



ESG

Environmental, Social,
and Governance Report

2025



About This Report

Omnicell, Inc. (“Omnicell” or the “Company”) publishes two main reports that highlight our Environmental, Social, and Governance (ESG) practices: The Annual Report on Form 10-K (the “Annual Report”), which primarily targets the financial and investor audience, and this ESG Report, which targets a wide internal and external stakeholder audience. Published in August of 2026, this report covers Omnicell’s ESG performance from January 1, 2025, to December 31, 2025. It includes all Omnicell businesses and operations that are financially consolidated in our [2025 Annual Report](#).

We utilize global standards, including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), to inform our reporting. Tables referencing these standards are included in the Appendix of this report.

Corey J. Manley
Executive Vice President,
Chief Legal and Administrative Officer
corey.manley@omnicell.com

David Unger
Vice President,
Investor Relations
david.unger@omnicell.com

Omnicell, Inc.
4220 North Freeway
Fort Worth, TX 76137

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 opportunities, expectations regarding our products and services and developing new or enhancing existing products and solutions and the related objectives and expected benefits, and our promise and purpose, including our 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 climate change and legal, regulatory, or market measures to address climate change as well as a related emphasis on ESG matters by various stakeholders, (ii) risks related to Omnicell’s investments in new business strategies or initiatives, (iii) Omnicell’s ability to take advantage of growth opportunities and develop and commercialize new solutions and enhance existing solutions, (iv) any disruption in Omnicell’s information technology systems and breaches of data security or cyberattacks on its systems or solutions, and any potential adverse legal, reputational, and financial effects that may result from cybersecurity incidents, as well as the effectiveness of business continuity plans during any cybersecurity incidents, (v) risks related to the incorporation of artificial intelligence technologies, including generative or agentic AI technologies, into our products, services, and processes or our vendors’ offerings, (vi) risks presented by government regulations, legislative changes, fraud and anti-kickback statutes, products liability claims, the outcome of legal proceedings, and other legal obligations related to healthcare, privacy, data protection, and information security, and the costs of compliance

with, and potential liability associated with, our actual or perceived failure to comply with such obligations, including any potential governmental investigations and enforcement actions, litigation, fines and penalties, exposure to indemnification obligations or other liabilities, and adverse publicity related to the same, (vii) changes to the 340B Program, (viii) our international operations may subject us to additional risks, including from the impact of tariffs, (ix) Omnicell’s ability to recruit and retain skilled and motivated personnel, (x) risks related to the availability and sources of raw materials and components or price fluctuations, shortages, or interruptions of supply, (xi) Omnicell’s dependence on a limited number of suppliers for certain components, equipment, and raw materials, as well as technologies provided by third-party vendors, (xii) catastrophic events, (xiii) Omnicell’s ability to protect its intellectual property and (xiv) other risks and uncertainties further described in the “Risk Factors” section of Omnicell’s most recent Annual Report on Form 10-K, as well as in Omnicell’s other reports filed with or furnished to the United States Securities and Exchange Commission (“SEC”), available at www.sec.gov. Forward-looking statements should be considered in light of these risks and uncertainties. Investors and others are cautioned not to place undue reliance on forward-looking statements. All forward-looking statements contained in this report speak only as of the date of this report. Omnicell assumes no obligation to update any such statements publicly, or to update the reasons actual results could differ materially from those expressed or implied in any forward-looking statements, whether as a result of changed circumstances, new information, future events, or otherwise, except as required by law.

Omnicell, EnlivenHealth, and the Omnicell logo are registered trademarks of Omnicell, Inc. or one of its subsidiaries. This ESG Report may also include the trademarks and service marks of other companies. Such trademarks and service marks are the marks of their respective owners.

2025

Environmental, Social, and Governance Report

1 About Omnicell

A Note from Our Founder	6
Who We Are	8
Our Promise, Purpose, and Guiding Principles	14

3 Our Performance 28

Environmental	30
Social	46
Governance	80

2 Our ESG Program

Governance Oversight	18
ESG Strategy	20
Strategic Goals and Targets	24
Engaging Stakeholders	26

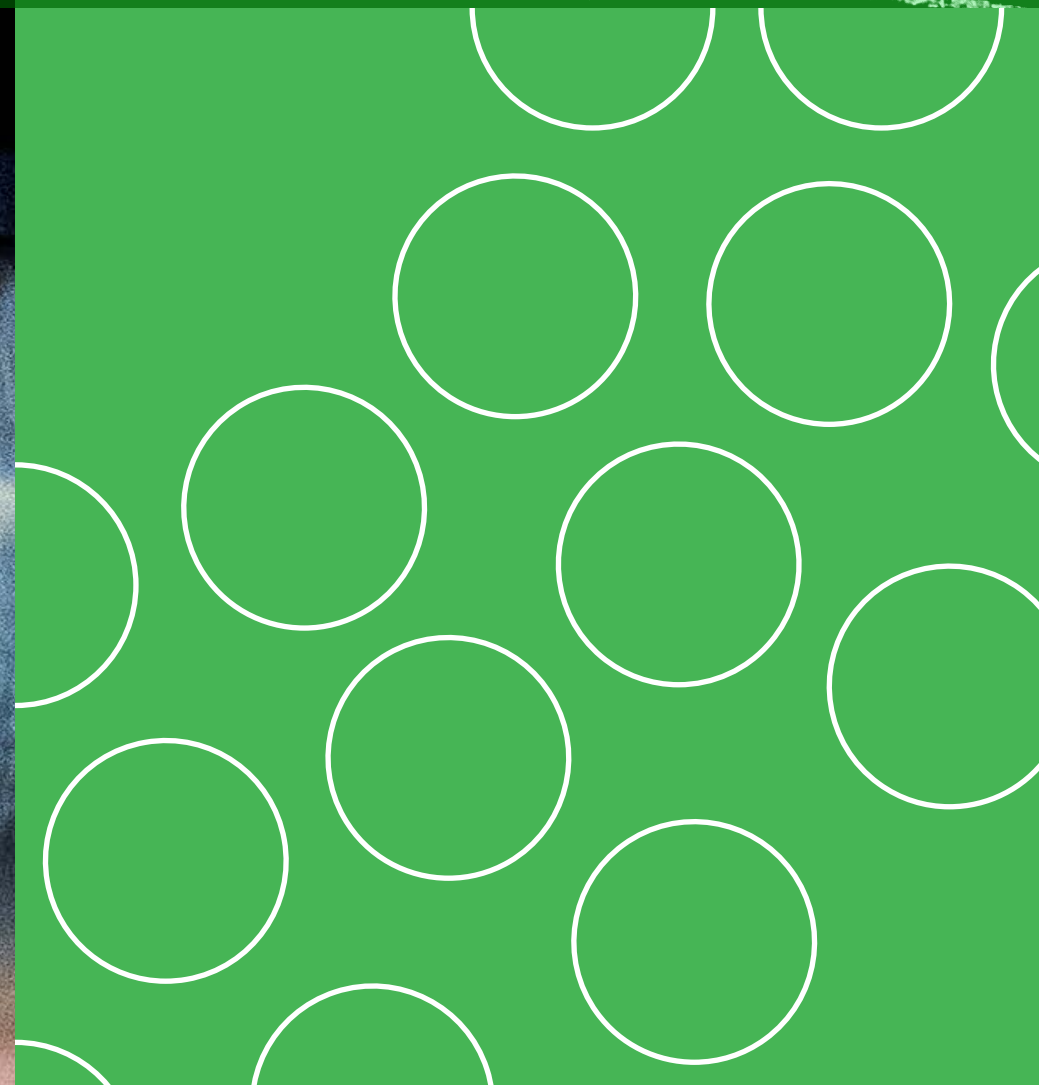
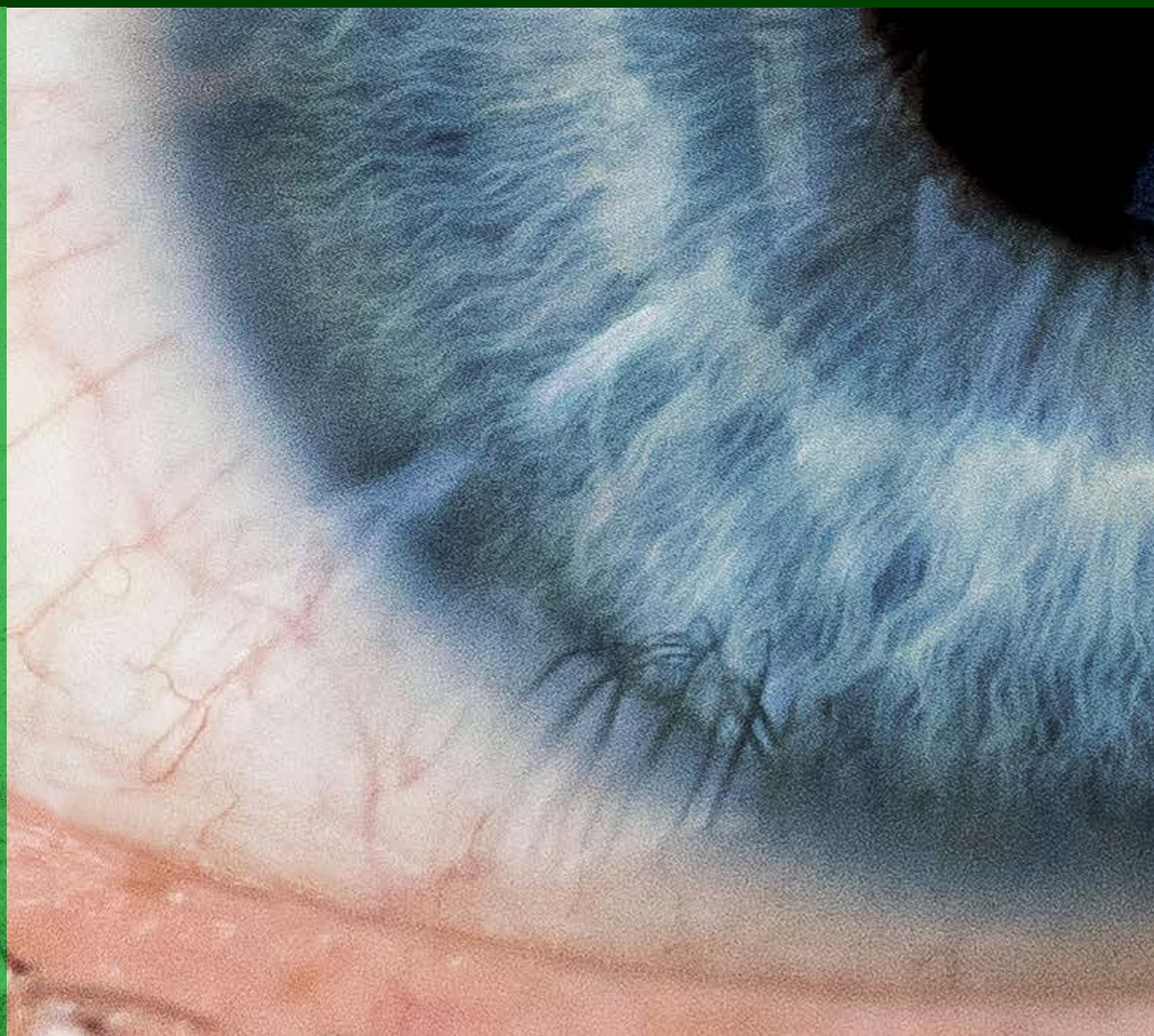
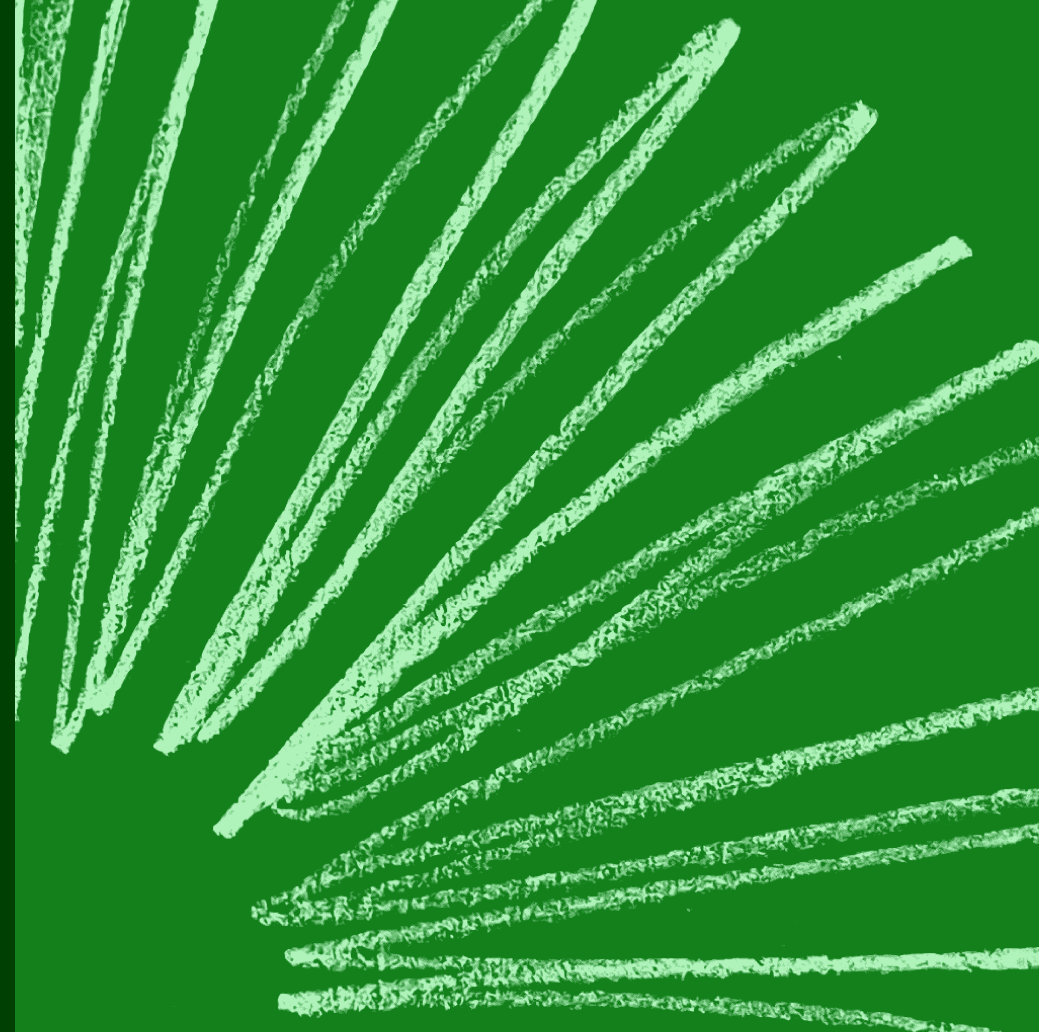
16 Appendix 114

Material Topic Definitions	115
Environmental Data	117
Workforce Composition	118
GRI Index	119
SASB Index	123

Chapter 1

About Omnicell

1



A Note from Our Founder

At Omnicell, we believe everyone should have access to great healthcare. When we say everyone, we mean everyone. Healthcare technology has advanced considerably in the more than 30 years since Omnicell was founded. Yet, healthcare systems around the world continue to face barriers to delivering high-quality, accessible, and integrated patient care. We are committed to helping remove these barriers to care and advancing a more sustainable, connected, and people-centered healthcare system that delivers better outcomes. Our Environmental, Social, and Governance (ESG) Program is crucial to advancing this aim and delivering on the industry-defined vision of the Autonomous Pharmacy. The close alignment of our ESG activities with our business priorities helps enable us to deepen our relationships with healthcare providers and empower them to deliver exceptional care.

Healthcare continues to move beyond the hospital into outpatient surgery centers, clinics, and patient homes. In each of these care settings, healthcare providers must deliver the right medication to the right patient at the right time — reliably, accurately, and efficiently. We strive to help healthcare providers enhance all aspects of their medication management capabilities. Our ESG Program helps us do this by strengthening the systems, governance, and operational discipline that support innovation. Initiatives such as our climate risk management approach, cybersecurity and data privacy programs, and responsible supply chain practices help us build resilient operations, develop trusted relationships, and deliver innovative solutions.

Innovation is core to Omnicell's identity and is embedded in our approach to ESG. Throughout our history, an emphasis on innovation has led to many new ideas and advances that have enabled us to enhance our offerings and improve how we work. In 2025, Omnicell launched its Innovation Lab in Austin, Texas, with the aim of tackling some of healthcare's toughest challenges. The Lab brings together technologists and stakeholders to test new ideas and develop automation and intelligence solutions that are intended to make healthcare operations smarter and more efficient. We continue to be excited by the possibilities to leverage robotics, artificial intelligence, and other technologies to make medication management smarter and more effective.

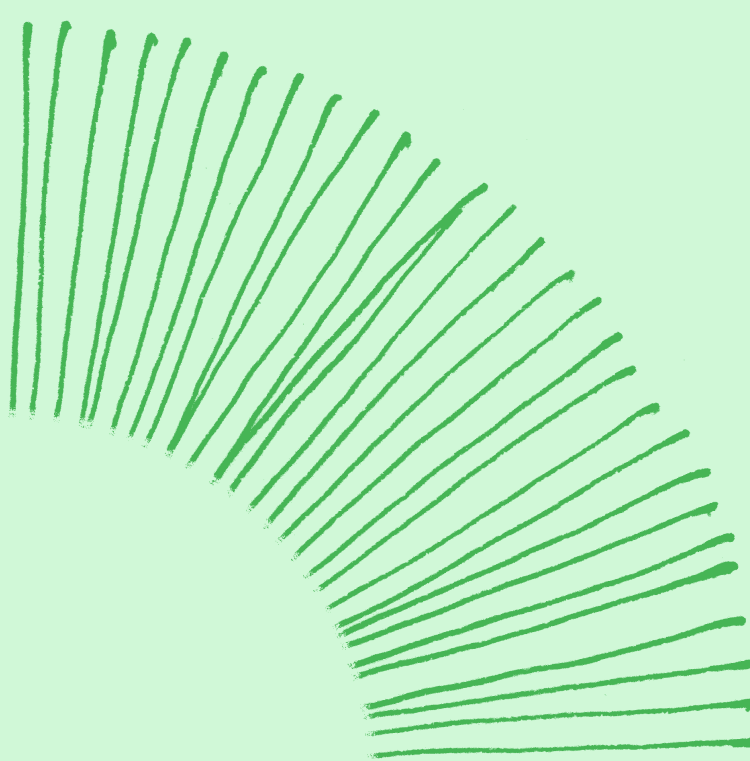
“As always, our people are our most vital resource and the key to our ability to achieve our Promise of Defining and Delivering Outcomes.”

As always, our people are our most vital resource and the key to our ability to achieve our Promise of Defining and Delivering Outcomes. Our ESG Program continues to help guide us in unleashing the power of our people by shaping a One Team culture and fostering a high-performance workforce where employees feel valued, engaged, and empowered. Through ESG initiatives that promote inclusion, well-being, development, and engagement, we seek to attract and retain top talent while creating an environment where employees can grow, thrive, and bring their best to every aspect of their work.

I am grateful to our stakeholders for their continued support and the trust they place in Omnicell. We continue to look for ways to embed ESG throughout our business and align it closely with our strategy, not just because we believe it is the right thing to do, but because we believe it is key to our company's success. I invite you to read this year's ESG Report to learn more about our outcomes-based approach to ESG and the value we see it creates for our company, our people, and our healthcare partners as we look to drive autonomous medication management to deliver outcomes across the patient care journey.

RANDALL A. LIPPS
Chairman, Chief Executive Officer,
and Founder





Who We Are



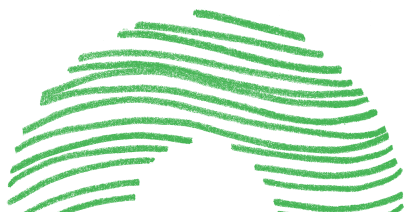
As medications become more expensive and the challenges facing the practice of pharmacy and nursing evolve — including drug shortages, manual and error-prone processes, complex compliance requirements, limited inventory visibility, and labor constraints — we believe healthcare providers will need a technology-driven pharmacy and nursing care strategy that is designed to enhance clinical and operational outcomes.

Since 1992, Omnicell has been committed to delivering innovative, outcomes-centric pharmacy and nursing solutions for all settings of care. As an intelligent medication management technology company, Omnicell empowers autonomous medication management by unifying automation and AI-enabled intelligence, optimized by expert services, to drive clinical and business outcomes that are helping to improve efficiency and enhance patient safety for healthcare facilities worldwide.

Our portfolio of robotics and smart devices, intelligent software, expert services, and enterprise-wide intelligence are designed to support medication management across all care settings. From central pharmacy storage and inventory management, sterile compounding operations, and medication and supply dispensing at points of care including nursing floors and perioperative settings, our products are intended to help to automate and streamline workflows, while driving optimization opportunities and data-driven medication management. And as patient care moves outside of the four walls of the hospital, our comprehensive solutions are designed to enhance patient engagement and improve clinical outcomes across the inpatient, outpatient, and specialty pharmacy journey.

“As care delivery grows more distributed and complex, and financial and operational pressures intensify, we believe healthcare leaders need a trusted partner focused on delivering the innovation and intelligence that drives real outcomes.”

NNAMDI NJOKU
President and Chief Operating Officer



2025 Awards and Recognition

Omnicell was honored to be recognized by the following organizations for our market-leading innovation and leadership:

GOVERNANCE INTELLIGENCE

2025 Corporate Governance Awards: Best Sustainability Reporting

(Small Cap)

HEALTHCARE TECHNOLOGY REPORT

Top 50 Healthcare Technology Companies of 2025

— Ranked 20th

Top Healthcare Technology CEOs of 2025

— Randall Lipps

AMERICAN SOCIETY OF TRANSPLANTATION

Living Donor Circle of Excellence: Omnicell

— First recognized as a member in 2023

NATIONAL KIDNEY FOUNDATION

2025 John V. Heher Humanitarian Award



Global Geographic Presence

Headquartered in Fort Worth, Texas, Omnicell has a broad global presence, with approximately 3,580 employees worldwide (as of December 31, 2025),¹ including approximately 3,140 in the United States and Canada. In addition to Omnicell facilities in the United States, we have locations in Australia, the People’s Republic of China, France, Germany, India, Italy, Saudi Arabia, the United Arab Emirates, and the United Kingdom.

Our products are available in a variety of languages including Traditional Chinese, Simplified Chinese, Croatian, Dutch, French, German, Japanese, Korean, Swedish, and Spanish.



● HQ:
Fort Worth, Texas

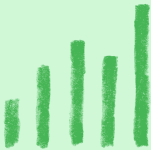
¹ Employee headcount excludes individuals who are classified as temporary or contractors.

NUMBER OF EMPLOYEES

Approximately

3,580

Employees worldwide as of December 31, 2025



Financial
Performance

\$1.185B

FULL YEAR 2025 REVENUES

Our Promise, Purpose, and Guiding Principles

At Omnicell, everything we do is driven by outcomes, delivering solutions and experiences that are intended to help our healthcare partners deliver the best possible care while achieving their operational goals. We're working to help these forward-thinking healthcare facilities to move closer to the industry-defined vision of the Autonomous Pharmacy.

This philosophy is the foundation behind our **Promise, Purpose, and Guiding Principles**.

It starts with our **Promise**: Outcomes. Defined and Delivered. We are defining and delivering outcomes-centric solutions that are designed to optimize clinical and business results across all settings of care.

But it is not just about delivering outcomes. To really transform pharmacy care, we believe that we must go deeper to understand what the challenges are and how we can help enable our customers to overcome them. Our **Purpose** is to be the healthcare providers' most trusted partner to enable the Autonomous Pharmacy transformation.

“As the care continuum continues to evolve and expand, we believe Omnicell must continuously deliver the innovation and expertise that is designed to solve healthcare’s biggest challenges. Our Purpose, Promise, and Guiding Principles are foundational to our goal of ensuring optimal outcomes for our customers as we work to transform pharmacy and nursing care.”

BAIRD RADFORD
Executive Vice President, Chief Financial Officer

Our **Guiding Principles** represent what we stand for as a company, guiding us in every aspect of how we do business:

- 1

Passionate Transformer
Find a better way
- 2

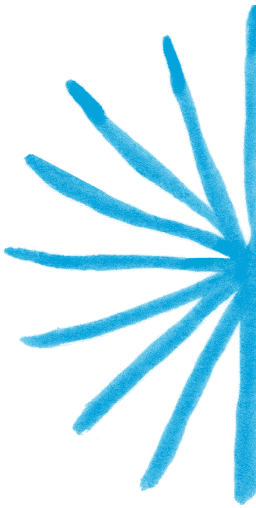
Relationships Matter
Create synergies that yield the greatest benefits for all
- 3

Intellectually Curious
Challenge the status quo
- 4

Mission Driven
Deliver on our promises
- 5

Entrepreneurial
Make the most of every opportunity
- 6

Do the Right Thing
Lead by example in all that we do



Culture Statement

At Omnicell, our culture is rooted in caring relationships and finding the better way forward — for our people, business, customers, and communities.

We earn trust through honesty and openness, welcome everyone, and work together. We're always curious and committed to continuously innovating while prioritizing quality.

We've become a trusted partner delivering outcomes across the continuum of care — because we care.

Chapter 2

Our ESG Program

2



Governance Oversight

Omnicell’s Environmental, Social, and Governance (ESG) Program actively engages with various departments across the organization, seeking to foster close collaboration in an effort to ensure the effective management and mitigation of ESG-related risks, while also seeking to capitalize on ESG-related opportunities.

These areas include, but are not limited to: Compliance; Environmental, Health, and Safety; Risk Management; Legal; Data Privacy and Customer Data Security; Operations; Product; Engineering; and the People team.

Omnicell’s ESG Ambassador program, a cross-functional group of senior leaders that works with our ESG Program, is designed to inform, prioritize, and drive Omnicell’s ESG strategy and initiatives that are relevant and material to Omnicell’s business. The ESG Ambassador program is intended to offer further oversight to Omnicell’s ESG efforts, with sponsorship from two of Omnicell’s executive vice presidents. Through this program, we seek to facilitate synergistic collaboration between the different functions of Omnicell as we continuously seek to improve Omnicell’s ESG performance in a holistic manner, while embodying responsible business practices and working

to maximize positive impacts. Our ESG Program is overseen by our Executive Vice President, Chief Legal and Administrative Officer, who reports directly to our Chairman, Chief Executive Officer, and Founder. We report on our ESG initiatives on a quarterly basis to the Corporate Governance Committee of the Board of Directors. We also review the Company’s ongoing risk mitigation efforts, including ESG risks, as applicable, quarterly with the Audit Committee of the Board of Directors.

Omnicell is governed by a diverse and independent Board of Directors currently composed of nine highly qualified directors, eight (89%) of whom are independent. We believe that the composition of our Board members reflects our commitment and continuing efforts to embody a diversity of viewpoints, experiences, and knowledge for our Board. Through this reporting structure, we believe that the highest levels of Omnicell leadership are able to provide oversight, collaborative consultation, and additional risk management across our operations. We further believe this approach extends our proactive focus on protecting Omnicell’s people, assets, information, and reputation. These efforts aim to eliminate and mitigate risk, and are intended to increase our operational and organizational resilience while maximizing potential opportunities for growth and improvement.

Governance Structure



“We believe strong governance is essential to sustaining trust and driving long-term value. Our approach integrates ESG into enterprise oversight, intended to help ensure accountability, transparency, and proactive risk management across the organization.”

COREY MANLEY
Executive Vice President,
Chief Legal and Administrative Officer

ESG Strategy

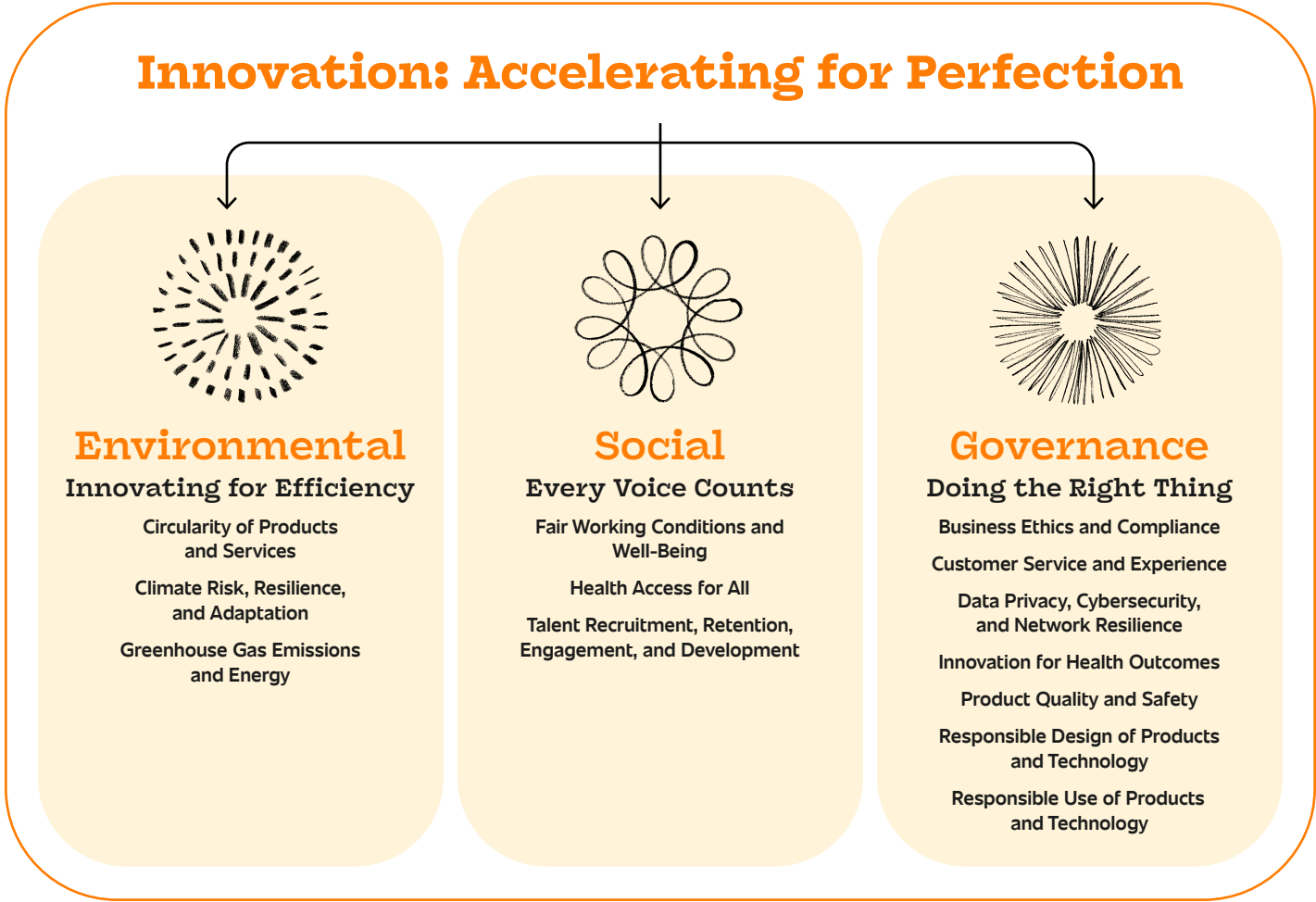
Omnicell’s strategic framework for ESG centers around three core pillars: Environmental, Social, and Governance. Whether seeking to minimize environmental impact in product design, aiming to improve health access for all, or better engaging our workforce, innovation is essential across all facets of our ESG Program. As a result, innovation is embedded across our three pillars, which we believe reinforces our approach as we work to drive meaningful change toward a more sustainable future.

Understanding the ESG topics most relevant to our stakeholders, our business, and long-term value creation is a foundational element of our ESG strategy that enables us to focus our efforts on those areas that are most material to Omnicell as an organization. In 2024, we conducted a double materiality assessment (DMA), expanding our approach beyond the initial materiality assessment completed in 2021 and refreshed in 2023. While Omnicell is not currently in scope of the European Union’s Corporate Sustainability Reporting Directive (CSRD), we adopted the double materiality approach to align with emerging international best practices, broader stakeholder expectations, and regulatory developments around the world.

The DMA serves as a strategic guide, providing a comprehensive overview of our potential impacts on society and the environment, as well as the financial implications of sustainability-related risks and opportunities on our business. In 2025, we used the DMA results to inform the development of refreshed ESG goals and targets, as discussed in the following section of this report. Looking forward, we expect insights from our DMA to continue informing the

evolution of our ESG strategy as we seek to refine priorities, strengthen our approach, and further integrate ESG across our business and value chain in response to changing stakeholder expectations, business needs, and the broader sustainability landscape.

Our material topic areas identified through the DMA are aligned with our three core pillars as follows:



MATERIAL TOPIC

This report is structured to align with the results of our DMA, helping lay the foundation for enhanced measurement and disclosures related to our material topics over time. Definitions for material topics can be found in the [Appendix](#), and each material topic is visually indicated throughout this report by a blue tab in the margin of each topic’s respective page. For additional information on our DMA process and methodology, please see our [2024 ESG Report](#).



United Nations Sustainable Development Goals

As a global healthcare company dedicated to improving efficiency and enhancing patient safety for healthcare facilities worldwide, we recognize the significance and salience of the United Nations Sustainable Development Goals (UN SDGs). The aim of UN SDG 3 — “Ensure healthy lives and promote well-being for all at all ages” — resonates deeply with our Promise, Purpose, and Guiding Principles. Providing better healthcare access for all remains a central focus for us, as we believe our expertise and activities lend themselves to make the most impact in this area. We also endeavor to contribute to additional UN SDGs through our business and ESG Program initiatives and intend to further evaluate opportunities for alignment.

UN SDG 3 — GOOD HEALTH AND WELL-BEING

Ensure Healthy Lives and Promote Well-Being for All at All Ages

These are a sample of the ways Omnicell's efforts, solutions, and services align with UN SDG 3 and its targets.

Target 3.3	By 2030, end the epidemics of AIDS, tuberculosis, malaria, and neglected tropical diseases and combat hepatitis, water-borne diseases, and other communicable diseases.	Omnicell Specialty Pharmacy Services, Inc. (Omnicell Specialty Pharmacy Services) supports Tarrant County Public Health in providing HIV medications to patients in the community through the 340B program, helping to reduce financial barriers to treatment and improve continuity of therapy. The Connect, Reach, and Inform offerings of EnlivenHealth, Inc. (EnlivenHealth) seek to simplify the patient experience, support medication adherence, and improve health literacy, which can be crucial elements to combating communicable diseases.
Target 3.4	By 2030, reduce by one third premature mortality from noncommunicable diseases through prevention and treatment and promote mental health and well-being.	Omnicell is committed to supporting the health and well-being of our employees through healthcare and welfare offerings and a comprehensive wellness program , including resources that focus on both mental and physical health. Through Omnicell Cares , our charitable giving program, we create opportunities to educate and support the awareness, early detection, prevention, and treatment of noncommunicable diseases.
Target 3.5	Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.	Omnicell XT Anesthesia Workstation includes an option for provider re-authentication for controlled substances, designed to strengthen safeguards without disrupting urgent clinical workflows. Omnicell's Compliance team is integrated into Omnicell Specialty Pharmacy Services operations to provide training on the prevention of theft and diversion of controlled substances while seeking to strengthen safeguards through ongoing risk assessments, targeted audits, and enhanced oversight of medication dispensing and regulatory compliance.
Target 3.8	Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all.	EnlivenHealth's Medicare Match is a suite of tools that is designed to help Medicare-eligible patients confidently select plans tailored to their health and financial needs through personalized guidance and pharmacist-led consultations. EnlivenHealth's Treat solution is intended to equip community pharmacies with automated social determinants of health screening and referral technology, aiming to help enable pharmacy teams to identify patient needs and connect them to essential community resources.

Strategic Goals and Targets

In 2025, Omnicell undertook a robust, structured, cross-functional effort to refresh our ESG goals and targets, informed by our 2024 DMA. This work aimed to help strengthen the alignment between our ESG commitments, business strategy, stakeholder interests, and the ways we believe Omnicell can contribute to positive environmental, social, and governance outcomes.

Through this refresh, we evolved from a broader set of public goals to develop a more focused set of strategic commitments that are designed to support long-term progress, performance tracking, and alignment with our business priorities. These commitments represent select areas within our broader ESG strategy, alongside our ongoing business initiatives, management approaches, and actions that are intended to support progress across our priority ESG topics.

To develop these goals and targets, we employed a comprehensive goal- and target-setting framework informed by external sustainability experts that was further shaped through engagement with Omnicell senior leaders and subject matter experts. The process included assessing current-state practices, reviewing peer approaches and the external landscape, calibrating appropriate ambition, and defining goals, targets, key performance indicators, supporting actions, ownership, and governance practices to guide progress over time.

We worked closely with internal teams to align our efforts with established Company business performance metrics, key risk indicators, and strategic priorities, in an effort to help ensure our ESG initiatives are embedded across our organizational activities and support the Company’s long-term strategic direction. This approach reflects our view that ESG is not a separate workstream, but an integrated part of how we advance our strategy, strengthen business outcomes, and create long-term value for our stakeholders.

We expect to reassess and refine our approach over time as our business, stakeholder expectations, and data maturity continue to evolve. These goals and targets replace the prior goals disclosed in our 2024 ESG Report. For more information about our previous goals and targets, please see our [2024 ESG Report](#).

PILLAR	GOAL	TARGET	STATUS
Environmental	Actively contribute toward global efforts to reduce greenhouse gas emissions.	Enhance the methodology and completeness of our greenhouse gas inventory across Scopes 1, 2, and 3 and strengthen supporting data processes to enable ongoing refinement, while advancing assurance readiness for Scope 1 and Scope 2 by the end of 2027. ¹	
		Develop and begin implementing a phased decarbonization strategy by the end of 2029.	
Social	Foster a high-performance culture and workforce that enables strong employee engagement and retention.	Achieve an overall employee satisfaction score of 75 or greater by 2026 and each year thereafter.	
		Maintain a voluntary turnover rate of 13% or less year over year.	
Governance	Design our products to minimize their environmental impact while maximizing patient outcomes.	Complete a cross-functional assessment by the end of 2027 to identify and prioritize opportunities, integration points, and enabling actions to further embed responsible design practices into our product development process.	

 Achieved
  In Progress

¹ These efforts are intended to strengthen the quality and reliability of our greenhouse gas data to inform future science-based target setting and emissions reduction planning.



Engaging Stakeholders

Omnicell values stakeholder collaboration and input. We seek to strengthen our performance by regularly engaging with a multitude of stakeholders, including customers, top stockholders, employees, and industry organizations. Through these efforts, we seek to better understand how we can expand our impact and improve our performance.

Employee engagement is a critical component of advancing our ESG efforts, supported through initiatives such as dedicated awareness weeks that highlight key organizational priorities. Compliance Week is one such example that sought to reinforce that compliance is everyone’s responsibility and highlighted cross-functional team efforts toward consistent ethical standards, transparency, and trust. Data Privacy Week is another example that reminded employees to make safeguarding personal information a priority and reinforced our commitment to protecting the privacy and security of all data entrusted to us.

Omnicell also engaged employees through awards, such as the [Environmental Impact Award](#) given for projects that reduce our environmental footprint, and the peer-nominated PRIMED Award for work that goes above and beyond while embodying our Guiding Principles. We continued to provide multiple outlets for employees to ask questions, provide feedback, and support their communities through giving and service. More information about employee engagement can be found in [Talent Recruitment, Retention, Engagement, and Development](#), and information about employees serving their communities can be found in [Giving and Community Support](#).

Omnicell continues to maintain an active presence in peer industry organizations around the globe, including the American Society of Health-System Pharmacists (ASHP) and the European Association of Hospital Pharmacists (EAHP), of which we are a Gold Partner. Omnicell is a participating member of the GS1 Healthcare Trade Association, which works to ensure patient safety by promoting standards for a faster, more efficient, and more accurate healthcare supply chain. Omnicell is also a member of Business for Social Responsibility, a global nonprofit business network and sustainability consultancy, as well as a member of their Future of Reporting group which fosters collaboration and best practices sharing.

In 2025, we hosted several industry events. Our Illuminate educational and networking event drew hundreds of healthcare professionals to see new Omnicell solutions and learn from peers about the best practices they are employing to successfully transform pharmacy care. We shared highlights from our portfolio at numerous industry gatherings, including the 2025 ASHP Midyear Clinical Meeting and Exhibition, where we announced the launch of the Omnicell Titan XT automated dispensing system, and the 29th EAHP Congress. More information about our industry engagement efforts can be found in [Innovation for Health Outcomes](#).



“Peer-to-peer engagement is pivotal to transforming pharmacy care. Omnicell continuously looks for opportunities to connect our key stakeholders and provide forums where they can share learnings and successes as collectively the industry looks to advance the vision of the Autonomous Pharmacy.”

JASON WOOSLEY
Senior Vice President, Chief Product Officer

Chapter 3

Our Performance

3





Environmental

Environmental stewardship is essential to our work as we build toward a healthy world. Omnicell aims to minimize our operational footprint through thoughtful resource management, reduced packaging and shipping materials, and efficiency improvements in product development. We recognize the urgency of climate adaptation and the importance of building organizational resilience in the face of natural disasters. By supporting solutions that safeguard ecosystems and use our resources more effectively, we seek to contribute to stronger, healthier communities.

Environmental Performance		
GOAL	TARGET	2025 PERFORMANCE
Actively contribute toward global efforts to reduce greenhouse gas emissions.	Enhance the methodology and completeness of our greenhouse gas inventory across Scopes 1, 2, and 3 and strengthen supporting data processes to enable ongoing refinement, while advancing assurance readiness for Scope 1 and Scope 2 by the end of 2027. ¹	We advanced the quality and completeness of our greenhouse gas inventory by refining Scope 1 and Scope 2 calculation methodologies and data collection processes, incorporating Scope 2 market-based emissions, and calculating Scope 3 emissions for relevant categories. We also enhanced our alignment with Greenhouse Gas Protocol guidance related to leased vehicles, refrigerants, and operational control boundaries, while strengthening documentation and emissions factor governance to support the reliability, consistency, and transparency of our emissions reporting.
	Develop and begin implementing a phased decarbonization strategy by the end of 2029.	Enhancing the methodology and completeness of our greenhouse gas inventory is foundational to informing the future evaluation of emissions reduction opportunities and supporting the development of a phased decarbonization strategy.

¹ These efforts are intended to strengthen the quality and reliability of our greenhouse gas data to inform future science-based target setting and emissions reduction planning.

Greenhouse Gas Emissions and Energy

Scope 1 and Scope 2 Emissions

Omnicell remains dedicated to monitoring and reducing our Scope 1 and Scope 2 greenhouse gas (GHG) emissions as a key part of our efforts to improve our energy efficiency, reduce our energy consumption, and maximize our positive impact. The majority of our Scope 1 and Scope 2 emissions are associated with our leased facilities, data centers, and vehicles.

In 2025, we continued our efforts to reduce our environmental footprint and energy consumption, resulting in reductions in Scope 1 emissions, Scope 2 location-based emissions, and energy use, while Scope 2 market-based emissions remained stable year over year. Several initiatives contributed to these results, such as implementing site-level energy efficiency upgrades. At our Trieste, Italy facility, adjustments to building temperature settings during both summer and winter months helped reduce energy consumption. In addition, we continued efforts that began in 2022 at our St. Petersburg, Florida facility to upgrade our rooftop air conditioning units, replacing two additional units in 2025 to improve energy efficiency. We plan to continue these efforts going forward.

Omnicell is continuing to explore opportunities to increase the efficiency of our data centers through consolidating locations and migrating workloads to cloud-hosted infrastructure. In 2025, we leased a new data center location in Germany, allowing us to

consolidate smaller on-premises data center operations within the region into one location. We also continued to explore the feasibility of consolidating our two California-based co-location data centers into one data center in Texas. Looking to 2026, we plan to continue work to migrate workloads to cloud-hosted infrastructure. As we decommission hardware in these data centers, we expect to realize reductions to our Scope 2 emissions.

In 2025, Omnicell continued transitioning our United Kingdom employee fleet toward lower-emission vehicles. Building on the foundation of progress made in 2024, infrastructure improvements for electric vehicle (EV) charging stations within the United Kingdom fueled our improvements from this year’s effort. In 2025, the number of EVs and hybrid vehicles has grown to represent 70% of the United Kingdom fleet — an increase from 53% in 2024. This reflects our sustained commitment to reducing emissions from our company vehicles and supporting decarbonization efforts associated with the commitment to achieve net zero emissions for our United Kingdom operations.

In addition to advancing the transition of company vehicles across the United Kingdom, Omnicell introduced a new type of fuel card, designed specifically for plug-in hybrid vehicles and EVs. This card enables employees within the United Kingdom to easily access

charging stations, which should reduce reliance on petrol and further lower fuel consumption while enhancing operational efficiency of the fleet.

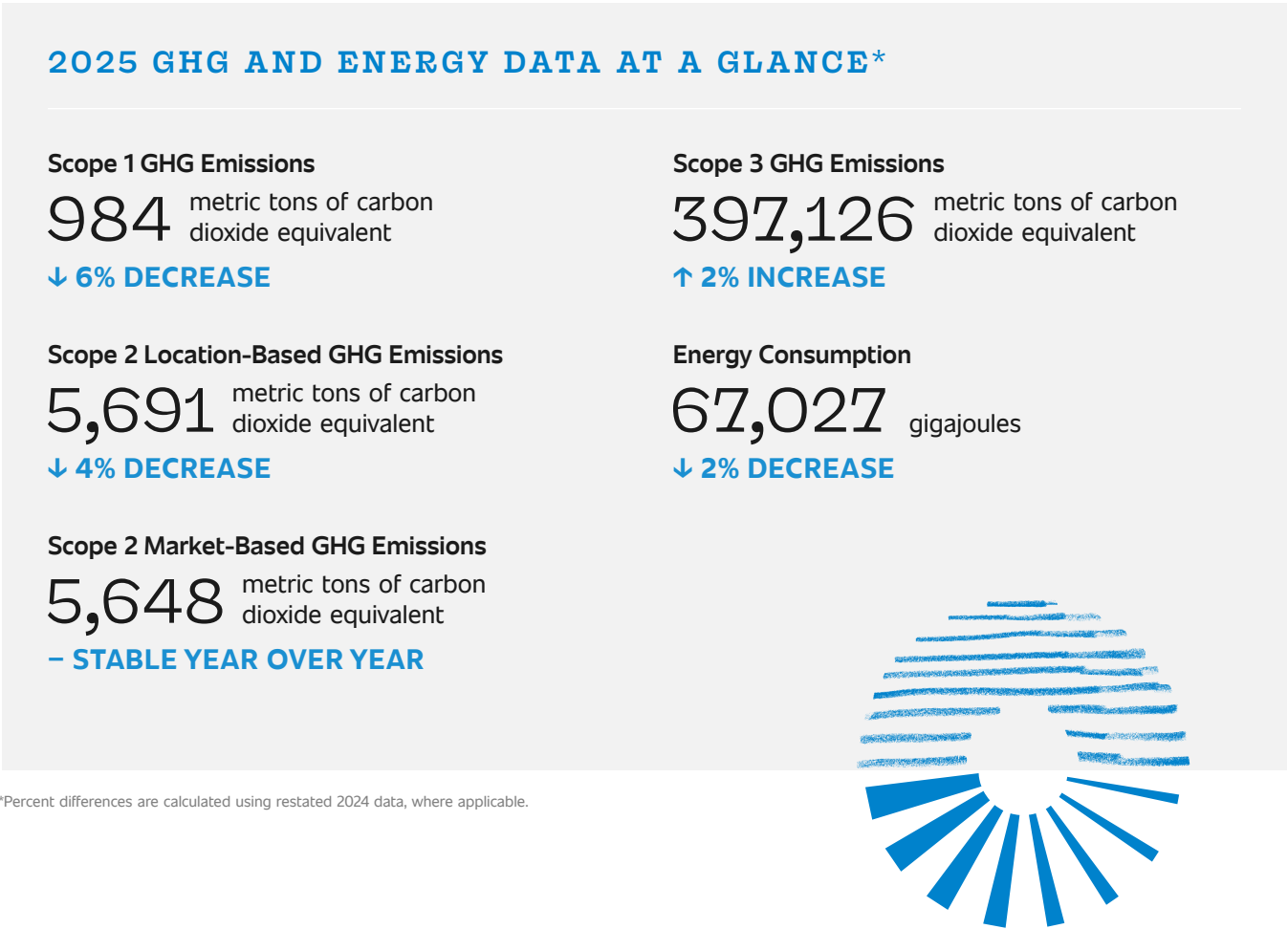
We continue to enhance our GHG data collection and calculation processes to improve the completeness, consistency, and reliability of our emissions inventory, aligning more closely with GHG Protocol guidance. These data quality improvements are intended to inform and support our future science-based target setting and decarbonization planning.

During the current reporting period, we incorporated refrigerant fugitive emissions associated with air conditioning systems and emissions from leased vehicles into our Scope 1 and Scope 2 emissions inventory. In addition, we updated our operational

control boundaries to improve completeness and expanded our Scope 2 reporting by incorporating market-based emissions. We also continued to strengthen our GHG data governance and review process, including for emissions factors, to enhance the accuracy and consistency of our inventory.

In 2026, we plan to build on these efforts by further strengthening documentation, data governance, and internal review processes across our GHG inventory, while focusing on assurance-readiness efforts for our Scope 1 and Scope 2 emissions.

For additional GHG emissions and energy data, including prior figures, restatements, and methodology, please see the [Appendix](#).



Scope 3

During the reporting period, Omnicell completed a Scope 3 baseline assessment using 2024 activity data and expanded the assessment to include 2025 activity data. This work enhanced the completeness of our GHG inventory and supported ongoing methodology development by providing an initial view of emissions across the Scope 3 categories most relevant to our value chain, which can inform future emissions reduction planning. Omnicell's 2025 Scope 3 emissions increased slightly compared to 2024, driven primarily by higher spend in purchased goods and services. The 2025 Scope 3 emissions data, along with the 2024 Scope 3 baseline footprint, can be found in the [Appendix](#).

Our Scope 3 assessment used a combination of methodologies based on data availability and the nature of each category. These included spend-based estimates, supplier-specific information, activity data, employee survey responses, and sales-based assumptions for relevant product categories. Because Scope 3 emissions depend on activities across the value chain, these estimates are expected to evolve as data availability, supplier information, and calculation approaches mature.

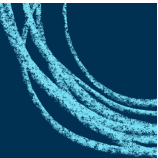
Based on the baseline assessment, the vast majority of our estimated Scope 3 emissions are from the use of sold products and purchased goods and services. Emissions associated with the use of sold products were estimated using sales information and assumptions regarding annual energy consumption and useful life by product line. Given the significance of use-phase emissions in the baseline assessment, we expect to continue evaluating opportunities to improve product-level data, refine energy-use assumptions, and consider how product design and customer use patterns may inform future emissions reduction planning.

Emissions from purchased goods and services were estimated using a spend-based approach supported by internal account mapping and material composition assumptions, with production-related purchases representing the primary driver.

The assessment also covered other relevant categories, including transportation and distribution, processing of sold products, business travel, employee commuting, capital goods, and end-of-life treatment of sold products. For business travel, we maintained practices intended to reduce unnecessary travel, support efficient trip planning, and encourage virtual meetings where appropriate. Additionally, we offered employees the option to rent EVs for business travel and published an internal EV rental guide. For employee commuting, we strengthened data collection by launching our first commuter survey and conducting a second annual survey after the close of the 2025 reporting period.

Net Zero
Commitment in the
United Kingdom

In July 2025, the board of directors of Omnicell Limited in the United Kingdom made the commitment to achieve net zero emissions by 2050 for Omnicell Limited's operations within the country.



ENVIRONMENTAL SPOTLIGHT



Improved
Environmental Features
at United Kingdom
Headquarters

This year, Omnicell Limited relocated its headquarters from Irlam to Birchwood. Key environmental considerations were part of the factors that informed the site selection, including the efficiency and age of the building's systems and features, potential environmental hazards and restrictions, and location. Specifically, the building in Birchwood has an "A" Energy Performance Certificate (EPC) rating, which indicates high energy efficiency. Ultimately, the decision to relocate supports the Company's efforts to reduce environmental impact through building features such as:

- Solar panels on the roof generate renewable energy on site that is fed directly back into the building. This circular system is meant to reduce reliance on grid electricity, covering more than one third of total energy consumption at the site in 2025.

- LED motion sensor lighting throughout the building is intended to ensure that lights are only in use when needed. This is expected to cut down on overall energy consumption.
- Six EV charging stations on site aim to encourage the adoption of EVs. This supports the Company's ongoing work to transition away from fossil fuel-based transport.
- On-site bicycle racks and the building's proximity to an easily accessible public transport system enable employees to seek environmentally-friendly alternatives to driving. This seeks to encourage the reduction of the workforce's overall carbon footprint.
- Zip taps provide on-demand boiling or chilled water using a more energy-efficient process. This should reduce the energy demand associated with traditional water heating and refrigeration methods.
- A rainwater harvesting system collects and reuses rainwater for non-drinking purposes like irrigation and toilet flushing. This is meant to reduce reliance on potable water and lower the environmental impact of water consumption.

Climate Risk, Resilience, and Adaptation

As a global company, Omnicell recognizes that we bear a significant responsibility to be a good corporate citizen and neighbor wherever we do business. This responsibility includes our ability to respond to the potential impacts of a changing climate, as well as our resilience and adaptability to immediate threats like hurricanes and wildfires, and long-term potential threats like rising sea levels and temperatures. We believe that this is not only the right thing to do, but is essential to the ongoing success of our Company.

Aligned with these efforts, Omnicell participated in the CDP's (formerly the Carbon Disclosure Project) integrated questionnaire in 2025 for their Climate Change and Water programs. In addition, all new United States-based Omnicell employees are required to complete Environmental Awareness training.

Preparing for Business Continuity During Climate Impacts

Omnicell's Business Continuity Disaster Recovery (BCDR) Plan supports our preparedness to respond to climate impacts and other threats in each region where we operate. It is designed to build organizational resilience, ensure the continued operation of business-critical systems, and outline procedures for the successful restoration of operations in the event of a disaster. The BCDR Plan is reviewed and updated

annually through a process that involves relevant site and business unit leaders.

In 2025, Omnicell took steps to improve our emergency communication capabilities. We implemented and launched a new platform, which allows company leaders and key authorized personnel to launch notifications across multiple communication channels, such as SMS (text) message, email, desktop alerts, and voice calls. The progression and delivery of notifications can be efficiently managed and monitored. The two-way platform is meant to minimize communication bandwidth usage, which can be severely constrained in an affected area during a disaster.

Our Approach to Climate Risk*

As an organization, Omnicell has adopted a risk-management approach using the Committee of Sponsoring Organizations of the Treadway Commission framework, in an effort to assess and reduce the impact of a changing climate on our business strategy and operations.

*Additional information about the impact of climate-related risks to our organization can be found in our Form 10-K for the fiscal year ended December 31, 2025, available at the SEC's website at www.sec.gov.

Climate Risk Assessment

Omnicell manages climate-related risks through a structured climate risk management framework informed by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This framework establishes an enterprise-wide approach to identifying, assessing, and managing climate-related risks and is integrated into the Company's Enterprise Risk Management (ERM) process, which is overseen by the Audit Committee of the Board of Directors.

Through this framework, Omnicell applies a structured and repeatable process to identify and assess climate-related risks as part of its broader climate risk assessment (CRA). The Company considers a range of potential physical risks, such as severe weather and infrastructure vulnerability, and transition risks, including evolving regulatory requirements, customer expectations, resource constraints, and supply chain considerations.

Climate-related risks are evaluated based on factors such as likelihood, potential impact, time horizon, and existing mitigation activities. This process begins

with a broad set of risks based on our industry, business, operations, and geographical footprint, and is informed by available internal and external data, current operating conditions, and known regulatory developments.

Higher-priority risks, if identified through the CRA, are incorporated into Omnicell's enterprise risk register and evaluated alongside other strategic, operational, and compliance risks through established governance processes. A cross-functional Risk Committee reviews and monitors emerging risks on a quarterly basis, supporting alignment between climate risk insights and enterprise-wide risk management activities.

The CRA process is dynamic and iterative, allowing Omnicell to refine its assessment as conditions, regulations, and stakeholder expectations evolve. The Company has completed multiple CRAs since 2021. Work on Omnicell's latest qualitative CRA began at the end of 2024 and was completed in 2025, informed by findings from the double materiality assessment completed in 2024.



In 2025, Omnicell further advanced its climate risk management practices by refining supporting documentation and strengthening the integration of climate-related considerations within ERM processes. This work provides a foundation for future resilience planning, climate-related governance practices, and ongoing evaluation of potential mitigation strategies.

Climate Risk Management

To manage climate-related risks, Omnicell applies a pragmatic and adaptive approach that focuses on reducing exposure, enhancing operational resilience, and maintaining regulatory readiness. Climate-related risk mitigation actions are coordinated through the Environmental, Social, and Governance (ESG) team in collaboration with functional leaders across operations, legal, procurement, and facilities management. Risk mitigation plans and strategies are tailored to align with the nature and classification of each risk, and in accordance with the degree of control Omnicell has over the affected process or function.

Omnicell currently does not consider any climate-related risks or opportunities to have a substantive financial or strategic impact on the business under its ERM thresholds. However, climate-related matters are increasingly being considered in operational decisions, supplier engagement, and long-term planning.

ISO Certifications

Omnicell’s comprehensive Environmental, Health, and Safety Management System (EHSMS) is designed to ensure that environmental sustainability and health and safety are embedded into our operations. We believe our commitment to high standards in environmental management is also reflected in our adherence to International Organization for Standardization (ISO) standards and its integration into our global EHSMS. In particular, the ISO 14001:2015 standard for environmental management systems is designed to improve environmental performance, enhance compliance, and mitigate environmental risks.

We have successfully maintained our ISO 14001:2015 and ISO 45001:2018 certifications across the following sites: Trieste, Italy; Milpitas, California; St. Petersburg, Florida; Warrendale, Pennsylvania; Fort Worth, Texas; and Birchwood, United Kingdom, which replaced Irlam, United Kingdom on the certificate.

Read more about our ISO 45001:2018 certification in [Employee Health and Safety](#).

Environmental, Health, and Safety (EHS) Coordinators who were certified as internal ISO auditors in 2024 participated in our annual internal ISO audits in 2025. They also supported our external ISO recertification audit of all sites on the certificates in 2025, allowing them to gain firsthand experience in the audit environment and observe the methods used by external ISO auditors. As a result, this has helped Omnicell’s EHS Coordinators to further understand the rationale and purpose of the clauses in the ISO 14001:2015 and ISO 45001:2018 standards, which underpin many of Omnicell’s EHSMS processes and procedures.

“Our ISO 14001:2015 certification reflects the focus and commitment to consistency that our teams bring to environmental management every day. Embedding this standard into our global EHS Management System aims to provide a strong foundation to identify environmental risks, strengthen compliance, and drive performance improvements across our sites.”

ZACH CHRISTENSEN
Senior Manager,
Environmental, Health, and Safety



Circularity of Products and Services

Omnicell aims to identify circularity practices that optimize resources and minimize waste. To that end, we have implemented various initiatives and programs in alignment with this goal. Building on these efforts, we plan to continue evaluating opportunities to advance circularity across our products, packaging, and related processes.

Plastic Regrind in Medication Adherence Blister Card

We believe the circularity of our blister card production for our Medication Adherence packaging is an example of Omnicell's commitment to sustainability and responsible manufacturing. Our production process is designed to be circular, in an effort to reduce reliance on virgin plastics, divert plastic waste from landfills, and minimize our environmental impact. Plastic waste and scrap material generated during blister card production is upcycled in collaboration with our suppliers, allowing us to produce blister cards composed of up to 80% upcycled manufacturing scrap in the United States. In 2025, we diverted more than 1.3 million pounds (more than 590 metric tons) of plastic scrap at our St. Petersburg, Florida facility by converting it into material for regrind. Additionally, our blister cards manufactured in the United Kingdom contain a minimum of 50% post-consumer recycled materials.

Wooden Skid and Pallet Reuse

In 2023, our Irlam, United Kingdom site launched an initiative to reuse and refurbish the wooden skids used

to ship XT cabinets. This initiative was ongoing in 2024 and throughout 2025, with skids returned directly to the manufacturer, where they were inspected and minor repairs performed as needed to extend their usable life. Skids that were no longer suitable for refurbishment were donated to an Irlam-based charity, where they were repurposed into flower beds and planters that support moss regeneration. In 2025, operational changes associated with the relocation of the United Kingdom distribution center impacted the ability to continue the refurbishment and return process. However, we continued our focus on skid reuse, donating approximately 20 skids to the Irlam-based charity to be repurposed as flower beds and planters, and responsibly disposing of all remaining skids through a waste management company. We also continue to evaluate other options to resume broader skid reuse and enhance our circularity practices.

In 2024, the supplier responsible for Omnicell's XT cabinet drawers as well as G4 and G5 cabinet repairs started working directly with our logistics provider near our Milpitas, California location to develop a system for efficiently reusing pallets. This partnership helped the supplier avoid the purchase and disposal of 550 pallets in 2025, saving approximately 13,000 pounds (6 metric tons) of wood. This initiative highlights the role



of collaboration in advancing more efficient uses of materials within our supply chain.

Heat Seal Coating Container and Shipping Material Reuse

Omnicell continues to reuse heat seal coating containers, an effort we began in 2024 in collaboration with a supplier for our St. Petersburg, Florida site. Heat seal coating was applied during the manufacturing process on approximately 70% of our blister card volume in 2025. The containers that hold the heat seal coating are made of thick plastic with a metal support cage. The supplier picks up empty coating containers at the next delivery and reuses them for subsequent shipments. In 2025, over 190 containers were reused, saving a combined total of approximately 26,000 pounds (12 metric tons) of plastic and metal.

In 2024, we initiated a project to design our previously used, larger XR2 shipping crates into smaller, reusable crates. This improvement was driven by higher demand for the XR2 and challenges in coordinating crate loading and unloading at our facilities. The redesigned XR2 crate was fully utilized throughout 2025, with two

crates, for example, supporting 13 XR2 shipments, demonstrating the durability and efficiency of the new design. The approximately 70% reduction in wood use for XR2 shipments resulting from this redesign, combined with reuse efforts, is estimated to have saved approximately 3,000 pounds (1.4 metric tons) of wood in 2025. The newly designed crate is smaller, lighter, more space efficient, and increases ease of mobility at the customer site. Furthermore, the crate's rigid materials, designed for reusability, are expected to enhance out-of-box quality for customers.

In collaboration with a third-party supplier, we continued efforts that began in 2023 to reuse packaging foam from service shipments of Omnicell's XT cabinet drawers. In 2025 we reused over 550 sets of foam inserts and saved over 1,000 pounds (0.5 metric tons) of foam. However, a change in our logistics provider during the year affected our ability to continue this specific reuse initiative.

Waste Management

As a responsible global citizen, Omnicell employs waste management practices that aim to reduce waste and responsibly dispose of materials. These practices can contribute to mitigating pollution and protecting the environment.

Enabling Medication Waste Reduction for Customers

As Omnicell works to deliver improved medication management outcomes through our industry-leading medication management infrastructure, our solutions can help support the reduction of medication waste. By optimizing medication inventory and providing real-time visibility, our solutions work to help our customers reduce unnecessary medication purchases, excess inventory, and medication expirations.

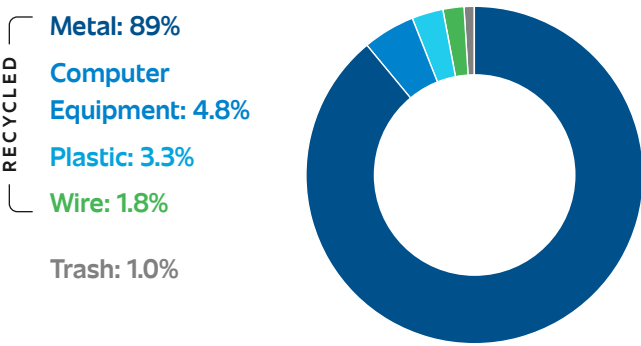
This focus on reducing medication waste aligns with both our commitment to solving the critical challenges inherent in medication management, as well as our environmental objectives. By helping to reduce medication waste, this can have positive environmental impacts by decreasing overall waste and helping to mitigate risks to ecosystems and biodiversity typically associated with pharmaceutical waste.

Product End-of-Life Solutions

In 2025, Omnicell continued its relationship with a third-party vendor certified to the Responsible Use and Recycling Standard (R2v3) IT Asset Disposition.

This certification focuses on the environmental and social impacts of electronic refurbishing and recycling, in order to responsibly recycle products that have reached the end of their product lifecycle. This vendor utilizes a network of other R2v3 certified partners throughout the United States to minimize the amount of transportation required to recycle customers' equipment. In 2025, we completed over 580 Points of Care product decommissions, recovering more than 10,200 pieces of equipment to recycle almost 3 million pounds (almost 1,360 metric tons) of materials.

MATERIALS RECOVERED FROM POINTS OF CARE PRODUCT DECOMMISSIONS, 2025



Sustainable Packaging Initiatives

In 2023, our Supply Chain team implemented a foam thickness reduction initiative, value-engineering the amount of foam used for XT cabinets assembled at our Milpitas, California site in an effort to reduce costs. This initiative resulted in a 30% reduction of foam used

for one-cell cabinets and a 40% reduction for two- and three-cell cabinets in the shipping process. The total amount of reduction from this initiative in 2025 is estimated to be approximately 22,000 pounds (10 metric tons) of foam.

We continue to explore new opportunities to reduce waste and improve resource efficiency for our product packaging. One example includes the use of biodegradable paper fiber tape in shipping and packaging where suitable, supporting our efforts to reduce the environmental impact of packaging waste. We also continue to consider and assess new opportunities to reduce, reuse, and recycle packaging materials across several business units.

Environmental Impact Award

Omnicell honors employees or teams who implement projects that reduce our environmental impact and advance sustainability, in line with our Guiding Principles to be Passionate Transformers and Entrepreneurs. In 2025, we celebrated the leadership, innovation, and creativity of our Milpitas, California Manufacturing team with our Environmental Impact Award.

Members of the team enacted a waste reduction plan at the Milpitas, California facility to reduce the use of Expanded Polystyrene (EPS), commonly known as Styrofoam. EPS is a material that represents challenges in recycling and in overall end-of-life management. The team replaced portions of EPS packaging with sustainable alternatives such as recyclable cardboard and wood pallets. This plan demonstrated an overall 3% reduction in EPS waste sitewide, resulting in less Styrofoam entering landfills and cleaner, more recyclable packaging streams.

Recycling Initiatives

In 2025, Omnicell continued to work with a partner to recycle paper and paperboard from production at our St. Petersburg, Florida facility. In total, we estimate that over 7 million pounds (3,200 metric tons) of paper and paperboard was recycled from this facility in 2025. We also continue to collaborate with a third-party vendor to offer paper recycling services for our other office spaces.

Omnicell has also engaged with a third-party recycling vendor to responsibly dispose of IT hardware and electronic waste for company-owned products that are out of warranty or at end of life. These items include equipment issued for employee use, such as laptops, monitors, docks, batteries, power supplies, keyboards, mice, and cables. As a result, in 2025 we recycled 3,000 pounds (1.4 metric tons) of electronic waste previously in storage. In the future, we plan for this initiative to be ongoing and expanded to additional sites.

Currently, we also offer company- and employee-generated electronic waste and battery recycling at most of our locations. All manufacturing sites have electronic waste receptacles, and all United States-based sites have battery recycling bins. The EHS coordinator at each site assists with ensuring that hazardous waste protocols are followed for the disposal of electronic waste.

Omnicell continued a specialized recycling program for our Milpitas, California site to responsibly dispose of materials like electronic waste, scrap metal, cardboard, and foam. This program yielded cost savings and diverted approximately 90,000 pounds (41 metric tons) of waste from landfills.

Waste reduction remains an area of operational focus for Omnicell. Looking ahead, we plan to continue exploring practical improvements in recycling, packaging, and end-of-life management.

For additional waste and recycling data, please see the [Appendix](#).

In Brief: Environmental Performance

2025 Key Milestones

LOOKING FORWARD INITIATIVES IN 2024 THAT WE ACCOMPLISHED IN 2025

- Continued our efforts to reduce our environmental footprint and energy consumption, resulting in reductions in Scope 1 emissions, Scope 2 location-based emissions, and energy use
- Enhanced our GHG data collection and calculation processes to improve the completeness, consistency, and reliability of our emissions inventory, aligning more closely with GHG Protocol guidance
- Expanded our Scope 1 and Scope 2 emissions inventory to incorporate additional sources, including refrigerant fugitive emissions and leased vehicles, and updated operational control boundaries to improve completeness
- Expanded our Scope 2 reporting by incorporating market-based emissions
- Completed a comprehensive Scope 3 baseline assessment using 2024 activity data and expanded the assessment to include 2025 activity data
- Committed to achieve net zero emissions by 2050 for Omnicell Limited's operations within the country
- Relocated Omnicell Limited's headquarters and supported the Company's efforts to reduce environmental impact through building features such as solar panels, LED motion sensor lighting, EV chargers, and a rainwater harvesting system
- Completed a CRA and advanced our climate risk management practices by refining supporting documentation and strengthening the integration of climate-related considerations within ERM processes
- Maintained our ISO 14001:2015 certification across six sites across the globe
- Utilized the redesigned XR2 crate with two crates, resulting in approximately a 70% reduction in wood use for XR2 shipments
- Enacted a waste reduction plan at the Milpitas, California facility to reduce the use of EPS by replacing portions of EPS packaging with sustainable alternatives such as recyclable cardboard and wood pallets
- Engaged with a third-party recycling vendor to responsibly dispose of IT hardware and electronic waste for company-owned products that are out of warranty or at end of life, including equipment issued for employee use



Looking Forward

In 2026, we plan to build on our ongoing efforts by aiming to:

- Strengthen documentation, data governance, and internal review processes across our GHG inventory, while focusing on assurance-readiness efforts for our Scope 1 and Scope 2 emissions.
- Advance the migration of workloads to cloud-hosted infrastructure, expecting to realize reductions to our Scope 2 emissions as we decommission hardware in these data centers.
- Further evaluate opportunities to advance circularity across our products, packaging, and related processes.
- Continue responsible disposal of IT hardware and electronic waste for company-owned products that are out of warranty or at end of life, while evaluating opportunities to expand to additional sites.
- Further explore practical improvements in recycling, packaging, and end-of-life management.



Social

Meaningful impact flows from a workforce that feels valued, developed, and connected to purpose. Omnicell invests deeply in our people — their well-being, professional growth, and capacity to innovate — because we know that thriving employees deliver better solutions and outcomes. In the communities we belong to, we extend this commitment by partnering with local organizations and supporting initiatives that advance health, opportunity, and equity. These investments reflect our conviction that sustainable business growth and collective flourishing are inseparable.

Social Performance		
GOAL	TARGET	2025 PERFORMANCE
Foster a high-performance culture and workforce that enables strong employee engagement and retention.	Achieve an overall employee satisfaction score of 75 or greater by 2026 and each year thereafter.	In 2025, Omnicell achieved an overall employee satisfaction score of 74, representing a one-point improvement year over year. We believe this continued progress reflects ongoing investment in our people and action on employee feedback, and positions us to achieve our target of 75 or greater by 2026.
	Maintain a voluntary turnover rate of 13% or less year over year.	In 2025, Omnicell achieved its voluntary turnover target, maintaining a rate at or below the established threshold of 13%.

Talent Recruitment, Retention, Engagement, and Development

Employees are at the core of Omnicell. As a company, we are dedicated to recruiting and retaining employees and developing their skills and knowledge. Each year, Omnicell provides robust training and employee engagement opportunities, with the aim to foster a workforce that is continuously learning, resilient, and prepared to meet changing business and customer needs.

Empowering Our People

Unleash the Power of Our People continued to be a strategic priority at Omnicell in 2025, reflecting the Company's belief that people and culture are a core competitive advantage. This focus centers on strengthening skills, creativity, collaboration, and commitment to drive innovation and operational efficiency while energizing Omnicell's Culture of Care. By rewarding high performance, empowerment, and accountability, this initiative works to ensure the attraction, development, and retention of talent and leadership. It also prioritizes the investment and growth of employees, which aims to equip our people with skills to adapt, perform, and grow as the business evolves.

We continue to embed a Culture of Care and a One Team mindset within Omnicell. One way we foster our culture is by listening to our employees' voices. We administer an annual employee engagement survey, OmniVoices, using an external third-party platform. The purpose is to gather employee feedback and take

action that builds on engagement to drive results. According to the 2025 OmniVoices survey results, we achieved an overall employee satisfaction score of 74, which was a one-point improvement year over year. In addition, key areas of focus for the year, such as communication, cross-functional collaboration, and career growth, all improved by two to three points compared to 2024.

Managers who receive team-specific survey results work with their teams to identify focus areas and create Manager Action Plans. These plans are an industry-wide best practice designed to increase employee engagement and demonstrate tangible actions are taken as a result of the survey.

We believe our ongoing investment in strengthening employee engagement, along with our commitment to acting on employee feedback, contributed to this year-over-year improvement in our employee satisfaction

score. We also believe a highly engaged group of employees leads to two-way dialogue between leaders and employees, which informs the development of practical tools that are designed to foster better collaboration and a One Team mindset.

“Our people are at the heart of everything we do at Omnicell. We are focused on investing in their growth, listening to their voices, and creating an environment where they feel valued and empowered, and we are committed to strengthening the Culture of Care that defines who we are as a company.”

DAVE FORD
Senior Vice President, Chief People Officer



Energizing a Culture of Care

Omnicell’s Culture Collective Leadership Council (“the Council”) was established in 2025 and serves as a central governance body for all culture-related initiatives, ensuring alignment across groups, committees, and programs. The Council assembles a diverse group of representatives, including leaders from the People Organization, Employee Impact Group (EIG) chairs, Culture Catalysts, Omnicell Cares Program, and site-based ambassadors. These representatives aim to ensure that employee voices from multiple geographies, functions, and communities are represented in decision-making, and work to drive culture by setting strategic focus areas, approving engagement frameworks, and monitoring progress toward the Culture of Care objectives. The Council also focuses on creating engaging experiences, amplifying employee voices, and embedding cultural values into everyday work practices. By serving as the hub for cultural strategy and execution, the Culture Collective Leadership Council works to ensure Omnicell’s culture initiatives are cohesive, impactful, and sustainable across the organization.

The Culture Catalysts Program was established in 2024 and is an employee-led initiative helping define and cultivate a high-performing culture. The program aims to build a culture that empowers employees to do their best work, promote accountability in collaborative efforts, and focus on continuous growth. The Culture Catalysts also help foster a sense of belonging and engagement, improve cross-functional networking, and drive culture change.

Culture Catalyst cohorts are selected annually through an application open to all employees. The Council leads the selection process, which is designed to ensure broad representation from multiple functions and geographies to drive meaningful impact across the organization. The 2025 Culture Catalyst cohort was comprised of 23 peers across four countries. The 2024 cohort also continued their work in 2025, prioritizing employee engagement opportunities. Using our 2024 OmniVoices survey results, the Catalysts’ work resulted in several new initiatives and programs, including the Quarterly Development Hours Program, a Manager Engagement Resources webpage, and Culture Week.

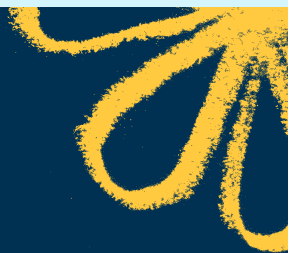


SOCIAL SPOTLIGHT

Omnicell Culture Week

In 2025, Omnicell celebrated our first Culture Week, which showcased a company-wide commitment to learning, inclusion, and community. This inaugural one-week event focused on a Culture of Care with various programs and events with the aim to drive meaningful employee engagement. The week included events like career development workshops, specialty webinars, and informational sessions on our EIGs. A workshop focused on artificial intelligence (AI) attracted more than 500 participants, while the EIG Open

House brought together 183 employees to learn more about various affinity and interest groups within Omnicell. The Culture Catalysts played a pivotal role in facilitating these events, as well as in highlighting acts of kindness and sharing stories that demonstrate our Culture of Care. Learn how Omnicell brought employees together for our Global Give Back Challenge during Culture Week to support the broader community in [Giving and Community Support](#).



As part of Omnicell’s efforts to energize a Culture of Care, EIGs continue to play an important role in fostering inclusion, connection, and growth. For example, in 2025, The Proud Collective EIG hosted virtual and on-site events promoting inclusion and allyship. The Women in Technology (WIT) EIG organized hybrid networking sessions and leadership panels for employees globally. Every person in our organization benefits from access to these programs, as EIGs are always open to all employees. The launch of the Council introduced a unified framework to streamline engagement efforts across EIGs, local Culture Committees, and Omnicell Cares Program, featuring storytelling campaigns and photo-sharing activities on OmniHub. Together, these efforts reflect a deliberate and sustained commitment to creating a workplace where employees feel valued, connected, and empowered.

Building Culture Through Communication

In early 2024, Omnicell launched OmniHub, a company intranet platform and mobile app that shares company information and updates. OmniHub is intended to serve as a vital resource for employees, acting as a centralized destination for key information including a corporate calendar, rotating news stories, company announcements, town halls, and other time-sensitive initiatives. The content is fully customizable by language, which is meant to enhance usage across Omnicell’s global workforce.

Each quarter, Omnicell hosts a global OmniHuddle, which is an all-employee meeting that includes business updates, highlights Company priorities and new initiatives, and includes any other relevant news. During OmniHuddles, live polls are often used

to track employee understanding and engagement, and employee sentiment has been overwhelmingly positive. Throughout 2025, each OmniHuddle engaged approximately 2,000 employees through live attendance or replay viewership.

Established in early 2024, the Quarterly Message Playbook for Leaders aims to align leadership communication with organizational objectives while fostering engagement.

In 2025, the playbook was visually refreshed to become a monthly one-page Global People Leader Playbook featuring the top three things leaders need to know, do, and share each month. The format was updated with the aim to improve communication flow and provide leaders with links to frequently requested toolkits and questions. The goal is to improve leaders' ability to answer questions and facilitate conversations about company-wide changes and initiatives.

Throughout 2025, we successfully maintained a quarterly cadence of Town Halls for our international employees. These sessions aimed to foster a more inclusive global perspective by featuring United States-based guests such as our Chief Operating Officer and Chief Strategy Officer, who contributed valuable insights into our evolving global strategy. Additionally, international employees have been actively encouraged to showcase notable projects and progress during global All Hands meetings, further reinforcing cross-regional collaboration and visibility.

Ask Me Anything (AMA) sessions were established at Omnicell in 2024 in response to employees' requests for more open and transparent dialogue with our leaders. During each session, employees drive the agenda with their questions, which is intended to promote effective and meaningful exchanges of ideas and feedback. In 2025, we hosted eight AMA sessions, where senior leaders across senior vice president and vice president levels answered live questions for smaller groups of employees. This format is designed to promote a sense of trust across the Company.

The Leadership Link Up video series was created in 2025 to increase communication among leadership, departments, and teams. Developed in response to various internal employee surveys, this recurring video series features segments where senior leaders share strategic insights, business wins, and candid reflections with employees to foster transparency, engagement, and alignment across the organization. In 2025, the series included segments about growth strategy, AI, manufacturing, company culture, and compliance.

In response to internal employee surveys, Omnicell launched the Voices of Impact podcast series as part of 2025 employee engagement efforts. Hosted by Omnicell's President and Chief Operating Officer, Nnamdi Njoku, each episode engaged with employees around the world to share real stories that highlight operating with a One Team mindset, delivering on Omnicell's Promise and Purpose, and demonstrating our Culture of Care.

We also launched the Innovation Everywhere podcast toward the end of 2025, a new series designed to spotlight the ideas shaping Omnicell's future. The first episode featured the Vice President of Innovation and Senior Director of Talent Acquisition. This series aims to celebrate Omnicell's One Team, One Purpose culture of performance and encourage innovation contributions from all employees.

Retention Through Recognition

Omnicell's Guiding Principles of Passionate Transformer, Relationships Matter, Intellectually Curious, Mission Driven, Entrepreneurial, and Do the Right Thing are embodied as PRIMED. To celebrate employees who go above and beyond their daily duties while demonstrating our Guiding Principles, Omnicell issues PRIMED Awards. All employees are eligible for nomination.

In 2025, the PRIMED Awards were expanded to recognize collaborative groups of employees. Omnicell



recognized 105 groups and issued 1,565 PRIMED Awards to individual recipients in 2025. These groups' and individuals' extraordinary efforts help us deliver on Our Purpose to be the healthcare providers' most trusted partner to enable the industry vision of the Autonomous Pharmacy transformation.

As a new initiative in 2025, we introduced branded green socks with the Omnicell logo on them as a celebratory way to acknowledge employees demonstrating our Culture of Care. Leaders at the senior director level and above can recognize select employees and team members with a pair of exclusive Omnicell green socks. This small but impactful gesture acknowledges employees who go above and beyond their job duties, demonstrating our Culture of Care in what they do for our customers and for others.

Inclusion and Belonging

At Omnicell, our goal is for all employees to feel a sense of belonging and have equal opportunities to

thrive. In 2025, we continued our efforts to raise cultural awareness and foster a sense of belonging through programs, events, and activities, and by supporting community initiatives including lunch-and-learns, webinars, guest speakers, wellness activities, education and awareness sessions, and professional development and networking opportunities.

We seek to cultivate a Culture of Care that provides an engaging working environment in which every employee is welcome regardless of religion, age, race, ethnic origin, gender, sexual orientation, gender identity, veteran status, disability, or any other category protected by law. We also aim to continue exploring opportunities to foster a positive, supportive, and inclusive work environment, and we anticipate continuing to seek out new ways to advance these efforts in all aspects of our work.

Throughout 2025, Omnicell demonstrated a strong commitment to fostering care, inclusion, and engagement across its global workforce. Employees participated in a wide range of activities designed to



promote wellness, celebrate diversity, and strengthen community connections. These initiatives were driven by local Culture Committees, EIGs, Culture Catalysts, and the new Council, ensuring engagement opportunities were accessible to both on-site and remote employees.

Going forward, Omnicell will continue to work to promote equal employment opportunities for all. For additional information on our workforce and its composition, please see the [Appendix](#).

Employee Engagement Through Celebration

Celebrations of diversity and professional development are central to Omnicell's engagement strategy. In total, more than 20 major engagement activities were documented in 2025 across areas including wellness and cultural awareness. From celebrations with food to communications initiatives, Omnicell employees came together throughout the year to foster engagement, build connections, and grow a sense of camaraderie.

In partnership with WIT, Omnicell celebrated Women's History Month with engaging activities and honored the incredible achievements of women throughout history. During this month, Omnicell's Senior Director of Strategic Initiatives joined the National Sales Network for an inspiring virtual event to empower all employees to lead with purpose, confidence, and courage. Omnicell's India office also held a Women's Day celebration, which featured various guest and company speakers, along with gifts to honor female employees. All these initiatives and celebrations aim to reinforce Omnicell's commitment to gender inclusion and empowerment.

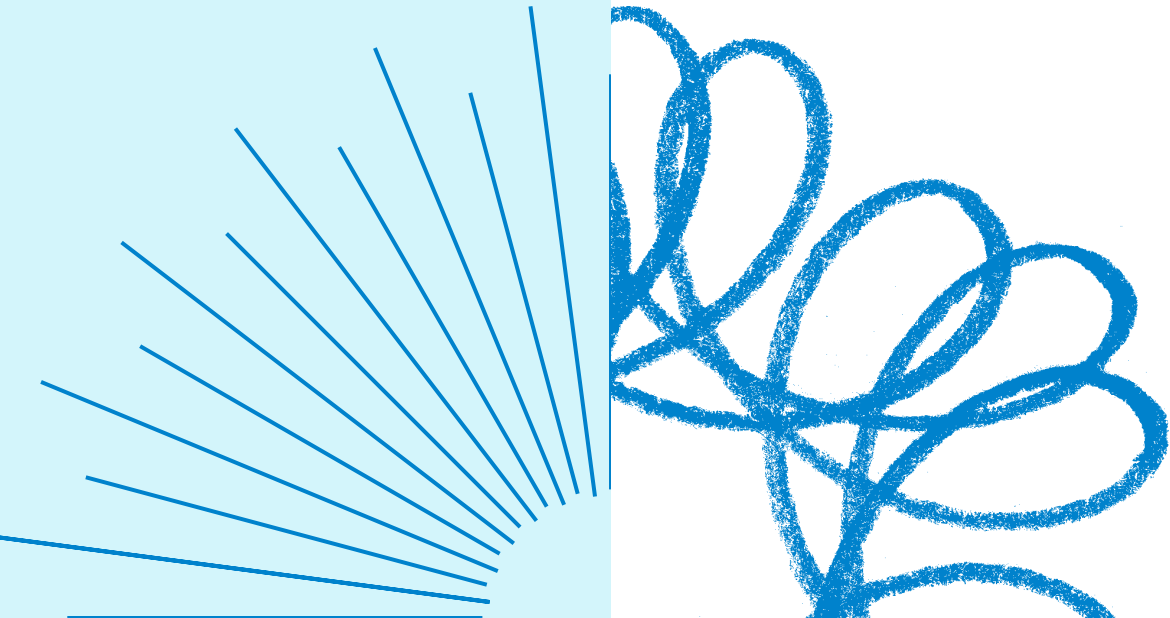
Omnicell recognized Manufacturing Week in 2025, which was marked by a series of celebrations acknowledging the dedication and craftsmanship of teams across key production sites. Employees enjoyed catered meals, team-building activities, and recognition ceremonies highlighting operational excellence and safety achievements. Leadership shared appreciation messages, reinforcing the value of Manufacturing's contributions to Omnicell's success. These events created an inclusive and celebratory atmosphere that strengthened team pride and underscored the Company's commitment to a Culture of Care and continuous improvement.

We also celebrated National Pharmacy Week to acknowledge the dedication and impact of our pharmacy professionals. All Omnicell Specialty Pharmacy Services pharmacy locations were invited to enter a prize wheel, and various videos were created and shared throughout the week.

In 2025, Omnicell opened a new office in India, and the team celebrated the building's inauguration. The office was festooned with cultural decorations and employees enjoyed Indian traditions, folk dancing, music, activities, and lots of food. The India team also hosted a Family Day in 2025, inviting employees to bring their families to experience the office environment and meet colleagues.

Omnicell teams around the world celebrated many holidays in 2025, including Thanksgiving, Halloween, Christmas, Earth Day, Ganesha Festival, Diwali, and more. From costume and holiday ugly sweater contests to bake-off competitions and holiday luncheons, merrymaking took place across Omnicell offices worldwide. In the spirit of the season, many teams held activities that honored holiday traditions while also giving back to the community. For example, toy drives were held at various offices to provide gifts to children during the year-end holidays. For Earth Day, seed packets were shared with all Omnicell Specialty Pharmacy Services pharmacy locations. Read more about giving back to the community and other charitable giving efforts in [Giving and Community Support](#).

Many teams also shared meals together at community-focused events in 2025. Across various locations, offices hosted activities including food trucks, a hot chocolate bar, tailgate picnics, pizza lunches, and even a mango festival. In addition, many Omnicell teams and employees enjoy sports and games, so several offices hosted foosball and table tennis tournaments, March Madness related activities, and other types of contests and games. These events aim to reinforce camaraderie, connection, and a sense of belonging.



Employee Recruitment

As part of our company-wide focus to Unleash the Power of Our People, Omnicell has a focus on attracting and winning the right talent. In 2025, we launched a refreshed Employee Value Proposition (EVP): Inspired by Care. Driven by Purpose. Delivered by You. This new EVP was crafted through employee listening sessions and embedded across our communications, campaigns, and culture programs. We introduced multi-channel outreach, candidate personas, and online engagement strategies to strengthen our employer brand.

Also in 2025, we further adopted a skills-based hiring culture and built a connected platform powered by AI designed to accelerate hiring, reduce time-to-fill by approximately 50%, and unlock internal mobility. This AI-powered platform is also meant to enable candidates to engage with personalized talent communities that offer relevant roles, updates, and career insights tailored to them. These efforts were all made with the intent to shift Omnicell from reactive hiring to strategic talent acquisition, with the ultimate aim to leverage employee recruitment as a competitive advantage.

In 2025, Omnicell grew its online brand presence on various job board hubs and other social channels to engage potential hires. We continue to see strong engagement on Omnicell's LinkedIn page, including an 11% increase in followers in 2025 from 2024. Our Glassdoor rating also improved across various categories, including Recommend to a Friend, Positive Business Outlook, and CEO Approval. Omnicell continues to invest in strategic memberships that ensure our open listings reach a diverse pool of potential applicants. There are over 270 sites that share our open job listings to potential applicants.

Additionally, in 2025 we focused on workforce planning, with the strategic aim of using innovation to better understand skills, identify gaps, and uncover new opportunities. These initiatives reflect Omnicell's commitment to creating a sustainable and equitable workforce while driving measurable impact across the organization.

Learning and Development for Growth

At Omnicell, our approach to employee development is designed to enable company strategy through the potential of our people. Our internal Organizational Development function supports talent development and retention through diverse learning experiences that are intended to help employees achieve their full potential. To support this aim, we offer various career growth and learning opportunities across roles, functions, and locations.

In 2025, we continued core programs such as 360 Development Cohorts for People Leaders, Career Development Workshops, and learning resources through the Omnicell University LinkedIn Learning Library. Housed within Omnicell University, the LinkedIn Learning Library supports employee learning and development by providing access to more than 25,000 courses spanning a wide range of skills and training areas. In 2025, over 3,500 trainings were completed by approximately 1,100 Omnicell employees across almost 1,400 courses. The three most completed courses focused on the following topics: customer service; application security; and innovation, collaboration, and risk taking. In 2025, Omnicell also continued to use the Elevate Success Model, which aligns all employees to the behaviors critical to our organization's success. It is the foundation for how we recruit, assess, develop, recognize, and reward our employees. The model guides career development through workshops and training, and employees have reported positive feedback on the framework. Looking ahead, we are preparing for an enhanced version of the Elevate Success Model to launch in 2026.

We launched a Career Development Guide and the Elevate Individual Planning Tool in 2024. In 2025, we worked to further boost awareness and utilization of these two tools to provide employees with clearer pathways for growth. To support awareness and utilization, we transitioned the Career Development Guide into the Career Roadmap Guide. This enhanced guide helps employees explore career options and plan development actions, reinforcing our commitment

to employee engagement and career progression. The Elevate Individual Development Planning Tool enables employees to create structured and actionable development plans aligned with their career goals. The tool works in conjunction with manager support and integration with other talent frameworks to support growth.

In 2025, Omnicell developed a new framework, called Elevate Your Career, which was designed to support individual employees' professional growth and development. It is intended to act as a comprehensive roadmap for employees to assess current career placement and plan a clear path with steps toward future aspirations, including promotions or new roles. By providing clarity, direction, and action steps, it aims to empower each employee to take charge of their career. Elevate Your Career is employee-driven and manager-supported, and features self-service tools, resources, and guidance.

The Organizational Development team built the Talent Development Framework in 2025 to explain how Omnicell defines success at key points in an employee's career journey. This framework covers assessing

performance, building new skills, and identifying and preparing future leaders. It aims to connect the dots between individual development and business strategy, and guides how Omnicell assesses performance, builds capabilities, and supports employee career growth in a consistent way.

In 2025, Omnicell continued our performance evaluation process that was simplified in 2024, aiming to ensure efficiency and meaningful feedback for employees. With this process, managers use streamlined forms and rating scales, focusing on high-quality conversations rather than extensive documentation. This approach is designed to enable timely, constructive feedback and support employee development.

These new and continuing programs and frameworks are a result of Omnicell's commitment to learning and growth as a part of our One Team mindset, where we support each other and grow stronger together. As we look forward, we aim to continue to create greater awareness and accountability around tools and planning that aid career development for all employees.





Leadership Development

Investing in our leaders is a key component of Omnicell's efforts to build a high-performing and engaged workforce. We focus on developing our talent by building the leadership skills that enable our team to excel in their roles, drive innovation, and advance to roles of increasing responsibility.

In 2025, we continued to develop our Senior Leadership Talent Review and Succession Process, which facilitates cross-functional identification of top talent, succession planning, and individual development planning. We used this process to enhance our leadership profile by assessing talent against Omnicell's Leadership Imperatives and created success profiles for senior leadership roles. This initiative is expected to lead to more accurate top talent identification and targeted successor development plans in an effort to accelerate readiness for critical roles. As a result of this process, the senior leadership team was able to have a holistic view of the talent landscape and create an action plan to identify and place future leaders.

We continue to align our Leadership Development offerings with Omnicell's Talent Philosophy, which emphasizes performance, accountability, transparency, differentiation, and development. In 2025, we advanced several initiatives to strengthen leadership capability at all levels. This included Development Circles, a six-month program established in 2024 for select vice presidents, senior directors, and directors that pairs leaders with a dedicated leadership coach and fosters peer learning, career visibility, and exposure to senior leadership. The program concludes with a capstone presentation of each leader's leadership journey, presented to the senior leadership team. In 2025, 25 leaders participated in the six-month program. A condensed three-month version of the program was also offered in 2025 to senior managers, with two cohorts of up to six leaders. These senior managers took part in leader assessments, development planning, coaching, and roundtable discussions.

In 2025 we also delivered targeted leadership programs such as Visual Storytelling, which is available to all employees, along with High-Stakes Communication, available to senior leaders. Omnicell also specifically broadened access to the Leader as Coach program in 2025 to all employees at the supervisor level and above. This expansion allowed more leaders to strengthen coaching capabilities that drive engagement and performance, with 87 leaders completing the program in 2025. The curriculum focused on practical skills such as active listening, empowering team members, and fostering accountability. All these offerings are supported by Omnicell University and are integrated into the performance review process.

In 2025, 35 new leaders completed the Lead Program, a five-week development experience designed for new managers. We scaled the Lead Program in 2025 to strengthen strategic leadership capabilities and support an exceptional employee experience and workplace culture. In the spirit of continuous learning, we gathered a cross-functional working group of training professionals to define a common set of modern learning principles and create a more cohesive and accessible learning experience

across all employee touchpoints. Each year, cohorts gather together for interactive sessions focused on leadership fundamentals, team engagement, and change management. Building on prior years, the curriculum in 2025 emphasized practical skills such as coaching, decision-making, and resilience, while fostering peer learning through shared experiences. The Lead Program remains a cornerstone of Omnicell's commitment to preparing leaders for success and supporting organizational growth.

First introduced in 2023, Insight 360 is a key leadership development program at Omnicell, designed exclusively for leaders to gain holistic feedback and actionable insights. This program aims to equip leaders with stronger coaching, communication, and decision-making skills. In 2025, 28 leaders completed the program, which centers on providing participants with a comprehensive 360-degree assessment incorporating feedback from peers, managers, and direct reports, paired with a two-hour interactive session to translate insights into growth strategies. Leaders then apply these learnings through the Elevate Success Model and Omnicell's Leadership Imperatives.

The Quarterly Development Hours program provides employees with a designated number of hours each quarter to focus on growth, learning opportunities, and activities that align with their goals and interests. This program was designed to foster continuous learning and professional growth at Omnicell.

All Omnicell leaders and employees are also provided with online access to specific resources and activities to boost employee engagement and team-building. In addition, in an effort to promote efficiency and stronger cross-collaboration, Omnicell continues to use tools for managers to lead effective meetings. These tools include guidelines for best practices for meetings and invitation templates and outlines to communicate agendas, pre-work, camera preferences, and meeting objectives.

Fair Working Conditions and Well-Being

Finding and retaining a talented workforce is essential to achieving our Purpose at Omnicell. Omnicell is dedicated to caring for our employees and supporting their success by providing fair and flexible working conditions along with a competitive and comprehensive package of health, retirement, insurance, and well-being programs.

Our responsibility to our employees begins with providing fair income, equal opportunities, safe and secure working conditions, and access to benefits that meet their basic needs. We believe in supporting the whole self and believe that employee well-being also includes social needs, such as initiatives that improve work-life balance and foster a safer and more inclusive work environment. We respect the freedom of employees to express concerns, bargain collectively, and engage in peaceful assembly, as well as their right to refrain from those activities.

Health for the Whole Self

All Omnicell employees enjoy healthcare and welfare coverage offerings, which vary by region and country, employee group and status, and local legal requirements. As a company, we continue to combat rising healthcare costs by investing in and offering a comprehensive wellness program including on-site gym facilities, employee assistance, preventive care, as well as health coaching.

Each year we continue to provide a biometric screening incentive to reduce the cost of medical premiums for United States-based employees and their spouses who elect to participate. In 2025, 63% of enrolled employees and 61% of enrolled spouses were screened.

In 2025, Omnicell introduced new enhancements to our United States medical coverage. We introduced Lantern Specialty Care, which gives members access to a top-tier surgeon network for voluntary, pre-planned surgeries at significantly lower costs. We also began providing access to Hinge Health, a free digital clinic for joint and muscle care that offers personalized pain care and physical therapy. Both services have been added to our medical plan at no additional cost to our employees. Omnicell also added the Blue Cross and Blue Shield of Texas Health Advocacy Program to provide employees with 24/7 personal concierge assistance for healthcare needs. This includes a digital member engagement portal, integrated pharmaceutical management, and comprehensive behavioral health assistance.

To support prevention and advanced detection of breast cancer, Omnicell fully covers the cost of breast cancer screenings for employees. Omnicell has also partnered with a specialized virtual care clinic to provide employees in-network access to specialized perimenopause and menopause providers.

Omnicell also continues to provide dental insurance and further enhanced the benefits in 2025. Omnicell is now

partnering with our dental insurance provider to add health rewards. For example, by completing their twice annual preventative dental cleanings, employees can earn rewards that increase future benefits.

Our integrated approach to physical wellness offers employees and their dependents a wide range of health programs, resources, and tools to cultivate healthy behaviors, including exercise challenges, virtual workouts, and health coaching. Omnicell continues to offer a Lifestyle Spending Account (LSA) and free virtual coaching through our wellness platform. The LSA is a benefit available to United States-based employees that allows for reimbursement up to a certain amount annually on a variety of wellness categories, such as gym memberships, fitness classes and subscriptions, home gym equipment, mindfulness programs, massages, and more. Approximately 78% of employees utilized this LSA benefit in 2025.



Omnicell continues to offer our Employee Assistance Program (EAP), which helps employees manage their family’s total health, including mental, emotional, and physical care, at no cost. EAP offerings include support and guidance from licensed professionals in areas like mental health, legal support, and financial help, fully accessible 24 hours a day, all year round. In 2024, we added enhanced support to our United States program for issues such as finding childcare, community assistance with bills, and other areas in order to improve awareness and offer more comprehensive access to personalized care plans and resources. We continued these offerings through 2025.

Omnicell recognizes that mental health is equally as important as physical health and is essential to our employees’ ability to thrive. Our medical plan covers mental health visits for out-of-network providers at in-network copay and co-insurance rates. In 2025, we reinforced the importance of supporting the whole self through programs and resources that nurture physical, mental, and emotional well-being. The Benefits team launched a Mental Health page in OmniHub in 2025 with resources available to United States employees, including a Mental Health Guide.

In 2025, the Be. Receive. Experience. Acknowledge. Transform. Heal. Evolve. (BREATHE) EIG introduced regular virtual yoga and meditation sessions, which provide employees with a consistent opportunity to pause, reflect, and recharge. BREATHE also continued to offer coaching and challenges to improve mental health. To encourage attendance, BREATHE members began using the Wellness Wins Program in 2025, enabling employees to check-in when attending any BREATHE-hosted event, such as yoga, meditation, Pilates, nutrition webinars, virtual strength workouts, and more. Each month, BREATHE leaders randomly select up to two names from the list of check-ins, and winners receive either a gift card or the option to donate a designated amount to a non-profit organization of their choice.

In 2025, various offices held their own events to promote health and well-being for employees. Omnicell’s India office hosted a Yoga Day, focused on simple chair-based yoga practices that employees can easily incorporate into their workday. The session covered posture correction, basic stretches, and breathing techniques suitable for desk work. By introducing accessible wellness practices, the initiative

supported physical comfort, stress reduction, and long-term well-being in the workplace. The Omnicell Specialty Pharmacy Services Culture Committee and BREATHE also hosted various step challenges for employees with collective step count goals and milestones. The Culture Committee also celebrated Global Employee Health and Fitness Month with a fitness challenge in 2025.

Omnicell also recognized Autism Awareness Month in 2025. During the month, Omnicell employees shared personal stories and connection to autism to boost awareness. Employees joined a sponsored webinar hosted by BREATHE and The Proud Collective EIGs, to better understand the experience of being neurodivergent in a neurotypical world.

Additionally, in 2025, employees celebrated Mental Health Awareness Month by participating in a 31-mile running challenge. BREATHE also conducted mental health trivia sessions where employees could participate and win prizes.

Flexible Work Arrangements and Leave Policies

Omnicell continues to offer flexible working arrangements first embraced in 2020, underscoring the belief that job effectiveness is determined by employee performance and results, not merely hours spent in the office.

Globally, in 2025 Omnicell continued to support remote work and rolled out new initiatives in line with practices and benchmarks specific to each country. In the United Kingdom, Omnicell Limited introduced an at-home working policy and designated a financial allowance to support the setup of employees’ home offices. Similarly, in 2025 employees in Germany, Australia, and the United Arab Emirates were given financial reimbursements or vouchers to support the setup of at-home work stations. Employees in these countries now join their colleagues in France, Spain, and Mexico who have had remote work allowances implemented in years past.

For regular, nonexempt, full-time United States-based employees, Omnicell continues to provide 10 – 22* vacation days per year, based on years of service. Exempt United States employees are not subject to a set number of vacation days, and flexibly take time off with manager approval. In addition, United States employees are provided 11 holidays and various other paid time off or leaves of absence.

For all United States employees, Omnicell offers time off and benefits for sick leave, bereavement, Family and Medical Leave, jury duty and witness leave, voting time, religious observances, school activities, civil air patrol duties, emergency rescue personnel, and military leave of absence. We also offer Veterans Day off to all employees who are veterans.

*Prior disclosures regarding vacation benefits for regular, nonexempt, full-time United States-based employees incorrectly stated a range of 10 – 25 vacation days per year and have been corrected to reflect the accurate range of 10 – 22 vacation days per year.



“Omnicell’s flexible work environment and commitment to employee well-being help me maintain healthy habits that keep me energized, focused, and productive.”

MATT CASSERLY
Product Marketing, Clinical and Thought Leadership



We offer paid leave for employees who choose to be a living organ or bone marrow donor. Omnicell is a proud member of the American Society of Transplantation's Living Donor Circle of Excellence due to this policy.

We also continue to offer a paid Volunteer Time Off (VTO) benefit, enabling employees to give back to their communities and support nonprofits during work hours. All regular full- and part-time employees can volunteer up to two days per calendar year.

Omnicell provides paid parental leave to eligible employees upon the birth, adoption, or placement of a child or children, giving parents additional time to bond and adjust to their new family situation. In 2025, we continued to offer expanded parental leave to employees in the United States, with an increased number of weeks offered to support families during this time that aligns with a global standard. Our maternity leave policy includes the expanded parental leave benefit in addition to eight weeks of short-term disability for women to recover from childbirth. Our parental and maternal leave offerings are above average for the United States.

For employees outside of the United States, time off and leave benefits are based on local laws and market practices, and in some instances, exceed statutory requirements. For example, employees in the United Kingdom are offered enhanced paid parental leave, including up to 18 weeks of fully-paid maternity leave and two weeks of fully-paid paternity leave.

Compensation, Retirement, and Financial Benefits

Omnicell continues to embrace a strong pay-for-performance total rewards philosophy, offering market-competitive base pay, comprehensive benefits, and a range of additional incentives. For example, hourly employees receive overtime pay for additional hours worked beyond regular shift durations and for hours worked on non-scheduled weekends. Our reward and recognition programs are designed to encourage our employees to continually work to advance our Promise, Purpose, and Guiding Principles.

Omnicell's bonus program is designed to incentivize our employees to focus on work that will further the delivery of our annual priorities. Our performance review process is also intended to enable our talent to reach their optimum levels of contribution to Omnicell's business strategies, facilitate regular employee feedback, and support our pay-for-performance philosophy.

In 2025, a total compensation of \$542 million (USD), including benefits, was provided to employees. We also offer our United States employees a 401(k) plan with matching contributions. Approximately 92% of employees participated in the plan in 2025. Our international employees in specific countries receive retirement benefits in the form of pension plans.

Employees in the United States and Canada also have the option to purchase Omnicell common stock at a discount by participating in our Employee Stock Purchase Plan (ESPP). An average of 51% of eligible employees took part in our ESPP across our two offerings in 2025.

Any United States employees who commute to and from Omnicell office locations can elect to contribute to a Commuter Reimbursement account. With a commuter reimbursement card, employees can spend tax-free dollars when using local transit authorities, parking garages, and ride sharing services.

In 2025, Omnicell rolled out an annual credit card fee reimbursement policy for employees in Australia. When Australian employees use a personal credit card for business expenses, Omnicell reimburses them for annual credit card fees, up to a set amount.

Omnicell also understands how costly child adoption and surrogacy can be. To support parents, we continued an existing benefit into 2025 to allow eligible employees to receive reimbursement of surrogacy-related expenses in addition to reimbursement for adoption-related expenses.

“Supporting our employees and recognizing their contributions are core to how we build a strong organization. By investing in the tools, resources, and rewards that recognize performance, we are working to foster a culture where people can do their best to learn and grow in support of Omnicell's strategic objectives.”

BRUCE O'NEEL
Vice President, Total Rewards

Employee Health and Safety

Omnicell is dedicated to providing a safe and healthful environment for our employees, as we believe this is a critical component of a successful and productive workplace. We work to protect employee health and safety, prevent exposure to hazards, and mitigate risks, acting in compliance with applicable local, state, and federal labor laws. We value continuous improvement and proactive preventive measures, and we engage in ongoing consultation with employees to further develop our practices.

Initiatives for Workplace Health and Safety

In 2025, Omnicell switched to a new health and safety management platform that houses safety data sheets (SDS) for all chemicals used at each location, digitizes safety walkthroughs, and includes a reporting mechanism for near misses, hazards, and accidents. The platform enables the Environmental, Health, and Safety (EHS) team to expedite incident reports, helping individuals receive any needed attention more quickly, while also making it easier for employees to speak up about safety concerns. All sites have received stickers to place in communal and high-risk areas to promote awareness of the platform.

We also continue to maintain our online suggestion box where employees can share their ideas and insights for enhancing health and safety, which fosters a culture of collaboration. In 2025, Omnicell enhanced the online suggestion box by integrating it with our EHS incident management platform, allowing employees to easily scan QR codes posted throughout Omnicell locations

to submit suggestions and report incidents and near misses. All submissions are carefully reviewed and brought to appropriate teams for evaluation, ensuring that employee contributions are an integral part of driving improvements. The new integration also allows submissions to be reported, analyzed, and tracked with the platform’s tools.

Omnicell’s Workplace Violence Prevention Policy aims to foster a culture of mutual respect for others and promote the safety and well-being of every Omnicell employee, contractor, consultant, customer, client, visitor, and guest. A wide range of resources are made available to employees, including a Workplace Violence Prevention Plan and other guides to promote a safe and respectful workplace.

Our Office Ergonomics Evaluation Policy works to set guidelines with ergonomic control procedures for all on-site and remote workers. The policy aims to prevent and reduce musculoskeletal disorders associated with manual job tasks, and establishes procedures for ergonomic requests.

Omnicell provides employees with unrestricted access to SDS across its operations. SDS kiosks at our St. Petersburg, Florida; Milpitas, California; and Warrendale, Pennsylvania locations provide immediate access to a single sign-on system containing the full SDS library in multiple languages. In 2025, Omnicell began expanding SDS library coverage to include medications stocked and handled at Omnicell Specialty Pharmacy Services locations. This SDS access system is designed to lower employee risk and ensure that employees are well-informed about potential hazards and safety measures associated with the chemicals they handle. The system

also helps Omnicell stay compliant with various applicable regulatory requirements.

As a result of an audit conducted at the St. Petersburg, Florida site, Omnicell expanded the use of an equipment monitoring and management system at the site in 2025. This system, which is also utilized at our Warrendale, Pennsylvania site, helps ensure the safe use and operation of powered industrial equipment such as fork trucks. The system requires an authorized user to complete an inspection of the equipment prior to use. The inspection must be entered on a terminal mounted on the equipment, and results of inspections are available to site supervisors and managers for review and analysis. The system also contains sensors that detect reckless usage and impact events, which then subsequently shut equipment down until an administrator reviews the incident.

In partnership with the Benefits team, in 2025 Omnicell Limited offered free flu vaccine vouchers for every employee in the United Kingdom. In addition, we began a COVID-19 vaccine reimbursement program for eligible field employees such as sales managers, field service engineers, and project managers.

Disaster and Emergency Response

For Omnicell locations with an Emergency Response team, all team members are trained to administer first aid and Cardiopulmonary Resuscitation (CPR), and use an Automated External Defibrillator (AED) to respond to and provide aid in fire and medical emergencies. Each site’s team also writes an Emergency Response Plan that is customized for their location. These plans outline safety procedures, evacuation plans, and specific lines of communication during emergency events, in order to prevent and mitigate potential adverse impacts on health, safety, and the environment.

Omnicell adopted a company-wide platform at the end of 2024 focused on emergency communications, threat identification for office locations, and risk assessment for travelers. This new platform is designed to allow the EHS team and site leaders to communicate with employees during threats through phone calls, email, and text messages. Using short message service (SMS) text messaging as a low-bandwidth communication method can support more reliable communication during an emergency when cell towers are overloaded. By using this communications platform, Omnicell leaders should be able to monitor the results of





all these notifications in real time and have two-way conversations with recipients, which may aid in providing additional or targeted assistance as needed.

In the event of a disaster, the safety and well-being of our employees is our top priority at Omnicell. We use a Disaster Relief Form as an avenue for employees directly impacted by disasters to communicate needs and challenges, and our People team and managers work to stay in touch with impacted employees to help ensure their safety and provide the necessary support. We take a hands-on approach to support affected employees, offering hotel accommodations, temporary housing, and car rentals as needed. Impacted employees can also utilize their EAP benefit, where offered, for financial, legal, emotional, housing assistance, and other resources. This benefit offers unlimited telephone counseling, up to six in-person support visits, and access to licensed coaches through text, all at no cost to the employee. Read more about our EAP in [Fair Working Conditions and Well-Being](#).

In addition to building a strong emergency response system within Omnicell, we invest in programs and initiatives that also bolster preparedness. In 2025, we supported the American Red Cross during their Sound the Alarm campaign. This campaign is an initiative to install free smoke alarms nationwide, create fire escape plans, and share fire safety information.

Omnicell provided opportunities for employees to sign up for a fire safety visit with the Red Cross, practice a fire drill, test smoke alarms, and enact steps to fireproof their homes.

Also, Omnicell employees in Fort Worth, Texas recognized National Preparedness Month in 2025 by sharing information from the Federal Emergency Management Agency (FEMA) on how to create a basic emergency supply kit with food, water, and other essential supplies. Employees were equipped with in-depth information and action plans to build kits that can crucially aid in a household's survival in the event of an emergency or disaster.

Safe Workplace Training and Programs

We believe comprehensive training and development is an integral part of fostering a healthy and safe work environment. All new hires across the globe at Omnicell, including interns, are required to attend a live session that includes EHS topics. These sessions communicate the importance of every employee participating in maintaining a healthy and safe workplace, and cover topics like Omnicell's EHS Policy, incident reporting, the California Injury and Illness Prevention Plan, and our global EHS Management System (EHSMS).

All employees identified by the EHS team are required to take EHS training specific to their location. The EHS team works with each site's management to identify the appropriate training courses based on job titles and roles, a process already consistent across all United States sites. This allows all employees working in a specific role to receive annual safety training in a consistent manner. Additionally, all United States-based Omnicell employees and contingent workers are required to complete annual Occupational Safety and Health Administration (OSHA) refresher training.

Globally, each country's offices also maintain training programs specific to local requirements and standards. For example, in 2025, field engineers in France

successfully renewed their annual mandatory training in electrical habilitation. Omnicell also offered an extensive and legally mandated training course for all managers who oversee employees based in Italy. In the United Kingdom, teams renewed their safety training courses, and a new fire marshal was trained and installed in 2025 at the Omnicell Limited office.

In 2025, the St. Petersburg, Florida site implemented a new program called SafeStart for all its employees. This program, which aims to improve safety and performance, is an advanced and globally utilized safety training program designed to reduce workplace injuries by addressing common reasons for human error. This four-session training course, facilitated by certified internal trainers, is designed to empower employees with personal skills and aims to improve reliability in safety and performance outcomes. In 2025, Omnicell certified five trainers internally and plans to offer this training again to employees in 2026.

ISO Standards and Certifications

Our adherence to International Organization for Standardization (ISO) standards and certifications highlights our ongoing dedication to occupational health and safety, and we believe is crucial to the well-being of Omnicell's employees, contractors, and visitors. In particular, the ISO 45001:2018 standard for occupational health and safety is designed to improve employee safety, reduce workplace risks, and create better working conditions. We have integrated this standard into our global EHSMS, including by encouraging participation and consultation from front-line workers, in an effort to ensure that we maintain high safety requirements across all our sites. In 2025, we successfully maintained our ISO 45001:2018 certification at six Omnicell sites across the globe.

Read more about our ISO standards, certifications, and trainings, including those for ISO 14001:2015, in [Climate Risk, Resilience, and Adaptation](#).

Health Access for All

Omnicell is committed to expanding access to care and improving health outcomes for everyone. We seek to ensure access to high-quality, equitable, and integrated care for all patients worldwide through programs and solutions focused on underserved communities.

Omnicell Specialty Pharmacy Services

Omnicell offers turnkey solutions to help health systems build, operate, and optimize in-house specialty pharmacy programs by combining technology with specialized services. Omnicell Specialty Pharmacy Services supports health systems across the full specialty pharmacy lifecycle, from initial launch through ongoing performance improvement. These capabilities include specialty pharmacy build-out and operations support, coordination of benefits management, streamlined patient onboarding, compliance support, accreditation support, and data and performance visibility. Together, these services help health systems reduce administrative burden, streamline workflows, and keep care more connected across the patient journey.

Omnicell Specialty Pharmacy Services plays a key role in expanding our presence in a fast-growing segment of healthcare. Helping health systems to successfully operate specialty pharmacies strengthens Omnicell's role as a strategic partner in medication management, supports improved patient outcomes, and contributes to their long-term growth and evolution.

Our Specialty Pharmacy Services offering enhances patient access to specialty medications and improves patient outcomes through a clinical-based service

model. We also help to address financial barriers to therapy initiation and adherence through strategies such as copay cards, 501(c)(3) foundations, client assistance programs, and manufacturer Patient Assistance Programs. In 2025, Omnicell Specialty Pharmacy Services assisted over 44,000 patients in obtaining access to almost 92,000 prescriptions.

Our offering also supports community health organizations and Federally Qualified Health Centers (FQHCs) across the nation in delivering medications to rural areas and offering multilingual and culturally competent care to underserved and marginalized communities. By managing pharmacy operations and optimizing participation in the Federal Drug Pricing Program (340B), we empower these facilities to stretch healthcare dollars further. This approach is designed to enable organizations to serve more patients and strengthen community health. In 2025, Omnicell helped our 19 FQHC customers by filling more than 817,000 prescriptions for over 65,000 patients. These organizations often reinvest in community services that provide healthcare, groceries, clothing, and other essentials for individuals experiencing homelessness.

Through 340B savings, FQHCs have expanded capacity to provide clinical offerings, medication programs, behavioral health programs, and other focused care initiatives for their patients. For example, Omnicell Specialty Pharmacy Services now supports Tarrant County Public Health in providing HIV medications to patients in the community through the 340B program. This support helps reduce financial barriers to treatment and improve continuity of therapy for individuals who may otherwise struggle to afford care. FQHCs have also increasingly worked to address the

overdose crisis and treat opioid use disorder (OUD) in recent years. Our offering bolsters FQHCs' integrated services as they care for complex and chronic conditions like OUD. Our pharmacists partner with medical staff to discuss the most complex patients navigating OUD. By aligning Omnicell's pharmacy expertise with the mission-driven goals of FQHCs and community organizations, we aim to help build a healthier world.

EnlivenHealth

EnlivenHealth offers a portfolio of products designed to digitally enable pharmacies with connected patient engagement and clinical and financial workflows, with the aim to support an elevated patient-pharmacy experience, exceptional patient care, and enhanced financial performance.

EnlivenHealth supports the key role pharmacists play in meeting patients' healthcare needs, which includes addressing social determinants of health (SDOH) that have a negative impact on patients.

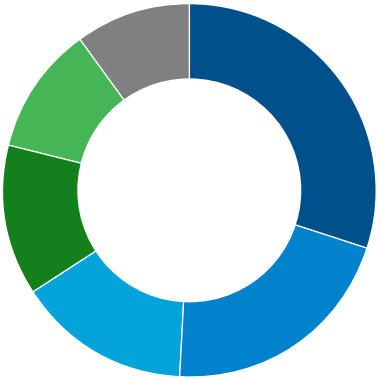
EnlivenHealth's Treat solution equips community pharmacies with automated SDOH screening and

referral technology, enabling pharmacy teams to efficiently identify patient needs and connect them to essential community resources. In 2025, Treat documented hundreds of SDOH-related needs and facilitated timely referrals for housing, food security, transportation, and other critical services, underscoring the importance of pharmacy-led interventions in improving health equity.

The graphic below illustrates the top categories that made up more than 90% of all referrals in 2025.

TOP REFERRAL CATEGORIES, 2025

- Referral To Social Services: 30%
- Housing Insecurity: 21%
- Food Insecurity: 15%
- Financial Insecurity: 13%
- Transportation Issues: 11%
- Other: 10%



Treat also integrates screening and referral for the Diabetes Prevention Program. The core clinical triad: Medication Therapy Management, Blood Pressure Management for Hypertension, and Medication Reconciliation; accounted for over 70% of encounters, demonstrating that Treat’s automation is most heavily utilized to sustain and scale management and safety services that define the modern clinical pharmacy. By automating these processes, Treat is designed to transform routine pharmacy visits into critical points of intervention, driving preventive health outcomes and positioning pharmacies as key public health access points.

Additional highlights of EnlivenHealth’s digital solutions include the following:

Medicare Match is a suite of tools that helps Medicare-eligible patients confidently select plans tailored to their health and financial needs through personalized guidance and pharmacist-led consultations. In 2025, Medicare Match was enhanced with advanced analytics that compare a patient’s current out-of-pocket costs with alternative plans, revealing opportunities for meaningful savings without sacrificing access to essential care. These insights empower patients to make informed decisions that improve affordability and reduce financial strain, which are critical factors in maintaining consistent access to medications and preventive services.

Bill is our medical billing software for pharmacies that optimizes reimbursements, streamlines cash flow, aids with durable medical equipment and drives revenue for our customers. Our most recent update to the platform, Bill AR, added integrated tools that are intended to provide clear visibility into claims from submission through final payment. Most pharmacies using Bill generally achieve a 95% success rate or greater for claim submissions and payments. By accelerating reimbursement and reducing administrative burdens, Bill enables pharmacies to dedicate more time to providing their communities with essential clinical services, ensuring patients have uninterrupted access to the therapies and treatments they need.

Connect, Reach, and Inform are connected services that seek to simplify the patient experience and support medication adherence. Connect is our intelligent Interactive Voice Response system that enables patients to check prescription status without waiting on hold. Reach sends notifications about prescription readiness and pickup timing. Inform delivers digital medication guides before pickup, helping patients understand their prescriptions and prepare questions. By integrating these services into one workflow, EnlivenHealth allows patients to know when their medication is ready, skip the line at pick up, and arrive prepared to have informed conversations with their pharmacist. EnlivenHealth aims to enable a faster, less stressful, more accessible pharmacy experience that helps patients stay adherent while supporting pharmacies in delivering exceptional care.

Expanding Global Access

Omnicell continues to explore expansion opportunities in low- and middle-income countries and communities as part of our efforts to promote greater access to care and further advance the industry vision of the Autonomous Pharmacy around the world.

In 2025, Omnicell expanded its international presence by delivering large-scale greenfield deployments and strategic automated dispensing cabinet upgrades across existing and affiliated hospital networks in Morocco, Western Sahara, and the Philippines.

Omnicell continues to deliver autonomous medication management solutions through our authorized distributors in over 30 countries across Africa, East Asia, Southeast Asia, Europe, the Middle East, Oceania, and South America.



“We believe that expanding access to care requires innovative, scalable solutions. Our technology and services are designed to help enable providers to reach more patients, improve outcomes, and address critical gaps in care delivery.”

MARTHA THORNE Senior Vice President and General Manager, EnlivenHealth



Giving and Community Support

Omnicell was founded on a social mission to improve the lives of others and build stronger communities for the future. Through giving and community support efforts, we extend our Guiding Principles beyond the workplace and into the broader community.

Omnicell continues to use a giving and volunteering platform as a tool for North American employees to create, discover, and support a wide range of volunteer opportunities and fundraisers, as well as make donations to nonprofit organizations. Employees can also use the platform to amplify eligible charitable contributions through our Corporate Matching Program. Omnicell employees across the globe have used our VTO benefit for individual and team-based charitable work, supporting causes that address homelessness, domestic abuse, hunger relief, and more. Read more about our VTO benefit in [Fair Working Conditions and Well-Being](#).

Omnicell Cares, our charitable efforts program, brings Omnicell's Culture of Care to life through fundraising, volunteering, and other social impact opportunities. Throughout 2025, we responded to critical community needs by partnering with nonprofit organizations whose missions align with our focus of driving positive impact in four key areas: Improving Access to and Quality of Healthcare, Disaster Relief, Humanitarian Efforts, and Healthcare Technology.

Access to Quality Healthcare

Omnicell promotes access to quality healthcare through awareness campaigns, educational initiatives, and community partnerships. In 2025, employees engaged in a variety of campaigns, including efforts addressing kidney disease, pancreatic cancer, and blood drives.

In 2025, Omnicell continued to raise awareness about kidney disease. We sponsored several events, including the National Kidney Foundation (NKF) Pittsburgh Kidney Walk and Golf Outing. During National Kidney Month in March, we shared educational resources and promoted a kidney risk quiz for employees. In 2025, we received NKF's John V. Heher Humanitarian Award in recognition of our contributions to further the foundation's mission. With this award, the NKF Board of Advisors, volunteers, and stakeholders highlighted the contributions that Omnicell and its employees have made to support individuals suffering from kidney disease and provide leadership in disease prevention and organ donation awareness.

Omnicell also held our second annual Drive for Dialysis Care Packaging event with the NKF. Employee volunteers from the Warrendale, Pennsylvania office assembled 200 patient care packages and delivered them directly to local dialysis clinics, creating an impactful connection to the community and kidney health resources. Employees also participated in an educational session that offered insights into kidney function, disease prevention, and organ donation.

The BREATHE EIG invited all employees to raise funds and awareness for pancreatic cancer research by participating in a virtual Thanksgiving holiday challenge.



The challenge entailed joining a local 5K event or doing their own run or stroll with family and friends. Employees were also encouraged to wear purple and raise funds in support of pancreatic cancer awareness organizations.

Omnicell continued to promote breast cancer awareness, prevention, and health empowerment through events, educational resources, and employee-led initiatives. For Breast Cancer Awareness Month in October, we hosted a range of on-site and virtual events to promote education and support. Our Cranberry Township, Pennsylvania office hosted an on-site event with an oncologist that provided a clinically-informed deep dive into breast cancer risk factors, screening guidelines, genetics, and treatment advancements. As part of this event, almost 90 guests had the opportunity to attend a Breast Cancer 101 webinar that discussed the importance of early screening and offered actionable steps. Omnicell also sponsored a Breast Cancer Awareness walk in

California's Bay Area. As part of Omnicell's annual Wear Pink Day, employees across our global workforce who wore pink and posted a photo on our enterprise messaging platform were entered into a drawing for a gift card, which they could donate to a charity of their choice. Throughout October, employees were encouraged to set a pink ribbon as a status icon on the enterprise messaging platform and use breast cancer awareness-themed virtual backgrounds during video meetings. Omnicell Specialty Pharmacy Services pharmacy locations also participated in Breast Cancer Awareness Month activities and all locations received pink ribbons to distribute. By participating in events, sharing how breast cancer has touched employees' lives, and celebrating the remarkable journeys of survivors, we aim to strengthen our commitment to health, well-being, and a supportive workplace community.

SOCIAL SPOTLIGHT

Culture Week Blood Drive

As part of the Global Give Back Challenge during Omnicell's Culture Week, employees were encouraged to live out our Culture of Care by donating blood or supporting a health-related cause through volunteer work or a financial contribution. In the United States, our Austin, Texas; Cranberry Township, Pennsylvania; and St. Petersburg, Florida locations hosted blood drives in partnership with the American Red Cross. International employees at our locations in Australia, Germany, India, Italy, and the United Kingdom received information about where they could donate blood in their local communities.

Employees who participated were eligible to win prizes; all employees who gave time, money, or blood could log their donation and be entered to win a gift card. Blood donation and volunteering with eligible 501(c)(3) organizations also qualified for VTO, and any monetary donations to eligible nonprofits were match-eligible for North America-based employees.

This Global Give Back Challenge demonstrated Omnicell's commitment to social impact and culture of giving, empathy, and contribution beyond the workplace.

Disaster Relief

Omnicell Cares created campaigns to support relief efforts for major disasters that devastated communities across the world. Fundraising campaigns in 2025 assisted relief efforts following the flash flooding in the Texas Hill Country and wildfires in Southern California. Campaigns were also created to support communities impacted by Typhoon Halong and Hurricane Melissa, respectively. Employees raised over \$2,600 through these fundraisers, and Omnicell matched all eligible contributions. In addition to employee-led fundraising efforts, Omnicell made additional corporate contributions in support of targeted relief efforts. Read about how we support the safety and well-being of our employees affected by disasters in [Employee Health and Safety](#).

Humanitarian Efforts

In 2025, Omnicell employees went above and beyond to support and give back to the communities where they live and work.

In addition to giving all veterans the day off each year on Veterans Day, several Omnicell employees used their VTO benefit in 2025 to support causes serving veterans and their families. In one instance, an Omnicell employee volunteered with Disabled American Veterans on Veterans Day, and contributed to fundraising efforts that allowed the organization to purchase a van for transporting veterans to medical appointments and community events. In 2025, Omnicell's Product Engineering Organization (PEO) continued its partnership with the Pittsburgh chapter of Honor Flight, a national organization that takes veterans to Washington D.C. to visit memorials built in honor of their service. The PEO team assisted with event logistics for a celebration welcoming veterans back from

their trip to Washington, D.C. Omnicell volunteers also sorted veteran cards and letters, assembled backpacks, set up for early morning registration, and helped with transportation. In Pennsylvania, Omnicell Specialty Pharmacy Services contributed to the Wounded Warrior Project as part of an initiative that provides trained service dogs for military veterans suffering from post-traumatic stress disorder (PTSD) and other injuries or trauma sustained in the line of duty.

In 2025, Omnicell employees also organized campaigns in support of food banks and children's charities. The Omnicell Specialty Pharmacy Services Culture Committee hosted a Virtual Can Food Drive campaign that raised critical funds in support of Feeding America and its network of 200 partner food banks across the United States and Puerto Rico. The Virtual Can Food Drive received online donations in lieu of collecting physical cans, allowing for a wider range of contributions and giving food banks the flexibility to purchase exactly what they need. Omnicell employees contributed almost \$1,000 worth of goods. At our Fort Worth, Texas location, the EnlivenHealth Culture Committee also hosted a non-perishable food bank donation where employees contributed items or donated to their local food bank.

Many Omnicell offices continued traditions in 2025 that support children. As part of our Thanksgiving celebration, Omnicell held a holiday toy drive in partnership with the Salvation Army that provided gifts for 125 kids in the Pittsburgh, Pennsylvania area. During the year-end holidays, Angel Trees for toy donations were also set up at two different office locations. Omnicell's Critical Incident Manager team held a virtual session to volunteer with CardzforKidz, an organization that supports children battling terminal illness. Omnicell's Engineering team gathered for a team-building event where they competed to sort items for gift boxes donated to local children's hospitals and care clinics. In Seattle, Washington, Omnicell employees devoted a leadership development meeting to building bikes for children living at Mary's Place, a local charity that helps families escape homelessness.

Many Omnicell employees throughout our global workforce gave back to their communities in impactful ways. For example, a French Omnicell employee used their VTO benefit to travel to Kenya and teach high school physics and mathematics as part of an academic support program organized by the Gakundi Memorial Foundation, a non-profit that supports the education of high school students from underprivileged backgrounds in Kenya's Nyeri region.

2025 NORTH AMERICA GIVING AND VOLUNTEERING AT A GLANCE*

\$217

Average Contribution Per Donor

\$23,675

Total Employee Donations

1,086 hours

Total Paid Volunteer Time Off

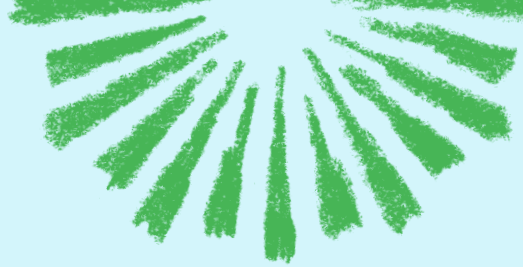
*These figures represent charitable efforts carried out by Omnicell employees in North America. Monetary figures are denoted in USD.

In Brief: Social Performance

2025 Key Milestones

LOOKING FORWARD INITIATIVES IN 2024 THAT WE ACCOMPLISHED IN 2025

- Continued focusing on Unleash the Power of Our People as a strategic priority by strengthening skills, creativity, collaboration, and commitment to drive innovation and operational efficiency
- Continued energizing Omnicell's Culture of Care, rewarding high performance, empowerment, and accountability, and prioritizing the investment and growth of employees
 - Established Omnicell's Culture Collective Leadership Council, serving as a central governance body for all culture-related initiatives
 - Celebrated the first ever Culture Week, which showcased a company-wide commitment to learning, inclusion, and community
 - Expanded the PRIMED Awards to recognize collaborative groups of employees in addition to individuals
- Maintained a quarterly cadence of Town Halls for our international employees with sessions aimed to foster a more inclusive global perspective
 - Launched a refreshed EVP, "Inspired by Care. Driven by Purpose. Delivered by You.," which was crafted through employee listening sessions and embedded across communications, campaigns, and programs
- Boosted awareness and utilization of existing career growth and learning opportunities
- Transitioned the Career Development Guide into the Career Roadmap Guide
- Developed Elevate Your Career, a framework designed to support individual employees' professional growth and development
- Continued investing in our leaders by building leadership skills through programs like the Development Circles Program, Leader as Coach Program, Lead Program, Insight 360, and the Senior Leadership Talent Review and Succession Process
- Added Lantern Specialty Care and Hinge Health to our United States medical coverage plan, at no additional cost to employees
 - Continued to reinforce the importance of supporting the whole self through programs and resources like a Mental Health page on OmniHub, regular virtual yoga and meditation sessions, and the Wellness Wins Program
 - Maintained our ISO 45001:2018 certification at six Omnicell sites across the globe
 - Enhanced EnlivenHealth's digital solutions, including Medicare Match and Bill AR, integrated tools that are intended to provide clearer visibility
- Engaged employees in campaigns and efforts to build awareness around kidney disease, breast cancer, pancreatic cancer, and blood drives
 - Received the NKF's John V. Heher Humanitarian Award for contributions made to support individuals suffering from kidney disease and provide leadership in disease prevention and organ donation awareness
 - Encouraged employees to live out our Culture of Care through a Global Give Back Challenge during Omnicell's Culture Week

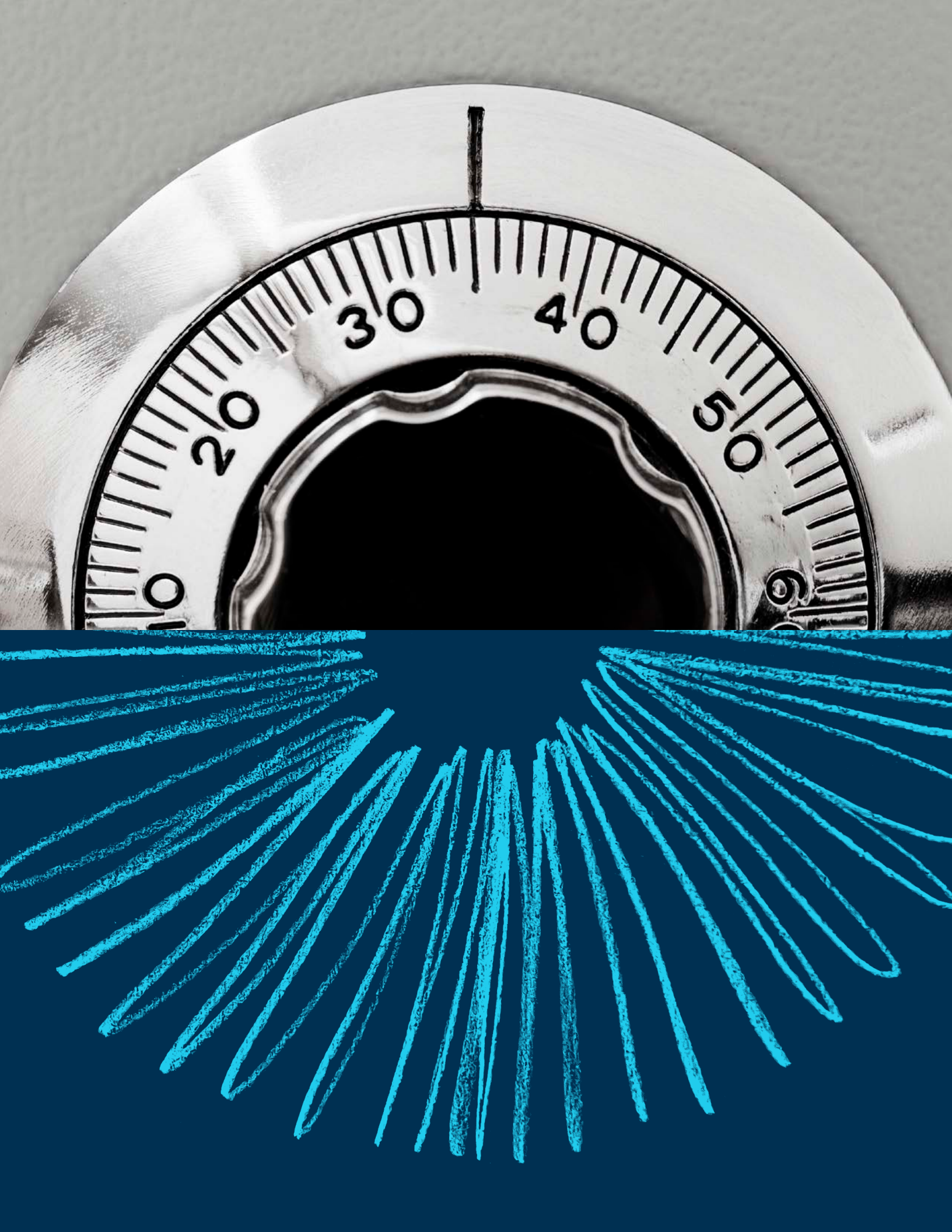


Looking Forward

Looking forward, we strive to build upon the success of the previous year by aiming to:

- Prepare for launch of an enhanced version of the Elevate Success Model.
- Create greater awareness and accountability around tools and planning that aid career development for all employees.
- Offer the SafeStart training course again, designed to empower employees with personal skills and to improve reliability in safety and performance outcomes.
- Explore expansion opportunities in low- and middle-income countries and communities as part of our efforts to promote greater access to care and further advance the industry vision of the Autonomous Pharmacy around the world.
- Drive positive impact in the community and respond to critical needs through giving, volunteering, raising awareness, and partnering with charities and nonprofits.
- Continue to offer our VTO benefit for individual and team-based charitable work.
- Maintain our giving and volunteering platform as a tool for North American employees to explore new volunteer opportunities.





Governance

Trust is foundational to everything we do. Omnicell upholds rigorous standards across our operations, from ethical business practices and fair treatment of all stakeholders to robust privacy protections and cybersecurity measures that are designed to safeguard sensitive data. We continue to employ comprehensive risk management strategies that ensure organizational resilience and business continuity. Through these efforts, we maintain our commitment to fostering a culture of high ethical standards, transparency, and trust.

Governance Performance		
GOAL	TARGET	2025 PERFORMANCE
Design our products to minimize their environmental impact while maximizing patient outcomes.	Complete a cross-functional assessment by the end of 2027 to identify and prioritize opportunities, integration points, and enabling actions to further embed responsible design practices into our product development process.	In 2025, through our goal- and target-setting process, we determined that, while Environmental, Social, and Governance and Environmental, Health, and Safety considerations are already integrated into our Product Lifecycle Process, further exploration is needed to assess where additional integration and enabling actions could enhance our approach to responsible design. Based on this work, we established a new target to complete a cross-functional assessment by the end of 2027.

Innovation for Health Outcomes

At Omnicell, innovation and entrepreneurship are core to our work. We aim to come up with innovative ways to solve problems, and then quickly and efficiently test out new ideas. Innovation is what drives Omnicell to develop solutions that aim to improve the quality and accessibility of patient care and help enable our customers to realize the industry vision of the Autonomous Pharmacy. In 2025, we continued our focus on delivering innovative products, underscoring our commitment to meet customer needs and improve the status quo.

Our commitment to innovation was recognized in 2025 by The Healthcare Technology Report (HTR). The HTR annually ranks the top 50 healthcare technology companies that are leading the charge and moving the healthcare industry forward. In 2025, Omnicell was ranked 20th, demonstrating our positive impact in providing automated medication management and pharmacy intelligence solutions that are designed to improve safety, efficiency, and outcomes across healthcare systems. Omnicell's Chairman, CEO, and Founder Randall Lipps was also recognized by HTR in 2025 as a top healthcare technology CEO. Read more about Omnicell's awards and recognitions in [2025 Awards and Recognition](#).

Medication Management Technologies

Omnicell is committed to utilizing innovative technology to drive efficiency, safety, and improvements in medication management.

Automation can transform workflows, making them leaner and safer. When used correctly, automation typically frees up staff time spent on manual processes, reduces drug errors, and can also save on costs. Smart devices have transformed healthcare by improving clinical operations. With sensors, connectivity, and software, these devices collect and share real-time data, which should make hospital processes faster and more flexible. In particular, we believe smart devices are making a significant impact in medication supplies management.

One example of this is Omnicell's XT Automated Dispensing Cabinets, which are designed to improve medication dispensing accuracy, reduce errors, and optimize inventory management. These systems automate the medication dispensing process, in an effort to ensure that the right medication is administered to the right patient at the right time. This should reduce time and effort that clinicians spend on manual tasks and enable them to focus on direct patient care.

We also offer solutions that are built to support real-time tracking of medication inventories, which we believe is crucial to preventing shortages and other inventory challenges. Omnicell's comprehensive medication management solutions also integrate with electronic patient records in an effort to further streamline workflows and processes. We continue our commitment to advanced systems integration across all Omnicell products, striving for seamless lines of communication between our solutions and healthcare records.

GOVERNANCE SPOTLIGHT



In 2025, Omnicell announced the launch of Omnicell Titan XT, an enterprise version automated dispensing system. Unifying automation and powerful intelligence, Omnicell Titan XT is designed to deliver an enhanced and efficient medication management experience to support a growing health system at scale.

Omnicell Titan XT is powered by OmniSphere, Omnicell's connected, cloud-based, Health Information Trust Alliance (HITRUST) i1-certified medication management platform. OmniSphere is engineered to bring together user management and task guidance to support perpetual inventory management and create a fully-connected, enterprise-level medication management ecosystem. In addition, OmniSphere's secure cloud-based platform is built to be deployed across existing and new cabinets, intended to offer up-to-date technology while reducing information technology (IT) workload. This is meant to enable healthcare providers to continue to administer care powered by innovation and the best technology available.

With the launch of Omnicell Titan XT, the power of OmniSphere now extends to nursing care. Omnicell Titan XT is designed to provide pharmacy greater control of medication inventory management, while nurses should have greater confidence when administering medication. Omnicell Titan XT also is engineered to empower pharmacy leaders with features such as DynamicRestock: guided workflows to simplify pharmacy technician tasks, centralized inventory management that controls and standardizes processes, and planned artificial intelligence (AI)-enabled

capabilities that aim to synthesize data for optimized decision-making.

Omnicell Titan XT is designed to also minimize the time nurses spend locating medications and enable safer medication administration through FiveRights, embedded safeguards and workflow enhancements designed to help prevent dispensing errors, reduce alarm fatigue, and expedite staff onboarding.

Looking to the future, Omnicell's innovation roadmap adds new care areas over time that are expected to deliver a large-scale connected medication management ecosystem that seeks to break down silos across the medication use journey.

“The introduction of Titan XT marks a significant milestone for Omnicell and the journey to cloud-enabled, autonomous medication management. Starting with nursing floors, we are now focused on integrating every care area into the OmniSphere platform to build what we believe will be the most complete and connected automation ecosystem in healthcare.”

RANDALL LIPPS Chairman, Chief Executive Officer, and Founder

Read more about how Omnicell Titan XT fosters safer medication administration for nursing teams in [Responsible Use of Products and Technology](#).

GOVERNANCE SPOTLIGHT



In 2025, Omnicell launched the Innovation Lab, located in Austin, Texas. This facility serves as a collaborative space where teams and customers turn medication management challenges into solutions through rapid experimentation. Using “innovation sprints,” team members can quickly test and validate new ideas in a supportive and guided lab environment.

New technologies currently being tested and developed in the Innovation Lab aim to solve challenges in the medication and supply use process, with the ultimate goal of enabling healthcare workers to focus on higher-value tasks that positively impact patient care. Examples of prototypes currently being developed include mechanical designs, advanced robotics, AI, autonomous devices, and machine vision.

Hackathon

Omnicell’s Hackathon is a company-wide innovation program where employees form teams to design, build, and present new ideas that aim to advance the Company’s products, operations, or Purpose. Rooted in cross-functional collaboration, creativity, and learning, the Hackathon seeks to push company-wide innovation to the next level.

In 2025, 33 teams participated in the Hackathon. To ensure that all voices were heard as part of the innovation process, a Hackathon Idea Repository was created to share ideas for teams to consider.

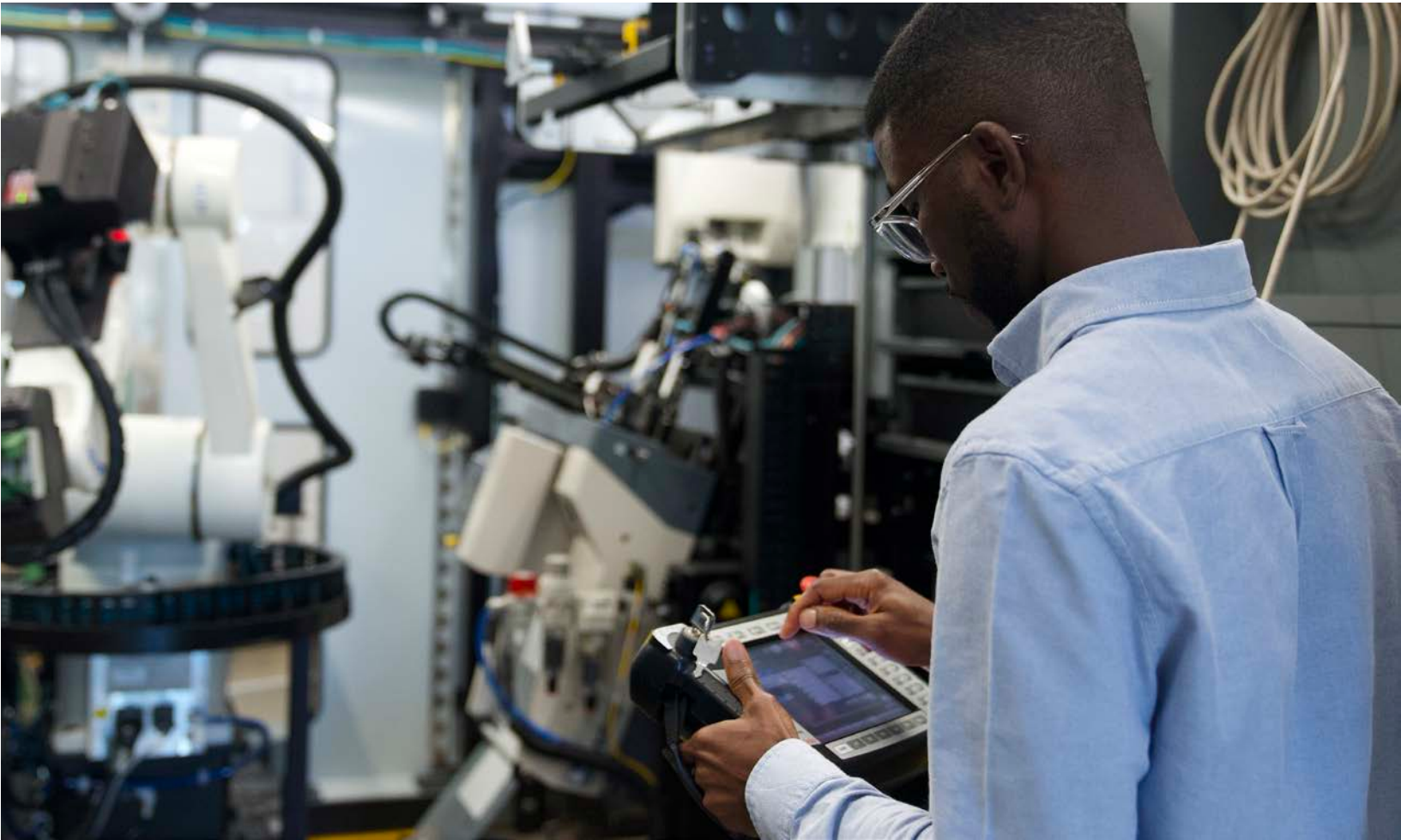
EnlivenHealth

Omnicell’s EnlivenHealth brand offers a portfolio of products that are designed to enable pharmacies with connected patient engagement, clinical, and financial workflows. This is intended to result in an elevated patient-pharmacy experience, exceptional patient care, and enhanced financial performance.

In 2025, EnlivenHealth enhanced its Scope of Practice and Reimbursement Snapshot tool by integrating AI-powered surveillance. The Scope of Practice and Reimbursement Snapshot tool was first deployed to over 5,000 pharmacies in the summer of 2024, and is designed to empower pharmacies to expand clinical service offerings by providing essential and up-to-date information. Now enhanced with AI-powered capabilities, EnlivenHealth sought to improve the speed and accuracy of updating regulatory and reimbursement data. The new capabilities are designed to quickly identify changes and updates specific to

all 50 states in the United States, validate data for accuracy, and even provide forward-looking insights and anticipated changes for 2026 and beyond.

EnlivenHealth uses behavioral-science driven personalization in an effort to improve workflows and processes for retail pharmacies. An intelligence layer integrates operations, transactions, and patient engagement data as EnlivenHealth seeks to transform patient-pharmacy interactions. Patients can receive more empathetic and personalized care, which drives adherence and promotes stronger clinical engagement. Today, this intelligence layer powers EnlivenHealth’s Connect and AdhereIQ solutions, which personalize patient outreach, support immunization reminders, and drive medication synchronization. It also supports chatbot interactions in EnlivenHealth’s Clarity product, which is built to assist customers with training and support while reducing operational workload.



These innovative advancements are intended to ensure that pharmacies continue to receive timely and comprehensive information, which should enable them to expand clinical services. Through accelerated updates and improved data quality, patients are ultimately expected to benefit as they receive greater access to essential care services and a more personalized and streamlined experience.

EnlivenHealth offers webinars to equip customers with learning opportunities that enhance their experience. In 2025, EnlivenHealth hosted a “Measuring What Matters” educational webinar, which detailed how patient data, program analytics, and verification metrics are helping combat opioid misuse. Another webinar tackled the complexities of vaccination season and how technology can optimize workflows and pave the way for clinical revenue expansion.

Looking to 2026, EnlivenHealth plans to focus on enhancing conversational chatbot capabilities to automate patient-pharmacy interactions for the most streamlined experience possible.

Medication Adherence

Omnicell’s Medication Adherence single-dose consumables are intended to aid medication administration in skilled nursing and assisted living facilities. Designed to prioritize patient well-being, these consumables are expected to uphold the highest standards of care. By delivering high-quality, dependable products, Omnicell seeks to help ensure safe, efficient, and compassionate care, fostering a higher quality of life for elderly populations in senior living environments.

Looking to the future, Omnicell is planning to expand our multi-dose line to include a consumable specifically designed for use with nursing medication carts in senior living environments. This enhanced design should improve storage efficiency and accelerate medication administration. This is expected to allow staff to spend less time on logistical tasks and more time delivering direct patient care, contributing to the strengthening of overall healthcare infrastructure in senior living facilities.

Collaborations

Since 2024, Omnicell has been partnering with Gollmann Kommissioniersysteme GmbH, a leading German manufacturer of pharmacy robotic storage and dispensing solutions. This collaboration enables Omnicell to bring Gollmann’s automation solutions into hospitals’ central pharmacy environments, strengthening the overall offering and creating opportunities to further extend the reach of Omnicell’s Points of Care solutions.

MedPick is Omnicell’s next-generation solution for central pharmacy automation, combining Gollmann’s advanced robotic dispensing technology with Omnicell’s HubXpert software, which serves as the central pharmacy software and powerful interoperability platform. Together, these technologies create a flexible, future-ready system designed to integrate with existing infrastructure while supporting scalable, end-to-end automation across the medication pathway. By automating storage and picking while enabling real-time inventory visibility and traceable dispensing, MedPick is intended to improve efficiency, enhance medication safety, and support connected workflows across the medication management process.

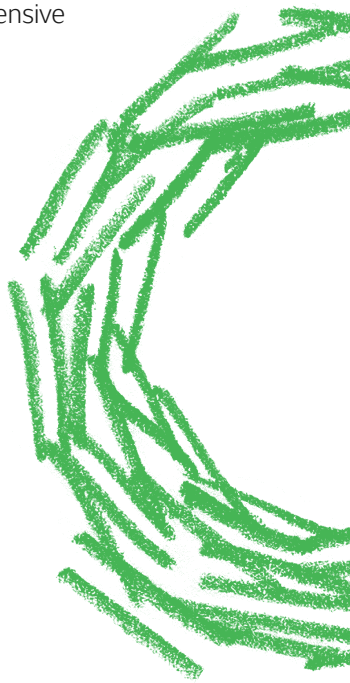
MedPick is currently available in the United Kingdom, Ireland, France, the United Arab Emirates, Saudi Arabia, Oman, Qatar, and Kuwait. In 2026, MedPick is planned for launch in Australia and New Zealand.

Looking to the future, Omnicell has initiated collaboration with Gollmann Zwick AG to deliver localized support for VBM customers based in Switzerland. In this arrangement, Gollmann Zwick AG will oversee all Switzerland-based installations of Omnicell’s VBM 200F machines, which fill and verify multi-medication blister cards.

In 2025, Omnicell continued a collaboration with Long Island University (LIU). This partnership first began in 2023, with the opening of the Center for Innovative Medication Management, a laboratory designed to provide an immersive pharmacy technology and

analytics experience for students. In previous years, Omnicell and LIU collaborated to develop a Pharmacy Automation curriculum. This aims to certify learners and ensure an efficient transition to the workplace. In 2025, Omnicell created a dedicated space for LIU on our learning management platform, Omnicell Institute, to host training content for LIU students. This platform is engineered to provide a secure access point, makes records of program completion available, and manages the PharmD curriculum and student enrollment. In 2025, over 50 Omnicell team members were hosted and trained on systems in a pharmacy setting. This included 11 members certified on Omnicell’s XR2 system, and seven trained to support a new enterprise team. Additionally, 109 students in the LIU PharmD program completed the pharmacy automation content in 2025.

Also in 2025, EnlivenHealth and the University of Tennessee Health Science Center (UTHSC) worked together on a study showing that the integration of pharmacy and medical software promotes connectivity in healthcare settings, which can improve patient care. The study also demonstrates a bigger vision of automation having the potential to transform community pharmacies into comprehensive healthcare providers.



Industry Events

Omnicell is continually committed to building awareness and community connections. Participating in industry events aims to help healthcare leaders understand the opportunity of technology to deliver clinical and business outcomes. Each year, Omnicell partners with and attends events put on by peer industry organizations like the American Society of Health-System Pharmacists (ASHP), the American Organization for Nursing Leadership, the National Association of Specialty Pharmacy, the American Society of Anesthesiologists, the Advanced Pharmacy Australia, the European Association of Hospital Pharmacists (EAHP), and others. Through these events and collaboration, Omnicell has the opportunity to take part in hands-on demonstrations, educational presentations, and peer-to-peer networking events each year.

Highlights from participating in 2025 events include:

- American Pharmacists Association (APhA) in Washington, D.C.: Omnicell had a booth to showcase EnlivenHealth's digital solutions in pharmacy practice and patient care. A team member also presented findings from a joint study from EnlivenHealth and UTHSC.
- ANESTHESIOLOGY® in San Antonio, Texas: Omnicell hosted a booth to share how automated medication management has the potential to provide greater visibility, eliminate disruptions, and enhance patient safety.
- ASHP Midyear Clinical Meeting and Exhibition in Las Vegas, Nevada: Omnicell unveiled our newest Automated Dispensing Cabinet, Omnicell Titan XT, to over 25,000 attendees. Omnicell's full portfolio of solutions was also showcased, along with a sneak peek of solution prototypes being developed in Omnicell's Innovation Lab.

- EAHP Annual Congress in Copenhagen, Denmark: Omnicell convened a symposium where customers shared firsthand experiences with Omnicell's portfolio and discussed how the solutions support their respective workflows. Omnicell hosted a booth and showcased our new offering for Central Pharmacy, featuring the combination of HubXpert and Gollmann's Robotic Dispensing System.
- Global Health Exhibition in Riyadh, Saudi Arabia: Omnicell hosted a booth and had various conversations about new business models to facilitate automation expansion, return on investment tools, and digital transformation.
- IV Transforming Robotics for Unifying Safety and Technology (IV TRUST) Summit in Pittsburgh, Pennsylvania: Representatives from Omnicell gathered with industry leaders, patient safety advocates, and policy advisors to explore opportunities for IV robotics and automation adoption. Omnicell also hosted a tour of our Warrendale, Pennsylvania manufacturing plant.
- Medicines Management in Melbourne, Australia: Omnicell hosted a booth at Australia's largest hospital pharmacy conference, and showcased various products and solutions such as XT Automated Dispensing Cabinet, MedXpert, and MedPick. We also highlighted collaborations with Gollmann Australia and Meditec.
- Omnicell Illuminate in Austin, Texas: Omnicell brought together over 320 industry and healthcare leaders for educational and networking opportunities. With the aim to empower leaders with knowledge about innovative solutions to problems, Omnicell highlighted several of our latest solutions such as OmniSphere, MedVision, and Specialty Pharmacy Services.
- Pharmacy Show in Birmingham, England: Omnicell showcased its full portfolio of Medication Adherence products, including automation devices and consumables, at the largest annual gathering of pharmacy professionals, innovators, and suppliers in the United Kingdom.

“Innovation accelerates when healthcare leaders come together to share experiences, challenge assumptions, and learn from one another.”

STELLA PREFACH Senior Vice President, Chief Marketing Officer



Responsible Design of Products and Technology

Omnicell is committed to processes that are intended to result in thoughtful and responsible use of materials in product design. We work to consider the impact of resources used and identify opportunities for circularity and efficiency. This commitment includes responsible and ethical development of technology and AI in products and services.

Responsible design considerations, including Environmental, Social, and Governance (ESG) and Environmental, Health, and Safety (EHS), are embedded into our Product Lifecycle Process (PLP). In 2025, through a current-state assessment conducted as part of our strategic goal- and target-setting process, we identified an opportunity to further explore where additional integration and enabling actions could strengthen our approach.

We continue to evaluate opportunities to strengthen responsible end-of-life management for our products and to further integrate sustainability considerations and ethical design principles, including user-centered design, inclusivity, transparency, accountability, and safety, into our processes. This includes ongoing assessment of alternative materials, alignment with Energy Star criteria, and opportunities to enhance the circularity of product components.

Product Lifecycle Process and Product Operating Model

Omnicell’s PLP is the result of a multi-year strategy that began in 2022 to simplify and strengthen our product design process. This process is structured through cross-functional collaboration, feedback integration, and the establishment of effective guidelines. Omnicell’s PLP is an effort spanning multiple functions such as Quality, Legal, Compliance, EHS, Privacy, Enterprise Security, Growth and Customer Success, Engineering, and more. Omnicell continued to focus on improving PLP in 2025 through an emphasis on clearly defined deliverables at every stage of the process.

In 2025, Omnicell worked to transform and pilot a new Product Operating Model (POM). The POM helps Omnicell evolve how we work by defining how cross-functional teams collaborate effectively across organizational structures, roles, responsibilities, and approaches. In 2025, teams utilized POM methods and tactics in an effort to more efficiently remove risks and address product-market fit for potential products. Looking ahead, Omnicell plans to continue efforts to embed the principles of transformation into its model as we work to reimagine internal processes that ultimately deliver value to customers.

The PLP and POM are designed to work in tandem to support the process of developing, launching, maintaining, and retiring products. The PLP provides a structured framework for outlining phases, deliverables,

and governance, while the POM focuses on how teams work together to bring products to life. Together, the PLP, the POM, and a clearly defined governance model form a comprehensive system that is meant to help ensure that customer expectations are met at launch and value is continually delivered throughout the entire product lifecycle.

XR2 Thermoformed Plastic Skins

At the end of 2024, Omnicell transitioned the exterior panels of the XR2 Automated Central Pharmacy System from metal skins to thermoformed plastic skins. As a result, in 2025, there were many benefits realized. Because the recyclable plastic skins can be handled more efficiently, installers in 2025 reported a reduction of approximately 40 hours per installation. The new plastic skins are lighter and contain fewer parts, which is expected to improve safety and contribute to streamlined production and service.



The Root Cause Analysis Lab

In an effort to continuously improve the quality and reliability of products, Omnicell relaunched the Root Cause Analysis (RCA) Lab. This dedicated lab enables cross-functional teams to investigate product issues, which is meant to ensure that lessons learned can be applied across all devices. The RCA Lab is designed to harmonize processes across teams while building a culture of continuous improvement.

Standardizing Peripherals for Efficiency and Sustainability

In 2025, Omnicell focused on aligning teams to support greater standardization of peripherals across all products. This important effort aims to contribute to

sustainable and responsible product design while also enhancing performance. Spanning hardware, devices, and software, consistent use of the same peripherals across product lines is intended to allow Omnicell to maximize operational efficiency, reduce complexity, and ensure ease of use for customers.

Standardization of peripherals specifically is meant to aid in the reduction of electronic waste and supports sustainable procurement practices. While expected to be more environmentally responsible, this approach is also anticipated to be more economically efficient, reinforces best practices, and streamlines standard operating procedures.

Product Quality and Safety

Quality and safety are essential components of fulfilling our Promise to deliver outcomes-centric innovation. Omnicell works to instill a quality-first mindset in our people and is focused on achieving continuous improvements that are designed to ensure products meet quality assurance standards and safeguard the health, safety, and security of end users. This commitment to quality includes managing supply chain integrity and working to reduce the risk of adulterated or counterfeit products. By rigorously adhering to quality and safety best practices, we aim to reduce complaints and enhance customer experience.

In 2025, Omnicell focused on executing new product initiatives with an emphasis on quality and safety. With this focus, we worked to establish new key metrics and channels to communicate real-time status and aid decision making. This strategic focus for 2025 provided insights into how to further improve our product development process as we sought to ensure the quality and safety of our products.

As part of PLP, Omnicell also integrates cross-functional collaboration as a practice to mitigate potential hazards and risks in product design. Omnicell continues to conduct detailed risk assessments that aid in proactively identifying measures that are intended to ensure product safety and compliance.

To support this effort, Omnicell also enhanced the product safety paragraph in the Company’s updated Code of Conduct.

In addition, Omnicell’s Quality Management System outlines our process for communicating potential hazards and mitigation plans for products. Certain

products are also tested for Declarations of Conformity in the European Union.

Audits and Certifications

In 2025, Omnicell completed the International Organization for Standardization (ISO) 9001:2015 surveillance audits at facilities located in Warrendale, Pennsylvania; Cranberry Township, Pennsylvania; Milpitas, California; and St. Petersburg, Florida. Additionally, the ISO 13485:2016 surveillance audits were completed at facilities located in Warrendale, Pennsylvania; Cranberry Township, Pennsylvania; Milpitas, California; and Trieste, Italy. The product classes certified to ISO 13485:2016 include Automated IV Drug Compounding Devices and Anesthesia Workstations. These audits continue to demonstrate Omnicell’s commitment to producing quality products and services for our customers, and provide assurance of effective business processes.

Omnicell maintained product safety certification in 2025 for the IV Product Line, XR2 Automated Central Pharmacy System, XT Automated Dispensing Cabinet, and XT Anesthesia Workstation. MedChill also achieved safety certification and was added to Omnicell’s Underwriters Laboratories (UL) Listing, and support was provided for MedPick certification.



System Validation and Integration

Omnicell’s commitment to delivering reliable and high-quality products is bolstered by a comprehensive System Validation and Integration process. This process involves replicating the customer environment as closely as possible, in order to validate that devices, software, and solutions operate seamlessly. It is a rigorous approach that works to reinforce transparency, traceability, and adherence to quality and safety standards. The process directly supports Omnicell’s commitment to strong operational governance.

Running real-world simulations also helps teams proactively identify potential issues to address before products are released to customers. This process is designed to ensure patient safety, provider confidence, and enhanced user experience. Also, proactive detection of issues can potentially minimize future product replacements, disruptions, maintenance costs, and should they arise, recalls.

Root Cause Analysis for Sustainable and Responsible Engineering

In partnership with the newly reestablished RCA Lab, Omnicell is working to integrate RCA practices into software development and operations, as we are focused on ensuring that digital products meet the same rigorous standards as physical devices.

Central Pharmacy Dispensing Service

Omnicell’s Central Pharmacy Dispensing Service combines advanced robotic technology, workflow software, and expertise that is engineered to automate the medication dispensing process. This comprehensive service is designed to help health systems enhance patient safety, improve dispensing and storage, reduce errors and waste, and streamline workflows. With many hospitals facing workforce shortages while needing to ensure compliance with the Drug Supply Chain Security Act, Omnicell’s Central Pharmacy Dispensing Service works to ensure patient safety by automating the most cumbersome aspects of medication dispensing.

IV Compounding Service

Omnicell’s IV Compounding Service bundles advanced robotics, analytics tools, and expertise in order to optimize IV accuracy. This service aims to help health systems reduce costs, minimize drug waste, improve supply chain control, and enhance patient safety.

Updates to XR2 Automated Central Pharmacy System

The XR2 system is an advanced robot that automates critical tasks and workflows in the medication dispensing process. In 2025, Omnicell implemented several programs and initiatives for the XR2 system that were intended to further improve safety and quality.

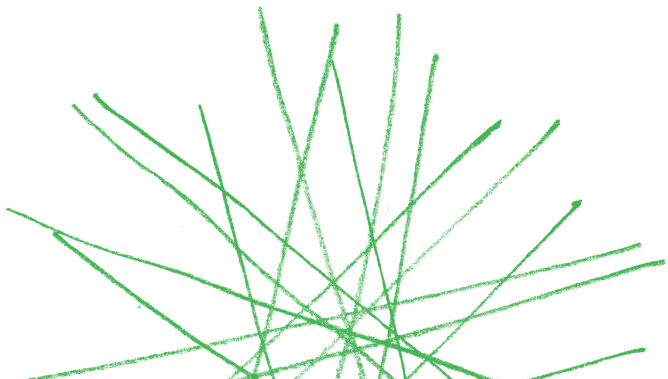
The XR2 Autopackager Playbook was created in 2025 to help medical providers handle exceptions more effectively. Through standardized guidance and workflows, the Autopackager Playbook helps enable customer-facing teams to manage exceptions and escalate issues more effectively.

The XR2 Bin Loader was improved in 2025. Enhanced with machine vision, the updated Bin Loader should now be able to identify medications stuck in the Autopackager bin door, alerting users and adding a critical safety layer to prevent dispensing errors.

A continuous output variant was released for XR2, which enables customers to use the XR2 system in acute care pharmacies and centralized pharmacy service center facilities. This variant is designed to ensure the continuous dispensing of medications, so that providers are freed up from the task of manually emptying the output bin.

Updates to XT Automated Dispensing Cabinets

In 2025, Omnicell developed an improved FlexLock for XT Automated Dispensing Cabinets. The revised FlexLock was enhanced with internal mechanical hardware and redesigned to more robustly adhere to the side of a refrigerator. The new improvements are expected to aid in reducing product failures and travel time for field service engineers to replace failed units.



Customer Service and Experience

Customer success and satisfaction are key strategic imperatives for Omnicell. We view our customers as partners in the pursuit of better health outcomes for patients and improved satisfaction for the clinicians who serve them. We are working more closely than ever with our users to deliver exceptional experiences for pharmacists and care teams across several countries — from onboarding and product adoption to ongoing support and resourcing. We remain focused on addressing customer needs quickly and effectively with accessible resources that ensure the successful use of Omnicell's products and services. We are focused on delivering solutions to help our customers realize the industry-defined vision of the Autonomous Pharmacy and driving positive medication management outcomes with superior customer experience.

Customer Education Transformation

In 2024, Omnicell customers gained access to virtual and classroom training for certain solutions at no additional charge for the life of their service contract. These trainings are designed to ensure our customers have access to the information they need to properly use and achieve success with Omnicell's solutions. In 2025, we worked to expand training offerings and access. Highlights include upgrading the customer training carousel to the latest generation, adding space for training on central distribution centers, and enhancing user training for E3 Single Dose Automation and other Medication Adherence products. Recognizing the importance of an in-person training experience, we renovated and expanded our training spaces to accommodate more customers at our Cranberry

Township, Pennsylvania facility. In 2025, over 1,300 customer learners participated in 54 distinct instructor-led programs, and we trained over 5,800 users at more than 150 customer locations.

In 2025, Omnicell's Solution Advisor team launched Let's Get Technical, an initiative intended to not only educate, but empower customers to use our technology more effectively. The program is designed to equip customers with knowledge, confidence, technical insights, and a hands-on learning experience in an effort to enhance product engagement, reduce support dependency, and build long-term customer loyalty. Our first four sessions were focused on diversion control, which helped participants discover vulnerabilities, which could lead to diversion happening at their sites, and take meaningful action by creating stronger policies and prevention strategies. In 2026, we plan to use customer feedback to expand the program to include more sessions covering a broader range of topics and involve Central Pharmacy Solution Advisors in program delivery.

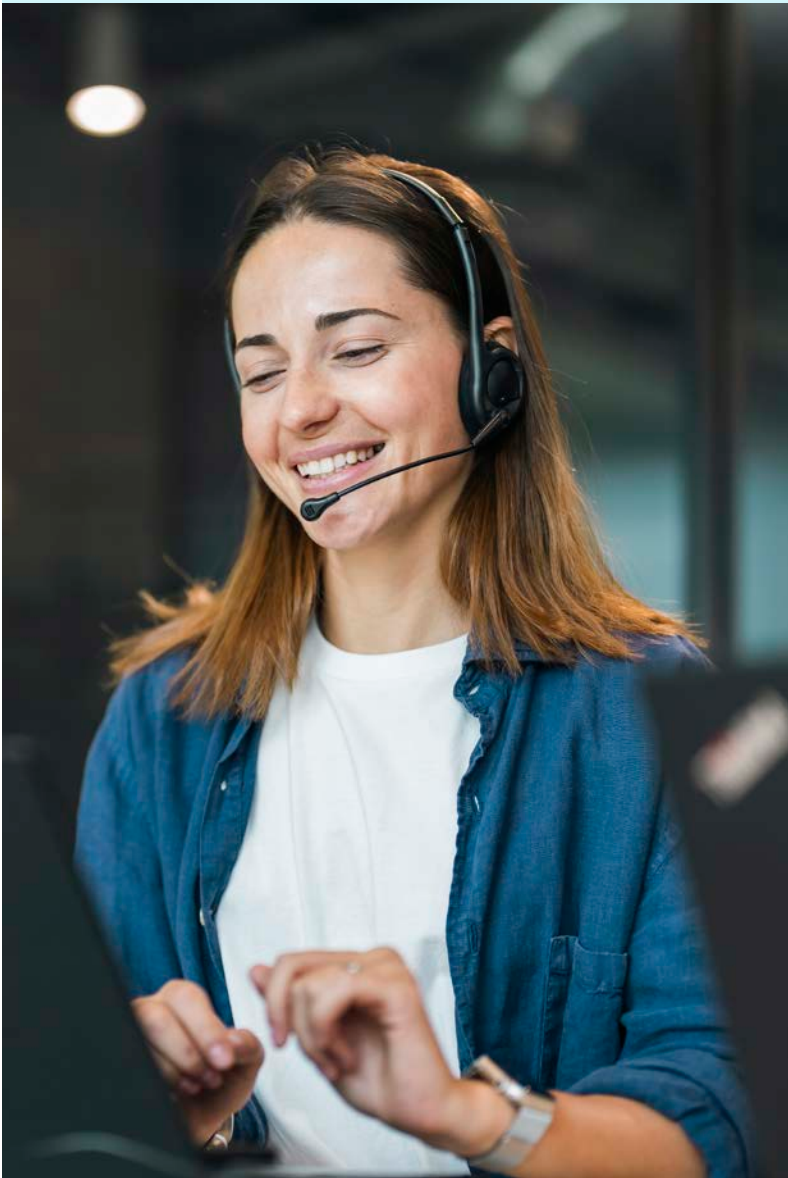
Omnicell Explorer is our new online platform designed to educate and support customers in their pharmacy automation journey. By mapping the end-to-end journey from central pharmacy to patient bedside, the platform helps customers explore workflows and visualize how Omnicell's products and solutions can work together to advance medication and supply management across the hospital.

Partner Education

Omnicell launched a comprehensive training platform for our international indirect partners who are authorized to sell solutions in markets where we may not have direct sales teams. These partners are assigned courses through Omnicell Institute, just like our direct sales teams, in an effort to ensure they hold the same values as Omnicell employees and represent our brand effectively in new markets. In addition, business partners are also provided with access to select Omnicell collateral, including ISO certificates and country-specific compliance material.

In 2025, we also launched a new ticketing portal for international business partners, enabling them to access OmniKnowledge, our internal knowledge base. The portal also includes direct access to support and customized landing pages for myOmnicell and Omnicell Institute. This ticketing portal marks a milestone in enhancing global support.

In Bordeaux, France, an Omnicell Customer Day brought together approximately 30 hospital pharmacists to share insights on medication management automation and innovation in hospital pharmacies. The event facilitated valuable peer-to-peer exchanges and featured various presentations about safety, efficiency, and traceability.



Prioritizing Customer Experience

Our framework for solution design establishes and promotes best practices for Omnicell's products and services, as we seek to ensure that customers are using our solutions in the most efficient, ethical, and compliant manner. The framework captures customers' current state workflows and documents possible design and configuration improvements. Omnicell also offers a Project Sponsor Model, providing customers with dedicated sponsors for issues requiring additional assistance.

Omnicell also offers services to help customers fully leverage their software and devices so their pharmacy can achieve optimized medication management outcomes. Specialized clinical and technical consultants review pharmacy workflows to determine current and future state models, then design solutions to support customer-identified goals.

Customer sentiment scores increased from 2024 to 2025, as measured by post-implementation feedback surveys. In 2025, we also introduced new processes designed to better organize customer feedback and incorporate the voice of the customer into the product development process.

Customer Escalation Process

We continued using our Customer Escalation Process in 2025, strengthening our commitment to customer success with a well-defined escalation process for all customer-facing personnel. This structured approach facilitates escalations being addressed at multiple levels, allowing teams across the organization to swiftly collaborate and resolve customer concerns.

Through a "swarm" approach, experts from various functions come together to assess and resolve issues in real time, which is designed to deliver accurate, timely solutions while minimizing wait times. This

initiative reinforces our dedication to operational excellence and customer satisfaction.

Proactive Support and Monitoring

In 2025, Omnicell continued to use workforce management tools to balance workload across our field service engineers based on location and skill set. This effort works to ensure that customers receive support from the closest individual with relevant expertise. All new hire locations were determined using this tool, which was focused on ensuring optimal coverage based on customer equipment in each geography.

Omnicell aims to advance operational efficiency and sustainability through the development of the Command Center, a centralized hub that provides employees with real-time information. Initiated in 2025 with development planned to continue through 2026, this system is expected to provide visibility into over 60,000 installed assets for hundreds of employees worldwide, with the aim to reduce downtime and optimize resource use.

To support the Command Center, a centralized data warehouse is also being developed with the intention of standardizing reporting and enabling proactive insights. The Command Center is designed to lay the groundwork for future predictive workforce management tools, including potentially those with AI capabilities as well as enhanced geographical, skill-based dispatching that aims to further minimize employee travel and optimize workforce allocation. These initiatives directly support our ESG objectives by reducing unnecessary remote sessions, on-site visits, and wasted parts, which should minimize compute hours, travel time, and carbon emissions.

Improvements to Product Maintenance

Omnicell continues to seek opportunities to streamline product maintenance. In 2025, we created a self-implementation and service guide for one of our products that has the capability to be frequently relocated by customers, allowing the device to be moved to the customer's desired locations more quickly and efficiently with little to no interaction with Omnicell. For every new product, we built into the development process a framework to determine what should be handled by Omnicell and what customers can do themselves to reduce downtime. Going forward, we will continue to identify opportunities to enable customer self-service maintenance while expanding remote support availability.

Turning Employee Ideas Into Action

In 2025, Omnicell launched IdeaHub, a new platform that enables employees to share, track, and champion ideas for product improvements, customer experience upgrades, and other solutions that add value for customers. IdeaHub submissions flow into product and engineering tools, where product teams review and prioritize them, making for a more streamlined suggestion process. IdeaHub then keeps employees informed with updates on their submissions and facilitates a direct connection with product teams when additional information is needed.

“Our customers are collaborators with us on the journey to develop and provide solutions that enable them to deliver better outcomes for the patients and clinicians they serve.”

ALEXANDER PRATT Senior Vice President, Chief Growth Officer



Responsible Use of Products and Technology

Omnicell's continuous improvement mindset drives us to innovate and refine our products and services with a goal of responsible use, maintaining integrity and transparency, and reducing misuse by employees, customers, and others.

As innovations like AI emerge, Omnicell seeks to utilize these new technologies to enhance our offerings. Omnicell is committed to the responsible, secure, and compliant use of AI, with a focus on incorporating guardrails to support accountability.

Product Updates

In 2025, Omnicell's Point of Care team introduced an automatic software update that prevents users from returning a potentially expired medication to the original bin. Users must now either update the expiration date or return the item to an external return bin, which is expected to reduce the chance of administering an expired medication to a patient.

Key updates to the XT Anesthesia Workstation were made in 2025. When printing a label from the XT Anesthesia Workstation, medication descriptions wrap to two lines, which is designed to ensure providers know the exact content of each labeled syringe. Additionally, an option was added that requires providers to re-authenticate for controlled substances at the XT Anesthesia Workstation, while maintaining uninterrupted access to time-critical medications. Given

the heightened regulatory and diversion risk associated with controlled substances, this option is designed to enhance patient safety and strengthen safeguards without disrupting urgent clinical workflows.

To support accurate medication selection, Anywhere RN requires a minimum character search when searching for a medication by name. This safeguard, which follows Institute for Safe Medication Practices (ISMP) best practice recommendations, is engineered to help prevent medication errors, an important control put into place following industry incidents where shorter search terms resulted in critical medication mixups. Omnicell has participated with ISMP on two versions of best practices for automated dispensing cabinets.

In 2025, Fingerprint Bio-ID was adjusted so that consent messages may now be enabled or disabled, according to specific state regulations applicable to a customer. Looking to 2026, we plan to continue reassessing best practices for Fingerprint Bio-ID settings in order to reduce the chance of incorrect user logins at XT Cabinets.

To enhance safety, XT Cabinets include a new configurable setting that removes the ability to search and sort by patient room numbers. This new option supports responsible use of technology by enabling sites to apply more restrictive search and sort functions as appropriate.



We provide Instructions for Use (IFU) for each product to support proper and responsible use. IFUs are updated as new product versions are released and provided to customers during installation, with updated versions made available when needed.

Omnicell Titan XT, our next-generation automated dispensing system, aims to foster safer medication administration through safeguards designed to mitigate common errors and reduce disruptions. These safeguards include look-alike, sound-alike, and override management alerts to support dispensing safety and industry-defined five rights of medication administration.

Omnicell has also collaborated with software companies to develop new interface options for our Central Pharmacy Manager that are built to streamline medication receiving processes in support of new federal requirements.

Training and Education

Building on our 2024 enhancements to Surface Sampling training for Omnicell technicians in accordance with United States Pharmacopeia compliance requirements, newly hired technicians now

receive training on robotics usage and best practices for aseptic manual compounding. We also perform annual competency checks, and trainers visit customer sites for annual technician recertifications.

In 2025, we continued our Field Education program, which assists our customer-facing teams in obtaining required certifications and maintaining the highest level of expertise to support Omnicell solutions. As products are updated, training is refreshed and re-offered to field employees. Certifications are also continuously developed to align with our product portfolio.

In 2025, training delivery was expanded to our international teams and business partners, providing a consistent experience that is intended to ensure quality standards and processes are followed. In one instance, Omnicell representatives in the United Kingdom were invited to present to the Association of Police Controlled Drug Liaison Officers, whose primary focus is policing controlled drugs within healthcare settings and addressing pharmaceutical controlled drug offenses. Because officers frequently work on hospital sites with Omnicell automated dispensing solutions, they received relevant training and information.

Data Privacy, Cybersecurity, and Network Resilience

Omnicell is committed to protecting the privacy and integrity of data collected, processed, and disclosed within its operations. Our Privacy and Security teams continue to work in close alignment in an effort to minimize risks and meet legal compliance requirements.

In 2025, Omnicell continued to implement privacy and security management systems that simplify and automate requirements in accordance with global industry standards, helping to improve efficiency, mitigate risks, and reduce potential noncompliance. Cross-collaboration activities also strengthened Omnicell's commitment to data minimization, purpose limitation, data governance and data stewardship. Omnicell continues to evaluate existing processes and products for appropriate data governance, privacy, and security controls.

Managing risks associated with business data use, informed consent, and the confidentiality, integrity, and availability of information is particularly important as Omnicell increases its cloud-based offerings. We remain dedicated to maintaining reliable information networks and managing systemic risks and disruptions to service.

Regulatory Compliance and Assessments

Omnicell's Privacy team supports privacy compliance across the organization. The team maintains policies

and processes and conducts risk assessments as appropriate to support alignment with applicable privacy legislation and relevant industry standards.

In 2025, Omnicell updated its Code of Conduct related to data privacy, data protection, and data governance. This update enhances the focus on privacy and security and emphasizes the concepts of "privacy by default" and "security by default."

Privacy, regulatory, and security controls are part of Omnicell's PLP to help ensure that privacy and security principles are incorporated into new products. The PLP standard deliverables contain a Privacy Impact Assessment and a Security Impact Assessment.

In 2025, Omnicell completed a company-wide Health Insurance Portability and Accountability Act (HIPAA) Security Rule and Breach Notification Rule Assessment that evaluated administrative, technical, and physical safeguards and identified potential enhancements for Omnicell's data protection practices.

The HITRUST Common Security Framework i1 certification for Omnicell's in-scope portfolio — including OmniSphere, Omnicell Medication Management Systems, the EnlivenHealth 360 Platform, EnlivenHealth Personalized Communications Application, and Omnicell Outpatient Pharmacy Services' 340B application — underscores the Company's commitment to measurable cybersecurity standards, supported by robust information security controls and cybersecurity practices.

Omnicell engaged an independent third party in 2025 to perform an Enterprise Cyber Maturity Assessment using the National Institute of Standards and Technology (NIST) Cybersecurity Framework 2.0. This structured, evidence-based evaluation examines how cybersecurity risks are governed, detected, managed, responded to, and recovered from. The assessment is intended to clarify our current cybersecurity posture, identify improvement opportunities, and inform a prioritized roadmap to advance Omnicell's enterprise cybersecurity capabilities. It is also designed to strengthen operational resilience and align our practices with business objectives, regulatory expectations, and stakeholder trust.

In 2025, EnlivenHealth completed two independent System and Organization Controls (SOC) 2 Type II audits over its Central Pay application and Reconciliation Services, with the SOC 2 Trust Services Criteria for Security, Processing Integrity, Availability, and Confidentiality in scope. The examinations are intended to assess the design and operating effectiveness of controls against applicable Trust Services Criteria and demonstrate EnlivenHealth's commitment to safeguarding customer data and maintaining reliable service operations.

“Safeguarding data and helping ensure the security of our solutions is critical to how we operate at Omnicell. As we strive to advance security and privacy capabilities, we seek to enable innovation while ensuring performance, protection, enterprise resiliency, and trust are at the forefront of everything we do.”

MICHAEL MCNEIL
Senior Vice President, Chief Information Security Officer





“Data privacy and cybersecurity at Omnicell are shared responsibilities. We believe this collective accountability is essential to delivering reliable, secure solutions and supporting the long-term success of our customers.”

MARCELLA FRANCIS
Vice President, Deputy General Counsel and Chief Privacy Officer

Privacy and Security Awareness

As applicable, Omnicell requires employees and contractors to align to all applicable Company security policies and to complete all privacy training required under applicable laws, including, but not limited to, the Personal Information Protection and Electronic Documents Act, the California Consumer Privacy Act, HIPAA, and the General Data Protection Regulation (GDPR).

In October, Omnicell celebrated Cybersecurity Awareness Month with a campaign to raise continued awareness by sharing real-world examples of breaches, security tips, and activities to identify phishing attempts. Throughout the year, several internal teams work to ensure that Omnicell's technology is secure and compliant with regulations like HIPAA and the Sarbanes-Oxley Act (SOX).

Omnicell teams around the globe celebrated Data Privacy Week as a reminder to make safeguarding personal information a priority for all employees. This engagement reinforced Omnicell's commitment to protecting the privacy and security of all data entrusted to us and enabled the organization to focus on privacy compliance in a fun and collaborative way.

AI Steering Committee

Omnicell's AI Steering Committee provides strategic guidance on AI policy and process. This cross-functional committee includes representatives from Engineering, Privacy, Security, Legal, IT Operations, Quality, Compliance, and People.

In 2025, the AI Steering Committee continued to administer Omnicell's AI governance in advancement of enterprise-wide adoption. Several Code of Conduct updates were added to reinforce compliance with our Generative AI Policy, underscoring ethical AI use as part of our ESG commitments.

To build AI literacy, the committee also sponsored training sessions and launched an AI Champions Program to drive adoption and responsible use across all business units.



Business Ethics and Compliance

Omnicell is dedicated to fostering a culture of robust business ethics and providing a secure environment for employees to express concerns without fear of reprisal. We are committed to fostering a speak-up culture and supplying multiple avenues for asking questions and safely reporting concerns. This includes our anonymous hotline, which will be renamed “Speak Up” across all languages.

Global Compliance Week

In 2025, Omnicell’s sixth annual Global Compliance Week centered around the theme “One Team. One Standard.” The event reinforced that compliance is everyone’s responsibility and highlighted cross-functional team efforts toward consistent ethical standards, transparency, and trust. Activities were designed to familiarize employees with compliance concepts and scenarios. Throughout the week, senior leaders emphasized the importance of compliance and the “One Team. One Standard.” approach. Managers were encouraged to mention the anonymous hotline and the non-retaliation policy to their respective teams.

As part of Global Compliance Week, all employees were encouraged to complete an anti-trafficking training module, which helps employees recognize signs of modern slavery and understand where it may occur.

Additionally, special live sessions were held in India, the United Kingdom, Germany, France, and Italy, emphasizing that compliance is a key element of Omnicell’s global reputation.

Compliance Programming for Employees

Omnicell continues to provide annual training for employees on critical compliance topics. All employees completed training on Omnicell’s Code of Conduct with attestation, as well as Workplace Harassment Prevention. Some employees also completed relevant training such as Preventing Bribery and Corruption and Fraud, Waste, and Abuse, dependent upon their roles or where they work. A Compliance survey was added to the Code of Conduct training to benchmark the effectiveness of the Compliance program, and later, a retention survey was added to measure training effectiveness.

Throughout the year, we used company communications to share leadership messages on compliance topics and notify employees about upcoming trainings. Omnicell continues to highlight the importance of compliance training.

Omnicell also publishes an internal Annual Compliance Report to help further educate and inform employees, which shares compliance initiatives and accomplishments. This effort demonstrates our commitment to operating in accordance with applicable laws, regulations, and ethical standards, while proactively identifying and mitigating reputational, financial, and regulatory risks.

Compliance also remains an integral part of Omnicell’s New Employee Orientation, a multi-session onboarding experience that includes segments on Ethics, Compliance, Privacy, Information Security, and EHS.

In 2025, the Compliance team delivered a dedicated training on third-party risk to sales personnel working with international business partners. This training emphasized the risks presented if a distributor engages in bribery, fraud, or other misconduct. The training also outlined distributor due diligence efforts Omnicell is undertaking.

Compliance Risk Assessment and Management

Omnicell developed an annual compliance risk assessment process with cross-functional teams to identify compliance risks and create mitigation plans as needed. This first cycle included interviews across key areas of the business to identify potential compliance gaps. We also partnered with a vendor to receive regulatory updates from selected federal agencies to help keep us informed about changing requirements.

Partner Compliance

Omnicell strengthened compliance controls for business partners in 2025. For new distributors, we developed a due diligence template analyzing organizational survey results, with plans to extend this to all distributors. Additionally, a new distribution agreement template reinforcing compliance obligations has been finalized for rollout.

The quality supplier audit process has been extended to include distributor assessments with questions and approaches specific to business partners. Also, an ethical training for distributors covering Omnicell’s Policy Concerning Anti-Corruption and Gifts and Entertainment Policy has been established.



Code of Conduct Enhancements

In 2025, we conducted a comprehensive update of our Code of Conduct. Key updates included new sections for AI usage and expectations, government contracting standards, and product safety. Additionally, as part of the Company’s policy modernization initiative, work began to update a policy referenced in the Code of Conduct outlining expectations for ephemeral messaging and mobile device use to better align with the latest United States Department of Justice guidance. We plan to issue an updated policy outlining expectations for ephemeral messaging and mobile device use, with additional training planned for 2026.

Additional enhancements included an interactive table of contents for quick navigation; clearer guidance for ethical decision-making; expanded focus on child and forced labor prevention; updated expectations on international trade, sanctions, and customs; and new links and contact details for our Privacy and Security teams. The Code of Conduct has also been translated into French and German, with approval from French and German works councils.

Policies that impact the majority of the global organization, including anti-corruption, anti-harassment, employee relations, travel, and privacy and security policies, are reviewed annually by the Compliance Committee. Our Policy Concerning Anti-Corruption is available in English, French, German, Italian, and Arabic. All current policies are published in our policy library, and notable policy updates are communicated to employees.

Supporting Specialty Pharmacy Compliance

Every quarter, the Compliance Committee holds meetings with Omnicell Specialty Pharmacy Services team members, which are then communicated to Omnicell’s Compliance team. The Compliance team has been integrated into Omnicell Specialty Pharmacy Services operations, participating in operations calls and providing training as questions arise, such as sessions on preventing the theft and diversion of controlled substances and other relevant compliance topics. One-on-one training is also made available for more urgent possible compliance matters.

In 2025, we rolled out the risk assessment model for Omnicell Specialty Pharmacy Services that is designed to identify risks and prioritize audits for higher-risk pharmacies. Additional compliance enhancements included developing a regulatory notification system, collaborating on a large-scale standard operating procedure review project, implementing quarterly pharmacy self-audits, developing audit templates, establishing cross-functional teams focused on compliance, and increasing focus and oversight on medication dispensing processes and accuracy.

Supply Chain Due Diligence

Omnicell aims to continually enhance our supply chain through risk management and due diligence. Our approach reflects an ongoing focus on identifying, assessing, and managing supply chain risks over time, with consideration for evolving regulatory expectations and industry practices. We are committed to ethical and fair labor practices that are legally compliant, ethically minded, and free from discrimination in order to safeguard the health and safety of people and the environment. We extend this commitment to our relationships with suppliers and collaborators, and manage our procurement practices and processes in ways that support supplier compliance and supply chain resilience.

Supplier Code of Conduct and Due Diligence

Omnicell launched a Supplier Code of Conduct in 2024. To support supplier awareness and compliance, Omnicell makes the Supplier Code of Conduct available through multiple channels, including a publicly accessible webpage, incorporation into supplier agreements and purchase orders, and links shared through supplier communications and third-party due diligence activities. The Supplier Code of Conduct outlines a commitment to integrity and responsibility that is intended to ensure the safety and well-being of workers across the global supply chain. It outlines compliance requirements, standards for working conditions and environmental protection, legal and regulatory compliance, and more.

In 2025, Omnicell revised and renamed its Modern Slavery Statement. Previously named the Anti-Trafficking Statement, this outlines a zero-tolerance policy for human trafficking, child labor, forced labor, and all forms of slavery.

We also continued our Enhanced Supplier Screening (ESS), which provides continual and objective monitoring of our suppliers. The ESS uses public data, adverse media hits, and denied party lists to help Omnicell manage supply chain risks.

In 2024, Omnicell implemented a new process to enhance compliance around the use of conflict minerals. In 2025, we continued to use a secure third-party platform which provides comprehensive supply chain visibility, supplier development tools, regulatory expertise, education, and risk assessments for collecting and managing conflict minerals reporting. Our top-spend suppliers were surveyed again in 2025 regarding their use of tin, tantalum, tungsten, and gold.

In 2025, Omnicell continued to further its supplier due diligence efforts by sending surveys to active suppliers about climate impact, human trafficking and slavery, labor rights, human rights, and resilience. The surveys are administered through a third party, and results are collected and processed to provide Omnicell with identified risks, mitigation efforts, and other metrics. To boost response rates to the surveys, new supplier agreements now require vendors to respond.

In addition to managing surveys, our third-party vendor continually assists in monitoring Omnicell suppliers around the world and gives timely alerts if any high risks or adverse media hits are identified. This vendor also assists in the reporting on per- and polyfluoroalkyl substances (PFAS), also known as “forever chemicals,” and in 2025 enhanced these efforts by requesting PFAS-related information from relevant suppliers. Through this and other measures, Omnicell continues to manage supplier compliance with regulatory requirements.

While onboarding new direct suppliers in 2025, Omnicell continued to use our streamlined Supplier Onboarding Process and the Quality Audit Checklist. The checklist includes a self-assessment and screening to evaluate overall risk and was enhanced in 2025 to integrate AI capabilities to analyze findings and identify potential supplier risks. These assessments are intended to ensure that Omnicell is protected against fraud, bribery, extortion, embezzlement, other violations indicating a lack of business integrity and honesty, or violations of the Drug-Free Workplace Act.

In addition, Omnicell also conducted various on-site audits of select new suppliers in 2025. We visited a new logistics supplier based in the United Kingdom for our Medication Adherence product line. The day-long audit included a focus on compliance with quality and EHS standards. Omnicell also conducted a successful week-long audit of a new supplier’s headquarters and manufacturing facility in Germany. This supplier manufactures and distributes robots to Omnicell customers in the United Kingdom, France, Germany, the Middle East, and Australia.

We plan to update the Supplier Code of Conduct in 2026. Looking forward, Omnicell aims to further align the Supplier Code of Conduct and relevant contracts with best practice guidance and global frameworks to continue to set clear supplier expectations for material, social, and environmental topics.

Supply Chain Resiliency

Omnicell continues efforts to reduce supply chain risk through dual and nearshore sourcing. Building on 2024 efforts to reduce supply chain and geopolitical risks, Omnicell established a secondary source in 2025 for crucial parts needed for XT Cabinets.

To reduce waste generated within the supply chain, Omnicell works to maximize the amount of sustainable materials sourced as much as possible. For example, all of Omnicell’s paperboard suppliers hold certifications under recognized sustainable forestry standards, such as the Forest Stewardship Council and the Sustainable Forestry Initiative. Additionally, paper used in our Medication Adherence product line is sourced primarily from suppliers that hold relevant sustainable forestry certifications.

“We find that a responsible and resilient supply chain is fundamental to how Omnicell delivers on its commitments. We are focused on maintaining strong oversight, ethical partnerships, and accountability across our supply network as we seek to protect people, support reliable operations, and sustain long-term business performance.”

MIKE DEPINTO
Director, Procurement



In Brief: Governance Performance

2025 Key Milestones

LOOKING FORWARD INITIATIVES IN 2024 THAT WE ACCOMPLISHED IN 2025

- Announced the launch of Omnicell Titan XT, an enterprise version automated dispensing system designed to deliver an enhanced and efficient medication management experience
- Launched the Omnicell Innovation Lab, a collaborative space where teams and customers turn medication management challenges into solutions through rapid experimentation
- ★ Enhanced EnlivenHealth’s Scope of Practice and Reimbursement Snapshot tool by integrating AI-powered surveillance, designed to empower pharmacies to expand clinical service offerings
- ★ Strengthened industry connections and highlighted the Company’s outcomes-centric portfolio through hands-on demonstrations, educational presentations, and peer-to-peer networking events
- ★ Conducted a current-state assessment through our strategic goal- and target-setting process and identified the opportunity to further explore where additional integration and enabling actions could enhance our approach to responsible design
- Relunched the RCA Lab in an effort to continuously improve the quality and reliability of products
- Maintained various product safety certifications for the IV, Automated Central Pharmacy System, Automated Dispensing Cabinet, and Anesthesia Workstation product lines
- Achieved safety certification for MedChill and added the product system to Omnicell’s UL Listing
- Implemented updates to the XR2 system and improvements for XT Automated Dispensing Cabinets, intended to further improve quality and safety
- Enhanced our customer training and education program, launched an online platform designed to educate and support customers in their automation journey, and renovated our training spaces to accommodate more customers
- Launched IdeaHub, a platform that enables employees to share, track, and champion ideas and solutions that add value for customers
- Conducted risk assessments to support alignment with applicable privacy legislation and relevant industry standards
- Developed an annual compliance risk assessment process with cross-functional teams to identify compliance risks and create mitigation plans
- Conducted a comprehensive update of our Code of Conduct, including new sections for AI usage, government contracting standards, and product safety
- Enhanced supplier due diligence by implementing a new process to enhance compliance around conflict minerals
- Surveyed new and active suppliers about climate impact, human trafficking and slavery, labor rights, human rights, and resilience
- Enhanced our Quality Audit Checklist to integrate AI capabilities to analyze findings and identify potential risks



Looking Forward

We look forward to continuing our efforts by aiming to:

- Enhance EnlivenHealth’s conversational chatbot capabilities to automate patient-pharmacy interactions for the most streamlined experience possible.
- Expand our Medication Adherence multi-dose line to include a consumable specifically designed for use with nursing medication carts in senior living environments.
- Evaluate opportunities to strengthen responsible end-of-life management for our products and to further integrate sustainability considerations and ethical design principles into our processes.
- Advance efforts to embed the principles of transformation into internal processes that ultimately deliver value to customers.
- Further integrate RCA practices into software development and operations, so that digital products meet the same rigorous standards as physical devices.
- Use customer feedback to expand the Let’s Get Technical program with more sessions covering a broader range of topics, and involve Central Pharmacy Solution Advisors in program delivery.
- Advance operational efficiency and sustainability through the development of the Command Center and progress the development of a supporting centralized data warehouse.
- Identify opportunities to enable customer self-service maintenance while expanding remote support availability.
- Update and further align the Supplier Code of Conduct and relevant contracts with best practice guidance and global frameworks to continue to set clear supplier expectations.



Appendix: Data Tables

This Appendix provides supplemental ESG data and disclosures that support the information presented throughout this report. These disclosures are informed by reporting frameworks and standards, including those set forth by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

Within the Appendix, you will find the following:

- [Material Topic Definitions](#)
- [Environmental Data Tables](#)
- [Workforce Composition Data Tables](#)
- [GRI Index](#)
- [SASB Index](#)

Material Topic Definitions

MATERIAL TOPIC	DEFINITION
----------------	------------

Business Ethics and Compliance	The standards, principles, values, and norms that govern the actions of Omnicell employees and individuals involved in business relationships. These actions aim to prevent corruption, bribery, extortion, anti-competitive practices, and money laundering, along with other unethical or non-compliant activities.
Circularity of Products and Services	The optimization of resource use and minimization of waste related to products and services. Tactics for implementing circularity include lower input, energy, and material (or waste) re-use across the value chain. It also includes efforts to recover and regenerate materials at the end of each service life, seeking to realize the full business and environmental value of material inputs.
Climate Risk, Resilience, and Adaptation	The ability to respond to the potential impact of climate change on the business, including possible physical and transition climate risks. Physical risks may include Omnicell's resilience and adaptability to increased immediate risks (e.g. wildfires, flooding, earthquakes, hurricanes) and chronic risks (e.g. rising sea levels and temperatures). Transition risks may include Omnicell's ability to adapt to a shift to a lower-carbon economy (e.g. increased electrification) and support the development of new technologies. These potential risks may apply across Omnicell's value chain, including operations, supply chain, customers, and employees.
Customer Service and Experience	The ability of customers to receive support from Omnicell that is intended to help ensure the successful and proper use of Omnicell's products and services. This includes timely responses to customer needs, particularly in cases where urgent response is required to maintain quality patient care delivery. It also includes easily accessible support resources for customers and works to ensure a customer- and patient-service-oriented experience that is designed to provide responses to complaints and dispute resolution. This topic also encompasses grievance and remediation processes and expectations of business cooperation through legitimate processes.
Data Privacy, Cybersecurity, and Network Resilience	The protection of customer and employee privacy, the management of risks associated with business data use (including big data), and safeguards for informed consent, confidentiality, integrity, and availability of information (including protected health information) — particularly as Omnicell increases the use of cloud-based offerings. It also addresses cybersecurity risks related to potential unauthorized access or criminal use of networks, devices, and data, which may affect individuals and a societal right to privacy. Additionally, it focuses on maintaining reliable information networks for Omnicell's cloud-based solutions, supporting critical infrastructure and public goods, and managing systemic risks and disruptions such as programming errors or server downtime.
Fair Working Conditions and Well-Being	The efforts intended to ensure direct employees receive a fair income, security in the workplace, and benefits that help enable them and their families to meet their basic needs. This includes providing for employees' social needs, such as initiatives that improve employee work-life balance, create a safe and inclusive work environment, and promote equal pay for equal work. The topic also includes freedom to express concerns, bargain collectively, and engage in peaceful assembly, as well as the right of employees to refrain from those activities.

Material Topic Definitions (Continued)

MATERIAL TOPIC	DEFINITION
Greenhouse Gas Emissions and Energy	The greenhouse gas emissions generated from business operations and value chain activities, including direct emissions (from company facilities and vehicles — Scope 1), indirect energy consumption (purchased energy — Scope 2), and upstream and downstream value chain emissions (such as energy used in raw material procurement and product transportation — Scope 3). This topic includes energy consumption and efficiency along with renewable energy adoption throughout operations and the value chain in an effort to mitigate contributions to climate change.
Health Access for All	The efforts intended to ensure wide-reaching access to products and services, with a particular focus on addressing the needs of underserved communities. This topic also includes helping to ensure affordability of products, which is meant to increase access to products that are designed to enable improved health outcomes for all.
Innovation for Health Outcomes	The innovation and continuous development of solutions that are intended to improve quality and accessibility of patient care in the context of public health needs. This topic includes Company programs that are focused on co-creating positive patient outcomes, enhancing healthcare infrastructure, and improving collective health outcomes with Omnicell's products and solutions.
Product Quality and Safety	The efforts intended to ensure accuracy and accessibility of product- or service-related information, such as manuals and product labels, in order to avoid potentially damaging use of a product or service. This also includes working to safeguard the health, safety, and security of end-users (both technicians/clinicians and patients), seeking to ensure that products meet appropriate quality assurance standards, and managing risks associated with supply chain integrity and adulterated or counterfeit products.
Responsible Design of Products and Technology	The thoughtful and responsible use of materials, opportunities for circularity and resource efficiency in the design-stage of product development, and considerations of the impacts of resource use on renewable and nonrenewable resources. This also includes responsible and ethical development of technology and artificial intelligence for use in products and services.
Responsible Use of Products and Technology	The efforts intended to ensure responsible use of products and services, maintain integrity and transparency, and implement risk management processes designed to reduce the misuse of products and services by employees, customers, and others, including potentially non-compliant or illegal activity and transactions.
Talent Recruitment, Retention, Engagement, and Development	The efforts to recruit and retain direct employees with skills that we believe are critical to Omnicell's business. This also includes efforts to maintain and/or develop employee skills and knowledge that we think are relevant to the Company's business context, including on-site and virtual training and employee engagement opportunities. This topic also pertains to efforts intended to ensure that all recruitment, retention, engagement, and development initiatives are free from discrimination.

Environmental Data¹

GHG EMISSIONS AND ENERGY			
	UNIT	2024	2025
Scope 1 GHG Emissions ^{2, 4, 5}	metric tons of carbon dioxide equivalent (tCO2e)	1,049	984
Scope 2 Location-Based GHG Emissions ^{3, 4, 5}	tCO2e	5,905	5,691
Scope 2 Market-Based GHG Emissions ^{3, 5}	tCO2e	5,648	5,648
Scope 1 and Scope 2 Location-Based GHG Emissions ⁴	tCO2e	6,954	6,675
Scope 1 and Scope 2 Market-Based GHG Emissions ⁴	tCO2e	6,697	6,632
Scope 3 GHG Emissions ⁶	tCO2e	387,828	397,126
Emissions Intensity Ratio	total Scope 1, Scope 2 market-based, and Scope 3 GHG emissions in tCO2e per million U.S. dollars of revenue	355	341
Total Energy Consumption ^{4, 5}	gigajoules (GJ)	68,613	67,027
Percentage of Energy That is Grid Electricity	percentage (%) of total energy consumption	80%	79%
Energy Intensity Ratio	total energy consumption in GJ per million U.S. dollars of revenue	61.69	56.57

WASTE AND WATER ^{7, 8}			
	UNIT	2024	2025
Total Waste Generated	metric tons	4,610	4,195
Non-Hazardous Waste	metric tons	4,610	4,195
Percentage Recycled	percentage (%) of total non-hazardous waste	94%	91%
Hazardous Waste	metric tons	0.43	0.04
Percentage Recycled	percentage (%) of total hazardous waste	92%	100%
Water Consumption	thousand cubic meters (m3)	15.84	15.31

1 Beginning with the 2025 ESG Report, this Environmental Data table presents data for the current and prior reporting year. This approach emphasizes current performance and year-over-year change, while historical data from earlier reporting years remains available in prior ESG Reports.

2 Scope 1 emissions include direct emissions from sources owned or controlled by Omnicell, including natural gas, fleet fuel, refrigerants, and other applicable direct emission sources, calculated using available activity data and relevant emissions factors.

3 Scope 2 emissions include indirect emissions from purchased electricity consumed at Omnicell facilities and other applicable indirect emission sources. Scope 2 emissions are reported using both location-based and market-based methods, where data is available, based on applicable electricity consumption data, grid emissions factors, supplier-specific emission factors, and residual emission factors.

4 Prior-year Scope 1 and Scope 2 emissions and underlying energy figures have been restated to reflect improved vehicle and electricity data availability, acquisitions, refinements to emission factors, and refinements to operational control boundary considerations, which have resulted in the inclusion of additional data not previously available. Accordingly, emissions intensity ratios derived from Scope 1 and Scope 2 estimates have also been restated.

5 Where site-level Scope 1 or Scope 2 data is unavailable, Omnicell estimates energy use based on available data from the same site or, where unavailable, average energy use per square foot from regional averages or similar sites in the same region.

6 Scope 3 emissions include estimated indirect value chain emissions across GHG Protocol categories relevant to Omnicell. These include (1) purchased goods and services, (2) capital goods, (3) fuel- and energy-related activities, (4, 9) upstream and downstream transportation and distribution, (5) waste generated in operations, (6) business travel, (7) employee commuting, (8, 13) upstream and downstream leased assets, (10, 11) processing and use of sold products, and (12) end-of-life treatment of sold products. Estimates were calculated using available spend, supplier-specific, activity, survey, sales, and other category-specific data and assumptions, as well as relevant U.S. Environmental Protection Agency (EPA) supply chain and U.K. Department for Environment, Food and Rural Affairs (DEFRA) emission factors.

7 Where site-level water or waste data is unavailable, such as for certain multi-tenant facilities, Omnicell estimates water consumption or waste generation using available data from the same site for other reporting periods, where available. Where such data is unavailable, Omnicell applies relevant estimation methods based on site characteristics, including facility type, occupancy, other available operational indicators, and guidelines provided by the U.S. EPA.

8 Prior-year water and waste data has been restated to reflect updated disposal methods and employee count estimates used for sites where water consumption or waste generation data was estimated.

Workforce Composition¹

GLOBAL GENDER ²

YEAR	2023		2024		2025	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Global Breakdown	60%	38%	60%	40%	57%	41%
Promotions by Gender ³	59%	41%	61%	39%	61%	39%
Terminations by Gender	55%	45%	55%	45%	54%	43%

GLOBAL GENDER IN MANAGEMENT ROLES ²

YEAR	2023		2024		2025	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Manager	58%	42%	56%	44%	60%	39%
Senior Manager	64%	36%	65%	35%	60%	39%
Director	68%	32%	67%	33%	69%	31%
Senior Director	75%	25%	74%	26%	68%	30%
Vice President	77%	23%	71%	29%	70%	30%
Senior Vice President	58%	42%	43%	57%	40%	50%
Executive Vice President	100%	0%	100%	0%	100%	0%

U.S. ETHNICITY

YEAR	2023	2024	2025
White	60%	59%	59%
Asian	15%	15%	15%
Black/African American	11%	11%	11%
Two or More Races	5%	8%	9%
Hispanic or Latino	6%	5%	5%
Unknown	2%	<1%	<1%
Hawaiian/Pacific Islander/ Native American/Alaskan	<1%	<1%	<1%

U.S. VETERAN HIRING ⁵

YEAR	2023	2024	2025
Benchmark ⁶	5%	5%	5%
Yes	3%	3%	2%
No	86%	76%	72%
Prefer not to disclose	11%	21%	26%

U.S. GENDER AND ETHNIC MINORITY IN
MANAGEMENT POPULATION ⁴

YEAR	2023	2024	2025
Manager	62%	70%	56%
Senior Manager	46%	55%	52%
Director	45%	47%	45%
Senior Director	39%	45%	48%
Vice President	44%	45%	56%
Senior Vice President	73%	67%	50%
Executive Vice President	25%	40%	25%

U.S. DISABILITY HIRING ⁵

YEAR	2023	2024	2025
Benchmark ⁷	7%	7%	7%
Yes	7%	11%	8%
No	50%	81%	70%
Prefer not to disclose	43%	8%	21%

1 All data is as of December 31 of the applicable year, unless otherwise noted. Totals may not equal 100% due to unknown demographic information, employees who declined to self-identify, or demographic categories not separately presented in the applicable table.

2 Certain data related to gender attributes and categories is not separately presented in these tables because it represents less than 1% of the global employee population during the applicable reporting period.

3 2024 Promotions by Gender figures have been restated to reflect the consistent application of promotion calculation criteria across reporting periods.

4 Percentages for 2023 and 2024 U.S. Gender and Ethnic Minority in Management Population have been restated to reflect a revised calculation methodology. Previously, percentages

were calculated using global management as the denominator. To better align the calculation with the U.S.-specific scope of this disclosure, percentages are now calculated using U.S. management as the denominator.

5 Hiring data represents January 1 – December 31 of the applicable year.

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

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

GRI Index

Global Reporting Initiative (GRI) is an 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.

Omnicell has reported the information cited in this GRI Index for the period January 1, 2025 – December 31, 2025 with reference to the GRI Standards. We utilized GRI 1: Foundation 2021 with no sector specific standards.

References included in this GRI Index indicate reporting elements that align with metrics provided but do not imply full alignment. The cited portion of the standard may include additional items we excluded due to immateriality, unavailability, or other reasons.

STANDARD	INDICATOR	2025 REPORTING
GRI 2: GENERAL DISCLOSURES 2021		
2-1	Organizational details	Available in the About Omnicell section of this report and further detailed in our Annual Report on Form 10-K for the fiscal year ended December 31, 2025 (" Form 10-K ") under Notes to Consolidated Financial Statements, Note 1. Organization and Summary of Significant Accounting Policies and the Part I, Item 2. Properties sections.
2-2	Entities included in the organization's sustainability reporting	Available in the About This Report section of this report and further detailed in Exhibit 21.1 to our Form 10-K .
2-3	Reporting period, frequency, and contact point	Available in the About This Report section of this report.
2-4	Restatements of information	Prior-year GHG Emissions and Energy and Waste and Water data have been restated. Details regarding these restatements are provided in the Environmental Data tables and accompanying footnotes in the Appendix of this report. Prior-year Promotions by Gender and U.S. Gender and Ethnic Minority in Management Population data have been restated. Details regarding these restatements are provided in the Workforce Composition tables and accompanying footnotes in the Appendix of this report.
2-6	Activities, value chain, and other business relationships	Available in our Form 10-K under the Part I, Item 1. Business section.
2-7	Employees	Available in the Workforce Composition tables in the Appendix of this report.
2-9	Governance structure and composition	Available in the Governance Oversight section of this report and further detailed in our Proxy Statement under Board and Corporate Governance Matters — Information Regarding Committees of the Board of Directors and Board and Corporate Governance Matters — Information about our Directors and Nominees sections.
2-10	Nomination and selection of the highest governance body	Available in our Corporate Governance Guidelines on our website and further detailed in our Proxy Statement under Board and Corporate Governance Matters — Proposal No. 1: Election of Directors section.
2-11	Chair of the highest governance body	Available in the Governance Oversight section of this report and in our Proxy Statement under Board and Corporate Governance Matters — Information about our Directors and Nominees section.
2-12	Role of the highest governance body in overseeing the management of impacts	Available in the Governance Oversight section of this report.
2-13	Delegation of responsibility for managing impacts	Available in the Governance Oversight section of this report.
2-14	Role of the highest governance body in sustainability reporting	Available in the Governance Oversight section of this report.

GRI Index (Continued)		
STANDARD	INDICATOR	2025 REPORTING
GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)		
2-18	Evaluation of the performance of the highest governance body	Available in our Corporate Governance Guidelines and Committee Charters on our website.
2-19	Remuneration policies	Available in our Proxy Statement under Executive Officers — Executive Compensation and Board and Corporate Governance Matters — Director Compensation sections.
2-20	Process to determine remuneration	Available in our Compensation Committee Charter on our website and further detailed in our Proxy Statement under Executive Officers — Executive Compensation.
2-21	Annual total compensation ratio	Available in our Proxy Statement under Executive Compensation — CEO Pay Ratio.
2-22	Statement on sustainable development strategy	Available in A Note from Our Founder in this report.
2-23	Policy commitments	Available in our Code of Conduct on our website and additional policies in the Investor Relations section of our website.
2-24	Embedding policy commitments	Available in our Code of Conduct on our website and further detailed in the Business Ethics and Compliance section of this report.
2-26	Mechanisms for seeking advice and raising concerns	Available in our Code of Conduct on our website.
2-27	Compliance with laws and regulations	The relevant material legal proceedings and related financial effects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.
2-28	Membership associations	Available in the Engaging Stakeholders section of this report.
2-29	Approach to stakeholder engagement	Available in the Engaging Stakeholders section of this report.
201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	Available in Part IV of our Form 10-K .
201-2	Financial implications and other risks and opportunities due to climate change	Available in the Climate Risk, Resilience, and Adaptation section of this report.
201-3	Defined benefit plan obligations and other retirement plans	Available in the Fair Working Conditions and Well-Being section of this report and in our Form 10-K under Notes to Consolidated Financial Statements, Note 15. Employee Benefits and Share-Based Compensation section.
201-4	Financial assistance received from government	Government assistance that the Company reasonably expects would have a material impact on its business, operations, or financial results would generally be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.
205: ANTI-CORRUPTION 2016		
205-2	Communication and training about anti-corruption policies and procedures	Available in the Business Ethics and Compliance section of this report and further detailed in our Anti-Corruption Policy on our website.

GRI Index (Continued)		
STANDARD	INDICATOR	2025 REPORTING
206: ANTI-COMPETITIVE BEHAVIOR 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The relevant material legal proceedings and related financial effects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.
302: ENERGY 2016		
302-1	Energy consumption within the organization	Available in the Environmental Data tables in the Appendix of this report.
302-3	Energy intensity	Available in the Environmental Data tables in the Appendix of this report.
303: WATER AND EFFLUENTS 2018		
303-5	Water consumption	Available in the Environmental Data tables in the Appendix of this report.
305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	Available in the Environmental Data tables in the Appendix of this report.
305-2	Energy indirect (Scope 2) GHG emissions	Available in the Environmental Data tables in the Appendix of this report.
305-3	Other indirect (Scope 3) GHG emissions	Available in the Environmental Data tables in the Appendix of this report.
305-4	GHG emissions intensity	Available in the Environmental Data tables in the Appendix of this report.
306: WASTE 2020		
306-2	Management of significant waste-related impacts	Available in the Waste Management and Circularity of Products and Services sections of this report.
306-3	Waste generated	Available in the Environmental Data tables in the Appendix of this report.
306-4	Waste diverted from disposal	Available in the Environmental Data tables in the Appendix of this report.
401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	Available in the Social Performance table of this report and the Workforce Composition tables in the Appendix of this report.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Available in the Fair Working Conditions and Well-Being section of this report.

GRI Index (Continued)

STANDARD	INDICATOR	2025 REPORTING
403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	Available in the Employee Health and Safety section of this report.
403-5	Worker training on occupational health and safety	Available in the Employee Health and Safety section of this report.
403-6	Promotion of worker health	Available in the Fair Working Conditions and Well-Being section of this report.
404: TRAINING AND EDUCATION 2016		
404-2	Programs for upgrading employee skills and transition assistance programs	Available in the Talent Recruitment, Retention, Engagement, and Development section of this report.
404-3	Percentage of employees receiving regular performance and career development reviews	99% of employees eligible for performance reviews received a performance review in 2025. Eligibility is determined in accordance with Omnicell's performance review process and is based on factors such as employee type, hire date, and employment status during the review cycle.
405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	Available in the Workforce Composition tables and in the Investor Relations section of our website.
416: CUSTOMER HEALTH AND SAFETY 2016		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Available in the SASB Index under Product Safety in the Appendix of this report.
417: MARKETING AND LABELING 2016		
417-1	Requirements for product and service information and labeling	Available in the Responsible Use of Products and Technology section of this report.
418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Material cybersecurity incidents would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.

SASB Index

The Sustainability Accounting Standards Board (SASB) is an independent international organization — now part of the International Financial Reporting Standards (IFRS) Foundation — that helps companies to disclose relevant sustainability information to their investors through industry-based standards.

Omnicell has reported the information cited in this SASB Index for the period January 1, 2025–December 31, 2025, utilizing disclosures from the following industry standards: Medical Equipment and Supplies (HC-MS), Software and IT Services (TC-SI), Health Care Delivery (HC-DY), Drug Retailers (HC-DR), Biotechnology and Pharmaceuticals (HC-BP), and Electrical and Electronic Equipment (RT-EE).

References included in this SASB Index indicate reporting elements that align with metrics provided but do not imply full alignment. The cited portion of the standard may include additional items we excluded due to immateriality, unavailability, or other reasons.

STANDARD	INDICATOR	2025 REPORTING
ENVIRONMENTAL FOOTPRINT		
TC-SI-130a.1	Energy consumption	Available in the Environmental Data tables in the Appendix of this report.
TC-SI-130a.2	Water consumption	Available in the Environmental Data tables in the Appendix of this report.
HAZARDOUS WASTE MANAGEMENT		
RT-EE-150a.1	Hazardous waste	Available in the Environmental Data tables in the Appendix of this report.
USER PRIVACY		
TC-SI-220a.1	Policies and practices for user privacy	Available in the Privacy Notice section of our website.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	The relevant material legal proceedings and related financial effects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.
PATIENT PRIVACY AND ELECTRONIC HEALTH RECORDS		
HC-DY-230a.2	Policies and practices to secure customers' protected health information records and other personally identifiable information	Available in the Data Privacy, Cybersecurity, and Network Resilience section of this report.
HC-DY-230a.4	Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	The relevant material legal proceedings and related financial effects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.
DATA SECURITY		
TC-SI-230a.1	Data breaches and impact	Material cybersecurity incidents would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.

SASB Index (Continued)		
STANDARD	INDICATOR	2025 REPORTING
DATA SECURITY (CONTINUED)		
TC-SI-230a.2	Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Available in the Data Privacy, Cybersecurity, and Network Resilience section of this report.
ACCESS TO MEDICINES		
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products	Available in the Health Access for All and Innovation for Health Outcomes sections of this report.
PRODUCT SAFETY		
HC-MS-250a.1	Product recalls	In the event of a reportable recall, relevant information would be publicly available through the U.S. Food and Drug Administration (FDA) website at www.fda.gov .
HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	In the event of any Omnicell products listed in public medical product safety or adverse event alert databases, relevant information would be publicly available through the FDA website at www.fda.gov .
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	There have been no fatalities identified or reported for regulated and nonregulated Omnicell products.
HC-MS-250a.4	FDA enforcement actions	In the event of an enforcement action, relevant information would be publicly available through the FDA website at www.fda.gov .
MANAGEMENT OF CONTROLLED SUBSTANCES		
HC-DY-260a.1	Description of opioid diversion strategy	Available in the Health Access for All and ESG Strategy sections of this report.
PATIENT HEALTH OUTCOMES		
HC-DR-260b.2	Description of policies and practices to prevent prescription dispensing errors	Designing proper control measures that are intended to help eliminate dispensing errors is the basis of many of Omnicell's products. Omnicell's processes and Global Quality Management System are designed to ensure that patient safety is always our first priority. Generally, Omnicell's processes and products are tied back to, or incorporate, risk management practices, that are designed to meet International Organization for Standardization (ISO) 14971:2019 standards. This is meant to establish a framework for the analysis, evaluation, control, and review of risk from the beginning of a design through the product's lifecycle.
HC-DR-260b.3	Total amount of monetary losses as a result of legal proceedings associated with prescription dispensing errors	The relevant material legal proceedings and related financial effects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.

SASB Index (Continued)		
STANDARD	INDICATOR	2025 REPORTING
EMPLOYEE ENGAGEMENT AND WORKFORCE COMPOSITION		
TC-SI-330a.2	Employee engagement	Available in the Talent Recruitment, Retention, Engagement, and Development section of this report.
TC-SI-330a.3	Workforce composition	Available in the Workforce Composition tables in the Appendix of this report.
SUPPLY CHAIN MANAGEMENT		
HC-MS-430a.1	Percentage of Omnicell facilities (with the exception of Satellite Sales Offices) participating in third-party audit programs for manufacturing and product quality	Available in the Product Quality and Safety section of this report.
HC-MS-430a.1	Percentage of Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	40% of Tier 1 suppliers were audited in 2025, helping ensure alignment with Omnicell's planned audit schedule of Tier 1 suppliers.
HC-MS-430a.2	Product traceability	Available in the Customer Service and Experience and Supply Chain Due Diligence sections of this report.
HC-MS-430a.3	Description of the management of supply chain risks	Available under Part I, Item 1A. Risk Factors in our Form 10-K .
BUSINESS ETHICS		
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	The relevant material legal proceedings and related financial effects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.
HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	Available in our Code of Conduct on our website.
COMPETITIVE BEHAVIOR		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	The relevant material legal proceedings and related financial effects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the Investor Relations section of our website.



ABOUT THIS YEAR'S DESIGN

The design of this year's report is inspired by the dynamic relationship between humanity and technology. Drawing from Omnicell's focus on people and innovation, this report combines hand drawn elements, nature photography, and bold graphics to highlight the technology, ingenuity, and people that bring life to Omnicell.