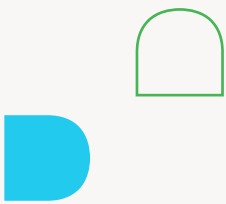


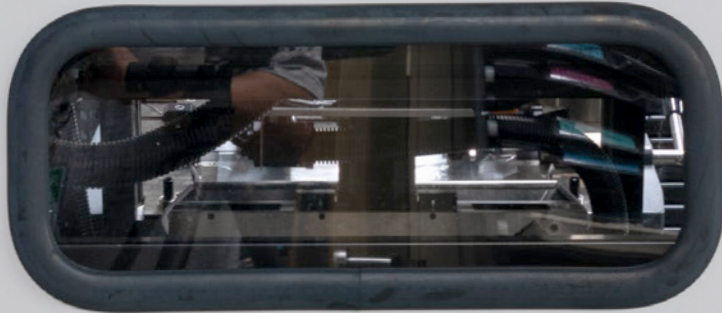


# ESG

2021 Report

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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 the ongoing COVID-19 pandemic (including new variants of the virus), (ii) risks related to Omnicell’s investments in new business strategies or initiatives, (iii) 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, (iv) any disruption in Omnicell’s information technology systems and breaches of data security or cyber-attacks on its systems or solutions, (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 and subsequent quarterly reports on Form 10-Q, 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](http://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

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Omniceil publishes two main reports: The Annual Report on Form 10-K (the “Annual Report”), which targets the financial and investor audience, and this Corporate Responsibility report, which targets a wide internal and external stakeholder audience. Published in April 2022, this report covers Omnicell’s corporate responsibility performance from January 1 to December 31, 2021. It includes all Omnicell businesses and operations that are financially consolidated in our 2021 Annual Report, available at: <https://ir.omnicell.com/financials-filings/annual-reports-and-proxies>.

Additional corporate responsibility content, technical details, and definitions are available on our corporate responsibility page: <https://www.omnicell.com/corporate-social-responsibility-esg>.



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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Mountain View, CA 94043 USA

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Hydrocortisone 1% 28 gm  
Dose: 1 APP  
Prep By  
Beyoncé  
12-31  
OCEA Sure-Nasal  
Aaron's All Purpose  
MRN: 990001  
Dose:  
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Printer  
Issue

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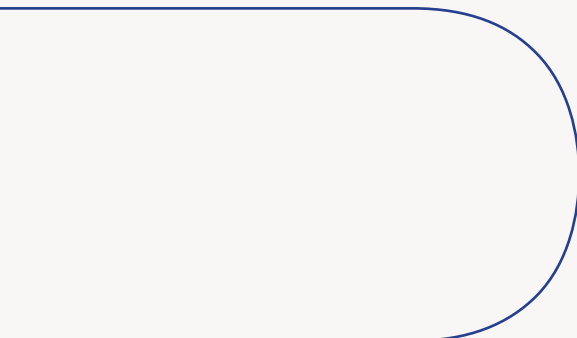
Corporate  
Responsibility  
Report





**RANDALL LIPPS**

Chairman, President,  
Chief Executive Officer,  
and Founder, Omnicell



# A Note From Our Founder

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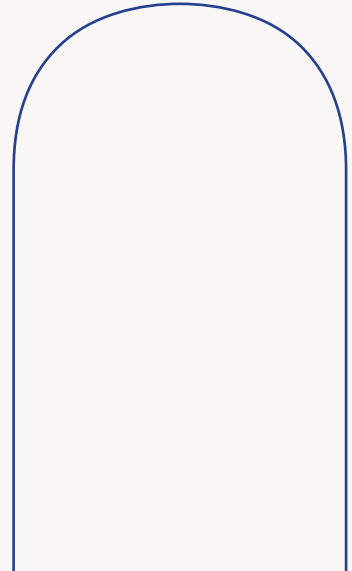
Where 2020 marked a year of crisis, 2021 was a year of transformation—and both were driven in large part by the continuing effects of COVID-19. The pandemic brought profound changes to how patients access their healthcare services—the convenient neighborhood pharmacy has become a new epicenter of healthcare. And Omnicell, with our Purpose of providing A Better Way to offer pharmacy services, is core to the evolution of people's relationship to how they access their trusted healthcare.

The growing digitalization of healthcare services—a long-growing trend that accelerated during the pandemic—has altered virtually every corner of healthcare. With pharmacies playing an ever-greater role in healthcare, we believe Omnicell is perfectly positioned to support pharmacists as they streamline their workflows and endeavor to improve patient health outcomes. Because of, and amidst, these industry-wide and global transformations, Omnicell in 2021 achieved a number of milestones and leveraged significant opportunities. In addition to bringing in record revenues, we completed several acquisitions of like-minded businesses—FDS Amplicare™, ReCept™, and MarkeTouch Media™ that will further assist pharmacies in achieving our shared Vision of the Autonomous Pharmacy, which leads us to A Better Way of providing healthcare access and improving health outcomes in

the communities where we live, work, and serve. This Better Way isn't something we have to do, it's something we GET to do for the communities we serve. It's not only a business model for future growth, but it's Doing the Right Thing to help pharmacists, and pharmacies, provide healthcare to those in need and practice at the top of their license. The dual purpose of Doing Right for others, as well as strategically planning for the future, is a fantastic opportunity for Omnicell.

As we re-open our doors to welcome employees back to the workplace post-Covid-19 surges, we are committed to continuing our legacy of making a difference in our communities through charitable donations and volunteerism. Omnicell has partnered with a giving and volunteering platform that serves as a one-stop shop for Omnicell's charitable initiatives, allowing us to achieve a global impact on both an organizational and societal level through consolidating efforts, donating funds, company matching, in-kind donations, and volunteering.

In 2022, we will celebrate the 30th anniversary of Omnicell's founding. Countless exciting changes have taken place since 1992, and we eagerly anticipate the road ahead. Omnicell is forging ahead into a new era of delivering optimal healthcare solutions that are designed to improve outcomes. We hope this inspires others to create A Better Way, together.



# A Better Way: Our Environmental Social & Governance (ESG) Strategy

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## ROXANNE TURNER

Vice President, Corporate  
Responsibility, Omnicell

We are “all in” for being responsible corporate citizens in the world as it relates to our Purpose, Mission, Vision, and Values.

Omnicell is in an evolutionary stage, and we think there is no better time for us to embark on Our Better Way to provide products and services to our customers. Our people, our places, and our products have undergone transformative realignment to our Vision of the Autonomous Pharmacy. We are on a path to Design for Excellence, incorporating not just Privacy by Design, but ESG by Design as well, scrutinizing the products we deliver, the materials we use, and the supply chain we rely upon to help facilitate the global objective of limiting global temperature rise to 1.5° Celsius by 2030. Moving data to the cloud is just one step forward, while refreshing our product, go-to-market, customer experience, and platform architecture strategies. With the completion of our first Materiality Assessment in 2021, we are “all in” for being responsible corporate citizens in the world as it relates to our Purpose, Mission, Vision, and Values.

Working with the various teams that have brought this report together is a privilege. It’s not every CEO that characterizes Corporate Responsibility as something “we GET to do,” and not something “we have to do.” Nor his view that by doing more, we are richer for the experience of Doing the Right Thing. But that’s who Randall Lipps is, and how he feels about Our Better Way. Sentiments like these are what make my life’s work easy, and an honor and a privilege to be part of this organization during this exciting time, working among such passionate transformers in the industry. I can’t wait to see what tomorrow brings!

# Company Profile, Mission, Vision, & Values

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Omnicell is a leading provider of solutions targeting patient safety and operational efficiency in healthcare facilities. From medication delivery to administration, Omnicell's systems are responsible for storing, packaging, barcoding, ordering, and issuing medications for our customers. Our data-driven, automated medication management and adherence solutions have earned industry accolades, and enable our customers around the world—health systems, hospitals, care homes, pharmacies, and health plans—to continue to play a pivotal role in patient care and population health.

September 9, 2021, we completed the acquisition of FDS Amplicare, a pharmacy technology provider. The FDS Amplicare acquisition adds a comprehensive and complementary suite of SaaS financial management, analytics, and population health solutions to our EnlivenHealth offering. In addition, FDS Amplicare's nationwide network of independent retail pharmacies significantly expands EnlivenHealth's broad industry footprint centered on leading pharmacy chains.

We then completed the acquisition of ReCept on December 29, 2021, a provider of specialty pharmacy management services. The addition of ReCept's specialty pharmacy management services for health systems, provider groups, and federally qualified health centers expands Omnicell's Advanced Services portfolio in an effort to address the growing and complex specialty pharmacy market.

Our last strategic acquisition for 2021 was the purchase of MarkeTouch Media, a pharmacy software solutions provider, on December 31, 2021. The MarkeTouch Media acquisition adds mobile and web-based technology and patient engagement solutions, which are expected to expand the footprint of EnlivenHealth across the retail pharmacy sector, while enhancing potential growth opportunities in new market segments like specialty pharmacy and pharmacy benefits management.

Our vision is to transform the pharmacy care delivery model through automation designed to replace manual, error-prone processes, combined with a single, cloud-based platform and advanced service offerings. We believe our connected devices, products, and solutions, which unite automation, intelligence, and services, will help our customers harness the power of data and analytics, and deliver improved patient outcomes. Guided by our core values and founding principles, as well as our commitment to creating positive change, we will deliver A Better Way—of doing business, enabling our customers' success, engaging our employees, and supporting the communities where we live and serve.

# Omniceil Core Values



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## GLOBAL GEOGRAPHIC PRESENCE

Our solutions are installed around the world, and institutional and retail pharmacy customers leverage our innovative medication-adherence and population-health solutions. With close to 160,000 of our devices installed in hospitals around the globe, dispensing close to five million doses daily, and over two million users, we play a critical role in day-to-day pharmacy operations.

Through our medication management platform that spans the continuum of care, Omnicell provides the intelligent infrastructure necessary to advance the Autonomous Pharmacy and reach the industry vision. By developing and delivering a combination of technology, analytics, and expert services utilizing a single, cloud-based platform, we believe we will empower healthcare and pharmacy providers to increase healthcare value and improve patient outcomes. Institutional and retail pharmacies across North America, the United Kingdom, Germany, and Australia 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, and German.

Headquartered in Mountain View, California, Omnicell has a global presence with approximately 3,800 employees worldwide (as of December 31, 2021). In addition to our facilities in the United States, we have offices in Australia, China, France, Germany, India, Italy, the United Arab Emirates, and the United Kingdom.

Omnicell is governed by a diverse and independent Board of Directors currently comprised of ten highly qualified directors, eight of whom are independent and three of whom come from diverse backgrounds. 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.

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## FY 2021 ANNUAL REVENUE AND BOOKINGS

**\$1.132B**

in total revenues

**\$1.217B**

in product bookings

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## BRANDS & SUBSIDIARIES

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

Omnicell®  
the Omnicell logo  
OmniCenter®  
Omnicell One™  
SafetyStock®  
SinglePointe®  
OnDemand®  
SureMed®

AccuFlex®  
Detect-Rx®  
EnlivenHealth®  
Time My Meds®  
Pharmacy Line®  
Connect-Rx®  
MedCarousel®  
ROBOT-Rx®

Performance Center™  
AcuDose-Rx™  
Omnicell 340B™  
Care Scheduler™  
FDS Amplicare™  
ReCept™  
MarkeTouch Media™

NUMBER OF EMPLOYEES

Approximately

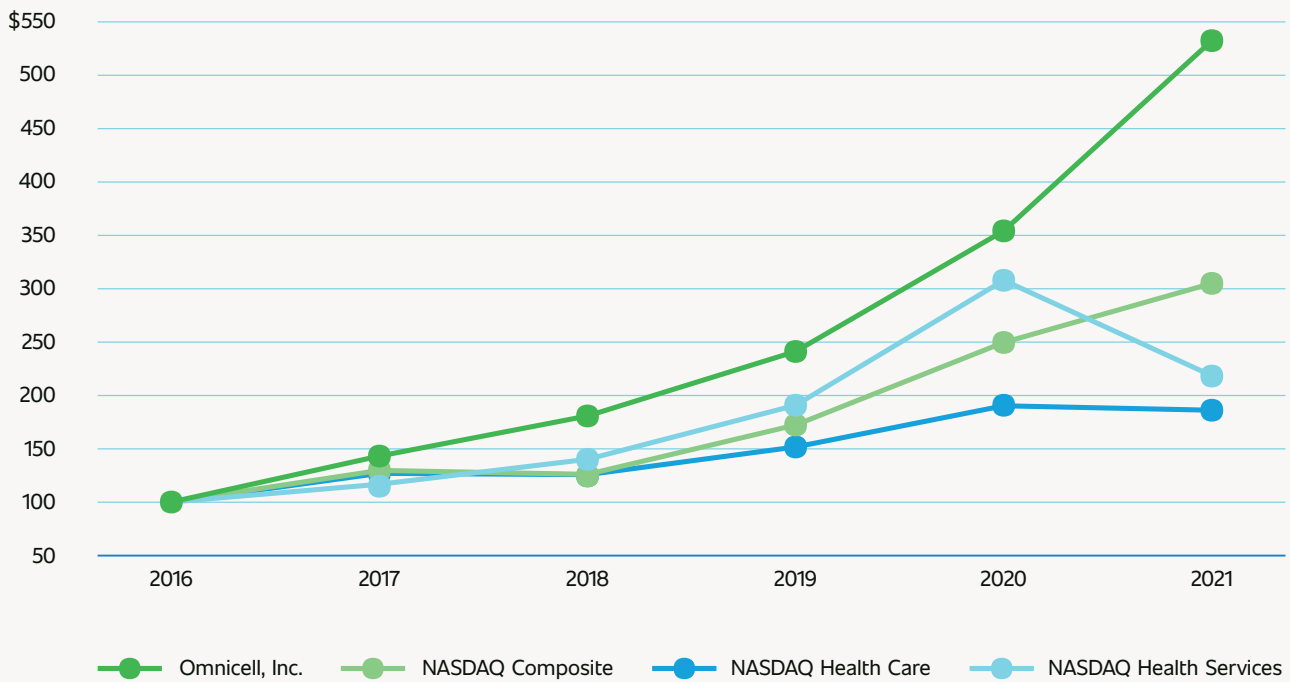
3,800

Employees worldwide as of  
December 31, 2021



BUILDING ON OUR TRACK RECORD OF DELIVERING SHAREHOLDER VALUE

Through the execution of our strategic plan, we have delivered strong results and created significant value for our shareholders.



Past results are not indicative of future performance.



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# Covid Update

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**A**s COVID-19 continued to take its toll on the world's populations, Omnicell continued to support our employees and customers through it all. We maintained our work-from-home mandate for non-essential personnel throughout 2021 and into 2022, implemented additional safety protocols for field and service technicians, while pivoting to address our customers' most urgent needs on the front lines, including the launch of our CareScheduler application (available through EnlivenHealth), assisting with vaccine scheduling and reporting in retail pharmacies across the United States.

In 2021, we shipped 11,500 N95 masks, 46,000 surgical masks, 26,300 pairs of nitrile gloves, and more than 5,200 fluid ounces of hand sanitizer, as well as lateral flow tests in the EU, to our front-line employees. We continue to monitor the dynamic and rapidly changing nature of the pandemic everywhere we work, and are committed to keeping our people safe while supporting life-saving care for patients around the world. We will sustain this support for our employees and our customers globally until resolution of the pandemic.





# 2

## Corporate Responsibility at Omnicell



# Our Corporate Responsibility Strategy

At Omnicell, Corporate Responsibility (CR) is fundamental to our Purpose, Mission, Vision, and Values, and is a strategic initiative for us.

**W**e aim to be the clinician’s most trusted partner for medication management, which means our products and services must live up to expectations. When our products deliver, we improve healthcare systems’ performance as well as patient health outcomes. This ties in strategically with our ESG&I Pillar “Innovation” and our commitments to deliver access to integrated care, and equitable access to products and services.

## Our CR Strategic Goals

PILLAR	TOPIC	GOAL
Innovation	Acces to Care: Integrated Care	Deliver products & services that enable health systems to provide patients better access to integrated care
	Equitable Access to Products and Services	Deliver products & services that assist with improving healthcare outcomes in low & middle income communities and underserved areas



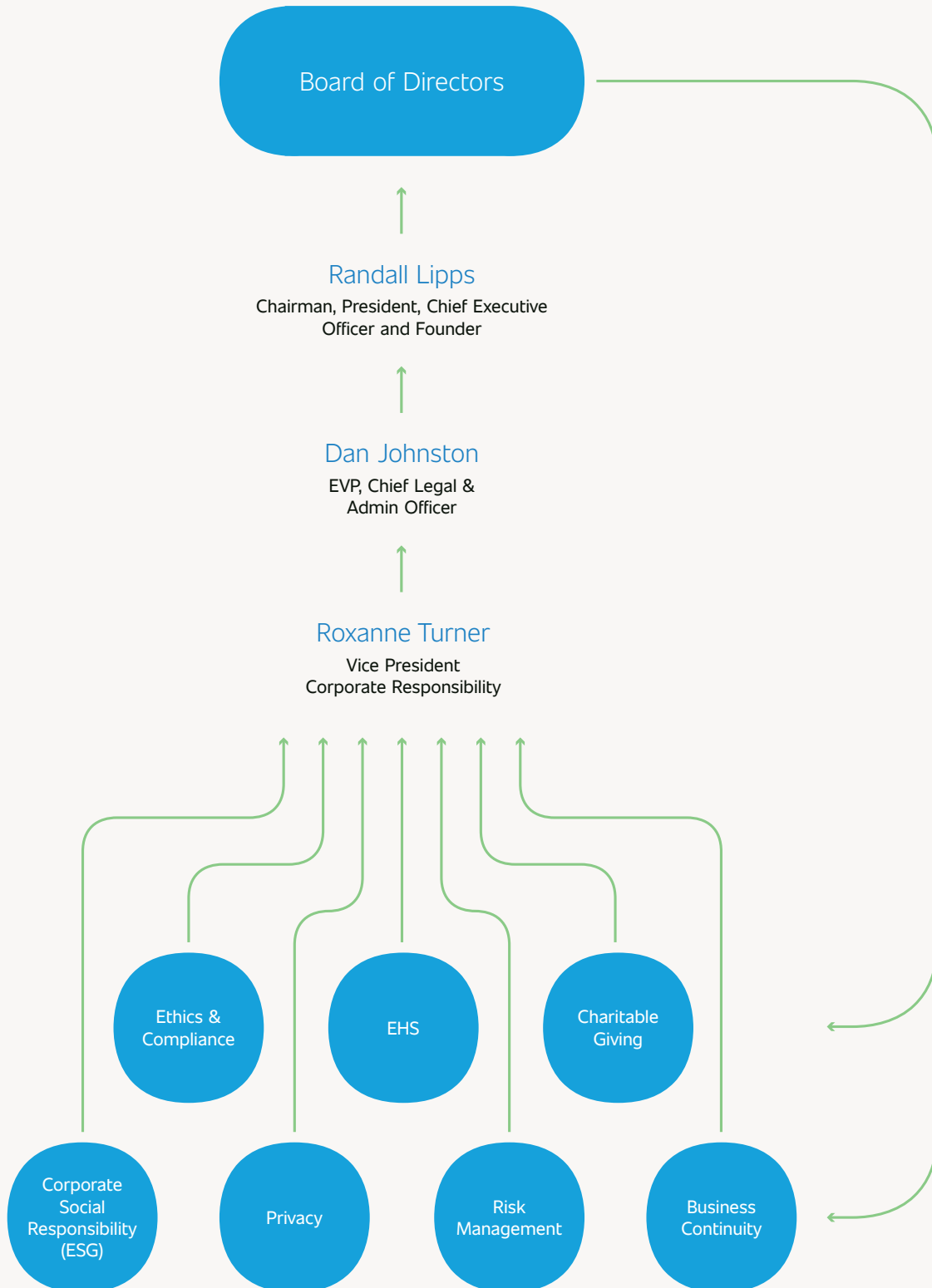
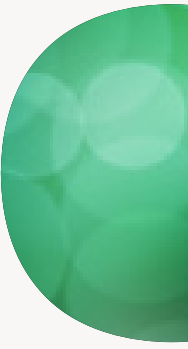


# Our CR Governance

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**T**hrough the integrated functions of the Office of Corporate Responsibility, ESG risk is managed under one executive who has a direct line to both the Corporate Governance Committee and the Audit Committee of the Board of Directors, chairs the ESG Steering Committee at the executive level, and reports on ESG—including on the materiality of the risks facing Omnicell from an ESG perspective—to the full Board of Directors on a quarterly basis. This provides significant oversight and risk management at the highest levels in Omnicell. Our Vice President of CR also reports on initiatives and progress to the Corporate Governance Committee of the Board of Directors, which approves our ESG goals and targets.







We take a comprehensive view of risk and risk management under the COSO Framework—a philosophy that shapes our operations, including our company-wide ISO 14001 Health & Safety certification, our focus on continuous innovation in the reduction of Omnicell’s environmental footprint, our ISO 45001 Environmental certification at manufacturing facilities, responsible product design and performance, ensuring compliance, and keeping abreast of evolving health & safety regulations. These activities are meant to build trust with our stakeholders, including a Quality Management System (QMS) that is both ISO 13485 and ISO 9001 certified.

Our approach to CR is framed around the pillars of Environmental, Social, Governance, and Innovation. In 2021, we completed a materiality assessment, that identified the material risks to and opportunities for our business under each of these pillars, allowing us to better meet stakeholders’ expectations on performance, and to provide Omnicell the opportunity to link our ESG progress with our business success. This approach is intended to strengthen our protections against legal and regulatory pitfalls while addressing social, climate change, and business strategy risks.

## Our Better Way



# Materiality Assessment

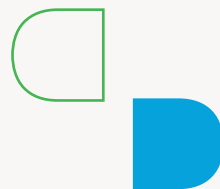
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A key aspect of our sustainability work involves engaging with internal and external stakeholders to ensure that Omnicell is living up to their expectations—and to chart our progress toward improving our performance and exceeding expectations.

In addition to ongoing engagements with our employees, investors, customers, and communities, in 2021 we undertook our first materiality assessment, designed to help guide our approach to CR in the coming months and years.

We gathered insights about the topics most important to our business, our stakeholders, and our future success through interviews with nearly two dozen internal and external stakeholders, including senior executives across Omnicell's business as well as leaders from healthcare organizations and the Board of Directors. We also surveyed our employees to learn the compelling ESG factors that influence and inspire them to work for Omnicell. What we learned from this exercise offers us a roadmap to meet the moment through our key ESG&I initiatives and achieve our long-term objectives.

To help determine the priority areas for Omnicell, in 2021 we engaged BSR, a global nonprofit business network and consultancy dedicated to sustainability, to conduct a materiality analysis.



## ENVIRONMENT

While environmental concerns were not identified during our materiality assessment as either the most critical risks for Omnicell's business nor served to differentiate us from our peers, they were identified as fundamentally important to doing business in the world today. Our internal and external stakeholders expect us to set ambitious targets to support the global objective of net zero emissions, quantify our own emissions impact, and provide clear reporting on our progress toward reducing our environmental impact.

At the same time, Omnicell recognizes we have the responsibility to use resources more efficiently and help our customers reduce their own impacts. Through exploring material re-utilization/recycling, efficiencies in our service trips and reverse logistics, and packaging reductions, we intend to meet customer demand for lower-impact healthcare technologies.

## SOCIAL

Our social priorities offer a strategic opportunity to continuously improve our performance today and lock in future success. As with many companies, talent recruitment and talent retention have evolved over the last two years. We will address this evolution by emphasizing diversity and sustainability in our recruitment and retention strategies, demonstrating how aligned our company is with the values of the next wave of team members. We must continue to spotlight intentional efforts to improve our diversity, equity, inclusion, and belonging (DEI&B) efforts starting from the top, work to build diverse teams, and emphasize and communicate the importance of women in tech.

## GOVERNANCE

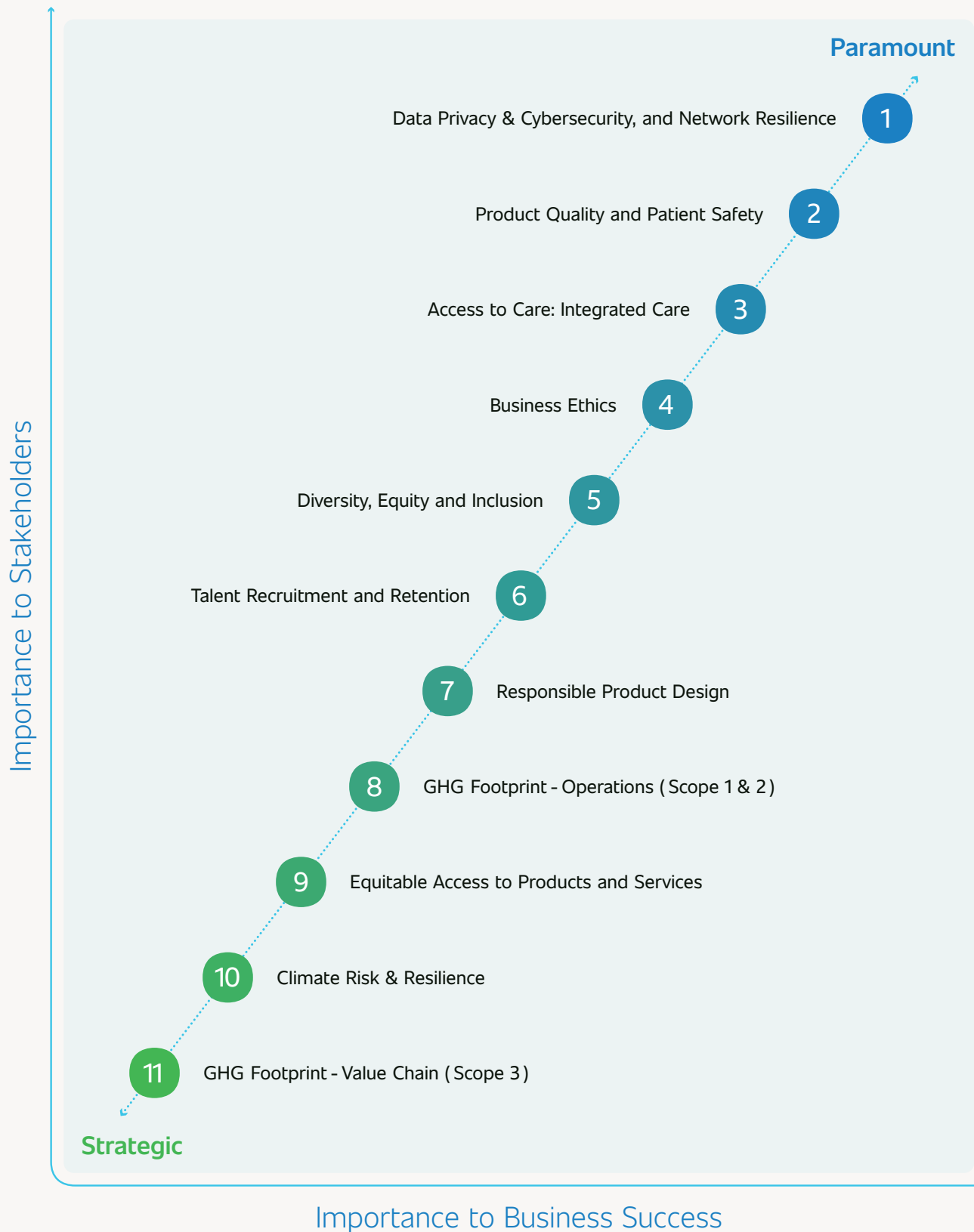
Topics within governance—especially data privacy and cybersecurity—are of utmost importance to Omnicell. Managing data responsibly not only offers potential competitive advantages, it also represents governance around one of the greatest risks businesses face today. While we consider business ethics foundational to our license to operate, we already perform well on these critical topics. Maintaining excellence, transparency, and accountability will only increase our credibility and build trust among our stakeholders, particularly around data privacy, cyber security and network resilience.

## INNOVATION

Building on our established success at innovative product design and patient safety are significantly important to our operations, and can be a market differentiator for Omnicell. Responsible product design is core to our value offering, and we continue to emphasize safety, usability, and customer adoption, while also building out innovation across platforms to facilitate device-to-cloud communication and continue to improve access to care. Similarly, there is an opportunity to bring our innovation focus to workflows as well as products, to increase quality and patient safety while further improving our customers' performance. We relentlessly pursue perfection so that our customers can focus on patient care.

As we continue on our CR journey, Omnicell will continue to deepen its focus on the strategic and paramount topics raised through our materiality assessment, putting in place additional teams, initiatives, and metrics that help us to measure progress and reach our goals.

# Materiality Map: Final Results



Note: material issues definition in the appendix



## Goal Setting Process

Once we completed our materiality assessment, we met with our internal stakeholders and subject matter experts to develop meaningful and relevant goals and targets to address the top 11 material topics identified as paramount to our business. We identified DEI & B, Talent Retention and Recruitment, and Data Privacy and Network Resiliency as leading areas of focus. We presented each topic with goals and targets to the ESG Steering Committee for review and approval. Recognizing this as an iterative process, we intend to continually assess and reassess progress against the goals, as well as the short-term and long-term actions we have committed to undertake.

Once these focus areas were identified, the ESG Working Group developed targets, key performance indicators (KPIs), and short and long-term actions on each material topic. The targets approved by the Corporate Governance Committee of the Board of Directors will be included in the Performance Chapters in future reporting, as we begin to measure against our internal KPIs.



PILLAR	TC
<b>Environmental</b> Innovating For Efficiency	Climate & Environment
	GHG Operations (Scope 1 & 2)
	GHG Value Chain (Scope 3)
<b>Social</b> Every Voice Counts	Diversity & Inclusion
	Talent Retention
<b>Governance</b> Doing the Right Thing	Data Security & Resiliency
<b>Innovation</b> Accelerating for Perfection	Equity
	Resilience

## Our Strategic Goals & Targets for Improvement

TOPIC	GOAL	TARGET
Climate Risk Resilience	Prioritize operational excellence and environmental stewardship throughout our operations and value chain to contribute towards global efforts of reducing greenhouse gas (GHG) emissions	Conduct a Scope 1 & 2 climate risk assessment by end of 2022
GHG Footprint—Operations (Scope 1 & 2)	Actively contribute to realize a 1.5° Celsius future by 2030	Complete baseline assessment of Scope 3 emissions by 2024
GHG Footprint—Value Chain (Scope 3)		Establish Scope 3 reduction targets by 2026
Diversity, Equity, Inclusion, and Longing	Create a culture of inclusivity, engagement, and well-being	Create avenues for employee involvement and impact through committees, Employee Resource Groups (ERG) and Employee Activity Committees (EAC), by 2025
Talent Recruitment and Retention	Make Omnicell an employer of choice for top talent	Retention: Perform at or above the industry benchmark for Omnicell's peer group
Data Privacy and 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 to below 10% year over year
Equitable Access to Care	Deliver products and services that assist with improving healthcare outcomes in low- and middle-income communities and underserved areas	Develop charitable product donation program by year 2024 to further equitable access to products and services through re-purposing use of end-of-life cycle products for disadvantaged economies
Responsible Product Design	Design our products to minimize environmental footprint while maximizing patient outcomes	Develop plans by year 2023 for minimizing environmental footprint for 100% of new products



# Engaging Stakeholders

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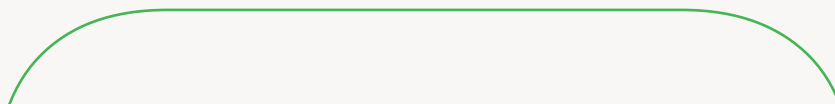
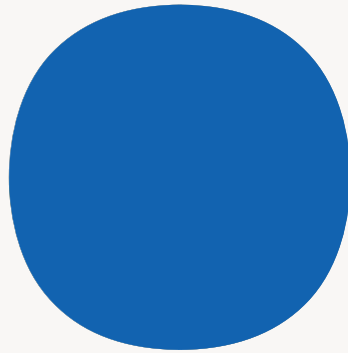
**W**e regularly engage stakeholders to solicit feedback on their expectations, and to improve our performance. We measure employee satisfaction and engagement through regular surveys and facilitate their sharing of ideas and concerns. We are in active conversations with our investor stakeholders to continue to educate them about our business strategy and our positive impacts. Our customer stakeholders count on us to live up to their expectations to improve their efficiency and efficacy, and our customer-centric approach to product quality and innovation helps them achieve their own goals, providing them with their own Customer Success executives. In 2021, we began working with a group of Sustainable MBA students from Duquesne University to assist us with identifying opportunities for improving our environmental footprint. We have continued our engagement with Duquesne into 2022 to assist with our first climate risk assessment for Scope 1 & 2 emissions.





# 3

## Our Performance



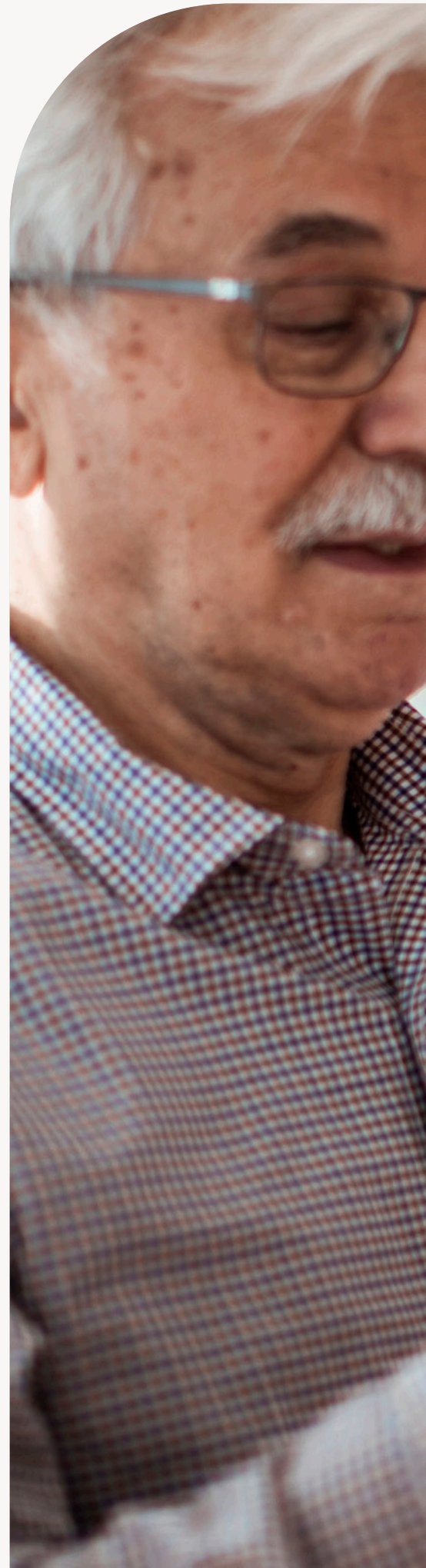


## Introduction

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Through our medication management platform that spans the continuum of care, we provide the intelligent infrastructure necessary to advance the Autonomous Pharmacy and reach the industry vision.

By developing and delivering a combination of technology, analytics, and expert services utilizing a single, cloud-based platform, we will empower healthcare and pharmacy providers to increase healthcare value and improve patient outcomes.







# Environmental

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It is time for every company to meet the moment and work to address climate change.

Omniceil is focused on reducing our own impacts and helping our customers and stakeholders operate more efficiently. Our expertise in developing innovative healthcare solutions should position us well to achieve our climate change goals and our customers' demands for sustainable business performance.



## 2021 Targets to Address Climate Change

PILLAR	TOPIC	GOAL	TARGETS
<b>Environmental</b>	Climate Risk & Resilience	Prioritize operational excellence and environmental stewardship throughout our operations and value chain to contribute towards global efforts of reducing GHG emissions	Conduct a Scope 1 & 2 climate risk assessment by end of 2022
	GHG Footprint	Actively contribute to realize 1.5-degree Celsius future by 2030	Complete baseline assessment of Scope 3 emissions by 2024 Establish Scope 3 reduction targets by 2026



# Our Risk-Based Approach to Climate Change

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## IDENTIFYING WHAT WE CAN DO

Recognizing climate change is a risk for everyone, our goal is to actively contribute to efforts to limit global warming and realize a 1.5° Celsius future by 2030. While the biggest impacts we can achieve will be through our downstream partners, we will undertake our best efforts to innovate efficiently, adopting an ESG by Design philosophy as we explore new ways to develop and deliver our products and services to the communities we serve.

Leveraging our Risk Management (RM) strategy to address climate risk, we can be nimble and innovative in addressing material climate risks to our business. Our annual risk assessments and risk-mitigation exercises provide an opportunity for every Omnicell business unit to present real or potential risks to our RM team, as well as the opportunity to rank those risks according to their likelihood and severity.

Our RM team then prioritizes and develops a mitigation strategy, in collaboration with the affected business units, to address those risks. Our global Environmental, Health, and Safety Management System (EHSMS) Planning Process requires a risk-based assessment of all Environmental, Health and Safety (EHS)

opportunities and an annual review of that assessment. While there is an opportunity to include climate in the robust risk-assessment process that we already conduct, in 2021 we completed comprehensive climate-risk assessments of four of our manufacturing sites: Bochum, Germany; Milpitas, California; Warrendale, Pennsylvania; and St. Petersburg, Florida. Based on those climate-risk assessments, we are implementing countermeasures to address disruptions in the transport of materials and products, where appropriate, as well as educating the local communities, as applicable, on climate-related risks that may impact them. Our Supply Chain management team has also undertaken risk assessments in the supply chain, identifying opportunities to expand our network of suppliers so that we do not depend on sole source suppliers in the long term. With these assessments completed, as well as with Board of Directors oversight of our Corporate Responsibility initiatives and the organizational risks we face, we believe Omnicell is prepared to anticipate and manage climate-related risks our business may face now and in the future.



## OUR CLIMATE PERFORMANCE

In 2021, our Scope 1 and Scope 2 GHG emissions totaled 11,697 tonnes of CO<sub>2</sub>e, representing a 6% decrease from our base year 2019 emissions of 12,465 tonnes of CO<sub>2</sub>e. As in 2020, our 2021 consumption data was affected by the work-from-home mandates we implemented at Omnicell for employee safety during the pandemic.

Our carbon intensity, as measured in total GHG emissions per million dollars of revenue, was also impacted by our work from home mandates, as well as changing weather conditions. We are not yet able to identify a clear pattern between GHG emissions and revenue, particularly with the change in our work environment due to the impact of COVID-19 on our global workforce.

## Looking Forward

We anticipate that our expansion of EHS/ESG considerations in our Product Phase Gate Methodology (PPGM) in 2022 (ESG by Design) will

help us further identify and address climate-related risks in our product pipeline while providing additional opportunities to Innovate.

## Our Approach to the Environment

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### CLIMATE RISK & RESILIENCE

We are dedicated to actively contributing to global efforts to achieve a 1.5° Celsius future; this requires us to understand our global emissions, as well as the current and potential future risks that climate change poses to Omnicell's direct operations and value chain. By gaining this understanding, we will be able to implement approaches and mitigation plans that can build resilience into our business. This includes developing an understanding of how climate variability can impact our year-to-year sales across all our distribution channels, as well as affecting our ability to source materials for our products.

Streamlining standards and systems into an integrated, global EHSMS allows us to ensure data reliability and gives us the ability to monitor progress against goals by leveraging common standards and terminology within Omnicell and among our industry peers.

Our Vice President of Corporate Responsibility is the executive with oversight of our EHS program, and the Board of Directors oversees our CR initiatives to help us anticipate and mitigate climate-related risks.

### OUR GHG FOOTPRINT – SCOPE 1 & SCOPE 2

Our energy consumption is largely attributed to building lighting, heating, and air conditioning, in addition to powering our data centers. We also have significant opportunities to improve our GHG emissions generated from our travel profile. We measure our Scope 1 & Scope 2 greenhouse gas emissions across Omnicell's operations, including from owned and leased buildings and data centers. Our GHG emission mitigation efforts include energy efficiency projects, reducing energy consumption technologies in operations, renewable energy procurement, and a continuing assessment of our energy consumption and ways to reduce impact.

Core to Omnicell's Global EHSMS program is our adoption of the ISO 14001 Environmental Management System (EMS) and ISO 45001 (Health and Safety Management) standards. Our EHS program is focused on identifying risks and opportunities across our global operations and conducts annual audits and monthly monitoring, including certifications of our locations and products. In 2021, we finalized our combined Global EHSMS, which meets both ISO 14001 and 45001 standards.

In 2021, we achieved ISO 14001 certification at our Trieste, Italy, location, and we will continue to extend the scope of our new Global EHSMS to all locations globally, including the new ReCept, FDS Amplicare, MarkeTouch, our Omnicell 340B and international locations where we are yet to be formally accredited.



### OUR GHG FOOTPRINT – SCOPE 3

Our Scope 3 emissions span Omnicell's value chain, focusing specifically on materials emissions categories such as purchased goods and services (such as data centers and IT services), our use of purchased goods, emissions among our suppliers, and employee travel.

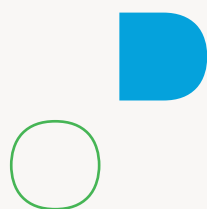
We are continuously devising strategies to integrate sustainability considerations into the design of our products to minimize lifecycle environmental impacts, implementing sustainability requirements into our supply chain contracts, and reducing the impacts of employee travel through various means, including the possibility of remote servicing and communications, as well as the potential for carbon offsets for air travel.

We are not yet able to identify a clear pattern between GHG emissions and revenue, particularly with the change in our work environment due to the impact of COVID-19 on our global workforce.

## TCFD Metrics and Targets: Scope 1 & 2 GHG Emissions\*

ASPECT		2018*	2019*	2020*	2021
Emissions from activities the company owns or controls, including the combustion of fuel and operation of facilities. Direct GHG emissions (Scope 1, tonnes CO2e)	Global (All Locations), tonnes CO2e	229	297	236	391
Emissions from the purchase of electricity, heat, steam, and cooling purchased for our use. Indirect GHG Emissions, location-based (Scope 2, tonnes CO2e)	Global (All Locations), tonnes CO2e	9,252	12,168	11,609	11,306
Total GHG Emissions (tonnes CO2e)	Global (All Locations), tonnes CO2e	9,481	12,465	11,845	11,697
Energy Consumption used to calculate emissions, gigajoules (GJ)	Global (All Locations), gigajoules (GJ)	51,978	68,276	64,233	65,653
Intensity Ratio (total GHG emissions in tonnes CO2e per \$M Revenue)	Global (All Locations) tonnes CO2e per \$M Revenue	12.4	13.90	13.28	10.33

\*For this report, the Scope 1 and Scope 2 GHG emissions data, the Total GHG Emissions, the Energy Consumption, and the Intensity Ratios from our 2020 report were recalculated for the years 2018, 2019, and 2020 due to the inclusion of our data centers in the electricity and GHG calculations, conversion factor discrepancies, and changing the energy units of measure to gigajoules instead of kilowatt-hours.



## 2021 Key Milestones

- Hired an EHS Engineer with deep experience and background
- Implemented our Global EHSMS
- Applied for our multi-site ISO 14001/ISO 45001 site certification
- Moved conflict mineral verification and reporting to the Corporate Responsibility function
- Launched a survey to suppliers representing the top 80% of our business by spend to collect initial inputs and data regarding GHG emissions and reduction initiatives
- Achieved site certification to ISO 45001 for our Milpitas, California manufacturing operations
- Achieved site certification to ISO 14001 for our Trieste, Italy facility

## Looking Forward

Much of our work in the coming months and years will be directed toward achieving our 2024 and 2026 emissions goals. We are undertaking climate risk assessments to begin those projects, and in our 2022 CR report we expect to provide preliminary information on Scope 1 & 2 assessments. In 2022, we plan to launch and formally implement our Global EHSMS with a unified standard for all facilities, and will incorporate employee training around our EHSMS in Omnicell University, our in-house training platform, in 2022.

While we are pleased with the results of our recycled polyethylene terephthalate (RPET) project in St. Petersburg (see sidebar, page 77), we are continually striving to find additional ways to reduce consumption of raw materials. We will continue to explore ways to reduce

material use in our products, and in 2022 we hope to demonstrate additional reductions in our material consumption rates. We further hope to formalize our plans for enhanced decommissioning, repurposing and recycling of products replaced at customer locations.

In 2022, EHS will define its role in the PPGM process. The primary goals for EHS in the PPGM are to assess whether Omnicell has adequately identified and evaluated the EH&S 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. The team will also be involved in the end-of-life phase of products to ensure that we reuse, recycle, and reclaim materials.

## CASE STUDY I

# Packaging Box Reductions

In 2021, our Professional Services team undertook a significant upgrade to how we ship and install our XT cabinets. Inspired by issues observed by our installation teams, as well as feedback from customers, we developed a new approach to reduce waste and improve efficiency in how we deliver and set up these cabinets. By shipping bins and dividers already in place on shelves (rather than in boxes), eliminating plastic bags for dividers, allowing customers to opt out of receiving accessories they wouldn't use, and working with customers to fine-tune their order to eliminate the need for replacement and supplemental accessories, we effectively reinvented how we deliver and install these products. Over the course of 2021, we eliminated the need for more than 400,000 boxes (saving \$800,000 in spending on kits as well as reduction in consumption of box materials), reduced our expenditures on kits by \$247,000, and freed up significant man hours that we could then dedicate to customer service and training. We expect to see even greater improvements in 2022—and the program was so successful that it helped kickstart a campaign to look at other areas of the company where we could minimize waste and improve the efficiency of our operations.

### Problem:

Kit contents duplication/excess accessories, packaged unnecessarily in heavy gauge cardboard boxes, causing unnecessary cost, Service Install (SI) and Return Merchandise Authorization (RMA)/Scrap, environmental waste and inefficiency during installation process, and customer inconvenience.



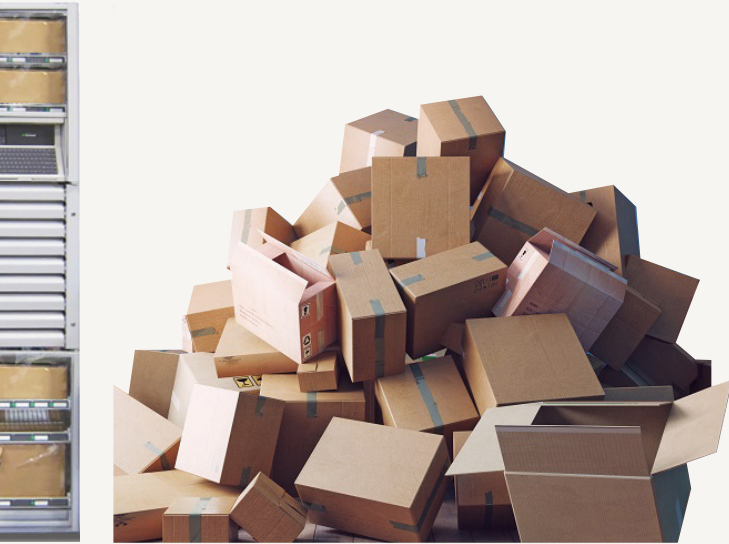
### Solution:

Accessory kits quantity reduced, Eliminated cardboard packaging, Reduced SI & RMA's/Scrap, Decreased installation time, Eliminated customer inconvenience, Environmental waste reduction of >110k lbs per cabinet.



## CASE STUDY II

## Thornhill Energy Improvements



In 2021, our Employee Environments group completed an LED lighting upgrade at our Thornhill facility in Warrendale, Pennsylvania. In addition to providing an improved work environment in several areas of the facility, it also upgraded emergency lighting infrastructure. By completing this project, we anticipate significant reductions in our energy use and maintenance costs, totaling an estimated 100,000 kwh (360 GJ) reduction annually resulting in approximately 70 tonnes CO2 equivalent decrease. In 2021, we also completed an HVAC upgrade that began in August 2020. Through that project, we reduced our energy use by 18% during our peak HVAC months of June through September.

## CASE STUDY III

## Shifting to Regional Recycling



As part of an initiative to simultaneously reduce costs and environmental impacts, our Service Supply Chain team in 2021 switched to using regional recyclers, rather than shipping decommissioned cabinets across the country to be recycled in Illinois or Pennsylvania. By shifting to regional recyclers, we now have access to 14 recycling facilities, which has resulted in an average of 700 fewer miles traveled per shipment, and an average reduction equivalent to one metric ton of CO2 per shipment.



# Social Impact

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OmniceLL has a vision to create a culture of inclusivity, engagement, and well-being—one where everyone belongs.

**O**ur 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. By emphasizing support for our workforce, we aim to be able to attract and retain the best talent, empower our people to do their best work, and create products that meet our customers' needs, all of which further advance our company Mission.

OmniceLL also recognizes the 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.

D





## In 2021, we set a series of initiatives to guide us:

- Create a culture of inclusivity, engagement, and well-being. Identify diversity, equity, and inclusion gaps within the company (e.g., geographical, structure, and process) and create goals that drive and/or improve overall outcomes.
- Make Omnicell an employer of choice for top talent by having positive external name recognition and implementing robust retention strategies.
- Create avenues for employee involvement and impact through committees, Employee Resource Groups (ERG), and Employee Activities Committees (EAC) by 2025.
- Perform at or above the industry benchmark for retention in Omnicell's peer group.

## 2021 Targets to Address Social Impact

PILLAR	TOPIC	GOAL	TARGET
Social	Diversity, Equity, and Inclusion	Create a culture of inclusivity, engagement, and well-being	Create avenues for employee involvement and impact through committees, Employee Resource Groups (ERG) and Employee Activity Committees (EAC), by 2025
	Talent Recruitment and Retention	Make Omnicell an employer of choice for top talent	Retention: Perform at or above the industry benchmark for Omnicell's peer group

# Our Approach to Social Impact

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## DIVERSITY, EQUITY, & INCLUSION

Omnicell is committed to creating and nurturing a work environment that is diverse, equitable, and inclusive to all employees, regardless of gender, race, ethnic origin, religion, age, or sexual orientation. This also includes wage parity and equity and ensuring non-discrimination across Omnicell's operations.



While still early in our journey, Omnicell is taking action, creating intention, and dedicating resources to DEI&B. In 2021, we continued to build out our DEI&B capabilities. We created a Diversity Governance body, and appointed our first head of Diversity and Inclusion to guide progress in this area.

An ongoing goal of this work is around developing the capabilities to make data-driven decisions that further improve our DEI&B

work, but our first task involves developing a baseline from which to measure progress. We are starting to develop a scorecard of metrics—such as ratings on job platforms like Glassdoor—that will empower our leadership to act. In 2021, we developed a framework that will allow us to move from our current, nascent state to one that is robust and integrated throughout our operations by 2025.

Throughout 2022, we will continue to communicate our support of and work toward building a culture of inclusion. We are sharing resources around DEI&B initiatives and diversity-focused topics, such as heritage months, across our internal communications channels, and we regularly spotlight our employees' stories on our social media networks.

We promoted partnerships with two women in technology organizations in Q4 2021, both of which we plan to leverage further in 2022. Additionally, we promoted our intern program with a goal of hiring female engineers. In 2021, 20% of our intern class consisted of females focused on technology.

## TALENT RECRUITMENT & RETENTION

Omnicell is able to remain an employer of choice and attract and retain top talent by providing opportunities to promote professional growth and learning among new and existing employees, and matching employee skills with the needs of the business.

We provide comprehensive job and leadership skills training through Omnicell University. The job skills program includes technical, writing, and management skills for all employees to help them better manage their career at Omnicell. Additionally, during the pandemic, we shifted our in-person New Employee Orientation program to a virtual option,



which allowed us to improve the experience for our global participants. The sessions take place over two to three days, with key segments delivered by company executives, including our founder and CEO, Randall Lipps. This personal approach to onboarding new employees supports our strong culture and value of “Relationships Matter,” providing employees with a deep overview of key policies such as our ethics & compliance, quality, privacy, security, environmental health & safety, as well as subject matter expert insights into our product lines and services.

We are working to enhance our reputation and branding as an employer, in part by building out the employee value proposition—something that will improve our recruitment and retention of talent. We have also expanded our commitment to partnering with historically Black colleges and universities and veteran and military outreach organizations to bring qualified candidates to Omnicell. Our Talent Review process is also undergoing modernization to measure leadership potential, align on development commitments, and assess pipeline health with an organizational launch in Q3 2022.

We find our talent rewards program is competitive, including a Management by

Objective (MBO) program that awards bonus compensation on a quarterly basis for employees’ successful completion of goals that help advance our business strategies. We are also launching our new ASPIRE Performance Review process in Q2 2022, which provides quarterly feedback and ratings based on accomplished results and a demonstration of Omnicell’s organizational values and supporting capabilities. An annual average of results links to merit awards, supporting our pay-for-performance philosophy. This robust onboarding, training, development and compensation approach is intended to assure our employees of the investment we make in their success at the organization, which we hope will provide a high level of employee engagement.

Omnicell conducts regular anonymous all-employee pulse surveys, administered by an independent third party, to help us measure the overall engagement and satisfaction of our teams. In 2021, Omnicell achieved an Employee Satisfaction (eSat) score of 74, which is at benchmark for global technology companies. These results demonstrate that our employees believe in Omnicell and its Mission and would recommend Omnicell as a great place to work.

We conduct quarterly check-ins with our employees to ensure our workplace culture is motivating, fun, inclusive, and rewarding. The insights we receive from our pulse surveys have been invaluable in understanding the mood of our organization. This ongoing feedback allows Omnicell to gauge what is working well for our employees and where we need to improve.

As we focus on our attrition rates, our management team recognizes the difference between regrettable losses and the loss of our high performers. We are focusing our energies on working to understand why employees who perform at a high level leave the company.

## EMPLOYEE WELL-BEING & ENGAGEMENT

The last two years have brought unprecedented challenges to our workforce in their personal as well as professional lives, and have underscored the importance of caring for our employees at every level. We continue to conduct our employee engagement surveys, although we have worked to reimagine the survey structure and data to improve response rates and quality.

These past two years have also re-energized our leadership's focus on, and commitment to, implementing changes based on survey responses to improve employees' well-being and work-life balance. We are offering free mental health counseling and referral services through the Employee Assistance Program, and have provided free access to the award-winning Headspace meditation and mindfulness app. We are piloting "no-camera days" for virtual meetings on Fridays, have implemented quarterly "recharge" days giving all employees the day off with pay, and are sharing resources on recognizing and avoiding burnout through our internal communications channels.

For employee health and safety, in 2021 we normalized our EMS and Global EHSMS documents into a single global standard, and implemented the ISO 45001 OH&S Management System in our Milpitas, California facility. We plan to implement the ISO 45001 standard at all locations globally in the coming years. We will prioritize our employees' insights and participation with our EHS development to improve overall adoption. We will continue to conduct pulse surveys of our workforce to ensure we are meeting their expectations and addressing their needs.



## Charitable Giving and Volunteering

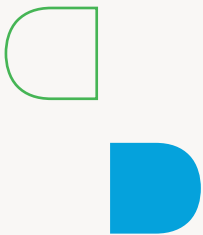
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### OMNICELL CARES PROGRAM

OmniceCell was founded on a social mission – and being driven by our Mission is one of our company's core values. We are guided by our passion, desire, and humility to solve problems that impact millions. We seek to lead through change and endeavor to solve big problems in bigger and better ways. Our company's values guide our behavior, decision making, and enable our strategy. We are actively exploring collaborative partnerships with some of our customers, as well as nationally and internationally recognized healthcare nonprofits, to work together on healthcare issues and outcomes. We are emphasizing a strong focus on healthcare that is all-inclusive and crosses all demographics, while allowing for localized participation and events.

Omnicell makes a difference in our communities through charitable donations, volunteerism, and other means. Omnicell has partnered with YourCause®, an employee giving and volunteering platform that serves as a one-stop shop for Omnicell's charitable efforts and initiatives. This partnership allows Omnicell and its employees achieve a global impact on both an organizational and societal level through elevating visibility of consolidated efforts for donations, including company matching, in-kind donations, and volunteering. This tool provides a holistic view of all philanthropic efforts and further enables transparency and measurability as efforts can be assessed in real-time, and reported in one place. Omnicell has additionally committed to absorbing the costs of charity support fees and domestic merchant fees to optimize the positive impact to these organizations.

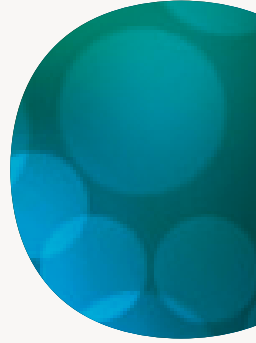
Our Omnicell Cares program plans to continue to support the National Kidney Foundation, American Heart Association, and in 2022, the Susan G. Komen Foundation and the American Red Cross. Our total giving budget for 2022 will exceed \$500,000 across the organizations we plan to support.



## 2021 Key Milestones

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- Completed build-out and launched the full Values-in-Action training series in 2021
  - Transformed HR Leadership Team with addition of leaders for Culture & Experience, DEI&B, Talent, and Total Rewards
  - Built a five-year People Strategy to help reach our objectives through building our people processes and developing our talent
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# Corporate Vision And Strategy

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## OUR KEY DRIVERS

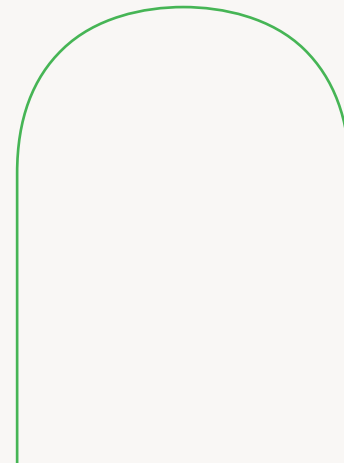


## People Program Management

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### HOW WILL WE DELIVER OUR OBJECTIVES

- Outlined philosophy in 2021 for Q2 2022 launch of quarterly ASPIRE performance review process to enable our talent to optimize their contributions to Omnicell's business strategies; the new process supports our pay-for-performance philosophy and active, more frequent feedback between managers and employees
- Developed new Talent Review process to measure leadership potential, align on development, and measure pipeline health with pilot launch in Q4 2021 and organizational launch in Q3 2022
- Enhanced sick pay and paid family leave benefit for all employees
- Implemented flexible vacation policy, removing set number of days for all exempt employees
- Increased paid holidays in 2022 for extra time off to recharge and disconnect from work
- Established the Omnicell Cares Committee overseeing giving and volunteering
- Formally developed and funded our charitable giving program effective for 2022, partnering with YourCause® for implementation and rollout



## Looking Forward

As we head into 2022, we have a number of significant plans and goals to continue making progress on our social impact. We hired a Director of Inclusion and Belonging, solely focused on DEI&B, as we continue to create and build an intentional and strategic approach to DEI&B. We will roll out a new DEI&B calendar to all employees, connecting our workforce with important annual dates across different cultures and nationalities. We established a Women in Leadership Group in 2021, and we are committed to establishing three additional ERGs in 2022; our first ERG in 2022 will be dedicated to Women in Technology.

For talent recruitment and retention, we are launching a new applicant-tracking system in 2022 to strengthen our talent recruitment processes. We will continue to evolve our philosophy around change management for Performance Management and Talent Review in 2022, with a full system and practice implementation in 2023. Early in 2022, we will launch a new Learning Management System to improve our employees' experience in signing up for and participating in our Omnicell University programs. And by the end of 2022, our Global EHSMS will become part of the PPGM process.



## Updated DEI figures<sup>1</sup> – 2020 & 2021

YEAR	2020		2021	
GENDER	MALE	FEMALE	MALE	FEMALE
Global aspect	69%	31%	65%	34%
US Promotions by Gender	65%	35%	60%	40%
US Terminations by Gender	69%	31%	59%	41%

US ETHNICITY	2020	2021
White	68%	59%
Asian	14%	15%
Black/African American	7%	7%
Hispanic or Latino	5%	6%
Multiracial	2%	2%
Unknown	1%	11%
Hawaiian/Pacific Islander/ Native American/Alaskan	0%	0%

<sup>1</sup> Some metrics may not amount to 100% due to “unknowns”—employees who have not self-identified a particular demographic. Additionally, as a result of recent acquisitions, data relating to some recently acquired employees remain unknown until full data integration occurs.

\*We utilize the US EEOC definition for people of color.

GLOBAL % BY GENDER IN MANAGEMENT ROLES	2020 FEMALE/MALE		2021 FEMALE/MALE	
Manager	31%	69%	33%	67%
Sr. Manager	25%	75%	31%	69%
Director	34%	66%	33%	67%
Sr. Director	25%	75%	29%	71%
VP	29%	71%	20%	80%
Sr. VP	57%	43%	57%	43%
EVP	0%	100%	20%	80%

US MINORITY* MANAGEMENT PERCENTAGE	2020	2021
Manager	23%	14%
Sr. Manager	24%	18%
Director	22%	29%
Sr. Director	22%	31%
VP	40%	39%
Sr. VP	14%	17%
EVP	20%	0%

HIRING	BENCHMARK	2018	2019	2020	2021
US Disability	7.00%	.80%	1.80%	2.20%	2.7%
Veterans	5.6%	8.5%	9.5%	14.7%	7%



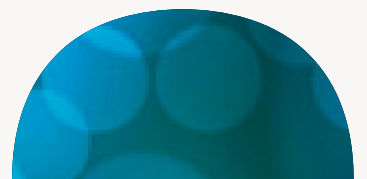


# Governance

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An ethical culture benefits our stockholders, customers, employees, and global workplace.

**K**nowing this, Omnicell strives to foster a culture where ethical expectations are clearly and frequently communicated to all employees and reinforced on a regular cadence. All employees at Omnicell are held to the same standards, from the C-suite to the employees working the front lines and interfacing every day with our customers. We encourage an open and trusting environment, where employees are empowered to speak up if they encounter a situation that is inconsistent with Omnicell's Purpose, Mission, Vision & Values.



In 2021, we identified a series of targets to guide us in our efforts to continually improve our governance:

- Identify, prevent, and mitigate risk to Omnicell, ensure company-wide compliance and governance, implement Omnicell's strategic approach to Corporate Responsibility and assist Omnicell in creating, preserving, and realizing value
- Of paramount importance to Omnicell and our stakeholders, we will continue to protect the data of our employees and stakeholders:
  - Increase investments in network resilience and zero trust
  - Continue to maintain the employee phishing attack testing failure rate to below 10% year over year

## 2021 Targets to Address Governance

PILLAR	TOPIC	GOAL	TARGET
<b>Governance</b>	Data Privacy and Cybersecurity, and Network Resilience	Continue to protect the data of our employees and stakeholders while increasing investments in network resilience and zero trust	Employee phishing attack testing failure rate to below 10% year over year

# Our Approach to Governance

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## BUSINESS ETHICS

Omnicell defines business ethics as the organizational standards, principles, sets of values, and norms that govern the actions and behavior of all individuals in the business organization. This includes preventing anti-competitive practices; complying with regulatory authorities and regulations; and actively working against corruption, extortion, and bribery.

We expect our employees to demonstrate honesty and truthfulness at work, hold themselves and others to the highest standards, keep commitments, follow our processes, always act with integrity, and never compromise our values for business reasons. In order to embody these standards, we have implemented and conduct annual attestations to our Code of Conduct, Anti-Corruption policy, and related ethics policies.

Our global Compliance Steering Committee meets quarterly, comprised of senior executives of the company. The Vice President of Corporate Responsibility reports quarterly to the Corporate Governance and Audit Committees of the Board of Directors on compliance initiatives, privacy/data security, and risk management activities, and our business areas with the highest levels of customer protected health information (PHI) undergo rigorous SOC 2 Type II auditing annually.

The Office of Corporate Responsibility maintains and implements formal risk-assessment procedures for intermediaries, consultants, and suppliers. We use technology and automated tools to monitor and report on compliance matters.

All Omnicell employees receive training on the Code of Conduct when they join the company as well as annually thereafter, and are required to provide annual sign-off to confirm they have read and understand the Code. We expect our employees to understand and abide by the requirements in the Code to ensure ethical business practices and compliance throughout our organization. We also conduct proactive Anti-Corruption Policy compliance assessments each year across all business operations.

## SOURCING

In our relationships with our suppliers, The Omnicell Procurement Policy supplements our Code of Conduct, and sets forth the standards and practices that Omnicell Suppliers are required to uphold. We continue to update our Quality Audit checklist to ensure it includes the social elements of our Supplier Standards. Omnicell is committed to helping our suppliers comply with these standards, and in turn, we expect our suppliers to apply these standards to their own suppliers. Omnicell follows the Organization for Economic Co-operation and Development (OECD) due diligence guidelines for responsible sourcing of raw materials.

## DATA PRIVACY & CYBERSECURITY, & NETWORK RESILIENCE

Protecting customer patient data is central to our success as a business and a responsible corporate citizen. We prioritize employee, customer, and patient data protection and privacy to safeguard individuals' rights of privacy by limiting the types of information gathered and how we obtain, use, and store their information.

Omnicell's privacy framework is a combination of privacy and security standards derived from NIST, GDPR, and CCPA. Omnicell selects the highest applicable standard pertaining to each privacy and/or security principle, including notice, consent, least privilege access, and others. For product launches that require the use of PHI, we conduct a thorough privacy and information security analysis during our PPGM process that includes a privacy impact assessment, a security threat analysis, and ongoing risk assessments and analyses at each stage gate to determine whether the standards required for safe and secure transmission of data are met with each step in the PPGM process and subsequent commercial releases. All PHI data is encrypted in transit and at rest, whether on-premise or in the cloud.

Noting that climate change has resulted in more severe weather events, such as significant wildfires on the west coast of the United States, and more severe hurricanes and tornados on the eastern side of the United States, we also conduct routine Business Continuity & Disaster Recovery (BC-DR) exercises on a quarterly basis, testing our network and resources for both cyber and physical risk events each quarter.

Our company policies and practices secure customers' PHI records and other personally identifiable information. This includes managing reliable information networks for Omnicell's cloud-based solutions—especially those that support critical infrastructure and public goods—to reduce and rapidly respond to systemic risks and disruptions, including programming errors or server downtime.

## PRODUCT SECURITY FRAMEWORK

- For products we ship currently including Unity Platform products and soon to include IVX Station, we follow the NIST Risk Management Framework (RMF) to security-harden our products
- By adhering to RMF, we have earned contracts with security-conscious federal accounts to upgrade our XTs at certain facilities. In an effort to prevent a Supply Chain attack such as SolarWinds, we have instituted a rigorous review process for all third-party components used in our products

## FOR SERVICES IN THE CLOUD

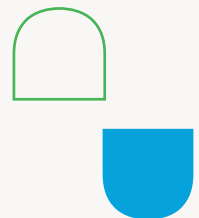
- Our cloud platform is built with a security-first approach
- For services hosted in Amazon Web Services and Azure, we operate in a HITRUST-compliant environment with layers of security built in, encrypting data in transit and at rest
- We also use third parties to regularly assess our environment from a security and compliance perspective, including third-party penetration testing

## RECENT HIGH PROFILE ZERO-DAY ATTACKS SUCH AS PRINTNIGHTMARE

- We have implemented a process to quickly react to and evaluate zero-day attacks. For example, during the recent PrintNightmare zero-day exploit, we expedited security patch testing and provided guidance to customers within 30 days

## HITRUST & FEDRAMP CERTIFICATION

- For EnlivenHealth, Omnicell has been issued HITRUST Certification status, and performs annual SOC2 Type II audits
- For our core business, Omnicell has completed a Facilitated Self-Assessment (FSA) for HITRUST and intends to pursue full HITRUST Certification in 2022–2023, while also pursuing FedRAMP certification for our federal government customers



## We regularly take measures to strengthen our enterprise-wide cybersecurity program, including:

- Incorporating Privacy by Design in the PPGM
- Conducting privacy threat analyses and modeling to identify and prevent any possible risks
- A defense strategy using multiple security measures to protect the integrity of the company's information. The strategy aligns to the ISO27001 standards, providing preventative, detective, and responsive measures that collectively protect the company
- Privacy impact assessments, which determine the impact a product or service may have on an individual's protected information
- Data Processing Impact Assessments for all high-risk data processing operations
- Meeting all pre- and post-market cybersecurity management standards, including escalation and root-cause analysis of security incidents and events
- Conducting of table top exercises (TTX), followed by gap assessment and closure analyses
- Providing regular training to members of the Board of Directors, senior executives, contractors, and new hires to ensure their adherence to our cybersecurity standards
- Regular internal audits of processes, audits of vendors and audits conducted by external consultants



## Looking Forward

The completion of our materiality assessment should provide us with a much clearer picture of the risks and opportunities we face over the short-, medium-, and long-term (see Materiality Graph, page 28). Understanding and addressing the most pressing risks now allows us to direct our strategy and planning to better mitigate those risks and their potential impacts to our business and operations.

In 2022, we will continue to build on our data privacy and security initiatives, and work to sustain our business ethics performance. We will offer quarterly manager toolkits to facilitate manager-led discussions regarding compliance and ethics. We will continue to integrate recently acquired companies under our compliance programs, and conduct targeted compliance assessments based on our annual risk assessment processes. We will continue to conduct regular Business Continuity tabletop exercises and test our BC-DR plan, and

update and refresh from lessons learned on a continual basis. Our movement to the cloud with our dispensing solutions and workflows will help our customers overcome cyber-risk of exploitation and ransomware attacks as well as reduce administrative IT support burdens by moving their PHI data off premises and into a secure, HITRUST-compliant cloud environment.

We will complete a comprehensive classification of our supply base by the end of Q3 2022, labeling more than 600 suppliers as either approved to continue working with or ending our contracts with them. In 2022, we will complete those necessary transitions and find high-quality alternative suppliers, while also increasing our dual sourcing capabilities and auditing the top 80% of suppliers by spend. We will also leverage our supplier survey results to craft continual improvement opportunities for supplier performance in our Scope 3 emissions.

## 2021 Key Milestones

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- Completed a comprehensive update to our General Terms and Conditions of Purchase compliance requirements of our suppliers
- Developed an assessment tool to gather inputs from key suppliers on each of the policies and standards mentioned in the General Terms and Conditions of Purchase
- Incorporated social responsibility standards into our new supplier onboarding approval process
- Incorporated a new segment for all new employee orientations dedicated to the Omnicell Code of Conduct and ethical expectations
- Introduced our first multi-lingual Code of Conduct training, required of all employees
- Held our second annual Compliance Week in November 2021, with numerous events and training opportunities aimed at raising awareness of ethical and compliance expectations
- Deployed first compliance pulse survey, aimed at measuring employee perspective of ethics and integrity at Omnicell and awareness of compliance resources
- Published a quarterly newsletter, the Compliance Compass, throughout 2021, aimed at educating employees on a variety of Corporate Responsibility topics
- Enhanced and modernized all compliance training offerings through improved training modules sourced from a new compliance training vendor
- Updated our global Business Continuity and Disaster Recovery (BC-DR) plans
- Instituted a training focused on relevant compliance topics tailored to the Omnicell Board of Directors
- Earned HITRUST certification for the Omnicell Patient Engagement (OPE) Platform in Raleigh, North Carolina, in recognition of our performance on data security and protection
- Achieved re-certification of the Data Security and Protection Toolkit for Omnicell UK operations

## CASE STUDY I

# Training our Workforce on Privacy and Security

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In 2021, we introduced several new privacy and security trainings to ensure our employees are up to speed on best practices for protecting customer and patient data. Trainings included HIPAA privacy and security rules for Accounts Payable and business associates, hard drive handling, defending against phishing attacks, data privacy protection rules in California and Canada, the GDPR in Europe and the UK, and more. Nearly 12,000 training sessions were begun, with 97.1% of those sessions completed.

## CASE STUDY II

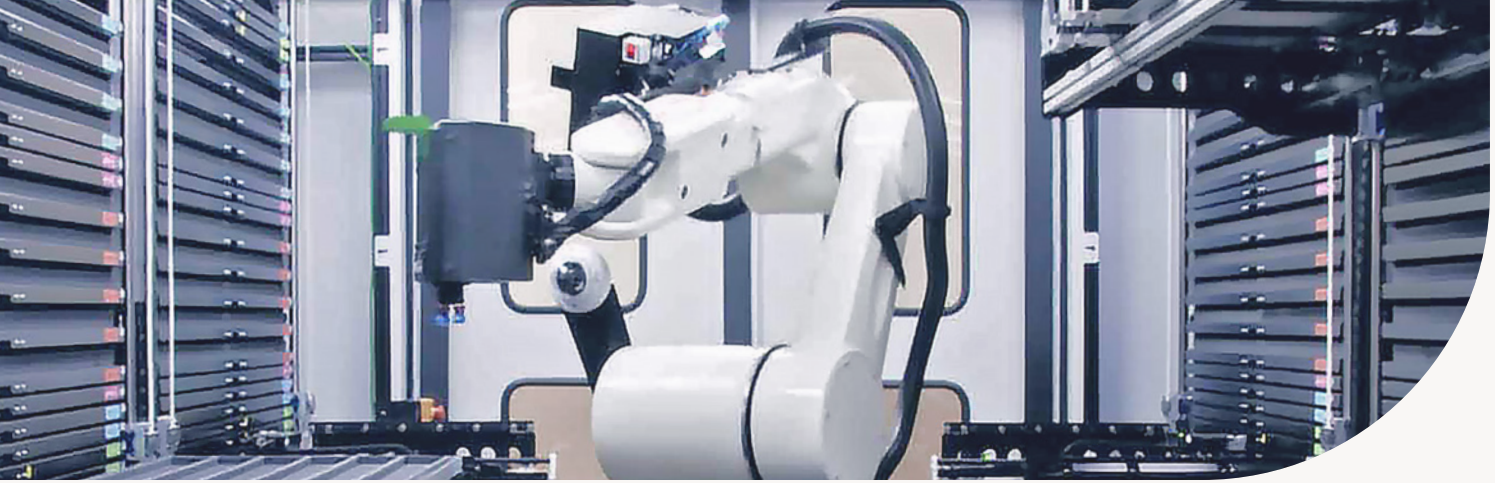
# Transparency Around Security Breaches

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A key aspect of data security is being transparent when incidents and/or breaches occur. Omnicell employees regularly report any potential security incidents that take place to the Office of Corporate Responsibility in order to ensure trust in our data handling. Between January 2020 and January 2022, we averaged 5.6 security incidents per month, and no breaches committed by Omnicell.







# Innovation

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Innovation is core to our success at Omnicell, and serves to guide our future growth. Our solutions are designed to drive meaningful outcomes in the areas of safety, financials, efficiency, compliance, and people—patients as well as clinicians.

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We focus our innovation on expanding access to integrated care, improving equitable access to our products and services, product quality and safety, and ensuring responsible product design.

These innovations help us achieve A Better Way of providing health care, and advancing our vision of the Autonomous Pharmacy. We believe our EnlivenHealth solutions are a perfect example of leveraging advanced technologies to streamline and automate pharmacy operations. Our Medication Synchronization [(Med Sync)] system, for instance, has improved the basic but inefficient process of managing medication refills and pickups, and research has found that Med Sync programs lead to a 9% reduction in medical costs, and that patients enrolled in a Med Sync program were three times more likely to adhere to their medication therapies.

To date, we have engaged more than 50,000 local pharmacies with our EnlivenHealth technology solutions, which reach 75% of pharmacy patients in the U.S., advancing the improvement of healthcare access, quality outcomes, and affordability.

## In 2021, we approved a series of goals and targets to guide us:

- Deliver products and services that enable health systems to provide patients better access to integrated care
- Deliver products and services that assist with improving healthcare outcomes in low- and middle-income communities and underserved areas
- Develop a new charitable product donation program by 2024 that aims to allow more equitable access to products and services in underserved areas around the globe
- Review potential repurposing use of end-of-life products for disadvantaged economies or communities by 2024
- Provide the highest quality technology and services that improve patient care, ensure patient safety, and drive pharmacy performance
- Design our products to minimize environmental footprint while maximizing patient outcomes
- Develop plans by year 2023 for minimizing environmental footprint for all in-scope new products

## 2021 Targets to Address Innovation

PILLAR	TOPIC	GOAL	TARGET
Innovation	Equitable Access to Care	Deliver products & services that assist with improving healthcare outcomes in low & middle income communities and underserved areas.	Develop charitable product donation program by year 2024 to further equitable access to products and services through re-purposing use of end-of-lifecycle products for disadvantaged economies
	Responsible product Design	Design our products to minimize environmental footprint while maximizing patient outcomes	Develop plans by year 2023 for minimizing environmental footprint for 100% of new products



## ENLIVENHEALTH PATIENT ENGAGEMENT

EnlivenHealth Patient Engagement includes clinical solutions such as CareScheduler, Medication Synchronization, Immunization and Scheduling, Targeted Patient Interventions, Medication Therapy Management, Opioid Mitigation Solution, and an Omnichannel communications platform, which enables tailoring patient contact to individual preferences. Additionally, we believe our recent acquisition of MarkeTouch Media's mobile and web-based technology and patient engagement solutions will strengthen the EnlivenHealth suite of industry-leading software-as-a-service solutions.

The recent acquisition of FDS Amplicare adds financial management, analytics, and population health solutions to the EnlivenHealth solution. As retail pharmacies continue to play an increasingly vital role in population health following the onset of the COVID-19 pandemic, EnlivenHealth and FDS Amplicare have extended solutions to assist with vaccination programs, testing protocols, patient engagement, and Medicare health plan selection support for patients.

## Our Approach to Innovation

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### ACCESS TO CARE: INTEGRATED CARE

Omnicell is dedicated to continuing our journey to A Better Way, and a critical aspect of that is developing and partnering with others to create medical technologies that improve patients' lives. We bring together inputs, delivery, management, and organization of services that improve every aspect of medical care, including diagnosis, treatment, care, rehabilitation, and health promotion.

Access to care is a significant obstacle for people around the world, and particularly in developing nations. Omnicell is leveraging our expertise and partnerships to develop and implement a strategy that will expand our product and service availability in underserved communities. The healthcare industry continues to experience a significant degree of consolidation, with healthcare providers combining to create larger healthcare delivery organizations to achieve greater market power. We believe this trend has increased the market's need for integrated medication management solutions on a single platform to help improve patient and financial outcomes for both inpatient and outpatient settings. Our portfolio of connected devices, digital workflows, analytics, and experts, combined with innovation, is designed with this objective in mind.

In order to expand our reach and provide more service to more customers, we are developing a data-centric communications strategy that helps our customers understand what Omnicell can offer them now as well as where our journey will take us together. By helping customers understand our mission and the value of adopting our products and services, we believe we can help improve care for all.

In 2021, we continued to accelerate our development of the Autonomous Pharmacy. Designed to replace manual, error-prone processes with a single, cloud-based platform and advanced service offerings, the Autonomous Pharmacy will help our customers harness the power of data and analytics to deliver improved patient outcomes.

Omnicell's commitment to deliver on the vision of the Autonomous Pharmacy is expected to lead to a better standard of care for everyone. The Autonomous Pharmacy integrates a comprehensive set of solutions across three key areas:

- Automation solutions designed to digitize and streamline workflows;
- Intelligence that provides actionable insights to better understand medication usage and improve pharmacy supply chain management; and
- Technology-enabled services to support improved efficiency, regulatory compliance, and patient outcomes.



### EQUITABLE ACCESS TO PRODUCTS & SERVICES

Improving access to care requires us to provide equitable care—care for all is part of our Mission. We are working to make Omnicell's product and services more affordable, through product innovation and public health initiatives, and partnering with organizations to close the digital literacy gap and provide our technology as a public service.

Our success in reaching underserved communities and economies is largely driven by our Omnicell Cares program, which harnesses our employees' passion to raise money and collect donations for prominent charities, healthcare-related causes, and support for families in need in the wake of natural disasters and the pandemic.

In 2021, we developed a strategy to expand the availability of our products and services to low- and middle-income communities as well as underserved regions of high-income countries. Partnering with our Advanced Services and Sales teams, we will create a charitable product-donation program that will expand equitable access to our products and services by repurposing end-of-lifecycle and/or replacement products for disadvantaged communities. We expect to fully implement this program by 2024.



## SUSTAINABLE DEVELOPMENT GOALS

Omniceil is also committed to supporting Sustainable Development Goal (SDG 3) (Good Health & Wellbeing) through our core business. Through our innovative products and services, we support improving the access to medicine and health-care services, particularly in underserved and underfunded communities around the world. (SDG 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*)

We further understand our responsibility, through our innovative advanced services offered by EnlivenHealth, to proactively support our customers and their patients to facilitate the improvement of health outcomes. Our non-acute solutions are helping clinicians, Pharmacists and Doctors keep people compliant with their medications—and therefore preventing illness—through our text reminders and other automated functions offered by EnlivenHealth. Being able to access doctors, nurses and meds at a local pharmacy is far better for patients with modest means than having to go thru the Emergency Department at their local hospital or mental health clinic. (SDG 3.4 – *By 2030, reduce by one third premature mortality from noncommunicable diseases through prevention and treatment and promote mental health and well-being*)

We also recognize that our core Purpose supports the improvement of access to medicine and health-care through reducing cost of medicine and health technologies. (SDG 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*)



## PRODUCT QUALITY & PATIENT SAFETY

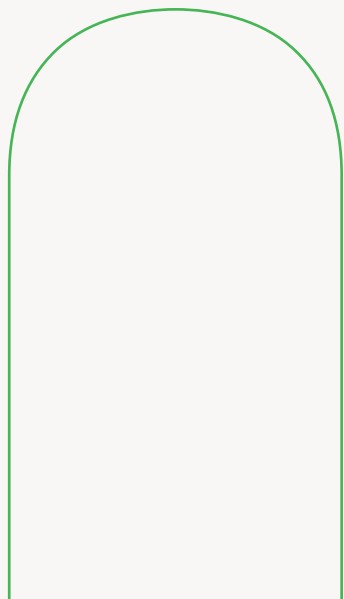
Our commitment to product quality and safety is documented in and implemented through our Global Quality Management System (QMS), which aims to ensure that we consistently produce high-quality products that meet or exceed our customers' requirements. Omnicell's QMS is the foundation that ensures our business processes are structured to consistently deliver superior technology and services to our customers.

We are committed to ensuring the safety, conformance, and quality of our technology and services, which requires every employee to be engaged, to understand their responsibility, and to be empowered to act to help our customers deliver the best possible outcomes. Omnicell adheres to the highest industry standards and has achieved ISO certification for our QMS, including certification for solutions classified as medical devices, which require regulatory conformance.

## RESPONSIBLE PRODUCT DESIGN

We use care to design products with special consideration for their environmental and social impacts throughout its lifecycle. We aim to design our products to minimize their environmental footprint while maximizing positive health outcomes. We are continually striving to incorporate innovative processes and materials—such as recycled materials instead of virgin plastics—and reducing material waste in our product design, packaging, and manufacturing processes.

As we perfect new practices and processes, we will ensure they are codified in our PPGM to drive adoption and consistency across our operations. As part of our responsible product design work, we have set a goal to develop plans by year 2023 for minimizing the environmental impact of in-scope new products.



## 2021 Key Milestones

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- Launched additional capabilities to market as part of Omnicell One, focusing on monitoring and optimizing workflows within our Automated Dispensing Cabinets (ADCs)
  - Developed a strategy linked to Access to Equitable Products and Services that aims to assess the viability of products and services in existing, new, and emerging markets as part of the product development phase for all new hardware and software developments
  - Incorporated new diversion capabilities into Omnicell One, including investigation and workflow tools, linked to Opioid Diversion strategies to further enable our partners to strategically reduce opioid risk
  - Created Enliven360, one of the industry's unified technology platforms that gives pharmacy staff one convenient place to access all the solutions, tools, and analytics they need to better engage retail patients, maximize financial results, and deliver revenue-generating clinical services at the community level
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## Looking Forward

In 2022, we will continue our innovation journey in a number of ways. For product quality and safety, we aim to expand ESG in the PPGM over the course of this year. We will identify EHS inputs at each phase, ensure products comply with EHS goals and targets as well as regulatory requirements, and optimize the use of raw, re-purposed and recycled materials in all new products for environmental efficiency and impact.

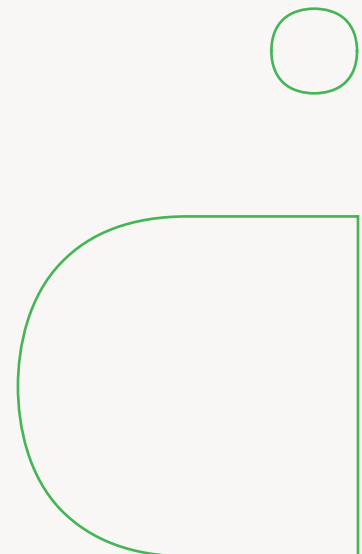
Over the course of this year, we will develop a plan to train our Research &

Development organization on responsible design, beginning with awareness-raising and then moving into more specific trainings that develop engineering expertise. We will continue to report on our progress in future years. In addition, we will expand our Market Requirement Document (MRD) templates to include environmental impact considerations that should help us achieve these goals. By incorporating these aspects, we expect to achieve ESG by Design in our product development processes.

### REPRESENTATIVE CASE STUDY

## Increasing Use of Recycled Plastics in our Products

In 2021, our St. Petersburg Consumables Medication Adherence product lines began implementing a new product design that allowed us to transition from polyethylene terephthalate glycol (PETG) to recycled polyethylene terephthalate (RPET) in our blister packaging, with significant reductions in Omnicell's reliance on virgin plastics. In 2021 alone, we have been able to transition more than 82% of our blister volume to RPET, and we will continue this project in 2022.





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Appendix:  
Data Tables

# Environmental

INDICATOR	UNIT	2021 INITIATIVES / PERFORMANCE	STANDARD
Total energy consumption (Electricity, Heating, Cooling, Steam)	Total energy consumed gigajoules (GJ)	Gas: 7,510 GJ	SASB (TC-SI-130a.1)
		Electricity: 58,143 GJ	GRI 305-1, 305-2
Water Consumption	Thousand cubic meters (m3)	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: 1.45 tonnes	SASB (RT-EE-150a.1)
		Non-hazardous waste generated: 5,341.20 tonnes	GRI 306-2
Recycling by type	%	Hazardous waste recycled by waste contractor / Omnicell combined: 40 %	SASB (RT-EE-150a.1)
		Non-hazardous waste recycled by waste contractor / Omnicell combined: 87%	GRI 306-2
Strategy to reduce the environmental impact of packaging throughout its lifecycle	Climate Risk Assessment Results	<ul style="list-style-type: none"> <li>Conduct a Scope 1 &amp; 2 climate risk assessment by end of 2022</li> <li>Integrate Omnicell's sustainable procurement strategies across 100% of our Tier 1 High Risk suppliers by 2025</li> <li>Implement prioritized waste mitigation opportunities in Omnicell's downstream distribution network (customers) by 2025</li> </ul>	SASB (HC-DI-410a.1) GRI 301-3

## Social Impact

INDICATOR	UNIT	2021 INITIATIVES / PERFORMANCE	STANDARD
Employee Engagement	e-Sat scores	Create avenues for employee involvement and impact through committees, ERGs, and EACs, by 2025 E-sat score is 74, benchmark is 74	SASB (TC-SI-330a.2) GRI 404-3
Freedom of Association	Right to Work	Omniceil 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 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 updated the Board of Director Committee Charters and will continue to monitor the ratio of independent directors on each committee	GRI 102-36
Role of diversity in organization's strategy	Retention & Recruitment metrics	Recruitment: Extend reach of employer brand by doubling followers on relevant identified social media recruiting sources by 2025	GRI 405.1+2
		Retention: Perform at or above industry benchmark for Omnicell's peer group	
Diversity goals	Third party feedback mechanisms (LinkedIn, Glassdoor)	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	Third party feedback mechanisms (LinkedIn, Glassdoor)	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 58-59	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	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	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	Omniceil will create a plan for diversification of the Board of Directors as a strategic initiative for 2022	GRI 405-1

# Governance

INDICATOR	UNIT	2021 INITIATIVES / PERFORMANCE	STANDARD
Policies and practices relating to behavioral advertising and user privacy	Failure Rate for behavioral targeting to employees	2021: Employee phishing attack testing failure rate to below 10% 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 and Cybersecurity, Network Resilience	OmniceLL'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 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	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 and Cybersecurity, Network Resilience	Maintain employee phishing attempt failure rate below 10% year over year	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	Initiatives: Omnicell's QMS incorporates product safety risk management practices for product safety	SASB (HC-MS-250a.3) GRI 416-2
		Training and awareness: Company-wide FDA medical device regulatory training instituted	
		Performance: There have been no fatalities identified or reported for the Omnicell i.v.STATION, i.v.STATION ONCO, Anesthesia Workstation and other non-regulated products	
Product safety	FDA Enforcement Actions	There have been 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 have been no recalls initiated in 2021 for Omnicell products	SASB (HC-MS-250a.4) GRI 416-2
Business Ethics	Monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	None during reporting year 2021	GRI 405-1
Governance Structure	ESG Oversight – Board level	Board of Director Committee Charters were updated. The Corporate Governance Committee charter designates Corporate Governance Committee oversight of our Environmental, Social & Governance initiatives	GRI 2-9, 2-11, 2-12, 2-13, 2-14

## Governance

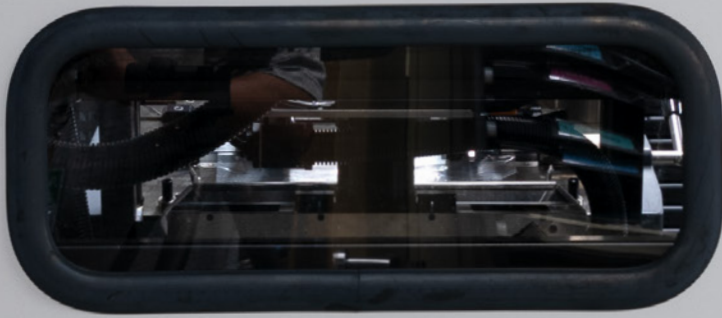
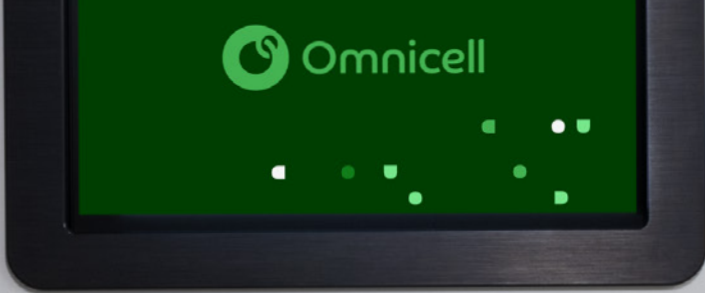
INDICATOR	UNIT	2021 INITIATIVES / PERFORMANCE	STANDARD
<b>Critical material risks</b>	% of Suppliers	<p>Omniceil's Risk Management Process (QSP-8) identifies all associated risks to include, but are not limited to, the use of critical materials. Risk controls are established either through product design or regulatory requirements/compliance to ensure they are appropriately addressed</p> <p>Omniceil'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. Omniceil'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>	SASB (HC-MS-430a.3) GRI 414-1+2
<b>Tier I suppliers' facilities participating in third-party audit programs for manufacturing, FCPA, and product quality</b>	% of Suppliers	<p>Omniceil incorporates a risk-based supplier management program. 100% of Tier 1 suppliers are audited once every three years</p> <p>Medium and Low Risk Tier I suppliers are subject to audit at any time, which is performance based</p>	SASB (HC-MS-430a.3) GRI 414-1+2
<b>Omniceil facilities (with the exception of Satellite Sales Offices) participating in third-party audit programs for manufacturing and product quality.</b>	% of Facilities	<p>Each of Omniceil's manufacturing facilities is ISO certified and 100% are audited annually by a third party. The Facilities have the following ISO Certifications:</p> <ul style="list-style-type: none"> <li>a. ISO 13485: Milpitas, CA and Warrendale, PA</li> <li>b. ISO 9001: Milpitas, CA, St. Petersburg, FL, Cranberry, PA, Warrendale, PA and Bochum, Germany</li> </ul>	SASB (HC-MS-430a.3) GRI 414-1+2
<b>Scope of Supplier Standards</b>	Inclusion of Auditable metrics	<p>Omniceil'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. Omniceil'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>	SASB (HC-MS-430a.3) GRI 414-1+2

# Innovation

INDICATOR	UNIT	2021 INITIATIVES / PERFORMANCE	STANDARD
Products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	MedWatch Safety Alerts	There have been no safety alerts issued from the FDA's MedWatch product safety reporting program for Omnicell products.	SASB (HC-MS-250a.2) GRI 416-1
Opioid Diversion Strategy	Product Differentiators, Improving Health Outcomes Indicator	Opioid Diversion Strategy Indicator Description of actions and initiatives to promote access to health care 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 (US) leverage EnlivenHealth technologies, which optimize 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	SASB (HC-DR-260b.2)

## Innovation

INDICATOR	UNIT	2021 INITIATIVES / PERFORMANCE	STANDARD
<p><b>Description of actions and initiatives to promote access to health care products</b></p>	<p>Discussion and Analysis</p>	<p>Develop charitable product donation program by 2024 to increase equitable access to products and services through re-purposing use of end-of-lifecycle products for disadvantaged economies</p> <p>Description of activities relating to promoting access to health care to disadvantaged economies by year 2024:</p> <ul style="list-style-type: none"> <li>- Pricing</li> <li>- Public policy and market influence efforts</li> <li>- Manufacturing and distribution</li> <li>- Product donations</li> <li>- Philanthropic activities</li> <li>- Partnering with Health Care Providers, Governmental Agencies/Public Health entities, NGOs, Customers and others to facilitate access to health care</li> <li>- Partnering with Health Care Providers, Governmental Agencies/Public Health entities, NGOs, Customers and others to facilitate access to health care</li> </ul>	<p>SASB (HC-BP-240a.1)</p>





The dual purpose of  
Doing Right for others,  
as well as strategically  
planning for the future,  
is a fantastic opportunity  
for Omnicell.

**RANDALL LIPPS**

Chairman, President,  
Chief Executive Officer,  
and Founder, Omnicell



**ESG**  
2021 Report

