global (all locations), gigajoules (GJ)	64,233	65,653	62,058
Carbon Intensity Ratio	Global (all locations), total GHG emissions in tonnes of carbon dioxide equivalent (CO2e) per million U.S. dollars of revenue	13.28	10.33	7.53

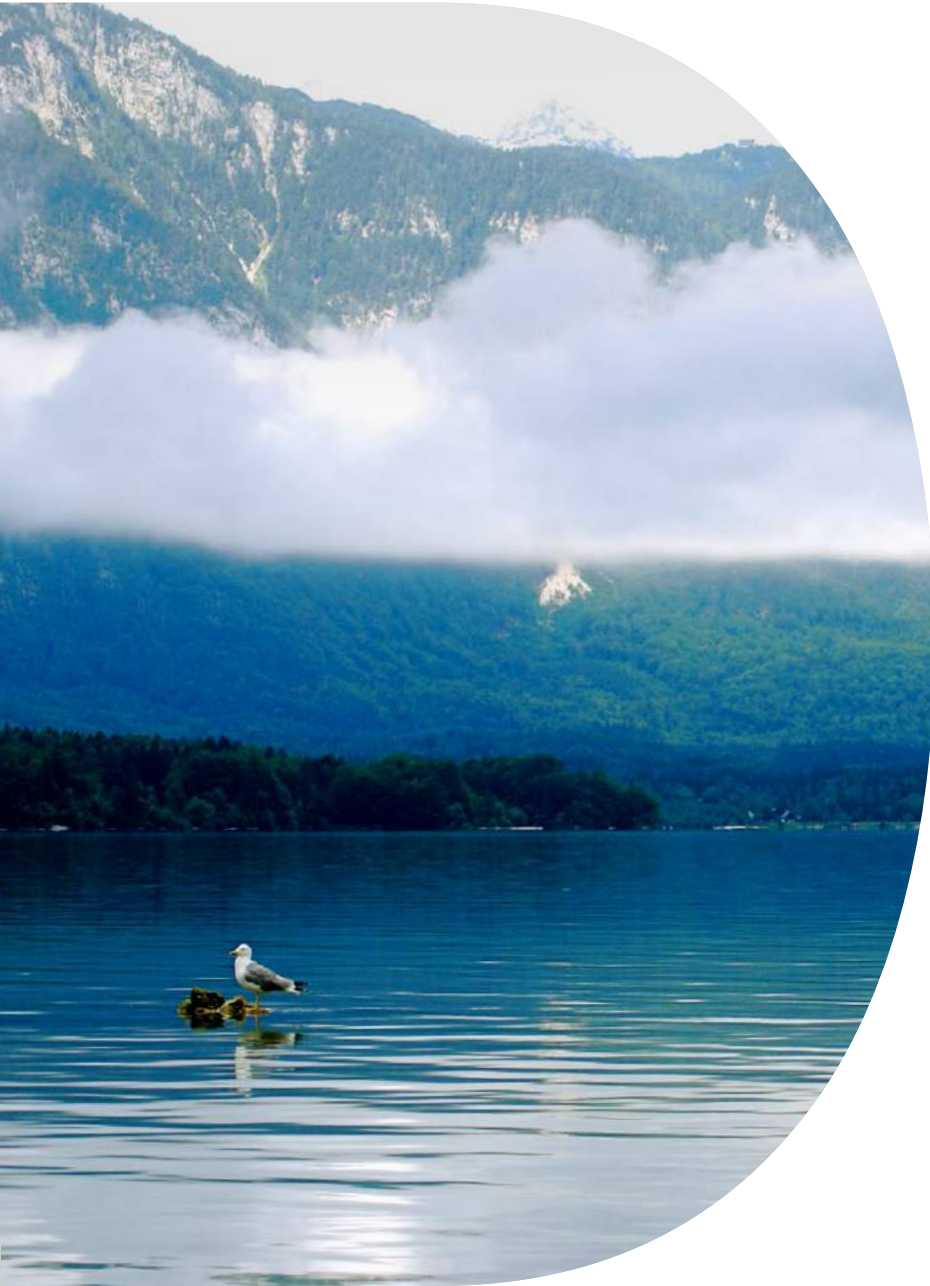
*Environmental data for 2022 includes 3 additional facilities with full calendar-year data. These facilities include an additional building at our St. Petersburg location, Fort Worth, and Germany. The inclusion of these sites are respectively due to local site expansion in 2022, acquisition of facility in 2021, and development of a methodology to measure Germany's GHG output from purchased heating oil. Data for 2022 does not include full calendar-year data for our Mountain View, Santa Clara, and Raleigh facilities as a result of facility closures throughout the course of 2022.

**In 2022, carbon dioxide equivalent (CO2e) for electricity usage was calculated for each location utilizing regional grid factors, instead of national grid factors to increase accuracy.

In 2022, we collaborated with Omnicell's Global Travel Services team on a Global Travel Charter in an effort to address our Scope 3 emissions from business travel. To craft this charter, we evaluated multiple facets of travel including hotel stays, air travel, and vehicle usage, and also assessed the sustainability performance of our preferred travel vendors. After confirming that our preferred airlines and hotels have strong sustainability commitments and are members of reputable sustainability alliances, we worked to encourage our employees to use these vendors in their business travel through increased

education and communication platforms. In our monthly travel trainings, we reinforce environmentally friendly travel behaviors, such as choosing virtual meetings over physical travel when possible, combining multiple tasks into a single trip, and reducing the number of offsite meetings. For vehicles, Omnicell is actively exploring avenues to encourage the use of hybrid-electric or full-electric vehicles during business travel. In 2023, we will continue to advance these efforts and investigate new solutions for Omnicell to decrease our travel carbon footprint.





Waste Reduction and Resource Efficiency

Throughout 2022, Omnicell focused on developing a series of projects that aim to reduce our waste and improve our resource efficiency. Efforts include launching two project charters targeting product end-of-life solutions and packaging reduction efforts, including alternative packaging opportunities. These charters allow our teams to collaborate cross-functionally to re-evaluate our current processes, explore new avenues of diverting waste from landfill, lessen our material consumption, and pursue opportunities to reuse materials.

A notable initiative in 2022 to reduce Omnicell's material use and waste involved implementing reusable foam inserts to replace single-use packaging in service shipments for single- and double-deep drawers in our XT Cabinets. These highly durable inserts provide the same protection and security for products as the single-use option, but instead are reusable over several shipments; we are currently evaluating opportunities to recycle these materials at end-of-life. **In the past year, this has helped reduce our waste footprint from foam units for our single-deep cabinet drawers by 76%.** Additionally, this initiative has resulted in cost savings due to the decreased need to purchase new shipping materials. In 2023, we will continue to investigate the use of alternative packaging materials and opportunities to reduce our product packaging and shipping materials.

ISO 14001 AND ISO 45001

Our global EHS Management System (EHSMS) is focused on identifying risks and opportunities across our global operations and conducts annual audits and monthly monitoring. The global EHSMS is aligned with ISO 14001 Environmental Management System (EMS) and ISO 45001 Occupational Health and Safety Management System standards. In 2022, we shifted from achieving single-site ISO 14001 and 45001 certifications to receiving multi-site certifications, and we maintained our certifications at our St. Petersburg, Florida; Milpitas, California; Warrendale, Pennsylvania; and Waukegan, Illinois sites. We additionally maintained ISO 14001 at our facilities in Irlam, U.K., and Trieste, Italy.

In 2023, we will continue to work toward ISO 45001 certification in Irlam, Trieste, and Waukegan. We will also continue to work toward achieving both certifications at our Bochum, Germany, location. Looking ahead to 2023, we will be upgrading our existing EHSMS software platform to provide more robust reporting, improve data analytics, and centralize our data collection.



In Brief: Environmental Performance

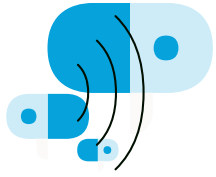
2022 Key Milestones

- Defined the EHS team's role in the PPGM process as part of our adoption of the ESG by Design philosophy
- Developed several project charters to identify initiatives to reduce Omnicell's environmental footprint across different areas of the business with focus areas including responsible product design, product end-of-life solutions, packaging reduction efforts and alternative packaging, and efforts to improve our footprint related to global travel and our facilities
- Updated our supplier onboarding program with new supplier due diligence assessments
- Implemented a reusable foam packaging initiative for XT Cabinet drawers, replacing single-use packaging foam with a durable, multi-use option
- Accomplished multi-site ISO 14001/ISO 45001 certifications
- Launched and formally implemented our global EHSMS with a unified standard for all facilities and completed our multi-site ISO certification for St. Petersburg, Milpitas, and Warrendale locations
- Awarded ISO 45001 certification for our Warrendale location

Looking Forward

In 2022, we are pleased to have been able to address all of our Environmental Performance "Looking Forward" aspirations and initiatives announced in our 2021 ESG Report. In 2023, we will continue to advance our environmental efforts and initiatives by working to:

- Upgrade our EHSMS software platform to include an ESG management module.
- Develop an EHS program for our Field Division.
- Collaborate with different functions of the organization to make progress towards environmental footprint reduction measures outlined in project charters.
- Explore additional certifications to continue to make our environmental management program more robust.
- Continue to formalize our plans for enhanced decommissioning, repurposing, and recycling of products replaced at customer locations.



Social Impact Performance

At Omnicell, we strive to create a culture that recognizes the unique value that every person brings to work. We believe that prioritizing the well-being and potential of our workforce allows us to attract and retain the best talent, empower our people to do their best work, and create products and services that meet our customers' needs, all of which advance our company mission. We also see our social impact as extending beyond our workforce, aiming to benefit the communities where we live and work, and to support communities affected by natural disasters and human crises through volunteering and charitable giving.



2022 Social Impact Performance

PILLAR	TOPIC	GOAL	TARGET	2022 PERFORMANCE
Social	Diversity, Equity, Inclusion, and Belonging	Create a culture of inclusivity, engagement, and well-being.	Create avenues for employee involvement and impact through committees, Employee Resource Groups, and Employee Activity Committees by 2025.	We are poised to launch several new Employee Resource Groups in 2023, including the Black Inclusion Group, Women in Tech, Mental Health and Disability Inclusion, and LGBTQ+. As we think more globally, we have established the new Omnicell Global Culture Committee, which will unify the Employee Activity Committees and other employee activity and philanthropic groups in 2023 to deliver a more cohesive experience that engages both our in-person and remote employees. The Global Culture Committee will lead development and delivery of key cultural events, celebrations, and activities that are intended foster inclusion, belonging, and engagement across our workforce.
	Talent, Recruitment, and Retention	Make Omnicell an employer of choice for top talent.	Omnicell will strive to achieve an employee retention rate of 85% or greater each year.*	Omnicell achieved an employee retention rate of 85% in 2022. ¹

*Target revised in 2022 to reflect closer alignment with industry benchmarks for peer companies.

¹ Due to economic headwinds in the second half of 2022, there was a workforce reduction across most functions affecting approximately 350 employees, or approximately 9% of the workforce. Any data shared in this report is inclusive of the 350 impacted employees, as the majority were still actively employed on December 31, 2022, with termination dates in early 2023.

Our People Plan

In 2021, we sought to redefine our People function by implementing a five-year People Plan to achieve success and operational excellence through our people. The plan includes several internal and external strategy drivers. Internally, we are incorporating our business strategy, organizational transformation, the future of how we work, our digital evolution, diversity, equity, inclusion, and belonging, and feedback from employees and leadership into our approach. Externally, the primary drivers include ESG considerations, the shift in employee expectations, and the competition for talent. All of these culminate in our long-term People Plan, closely aligned with our business strategy.

OUR KEY DRIVERS



Diversity, Equity, Inclusion, and Belonging (DEI&B)

OmniceLL strives to create a diverse culture of inclusivity, equity, engagement, and well-being – one where everyone feels they belong. We remain committed to creating and nurturing a work environment that is diverse, equitable, and inclusive of all employees, regardless of gender identification, race, ethnic origin, religion, age, sexual orientation, veteran status, or disability. This also includes wage parity and equity and ensuring nondiscrimination across Omnicell's operations.

In 2021, we focused on identifying barriers within our systems and investing in tools that would allow us to take meaningful actions to improve outcomes for our workforce. We are confident in this methodology, and we are pleased to share that our 2022 Employee Engagement Survey demonstrated to us that our investments are resonating with employees. As a result, we achieved scores that exceed the external benchmark, and our highest scores were from underrepresented employee communities. This same trend appeared in our Inclusiveness score as well.

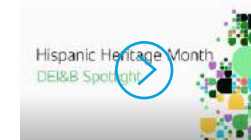
To continue to build upon these efforts, in 2022, we initiated a data-integrity initiative and we are launching a refreshed self-ID campaign in early 2023 that includes broadened attributes. This data-integrity initiative and self-ID campaign should allow us to establish accurate baselines for future goal setting and capture a broader view of diversity for more nuanced and meaningful data.



SOCIAL SPOTLIGHT

DEI&B Video Spotlights

Empathy is foundational to inclusion and belonging, which can often be fostered through storytelling and learning. In 2022, we formalized a DEI&B Spotlight video initiative that highlights our employees in underrepresented groups to increase empathy, learning, and representation across the organization. This past year, we amplified 14 employees' stories through our internal and external communication channels, centering around themes of heritage events and cultural recognition, such as recognizing Juneteenth and celebrating Hispanic Heritage Month. In 2023, we look forward to continuing these spotlights and expanding on this initiative by also sharing stories of relevant individuals and groups outside of Omnicell during cultural awareness days and months.



EMPLOYEE RESOURCE GROUPS (ERGs)

We are poised to launch our first four Employee Resource Groups in 2023. These ERGs will empower our employees to be advocates for marginalized communities, as well as enable thought leaders to help inform our DEI&B vision and strategy. Our employees selected and will lead our ERGs, and chairs and co-chairs will be financially compensated for their efforts in these areas. We seek to support our ERG leaders by creating space and compensation for this challenging and critical work. We believe this ERG model creates sustained momentum, and in tandem with our comprehensive and intentional DEI&B strategy, will support advocacy for the identity groups they represent.

As we think more globally, we have established the new Omnicell Global Culture Committee, which will unify the Employee Activity Committees (EACs) and other employee activity and philanthropic groups in 2023 to deliver a more cohesive experience that engages both our in-person and remote employees. The Global Culture Committee will lead development and delivery of key cultural events, celebrations, and activities that are intended to foster inclusion, belonging, and engagement across our workforce.

In 2022, we built a DEI&B intranet site to serve as a resource hub and an easy way to access content from these initiatives and groups. The site includes DEI&B toolkits, learning journeys, comprehensive definitions, the DEI&B Spotlight video archive, and houses ERG and Global Culture Committee event calendars and resources.

Employee Resource Groups Launching in 2023

- Black Inclusion Group
- Women in Tech
- Mental Health and Disability Inclusion
- LGBTQ+

Workforce Composition¹

GENDER				
YEAR	2021		2022	
	MALE	FEMALE	MALE	FEMALE
Global Breakdown	65%	34%	61%	38%
U.S. Promotions	60%	40%	64%	36%
U.S. Terminations	59%	41%	54%	46%

GLOBAL GENDER BREAKDOWN (%) IN MANAGEMENT ROLES				
YEAR	2021		2022	
	MALE	FEMALE	MALE	FEMALE
Manager	67%	33%	63%	37%
Sr. Manager	69%	31%	67%	33%
Director	67%	33%	67%	33%
Sr. Director	71%	29%	77%	23%
Vice President	80%	20%	84%	16%
Sr. Vice President	43%	57%	53%	47%
Exec. Vice President	80%	20%	75%	25%

U.S. ETHNICITY		
YEAR	2021	2022
White	59%	60%
Asian	15%	15%
Black/African American	7%	11%
Hispanic or Latino	6%	8%
Two or More Races	2%	2%
Unknown	11%	4%
Hawaiian/Pacific Islander/ Native American/Alaskan	0%	0%

U.S. MINORITY MANAGEMENT POPULATION*		
YEAR	2021**	2022
Manager	44%	40%
Sr. Manager	45%	41%
Director	54%	46%
Sr. Director	46%	37%
Vice President	49%	49%
Sr. Vice President	71%	60%
Exec. Vice President	20%	25%

*We define minority as Black, Indigenous, People of Color and Women (BIPOC/W). For 2022, we've updated our methodology to represent the percent of minorities that occupy each level of management from the total population of that management level. Previously, these figures represented the percent of the total population of minorities in management that occupied each level of management.

**For 2021, we've revised our previous figures to reflect this updated methodology.

U.S. VETERAN HIRING		
VETERAN STATUS	2021	2022
Prefer not to disclose	42%	34%
No	51%	62%
Yes	7%	4%
Benchmark ²	6%	6%

U.S. DISABILITY HIRING		
DISABILITY STATUS	2021*	2022
Prefer not to disclose	85%	90%
No	13%	7%
Yes	2%	4%
Benchmark ³	7%	7%

*For 2021, we've revised our previous figures due to recent advancements in our Human Capital Management systems.

1. Some metrics may not amount to 100% due to "unknowns"—employees who have not self-identified a particular demographic. Due to economic headwinds in the second half of 2022, there was a workforce reduction across most functions affecting approximately 350 employees, or approximately 9% of the workforce. Any data shared in this report is inclusive of the 350 impacted employees, as the majority were still actively employed on December 31, 2022, with termination dates in early 2023.

2. We utilize the National Annual Veteran Hiring Benchmark provided by the U.S. Department of Labor.

3. We utilize the 1G13 Utilization Goal Analysis for Individuals with Disabilities provided by the U.S. Department of Labor.

Talent, Recruitment, and Retention

OmniceLL strives to be an employer of choice to attract and retain top talent by implementing robust retention strategies. In 2022, this included initiatives such as providing opportunities to promote professional growth, investing in employee learning among both new and existing employees, and matching employee skills with the needs of the business.

Our Organizational Development function plays a strategic role in helping us develop and retain talent. We strive to develop career growth opportunities while delivering consistent learning and development experiences irrespective of role, function, or location.

RECRUITMENT

In 2022, the lingering challenges of the COVID-19 pandemic and a rapidly shifting labor market accelerated our need to be flexible and creative in how we work, recruit, and develop our teams for today and the future.

As our DEI&B strategy develops, we are integrating it into all social touchpoints, including recruitment, outreach, and partnerships. This includes extending our recruiting efforts to reach diverse populations and extending our employer brand outreach in the following ways:

- Joining Project Legion, a veteran and military hiring initiative, to expand our efforts to commit to increasing the representation of veterans and veteran spouses in the workplace.
- Becoming a partner company with Tech Ladies, connecting a global community of women in technology to Omnicell job opportunities.
- Sponsoring the YinzGirls, an all-girl, multi-ethnic robotics team of students in grades 5–7 in Pittsburgh, in their efforts to attend the 2022 FIRST Festival, an international event for youth robotics in Houston. After returning, the team visited our Thorn Hill facility to learn more about our advanced central pharmacy and IV robotics.

We've additionally invested in the online reach of our employer brand in 2022, publishing more employee and culture content across internal and external media channels. The success of this investment was reflected in a 44% increase in Omnicell's LinkedIn following and maintaining our overall Glassdoor rating.

Internationally, we have strengthened our recruiting in Europe, the Middle East, Australia, India, and East Asia by appointing a Talent Acquisition Manager dedicated

“The thing that still resonates with me today is that even during the interview process, there was a nuance about the employees' passion. Every company I'd ever worked for had a passion for the product that they're making. But the nuance at Omnicell was passion for the customer's mission, and not strictly their own.”

- Dan Johnston, former Omnicell Chief Legal and Administrative Officer



SOCIAL SPOTLIGHT

Recruitment, Innovation, and Investment in the Community

In 2022, Omnicell entered a strategic alliance that is expected to advance education in pharmacy automation. We are working with Long Island University (LIU) to co-create the Center for Innovative Medication Management (CIMM), an immersive pharmacy technology and analytics experience. LIU will incorporate Omnicell solutions into their PharmD program, which graduates 200 doctorate students each year. Through this innovative alliance, Omnicell is building a tech enabled Pharmacy simulation lab on the university's Brooklyn, New York, campus to provide hands-on education to both LIU students and Omnicell employees. Construction is underway, and we anticipate opening the facility in early 2023.



to overseeing practices and processes related to improving the hiring experience for candidates and management.

In early 2023, we will implement a new applicant tracking system and a best-in-class talent experience platform to enhance recruiting efforts. These new tools aim to increase recruiter efficiency, enable faster and better decisions, save time for value-added work, improve ease of job posting, and in turn, reduce the cost per hire and increase the quality of our hires.

RETENTION

Omnicell has invested in several programs and initiatives to support our target of achieving an annual retention rate of 85%. We foster employee learning through a wide range of training programs in Omnicell University and leadership development curriculums. Further, all employees have access to LinkedIn Learning for their on-demand learning needs. In 2023, we will refresh our curriculums to emphasize the key capabilities necessary for Omnicell's future success.

Employee development offerings include:

- Our People Manager Leadership in Action series, which creates one global Omnicell approach to talent development and is designed to enable our organizational transformation by aligning how we lead across all levels.
- The New Manager Masterclass, which prioritizes early managers in our revenue-generating organizations. Our intention is to scale this Masterclass across the company in 2023.

As part of this work, we are also reimagining how we conduct performance reviews and our feedback mechanisms. In 2022, we launched ASPIRE, a simplified approach to evaluating performance through a quarterly pulse check. ASPIRE is designed to increase opportunities to provide comprehensive feedback and reviews to employees.

We also launched a 360-degree feedback methodology for senior leaders in 2022, and we will continue to roll out this program for all people leaders to further advance the development of our leadership across the organization. Additionally, our THRIVE Senior Leadership Talent Review Process facilitates leadership dialogue to identify top and high-potential talent, align aspirations, bolster our leadership pipeline through succession planning, and support readiness via individual development plans.

We will be launching our new organizational development strategy and model in early 2023 to focus on development methods aligned with key capabilities necessary for successful leadership behaviors. This includes multi-channel curriculums to grow our people through education, experiences, exposure, and evaluation of their performance and potential. Special emphasis has been placed on enabling change leadership, including a full-year curriculum for 2023 by level, with quarterly workshops and toolkits to strengthen our leadership capability, employee engagement, and resilience.



Compensation and Benefits

Omniceil's compensation and benefits programs, as part of our Total Rewards program, are structured to maintain our competitive position in the market by providing a comprehensive, valuable, high-quality, and cost-efficient package that supports the needs of our business and enables us to attract and retain a talented and diverse workforce. Our compensation programs include competitive base pay, and short- and long-term incentives that we believe are appropriate for the markets in which we compete for talent. Our health, insurance, retirement, and well-being programs are designed to ensure quality, value, financial protection, and access to resources to help employees and their families live well.

EMPLOYEES AND COMPENSATION

We embrace a pay-for-performance philosophy that offers market-competitive pay and a comprehensive benefits package, as well as reward and recognition programs that embed our core values into our culture and everything we do, allowing for peer-to-peer recognition and motivating our employees to continually work to advance our mission, vision, and values.

In 2022, total compensation paid to employees, including benefits, totaled \$545.5 million (USD).

RETIREMENT AND FINANCIAL BENEFITS

In the U.S., we offer a 401(k) plan with matching contributions. The average contribution rate of pay into this plan is approximately 10%. Approximately 92% of U.S.-based employees participate in this retirement plan.

In the U.S. and Canada, employees may participate in the Omnicell Employee Stock Purchase Plan (ESPP), which allows employees to purchase common stock at a discount. Approximately 57% of eligible employees participate in our ESPP.

FLEXIBLE WORK ARRANGEMENTS AND LEAVE POLICIES

Omniceil has embraced a flexible work arrangement policy since 2020. We believe flexible work arrangements can strengthen employees' commitment to the organization and support work-life balance. We believe job effectiveness is determined by employee performance and results, not by the number of hours in the office. In 2023, we will continue to support in-person, hybrid, and remote work and explore opportunities to best support our workforce as this transition continues long-term.

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For regular, nonexempt, full-time U.S.-based employees, we offer 10–25 days of vacation, based on years of service. For exempt U.S. employees, we provide flexibility with vacation with no set guideline on number of days exempt employees may take, with manager approval.

In the U.S., we provide 11 holidays and various other paid time off or leaves of absence to help employees take time off when they need it, including paid Parental Time Off and Organ and Bone Marrow Donation paid leave policies. In 2022, we also launched a paid Volunteer Time Off policy to enable our employees to give back to their communities and support nonprofits during work hours, without compromising their wages. We provide more detail in the [Omnicell Cares – Charitable Efforts](#) section. For employees outside the U.S., time off and leave benefits are based on local laws and market practices.

HEALTH AND WELLNESS

Our employees across the world enjoy healthcare and welfare coverage offerings, which vary by region and country, employee group and status, and local legal requirements.

Our integrated approach is focused on our commitment to both physical and mental well-being. It offers our employees and their dependents a

wide range of health programs, resources, and tools to cultivate healthy behaviors and enhance their lives, including exercise challenges, on-site gym facilities, virtual workouts, and health coaching. In addition to making physical health a priority, we offer mental health counseling and resources, such as free access to the award-winning meditation app Headspace. Many of the programs we offer our U.S.-based employees are intended to help them balance their responsibilities outside of work, such as financial coaching, identity theft protection, adoption assistance, international travel insurance, tuition reimbursement, pre-paid legal services, and much more.

EMPLOYEE ENGAGEMENT AND WELL-BEING

We continue to conduct employee engagement surveys, with regularly revised questions to better capture employee sentiments. The results of these surveys guide our engagement efforts year over year.

In 2022, we used these results to continue to improve employee well-being and work-life balance. Based on positive feedback, we continued to support shortened meeting times in Outlook, “no-camera Fridays” for virtual meetings, and quarterly recharge days off with pay. We also continue to share resources on recognizing and avoiding burnout through our internal communications channels.



Omnicell Cares™ Program

Founded on a social mission, Omnicell is guided by a desire to improve the lives of others, both within the Omnicell community and the communities in which we operate and serve. Omnicell Cares, Omnicell's formalized charitable efforts program, translates this desire into action, making a positive difference by fostering opportunities for volunteerism, charitable giving, and raising awareness for critical topics and issues. To guide our efforts, the Omnicell Cares program is overseen by the Omnicell Cares Committee, governing charitable efforts, partnerships, and strategic decisions reflecting the support from executive leadership.

Mirroring the strategic objectives of our business, Omnicell Cares emphasizes philanthropy related to improving the health and well-being of others.

Omnicell Cares strategic focus centers around our four program pillars:



In 2022, we amplified our impact across these four pillars through active collaborations with nationally and internationally recognized nonprofits, and internal collaboration with other functions and committees, such as the EACs, to align and support charitable efforts happening across the organization.

SOCIAL SPOTLIGHT

Disaster Relief Efforts



Throughout 2022, Omnicell and our employees contributed more than \$37,000 (USD) to disaster relief efforts through our giving and volunteering platform, YourCause, not including donations made directly to relief organizations prior to the launch of the platform. Among our efforts:

SUPPORT FOR RELIEF EFFORTS IN UKRAINE

In the wake of the Russian invasion of Ukraine in February of 2022, Omnicell made a charitable donation to the American Red Cross, and we shared resources and awareness-raising materials with our employees regarding relief efforts in Ukraine.

HURRICANE IAN RESPONSE

We created a fundraiser to support the American Red Cross response in the Southeastern United States, with the funds allocated for providing emergency relief to areas affected by the hurricane in late September of 2022. Omnicell matched these funds and made an additional contribution to the American Red Cross. Our global travel program also served as a resource to support employees who were displaced or affected by the hurricane to help find temporary housing.

SUPPORTING VICTIMS OF GUN VIOLENCE

In the wake of the tragedies at Robb Elementary in Uvalde, Texas, and Dash's supermarket in Buffalo, New York, we created YourCause fundraisers to help the families of the victims. Our employees raised more than \$2,000 (USD) to support the victims and survivors of these tragedies.

OUR NEW MATCHING AND VOLUNTEER TIME OFF PROGRAMS

As evidence of our growth and commitment to maximizing our organizational and societal impact, in 2022, Omnicell launched two new programs in North America to support the charitable efforts of our employees:

- Corporate Matching Program:** Designed to amplify employee charitable contributions, Omnicell matches contributions to nonprofit organizations supporting causes within Omnicell's charitable pillars and aligned with our formal guidelines. In 2023, we look forward to offering additional special matching programs to supplement our campaigns for different causes.
- Paid Volunteer Time Off:** Designed to enable individuals and teams to give back to the causes that are important to them, Omnicell offers paid time off to participate in volunteer projects occurring during work hours that support the community's needs. Full- and part-time employees in North America on Omnicell's payroll platform can receive up to 16 hours of paid time off per year for volunteering with eligible nonprofits.

2022 Giving and Volunteering at a Glance*

\$11,907	\$178
Total dollar (USD) amount donated by employees	Average contribution (USD) amount per donor
1,506 hours	441 hours
Total employee volunteer hours	Total volunteer time off hours

*These figures represent charitable efforts from May 2022 through December 31, 2022, as Omnicell's YourCause platform launched in May 2022.

OUR GIVING AND VOLUNTEERING PLATFORM

In 2022, we launched the YourCause platform for our employees in North America to serve as Omnicell's one-stop shop for our charitable efforts and initiatives, including volunteering, fundraising, and charitable giving. Within the platform, employees have access to more than 1.5 million nonprofit organizations and can engage in volunteerism and fundraising curated by the Omnicell Cares team and their fellow employees. In 2022, we fully implemented our Matching Program on the platform, allowing employees to apply donations for a corporate match and use flexible payment methods for donations, including one-time and recurring payroll contributions.

We aim to engage our employees with important causes through education and opportunities to support various nonprofit organizations. For example, as part of our Veterans Day observations, we populated YourCause with volunteer events to support active military, first responders, and veterans. Employees created several campaigns to engage their colleagues in volunteerism to support these efforts and by creating fundraisers on the YourCause platform.

In 2023, the Omnicell Cares program will continue to help Omnicell create a Better Way and exemplify our core value of being **"Mission Driven"** by taking action on our passion and drive to solve problems that impact the global community. This will include expanding opportunities for employees to engage in philanthropy on the YourCause platform, aligning across interest groups in the organization to amplify our impact, providing aid in response to natural disasters, and continuing our Matching and paid Volunteer Time Off Programs. These efforts will include special matching campaigns, where Omnicell will provide additional corporate match contributions; special campaigns to raise support for awareness days and months; and educational webinars to help empower Omnicell employees about their health. In early 2023, two examples will include "Breast Cancer Awareness 101" lunch-and-learn sessions hosted by the Susan G. Komen Foundation and a "Your Kidneys and You" webinar hosted by the National Kidney Foundation for Kidney Disease awareness.

“I was unaware of Omnicell’s excellent programs when I joined the company recently, but I was aware of Omnicell’s passion for community and commitment to individual well-being. It’s more than I thought; seeing it from the inside, it’s more of a passion than anything else.”

- Ted Gonzales, Omnicell employee

SOCIAL SPOTLIGHT

A Microeconomy of Giving

In Pittsburgh, Pennsylvania, the Pittsburgh EAC organized a series of fundraisers and volunteer efforts to support their local community. The efforts included:



\$3,500

(USD) raised for One Warm Coat donation drive, and each dollar raised led to one coat being provided to a Pittsburgh resident in need.



50 backpacks and school supplies

Employees contributed to the Homeless Children's Education Fund of Pittsburgh.



125 winter holiday gifts

Employees contributed to the Salvation Army's Angel Tree program.



\$7,400

(USD) total donation with matching from our EAC, which provided the equivalent of approximately 22,200 meals to people in need.



In Brief: Social Impact Performance

2022 Key Milestones

- Identified leaders and finalized operating models for four new ERGs that will launch in 2023: Black Inclusion Group, Women in Tech, Mental Health and Disability Inclusion, and LGBTQ+
- Evolved our EACs and built an operational framework for our new Global Culture Committee, which will launch in 2023
- Extended our recruiting and employer brand outreach in 2022 with veterans, women in technology, and university partnerships
- Strengthened our recruiting in Europe, the Middle East, Australia, India, and East Asia with the appointment of a Talent Acquisition Manager role
- Launched talent development programs including the THRIVE talent review and succession planning process for senior leadership, New Manager Masterclass, and our People Manager Leadership in Action series
- Launched reimagined performance reviews and employee feedback mechanisms including ASPIRE quarterly performance reviews and 360-degree feedback methodology
- Grew our employer brand reach, increasing our LinkedIn followers by 44% and maintaining our overall Glassdoor rating
- Launched YourCause, Omnicell's one-stop shop for our charitable efforts and initiatives, including volunteering, fundraising, donating, and matching
- Introduced a corporate Matching Program for employee charitable donations and a paid Volunteer Time Off Program for volunteer hours spent with eligible nonprofits and community organizations

Looking Forward

In 2022, we are pleased to have been able to address all of our Social Impact Performance "Looking Forward" aspirations and initiatives announced in our 2021 ESG Report, with the exception of launching our ERGs and implementing a new applicant tracking system. Over the course of 2022, we laid the groundwork for these initiatives and look forward to their launch in 2023.

In 2023, we will continue to advance our social efforts and initiatives by working to:

- Officially establish and evolve four new ERGs and develop an ERG Advisory Council.
- Launch a refreshed self-ID campaign in early 2023 that includes broadened attributes.
- Prioritize education and awareness on building inclusive behaviors among our workforce, such as launching an integrated DEI&B micro-learning tool for Slack and Teams and a Slack-integrated inclusive language tool.
- Launch our new Global Culture Committee to foster the engagement of a hybrid workforce.
- Implement a new applicant tracking system to strengthen the recruitment process and enable a better, more accessible experience for candidates.
- Introduce Oracle Performance and Talent Management modules to provide an improved user experience to facilitate employees' internal mobility.
- Continue to engage our employees through special matching campaigns, volunteer events, and awareness walks.
- Introduce new educational seminars to benefit employee health and well-being.
- Leverage the YourCause platform to provide educational content and resources on blood, organ, and bone marrow donation.
- Launch our Change Enablement philosophy, leadership capability development, and methodologies.
- Launch our Talent Management systems to improve the employee user experience.
- Launch our new Learning Management System to improve employees' educational experience.



Governance Performance

At Omnicell, we believe that the way we conduct our business shapes our past and future success. Guided by our core value, **“Do the Right Thing”**, we have structured our approach to governance to ensure responsible decision making, a commitment to ethical and fair business practices, and a dedication to transparency.

Our governance practices are guided by our Code of Conduct and our Procurement Policy, which informs how we engage with our workforce, our suppliers, and all of our stakeholders. We are also committed to proactively and continually assessing, identifying, and mitigating risks that our business faces.

2022 Governance Performance

PILLAR	TOPIC	GOAL	TARGET	2022 PERFORMANCE
Governance	Data Privacy, Cybersecurity, and Network Resilience	Continue to protect the data of our employees and stakeholders while increasing investments in network resilience and zero trust.	Maintain employee phishing attack testing failure rate at 10% or below year over year.	In 2022, Omnicell's employee phishing attack testing failure rate remained below 10%, at 7.5%.



Data Privacy, Cybersecurity, and Network Resilience

Even the most rigorous security standards can be thwarted by those who intend harm. Our Data Privacy team has worked closely over the past several years with our Product Engineering and Information Security teams to ensure that we have what we believe are appropriate physical, technical, and administrative controls in place that are designed to protect our customers' data. These efforts resulted in achieving HITRUST certification for our EnlivenHealth offering, as well as SOC 2 Type II audits with no findings for the third year in a row. While our acute-care dispensing products enjoyed hardened security and air gaps between our systems and customer sites that served us well in protecting our customers' data, in May of 2022, certain of our information technology systems were affected by ransomware impacting certain internal systems. Upon detecting the security event, we took immediate steps designed to contain the incident and implemented business continuity plans to restore and support continued operations. While this security event tested our business continuity

and disaster recovery plans, after doubling down and working long hours, we contained the incident and restored substantially all of our critical information technology systems.

As we emerged from this event, we immediately implemented several key learnings from the incident. We took a three-pronged approach focusing on further reducing exposure, raising greater security awareness, and further strengthening our cybersecurity defenses. We completed an in-depth review of our attack surface and implemented critical efforts to further harden our identity computing environments to advance our zero trust journey. We believe these efforts have significantly reduced our exposure and enhanced our cyber incident response. Our awareness efforts included increased training, engaging leadership in standards review and creation, and leveraging our risk-based mindset. Finally, we strengthened our cybersecurity defenses, including implementing top-rated Privileged Access Management and Endpoint Detection and Response solutions across our computing environment.

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Compliance, Risk Management, and Business Continuity

OmniceLL operates with integrity and transparency, guided by our core value to **“Do the Right Thing.”** Every day, across multiple channels and interactions, we stress the importance of ethical decision making to our entire workforce, which we believe empowers our organization to identify emerging risks more readily. We find the focus we bring to this endeavor helps us address existing risks, prepare for future risks, and improve the resilience of our business.

In 2019, we implemented our structured, biannual Enterprise Risk Management (ERM) process. During the biannual ERM process, we interview and survey stakeholders across the company about current and emerging risk areas. After identifying these risk areas, we again meet with numerous stakeholders to validate the results, identify the root causes, and develop mitigation plans. The Audit Committee of the Board of Directors provides input on the risk register for our ERM process, ensuring that the highest level of oversight is provided to our risk management activities. Our SVP of CR reports to the Audit Committee on a quarterly basis to share progress on our risk mitigation activities. Before initiating a new ERM process, we review and refresh the risk register to ensure it remains current and relevant.

In 2021, we took steps to incorporate our identification of ESG risks into the register. By the end of 2022, we had implemented plans designed to mitigate most of our higher-rated risks and identified new risks to be addressed. Certain of the risks we began to mitigate

in 2022 require a longer timeframe in which to validate our resolution of those risks, and we will continue to monitor our progress throughout 2023. Our next biannual ERM cycle will kick off in early 2023, where we will utilize the same methodology to identify and rank our risks and collaborate on risk mitigation plans. In 2023, we also plan to launch targeted compliance risk assessments, further strengthening our proactive approach to identifying and mitigating risk areas.

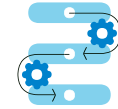
In addition to these efforts, in 2022, we completed a number of additional projects that embody our proactive approach to identifying and mitigating risk and are intended to help the company achieve long-term value. These projects include:

- Reviewing and updating controls around quarterly trading blackout periods to further enhance compliance with insider trading restrictions.
- Evaluating our insurance policy portfolio to strategically strengthen our overall coverage.

Lastly, in 2022, we increased our efforts to ensure business continuity in the face of disasters. We conducted five tabletop exercises covering several Omnicell locations and scenarios including hurricanes, fires, snowstorms, utility outages, and system outages. We incorporated recommendations and lessons learned from these exercises, as well as the May 2022 ransomware incident, to improve our organizational resiliency and strengthen our business continuity, disaster response, and incident response plans.

GOVERNANCE SPOTLIGHT

Decommissioned Cabinet Process Improvement



Across our customer network, Omnicell oftentimes deinstalls products for our customers when we replace them with new products. This is a multistep process requiring our customers to first complete a decommissioning process, before deinstallation can occur. In 2022, we focused on opportunities to continuously improve and strengthen this process. The result of these efforts included expanded and enhanced decommissioning procedures aimed at further minimizing the risks of a product being improperly decommissioned and increasing customer education regarding their roles and responsibilities in the process.

In 2023, we will fully implement our new approach and provide additional trainings for our employees to provide them and our customers with a greater understanding of these procedures. Among the new elements of our approach, in certain instances where cabinets have not been properly decommissioned, we have put measures in place to increase our employees' ability to identify those cabinets and take additional steps to properly decommission them, which may include removing materials and/or information left by the customer that may put the customer or its patients at risk. By updating our approach to this process, we believe we are better able to protect our employees' safety, our customers' data, and improve our customers' experience during the decommissioning process.



Business Ethics

Omnice ll is committed to fostering a culture where employees are treated fairly and do not fear retaliation for bringing forth concerns. To empower our employees, we have developed multiple avenues to report concerns, including anonymously, and have implemented a comprehensive set of trainings and activities to sustain our culture of business ethics.

Every Omnicell employee is welcomed to the organization with our robust New Employee Orientation process – a multi-session onboarding experience that includes segments on Ethics, Compliance, Privacy, Information Security, and Environmental, Health, and Safety. Furthermore, 100% of our employees receive annual training on our Code of Conduct and Workplace Harassment Prevention, and receive quarterly Information Technology Security training.

We provide a dynamic set of offerings during our Compliance Week each November that features programs to test our employees' knowledge of various regulatory requirements, such as anti-bribery and anti-corruption. Our quarterly, internal Compliance Compass newsletter thematically addresses ethical challenges in the workplace and includes a manager's tip that discusses the ethical obligations that our leaders have in the organization. This newsletter also highlights cross-functional collaborations that foster our core value of **"Relationships Matter"** to solve complex problems across the enterprise. Our SVP of CR is fond of the saying, "No one of us is as smart as all of us in the room together," and we demonstrate that through actively

engaging Omnicell leaders at every level of the organization with our Compliance Week activities and our quarterly manager's toolkit, designed to facilitate conversation about compliance topics between managers and their teams.

In 2022, we updated our Code of Conduct to include sections on Fraud, Waste, and Abuse (FWA), insider trading, our stance against child or forced labor, and the special responsibilities of managers.

Over the course of the year, we developed a formal Investigations Guidelines manual to ensure a robust and consistent process to address suspected violations of the Code of Conduct, company policies, or applicable laws or regulations. These guidelines outline various criteria such as the appropriate parties to involve in an investigation, procedures for investigating and triaging allegations, and steps to report findings to the appropriate body of oversight.





Responsible Sourcing

Omnicell's Procurement Policy supplements our Code of Conduct to further guide our relationships with suppliers, setting forth the standards and practices that our suppliers are required to uphold. We continue to update our Quality Audit checklist to ensure it includes the environmental, social, and governance elements of our Supplier Standards. These elements include, but are not limited to, compliance with environmental standards, avoiding the use of resources from conflict-torn countries, prohibitions on the use of slave or child labor, and maintaining appropriate levels of insurance to protect against loss. We are committed to helping our suppliers comply with these standards; our expectation is that by helping them incorporate these practices into their operations, we can then spread responsible sourcing farther along our value chain when our suppliers in turn apply these standards to their own suppliers.

Omnicell follows Organisation for Economic Co-operation and Development (OECD) guidance for the responsible sourcing of raw materials. Our General Terms and Conditions of Purchase outline our expectations and requirements of suppliers to comply with our Code of Conduct, our Procurement Policy, and all applicable laws and regulations.

In 2022, we implemented a Governance, Risk, and Compliance (GRC) tool to automate some of the due diligence process during our Supplier Compliance Assessments, as it relates to our suppliers' business activities that might impact the ESG concerns of our stakeholders.

We also use the GRC tool to automate audits for "3TG" conflict minerals (tin, tantalum, tungsten, and gold). In addition, we implemented: (i) a new, annual distributor attestation of ethical practice and compliance, (ii) an updated supplier onboarding program that includes due diligence assessments, and (iii) new ongoing supplier due diligence assessments through our QSP-21 global Quality Management System Purchasing Process. Many of these supplier initiatives have also been included in updates to our Standard Purchase Order Terms and Conditions, which apply to all suppliers in our supply chain.

We also conducted on-site audits for three of our largest suppliers to assess their responsible sourcing program, including conflict minerals reporting. As part of our 3TG due diligence program, in 2022, we convened a series of three training webinars for select suppliers on best practices for 3TG due diligence and Conflict Minerals Reporting Template completion. We worked with a leading international advisory and audit firm to deliver this training as part of our efforts to encourage continuous improvement in responsible sourcing practices by our suppliers.

In Brief: Governance Performance

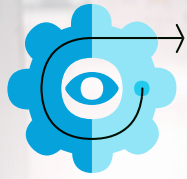
2022 Key Milestones

- Achieved HiTRUST certification for EnlivenHealth
- Attained SOC 2 Type II audit certifications with no findings three years running (2019, 2020, 2021) for EnlivenHealth
- Developed Investigations Guidelines manual, designed to ensure consistent and prompt handling of concerns, fostering a culture where employees are treated fairly and do not fear bringing forth ethics, compliance, or safety concerns
- Updated our Code of Conduct to include sections on Fraud, Waste, and Abuse (FWA), insider trading, our stance against child or forced labor, and the special responsibilities of managers
- Reviewed and updated controls around quarterly trading blackout periods to further strengthen compliance with insider trading restrictions
- Evaluated our insurance policy portfolio to strategically strengthen our overall coverage
- Conducted three disaster-preparedness tabletop exercises at facilities across the company and two cybersecurity tabletop exercises to bolster operational resilience
- Implemented a new, annual distributor attestation of ethical practice and compliance, an updated supplier onboarding program that includes due diligence assessments, and new ongoing supplier due diligence assessments through our QSP-21 global Quality Management System Purchasing Process

Looking Forward

In 2022, we are pleased to have been able to address all of our Governance Performance “Looking Forward” aspirations and initiatives announced in our 2021 ESG Report. In 2023, we will continue to advance our governance efforts and initiatives by working to:

- Finalize a Crisis Communications plan – the drafting of which commenced at the end of 2022.
- Pursue HiTRUST certification for three additional offerings in 2023 and focus on HiTRUST certification for EnlivenHealth on the cloud.
- Continue to validate the resolution of risks identified in our 2021 ERM process and monitor progress through 2023.
- Begin the next biannual ERM process to identify emerging risks, identify the root causes, and develop risk mitigation plans.
- Launch targeted compliance risk assessments, which are intended to further strengthen our proactive approach to identifying and mitigating risk areas.
- Implement our new cabinet decommission process, including additional trainings for employees to provide them and our customers with a greater understanding of the updated decommission process.



Innovation Performance

Embracing innovation in our medication delivery model is our Better Way for healthcare. The Autonomous Pharmacy is a bold new vision for the future of medication management that seeks to replace manual, often error-prone activities with automated processes that are designed to be safer and more efficient. The goal? To reallocate talent to higher-value tasks, improving clinician satisfaction and patient outcomes.

We target our innovations on solving the biggest challenges in pharmacy care delivery, such as our new Inventory Optimization Service (formerly known as Omnicell One), which integrates with pharmacy operations at every level, within an entire health system, to implement the

tools to enable improved performance and provide better care for all. We strive to enable equitable access to care: Leveraging the 340B Drug Pricing Program in the United States, we are developing a strategy to better support the healthcare facilities that serve vulnerable communities and expand health services to those communities.

Through our commitment to the highest level of safety and quality in the design, development, manufacturing, distribution, and servicing of our products and services, as well as a continuous focus on patient safety and responsible product design, we seek to ensure access to high-quality, equitable, and integrated care for all patients worldwide.

2022 Innovation Performance

PILLAR	TOPIC	GOAL	TARGET	2022 PERFORMANCE
Innovation	Equitable Access to Products and Services	Deliver products and services that assist with improving healthcare outcomes in low- and middle-income communities and underserved areas.	Develop a charitable product donation program by 2024 to further improve equitable access to products and services through repurposing end-of-life products for disadvantaged economies.	<p>In 2022, we collaborated with Global Links, a nonprofit organization dedicated to improving health in communities in need by donating end-of-life products that are suitable for repurposing.</p> <p>We look forward to continuing this partnership and exploring charitable product donation opportunities to repurpose end-of-life and replacement products for use by disadvantaged communities.</p>
	Responsible Product Design	Design our products to minimize environmental footprint while maximizing patient outcomes.	Develop plans by 2023 to minimize the environmental footprint for 100% of new products.	<p>In 2022, our Engineering team began a multi-year strategy to achieve our goal of requiring all new product design programs to have plans in place to minimize environmental footprints starting in 2023.</p>

Digitally Enabled Services by EnlivenHealth

The core value proposition of EnlivenHealth, a division of Omnicell, is to transform the retail pharmacy delivery model through digitally enabled services. Time-consuming and typically manual pharmacy processes take pharmacists away from fulfilling their mission, which is to provide the personalized care that keeps patients healthy. EnlivenHealth's suite of clinical, engagement, financial, and analytics solutions help pharmacies save significant amounts of time while creating a more personalized pharmacy experience that measurably improves patient adherence, health outcomes, and retention.

At EnlivenHealth, we put the latest innovations to work in streamlining and empowering pharmacy operations. To date, we have seen:



50% increase
in patient self-service
refills by patients



3 times
the medication
adherence for patients



40% reduction
in unreconciled payments
(older than 60 days)

EnlivenHealth has continued to advance its mission of building and orchestrating one of the most innovative Software-as-a-Service (SaaS) technology solutions for pharmacies by focusing on the integration of FDS Amplicare and MarkeTouch Media, each acquired by Omnicell in late 2021. Combined with these two pharmacy technology leaders, EnlivenHealth now offers one of the industry's most comprehensive suites of technology solutions designed to help pharmacies grow and thrive and has expanded EnlivenHealth's footprint to more than 50,000 retail pharmacies nationwide.

EnlivenHealth also launched the Amplicare Clinical Solution during 2022. This powerful digital solution automates the process of identifying patient healthcare opportunities, scheduling, providing appropriate clinical care, and efficiently billing for those services, all in one integrated platform.

In February of 2022, EnlivenHealth launched Personalized Interactive Voice Response, a powerful new patient engagement solution that automates patient communications and streamlines pharmacy workflows. We provide more detail in the spotlight on this page.

**2022 Retail Excellence (REX)
Award in the Technology and
Automation category for
EnlivenHealth** from *Drug Store News*,
one of the leading trade publications
covering the pharmacy industry.

INNOVATION SPOTLIGHT

Personalized Interactive Voice Response (IVR)

Over the course of 2022, EnlivenHealth pursued a major enhancement to its patient engagement offerings by launching Personalized Communications, powered by advanced conversational technology. These technologies are designed to allow pharmacists to spend less time answering the phones and focus more of their efforts on providing patient-centric care. In February of 2022, EnlivenHealth launched IVR, a powerful patient engagement solution that automates patient communications and streamlines pharmacy workflows. Designed to improve pharmacy efficiency by reducing phone interruptions, we have found that pharmacy groups adopting our Personalized IVR systems have reduced their call transfer rates by up to 20%.



Access to Care: Integrated Approach

As we continue our journey to a Better Way, one critical aspect involves developing and partnering with others to create medical technologies that are designed to improve patients' lives. By bringing together inputs, delivery, management, and organization of services, we aim to improve every aspect of medical care, including treatment, care, rehabilitation, and health promotion.

INTEGRATING ACUTE-CARE SOLUTIONS

Current trends in consolidation in the healthcare industry have created obstacles for people around the world, particularly in developing nations, to have ready access to care. We believe that Omnicell's integrated medication management solutions, available on a single platform and easily customized to almost any healthcare setting, can help improve patient and financial outcomes in inpatient as well as outpatient settings. Our portfolio of technology, digital workflows, analytics, and experts, combined with innovation, is designed with this objective in mind.

An important example of this is the Inventory Optimization Service platform, which provides new opportunities to optimize pharmacy performance, allowing medical professionals at every level to stay focused on delivering patient care. The platform works at scale by providing enterprise optimization for medication spend, reduction in medication waste, improvement in pharmacy labor productivity, focus on patient safety, and insights into potential diversion activity, within an entire health system, tying into our integrated approach to access to care. The Inventory Optimization Service platform additionally provides data that enables healthcare providers to make decisions directly at point of care.





In 2022, we have made progress in the Inventory Optimization Service platform's data collection and data analytics tools, which aim to improve healthcare quality by reducing dispense errors, improve medication availability by reducing stockout rates, and improve inventory control by improving medicine inventory data visibility.

ACCESS, AFFORDABILITY, AND QUALITY WITH ENLIVENHEALTH

EnlivenHealth's approach to retail pharmacy exemplifies what we believe is the triple aim of healthcare: access, affordability, and quality. Many patients see their local pharmacy as a safe, trusted, and accessible destination for a range of healthcare services beyond just obtaining their medications. The ongoing digitization revolution in the pharmacy delivery model is empowering pharmacy staff as they advance the triple aim of healthcare.

New digital solutions, like those offered by EnlivenHealth, enable pharmacies to automate and streamline inefficient processes when offering clinical services, communicating with patients, working on billing, reimbursements, and data analysis. This allows pharmacists to save a significant amount of time, so they can practice at the top of their license and focus on the patient-centric care that really matters. Today's community pharmacies and their pharmacists and staffs are extremely well-positioned to bridge the critical gap in care, and EnlivenHealth is already partnering with them.

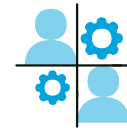
Omnicell's pharmacy solutions are both integrated and interoperable, which is essential to simplify workflows for healthcare leaders and technicians. Our systems connect automation products and leverage real-time data insights. They offer streamlined pharmacy platform interoperability, which we find is essential in achieving maximum pharmacy performance. They even enable new optimization capabilities across workflows, care settings, and information technology systems.

Omnicell can be integrated with multiple systems, which facilitates our customers' implementation, operation, and optimization. Integration with systems can enable shared data with Omnicell pharmacy technology automation and intelligence solutions to drive inventory optimization, diversion management, medication usage analytics, compliance, and population health services.

Throughout 2022, we advanced our systems integration through each Omnicell product and service. For example, we developed advanced interoperability with Epic and Cerner, two leading electronic health record vendors. Our new, more-dynamic data exchange enables us to support safer and more efficient workflows for clinicians.



50,000+
pharmacies use
EnlivenHealth technology



75%
of pharmacy patients in the U.S.
engage with EnlivenHealth solutions

Equitable Access to Products and Services

As part of our mission, Omnicell is dedicated to improving access to products and services in a holistic, equitable way. Through continuous innovation and dedicated public health initiatives, we are working to make our offerings more affordable, and through partnerships with leading health-education organizations, we are helping to close the digital literacy gap and provide our technology as a public service.

INCREASING EQUITABLE ACCESS AND ACCESS TO CARE WITH 340B

The year 2022 marked Omnicell's 30th Anniversary, as well as the 30th Anniversary of the 340B Drug Pricing Program in the United States. 340B has been instrumental in helping healthcare facilities that serve vulnerable communities manage rising drug costs and expand health services to those communities.

As part of our commitment to providing equitable access to care, Omnicell purchased the PSG 340B software company and incorporated their industry-leading software, deep knowledge of the 340B program, and software-enabled services into our offerings.

In 2022, we also developed a strategy to explore potential areas of advancement in low- and middle-income countries and communities. Our teams have established our initial methodology to assess a country's economic strengths and needs, which is an important step toward developing a sales and marketing strategy that meets those needs.

CHARITABLE PRODUCT DONATIONS

Omnicell is dedicated to exploring avenues for charitable product donation. In 2022, we collaborated with Global Links, a nonprofit dedicated to improving health in communities in need, to donate end-of-life products that are suitable for repurposing. In 2023, we will investigate opportunities to expand this impact and make progress toward creating a more formalized charitable donation program by 2024.



Product Quality and Patient Safety

Omniceil is committed to the highest level of safety and quality in the design, development, manufacturing, distribution, and servicing of our products and services. Our commitment to product quality and patient safety is documented and implemented in our global Quality Management System (QMS). Our global QMS focuses on all aspects of the delivery chain and details an approach to quality that is intended to positively impact our ability to consistently deliver high-quality products and services to our customers.

Over the last several years, we made significant advancements in our global QMS that enable a step-change in progress. We are reimagining our quality processes for the digital era that are expected to allow us to accelerate our pace of innovation and customization. As part of our commitment to continuous improvement, we are conducting design safety risk management as well as post-market risk assessments. In 2022, we made significant progress with the global adoption and optimization of our QMS. As part of this process, we digitized the QMS Audit Agile Module, clearly defined stakeholder roles and responsibilities, and expanded QMS training to Omnicell employees using a Docebo Learning Management System (LMS).

The rise of digital business practices brings increased unpredictability, shorter business cycles, and unexpected disruptions. We are shifting our priorities to stay in front of these practices by considering new, flexible ways of executing our quality processes while maintaining our quality standards. We are shifting our focus with a risk-based mindset and a focus on speed, safety, innovation, and customer alignment.

This approach aligns with the 2022 theme for World Quality Week: "Quality Conscience: Doing the Right Thing." As one of Omnicell's core values, **"Do the Right Thing"** gets to the heart of our quality mindset, this guides employees' daily decision-making, often balancing a range of stakeholder interests to provide and improve the quality of our products and services to our customers. As always, we adhere to the highest industry standards for quality and safety; we have achieved ISO certification for our global QMS, including certification for solutions classified as medical devices, which require regulatory conformance. We have also received the Product Safety Factory Certification for Omnicell's XR2 Automated Central Pharmacy system.

INNOVATION SPOTLIGHT

IVX Fluid Transfer Clearance

In 2022, Omnicell received our first 510(k) clearance from the U.S. FDA for our IVX fluid transfer set. These sets are single-use, three-part tubing configurations designed for the IVX Station pharmacy compounding system, allowing users to aseptically withdraw, reconstitute, and transfer fluid from IV bags and vials when compounding. Each process is performed within an ISO 5 environment using the IVX Station compounding robot.



Responsible Product Design

As part of our efforts to continually maximize positive outcomes for patients while reducing the environmental impacts of our products, our Engineering team began a multi-year strategy in 2022 to achieve our goal of requiring all new product design programs to have plans in place to minimize environmental footprints starting in 2023. This strategy includes finalizing templates, key considerations, relevant standards and regulations, and training efforts regarding responsible design for new products.

To date, our team has finalized the templates that will guide this effort, requiring teams to consider recyclable materials, design for reparability, minimize energy consumption in alignment with the Energy Star standard, ensure compliance with the E.U. RoHS laws, as well as additional factors specific to the products being developed.

We have trained our Robotics and Automation (R&A) group on responsible design as part of our effort to increase awareness about responsible product design. As of 2022, 86% of our team has completed this training, and we expect all teams to be trained by 2024.

In Brief: Innovation Performance

2022 Key Milestones

- Launched Ampicare Clinical Solution, which automates the process of identifying patient healthcare opportunities
- Earned a 2022 Retail Excellence (REX) Award in the Technology and Automation category for EnlivenHealth from Drug Store News
- Introduced Personalized IVR automating patient communications and streamlining pharmacy workflows
- Achieved global QMS adoption and optimization
- Defined roles and responsibilities within QMS, as well as increased QMS training and awareness for employees using Docebo LMS for QMS training
- Digitized our QMS Audit Agile Module
- Received XR2 Product Safety Factory Certification
- Earned FDA 510(k) clearance for the IVX transfer tubing sets

Looking Forward

In 2022, we are pleased to have been able to address all of our Innovation Performance “Looking Forward” aspirations and initiatives announced in our 2021 ESG Report. In 2023, we will continue to advance our innovation efforts and initiatives by working to:

- Advance our vision of integrating our software platforms with other Omnicell product lines, as well as expanding our interfaces with other software to further ensure access to integrated care for all patients worldwide.
- Investigate opportunities to expand this impact and make progress toward creating a more formalized charitable donation program by 2024.
- Complete training of all product teams on responsible product design and further incorporate environmental, social, and governance criteria into product checklists.
- Continue the work of our Information Security, Product Engineering, and Privacy teams to establish Omnicell as an influencer of global digital policy.

4

Appendix:
Data Tables

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Environmental

INDICATOR	UNIT	INITIATIVES / PERFORMANCE		STANDARD
		2022	2021	
Total energy consumption (electricity, heating, cooling, steam)	Total energy consumed gigajoules (GJ)	Gas: 8,718 GJ	Gas: 7,510 GJ	SASB (TC-SI-130a.1)
		Electricity: 53,340 GJ	Electricity: 58,143 GJ	GRI 305-1, 305-2
Water consumption	Thousand cubic meters (m3)	Water Used: 19 thousand m3 ¹	Water Used: 7.9 thousand m3	SASB (TC-SI-130a.2) GRI 303-5
Waste by type and disposal method	Metric tonnes	Hazardous waste generated: 1.29 tonnes	Hazardous waste generated: 1.45 tonnes	SASB (RT-EE-150a.1)
		Non-hazardous waste generated: 1,345 tonnes	Non-hazardous waste generated: 5,341 tonnes	GRI 306-2
Recycling by type	%	Hazardous waste recycled by waste contractor and Omnicell combined: 45%	Hazardous waste recycled by waste contractor and Omnicell combined: 40%	SASB (RT-EE-150a.1)
		Non-hazardous waste recycled by waste contractor and Omnicell combined: 77%	Non-hazardous waste recycled by waste contractor and Omnicell combined: 87%	GRI 306-2
Strategy to reduce the environmental impact of packaging throughout its lifecycle	Climate risk assessment results	In 2022, we made progress towards reducing the environmental impact of packaging by: conducting a climate risk assessment which evaluated current packaging practices and offered recommendations for improvement, developing a procurement project charter that encompasses sustainable procurement strategies with work carried out through 2030, and creating a product packaging charter to identify ways to reduce waste from product packaging and substitute materials with sustainable alternatives.	<ul style="list-style-type: none"> Conduct a Scope 1 and 2 climate risk assessment by end of 2022 Integrate Omnicell's sustainable procurement strategies across 100% of our Tier 1 high-risk suppliers by 2025 Implement prioritized waste mitigation opportunities in Omnicell's downstream distribution network (customers) by 2025 	SASB (HC-DI-410a.1) GRI 301-3

1. Water estimation for multi-tenant facilities are calculated by using estimation guidelines provided by the U.S. Environmental Protection Agency (EPA). Increase in water usage from 2021 is likely attributed to an increase number of employees returning to office and events held at Omnicell locations in 2022.

Social Impact

INDICATOR	UNIT	INITIATIVES / PERFORMANCE		STANDARD
		2022	2021	
Employee engagement	Employee Satisfaction (e-Sat) scores	Based on the results of our 2022 Employee Engagement Survey, we exceeded the benchmark by one point over similarly-sized global companies identified by Glint. We believe this reflects our positive employee relations and that Omnicell is viewed by our employees as a good place to work.	Create avenues for employee involvement and impact through committees, ERGs, and EACs by 2025. In 2021, Omnicell achieved an e-Sat score of 74, which was at the benchmark for global technology companies.	SASB (TC-SI-330a.2) GRI 404-3
Freedom of association	Right-to-Work	Omnicell recognizes Right-to-Work requirements in those jurisdictions that require it. No employee can be required to join a labor union as a condition of receiving or retaining a job. No employee will be denied employment on account of membership or non-membership in any labor organization or on account of an agreement requiring union membership or paying of dues to a union.	Omnicell recognizes Right-to-Work requirements in those jurisdictions that require it. No employee can be required to join a labor union as a condition of receiving or retaining a job. No employee will be denied employment on account of membership or non-membership in any labor organization or on account of an agreement requiring union membership or paying of dues to a union.	GRI 407-1
Compensation strategy	Short-term vs. long-term performance incentives	In 2022, for our short-term incentives, we favor Net Profit as our key performance threshold. This must be achieved in addition to rigorous company scorecard and individual performance goals in order to earn quarterly payouts of the target bonus opportunity. Overachievement payouts can only be earned when Omnicell overachieves our annual operating plan goals on Bookings and Advanced Services Revenue. These strategies align with our pay-for-performance compensation philosophy. For long-term incentives, Omnicell continues to favor restricted stock units to align the interests of stockholders and employees by linking realized value to stock price performance.	In 2021, Omnicell began favoring restricted stock units, to align the interests of stockholders and employees by linking realized value to stock price performance.	GRI 102-35+36
Compensation - independence	Comp. committee member independence – Board level	We review our Board of Director Committee Charters annually to ensure they align with Omnicell's core values and meet regulatory requirements; we will continue to monitor the ratio of independent directors on each committee.	We updated the Board of Director Committee Charters and will continue to monitor the ratio of independent directors on each committee.	GRI 102-36

Social Impact (continued)

INDICATOR	UNIT	INITIATIVES / PERFORMANCE		STANDARD
		2022	2021	
Role of diversity in organization's strategy	Retention and recruitment metrics	Recruitment: We have extended our recruiting efforts to reach diverse populations. We've additionally invested in the online reach of our employer brand, increasing our LinkedIn following by 44% and maintaining our overall Glassdoor rating.	Recruitment: Extend reach of employer brand by doubling followers on relevant identified social media recruiting sources by 2025.	GRI 405-1+2
		Retention: In 2022, Omnicell achieved an employee retention rate of 85%. ¹ Additionally, our 2022 Employee Engagement Survey scores exceed the external benchmark, and our highest e-Sat scores were from underrepresented employee communities. This same trend appeared in our Inclusiveness score as well.	Retention: Omnicell will strive to achieve an employee retention rate of 85% or greater each year.* <small>*Target revised in 2022 to reflect closer alignment with industry benchmarks for peer companies.</small>	
Diversity goals	Third party feedback mechanisms (LinkedIn, Glassdoor)	In 2022, we invested further in the online reach of our employer brand in several ways, including publishing more employee and culture content across internal and external media channels.	Establish an inspiring, exciting, and resonant employer brand, by 2025.	GRI 405-1+2
Role that diversity plays in the firm's broader human capital management practices and long-term strategy	Human Capital Management system enhancements	In 2022, we initiated a data-integrity initiative and are working to launch a refreshed self-ID campaign in early 2023 that includes broadened attributes. This will allow us to establish accurate baselines for future goal-setting and capture a broader view of diversity.	Our goal is to continue to identify gaps within our structure, process, and tools, that will allow us to take meaningful action that drive and improve outcomes.	GRI 405-1+2
Racial/ethnic and gender diversity	Racial/ethnic representation for management, technical staff, and all other employees	Diversity breakdown: See tables, pages 33	Diversity breakdown: See tables, pages 33	SASB (TC-SI-330a.2) GRI 405-1
Board level diversity characteristics, including racial and ethnic makeup, of the Board of Directors	Racial/ethnic representation for Board level	Omnicell is governed by a diverse and independent Board of Directors currently comprised of nine highly qualified directors, eight (89%) of whom are independent, and four (44%) of whom are women or racially or ethnically diverse. The diversity of our Board members reflects our continuing efforts to achieve a diversity of viewpoints, experiences, and knowledge, as well as ethnicities and gender.	Goal: 1/3 of Board members to be diverse.	GRI 405-1
Goals and strategy related to racial and ethnic representation at the Board level	Refined strategy for Board member recruitment	Over 1/3 of Omnicell's Board members come from diverse backgrounds (44%).	Goal: 1/3 of Board members to be diverse.	GRI 405-1
Board oversight related to diversity and inclusion	Racial/ethnic representation for Board level	Board refreshment is an annual topic of the Corporate Governance Committee, including skills assessments and criteria to ensure diverse representation.	Omnicell will create a plan for diversification of the Board of Directors as a strategic initiative for 2022.	GRI 405-1

1. Due to economic headwinds in the second half of 2022, there was a workforce reduction across most functions affecting approximately 350 employees, or approximately 9% of the workforce. Any data shared in this report is inclusive of the 350 impacted employees, as the majority were still actively employed on December 31, 2022, with termination dates in early 2023.

Governance

INDICATOR	UNIT	INITIATIVES / PERFORMANCE		STANDARD
		2022	2021	
Policies and practices relating to behavioral advertising and user privacy	Failure rate for behavioral targeting to employees	In 2022, Omnicell's employee phishing attack testing failure rate remained below 10%, at 7.5%.	Established the target of maintaining employee phishing attack testing failure rate at 10% or below year over year.	SASB (TC-SI-220a.1) GRI 418-1
Policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII).	Data privacy, cybersecurity, and network resilience	Omicell's privacy framework is a combination of privacy and security standards derived from NIST, GDPR, CCPA/CPRA, and other applicable laws, regulations, and standards. Business areas with the highest levels of customer PHI undergo rigorous SOC 2 Type II auditing annually, and we are obtaining HiTRUST and FedRAMP certifications where applicable.	Omicell's privacy framework is a combination of privacy and security standards derived from NIST, GDPR, and CCPA. Business areas with the highest levels of customer PHI undergo rigorous SOC 2 Type II auditing annually, and we are obtaining HiTRUST and FedRAMP certifications where applicable.	SASB (TC-SI-220a.3) GRI 418-1
Total amount of monetary losses as a result of legal proceedings associated with user privacy	Amount of money damages	No monetary losses during reporting year 2022.	No monetary losses during reporting year 2021.	SASB (TC-SI-220a.3, HC-DY-230a.3) GRI 418-1
Data breaches pertaining to (a) personally identifiable information (PII) or (b) protected health information (PHI)	Number of data breaches, number of individuals and/or customers affected in each category	One breach during reporting year 2022, involving employee personal information as a result of the ransomware attack in May of 2022. None of our customers' protected health information (PHI) was compromised.	No breaches during reporting year 2021.	SASB (TC-SI-230a.1) GRI 418-1
Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Data privacy, cybersecurity, and network resilience	Omicell has adopted a "Prevent, Detect, Respond" approach, including a top tier Security Operations Center (SOC), multi-factor authentication (MFA), micro-segmentation of networks supporting critical business systems, and a zero trust philosophy for managing information security.	Established goal of continuing to protect the data of our employees and stakeholders while increasing investments in network resilience and zero trust.	SASB (TC-SI-230a.2) GRI 205-3 / GRI 418-1
Product safety	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	There have been no fatalities identified or reported for the Omnicell IVX Station, IVX transfer tubing sets, i.v.STATION, Anesthesia Work Station, and other nonregulated products. In regards to training and awareness, company-wide FDA medical device regulatory training was completed for all impacted Omnicell employees.	Training and Awareness: Company-wide FDA medical device regulatory training instituted. Performance: There were no fatalities identified or reported for the Omnicell i.v.STATION, i.v.STATION ONCO, Anesthesia Work Station and other non-regulated products.	SASB (HC-MS-250a.3) GRI 416-2
Product safety	FDA enforcement actions	There were no FDA enforcement actions taken on Omnicell products in 2022.	There were no FDA enforcement actions taken on Omnicell products in 2021.	SASB (HC-MS-250a.4) GRI 416-2
Product recalls	Number of recalls issued, total units recalled	There were no recalls initiated in 2022 for Omnicell products.	There were no recalls initiated in 2021 for Omnicell products.	SASB (HC-MS-250a.4) GRI 416-2

Governance (Continued)

INDICATOR	UNIT	INITIATIVES / PERFORMANCE		STANDARD
		2022	2021	
Business ethics	Monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	None during reporting year 2022.	None during reporting year 2021	GRI 405-1
Governance structure	ESG oversight – Board level	Please reference our Governance Oversight on Page 14 .	The Board of Director Committee charters were updated. The corporate governance committee charter designates Corporate Governance Committee oversight of our Environmental, Social, and Governance initiatives.	GRI 2-9, 2-11, 2-12, 2-13, 2-14
Critical material risks	% of suppliers	Omniceil's Risk Management Process (QSP-8) identifies all associated risks to include, but are not limited to, the use of critical materials. Risk controls are established either through product design or regulatory requirements/compliance to ensure they are appropriately addressed. Risk assessments are performed for all new suppliers per our QMS work instructions. Omnicell's Supply Chain organization has continued to conduct an overall risk assessment across the supplier base on an ongoing basis to avoid single-source suppliers for business continuity purposes.	Omniceil's Risk Management Process (QSP-8) identifies all associated risks to include, but are not limited to, the use of critical materials. Risk controls are established either through product design or regulatory requirements/compliance to ensure they are appropriately addressed. Omnicell's General Terms and Conditions of Purchase were updated in 2021 to include compliance for critical materials, labor practices, corruption, environmental performance, and applicable laws/regulations. Risk assessments are performed for all new suppliers per our QMS work instructions. Omnicell's Supply Chain organization has also done an overall risk assessment across the supplier base to avoid single-source suppliers for business continuity purposes.	SASB (HC-MS-430a.3) GRI 414-1+2
Tier I suppliers' facilities participating in third-party audit programs for manufacturing, FCPA, and product quality	% of suppliers	55% of Tier 1 suppliers were audited in 2022, which is on pace with our audit schedule of 100% of Tier 1 suppliers over the course of three years.	Omniceil incorporates a risk-based supplier management program. 100% of Tier 1 suppliers are audited once every three years Medium and Low Risk Tier I suppliers are subject to audit at any time, which is performance based.	SASB (HC-MS-430a.3) GRI 414-1+2
Omniceil facilities (with the exception of Satellite Sales Offices) participating in third-party audit programs for manufacturing and product quality.	% of facilities	Each of Omnicell's manufacturing facilities is ISO certified and 100% of them are audited annually by a third party. The facilities have the following ISO Certifications: a. ISO 13485: Milpitas, CA and Warrendale, PA b. ISO 9001: Milpitas, CA, St. Petersburg, FL, Cranberry, PA, Warrendale, PA, and Bochum, Germany.	Each of Omnicell's manufacturing facilities is ISO certified and 100% are audited annually by a third party. The Facilities have the following ISO Certifications: a. ISO 13485: Milpitas, CA and Warrendale, PA b. ISO 9001: Milpitas, CA, St. Petersburg, FL, Cranberry, PA, Warrendale, PA, and Bochum, Germany.	SASB (HC-MS-430a.3) GRI 414-1+2

Governance (Continued)

INDICATOR	UNIT	INITIATIVES / PERFORMANCE		STANDARD
		2022	2021	
Scope of supplier standards	Inclusion of auditable metrics	<p>Omnicell worked towards our Climate Risk and Resilience goals and targets by prioritizing operational excellence and environmental stewardship throughout our value chain in 2022. We updated our Standard Purchase Order Terms and Conditions to include additional environmental requirements for climate risk and resilience, and we updated our supplier onboarding program with new supplier due diligence assessments through Omnicell's QSP-21 global Quality Management System Purchasing Process. On-site audits for three of our largest suppliers were conducted in 2022 to assess their responsible sourcing program, including 3TG minerals reporting. The Supply Chain and EHS teams organized a training webinar for our suppliers on best practices for 3TG due diligence and Conflict Minerals Reporting Template completion, which seeks to encourage continuous improvement in responsible sourcing practices on the part of our suppliers.</p>	<p>Omnicell's General Terms and Conditions of Purchase were updated in 2021 to include compliance for critical materials, labor practices, corruption, environmental performance, and applicable laws/regulations. Risk assessments are performed for all new suppliers per QMS work instructions. Omnicell's Supply Chain organization has also done an overall risk assessment across the supplier base to avoid single source suppliers for business continuity purposes.</p>	<p>SASB (HC-MS-430a.3)</p> <p>GRI 414-1+2</p>

Innovation

INDICATOR	UNIT	INITIATIVES / PERFORMANCE		STANDARD
		2022	2021	
Products listed in the FDA's MedWatch safety alerts for human medical products database	MedWatch safety alerts	There were no safety alerts issued from the FDA's Med Watch product safety reporting program for Omnicell products in 2022.	There were no safety alerts issued from the FDA's Med Watch product safety reporting program for Omnicell products in 2021.	SASB (HC-MS-250a.2) GRI 416-1
Opioid diversion strategy	Product differentiators, improving health outcomes indicator	Our tools empower pharmacists to play a pivotal role in the opioid crisis by reducing opportunity to misuse and abuse opioids, narcotics, and other controlled substances. Read more about Omnicell's efforts to strengthen the prevention of substance abuse in our UN SDG section on pages 19-20 .	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index. Bring to market solutions that reduce opportunities for diversion.	SASB (HC-DY-260a.1)
Improving health outcomes	Locations served by solutions	50,000 locations/75% of retail pharmacy patients nationwide (U.S.) leverage EnlivenHealth technologies, which are designed to assist patient medication compliance through tools such as "Medication Synchronization," "Personalized Communications," and "CareScheduler."	50,000 locations/75% of retail pharmacy patients nationwide (U.S.) leverage EnlivenHealth technologies, which are designed to assist patient medication compliance through tools such as "Medication Synchronization," "Personalized Communications," and "CareScheduler."	SASB (HC-DY-260a.1)
Access to care: integrated care	Description of policies and practices to prevent prescription dispensing errors	Prevention of prescription dispensing errors core to Omnicell's business and product value, e.g., Omnicell XT Automated Medication Dispensing Systems Omnicell Products undergo rigorous Quality Assurance protocols under its Global QMS, and employees are trained on the use and servicing of the products to ensure that the products meet the stated features for reduction in dispensing errors and improved efficiencies and workflows by user ID, product, and medication unit for each customer.	Prevention of prescription dispensing errors core to Omnicell's business and product value, e.g., Omnicell XT Automated Medication Dispensing Systems Omnicell Products undergo rigorous Quality Assurance protocols under its Global QMS, and employees are trained on the use and servicing of the products to ensure that the products meet the stated features for reduction in dispensing errors and improved efficiencies and workflows by user ID, product, and medication unit for each customer.	SASB (HC-DR-260b.2)
Description of actions and initiatives to promote access to healthcare products	Discussion and analysis	In 2022, we collaborated with Global Links, a nonprofit organization dedicated to improving health in communities in need by donating end-of-life products that are suitable for repurposing. Read more about our efforts to increase equitable access to products and services in the Innovation Performance subchapter.	Develop charitable product donation program by 2024 to increase equitable access to products and services through re-purposing use of end-of-life products for disadvantaged economies. Description of activities relating to promoting access to healthcare in disadvantaged economies by year 2024: Pricing, public policy and market influence efforts, manufacturing and distribution, product donations, philanthropic activities, and partnering with healthcare providers, governmental agencies/public health entities, NGOs, customers, and others to facilitate access to healthcare.	SASB (HC-BP-240a.1)

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2022 Report

