



EXECUTIVE SUMMARY

ESG Report

2024

Omniceil's Environmental, Social, and Governance (ESG) pillars lay the strategic framework for our program, with innovation driving all aspects of our journey as we seek to transform medication management and create a sustainable, people-focused healthcare system. We utilize global standards, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the United Nations Sustainable Development Goals (UN SDGs) to inform our reporting.

Materiality is integral to our strategy, as we are committed to better understanding and evaluating the impact of ESG-related topics on our enterprise value and our impact on society and the environment. In 2024, we reinforced this commitment by undertaking Omnicell's first Double Materiality Assessment. This action seeks to more closely align our ESG strategy with emerging global best practices, broader stakeholder expectations, and regulatory developments around the world, by identifying potential impacts on society and the environment, as well as the financial implications of sustainability-related risks and opportunities on our business. Read below to learn more about some of our most notable ESG milestones in 2024.

2024 Milestones

Environmental

- Realized the following reductions in our environmental footprint and energy consumption in 2024: 15% decrease in Scope 1 emissions, 5% decrease in Scope 2 location-based emissions, and a 6% decrease in energy consumption
- Began a new climate risk assessment, to be completed in 2025, including a review of our previous climate risk assessments to identify potential gaps and recommend next steps in response to the changing regulatory landscape
- Advanced our efforts to reuse packaging and shipping materials and reduce packaging waste, including a foam thickness reduction initiative for our XT cabinets resulting in a 30% reduction of foam for one-cell cabinets and a 40% reduction for two- and three-cell cabinets
- Maintained our International Organization for Standardization (ISO) 14001: 2015 certification across five sites around the globe, and brought our Fort Worth, Texas facility into our certification

Social

- Renewed our focus on employees through the establishment of a new strategic pillar, Unleash the Power of Our People, and executed on initiatives to help advance a high-performing culture
- Launched programs to support leadership development, like the Lead Program, Leader as Coach, and the Development Circles Program
- Donated innovative pharmacy care solutions to Mercy Ships to strengthen the global healthcare infrastructure and raised awareness and generated community support among employees for numerous health issues, including kidney health, heart health, breast cancer awareness, domestic violence awareness, and more
- Maintained our ISO 45001: 2018 certification at five sites across the globe

Governance

- Launched XT Amplify, a multi-year innovation program designed to improve customers' pharmacy and nursing efficiency and reduce medication errors and waste
- Strengthened industry connections through educational initiatives and industry events such as Illuminate, American Society of Health-System Pharmacists Midyear Clinical Meeting, and European Association of Hospital Pharmacists Special Interest Groups
- Renewed Health Information Trust Alliance (HITRUST) i1 certification for Medication Management Systems and Remote Customer Support (vSuite) and obtained HITRUST i1 certification for the EnlivenHealth 360 Platform
- Enhanced supplier due diligence with surveys, a streamlined Supplier Onboarding Process using the Quality Audit Checklist, and a published Supplier Code of Conduct
- Earned the Cyber Essentials Certificate of Assurance and completed Data Security Protection Toolkit accreditation required for ongoing compliance with National Health Service digital and hospital strategy in the United Kingdom

Strategic Goals and Targets

Status as of December 31, 2024

	PILLAR	GOAL	TARGET	STATUS
Innovation — Accelerating for Perfection	Environmental Innovating for Efficiency	Prioritize operational excellence and environmental stewardship throughout our operations and value chain to contribute towards global efforts of reducing greenhouse gas emissions.	Conduct a Scope 1 and 2 climate risk assessment by end of 2022.	✱
		Actively contribute to realize 1.5° Celsius future by 2030.	Complete baseline assessment of Scope 3 emissions by 2024. ¹	🟡
			Establish Scope 3 reduction targets by 2026.	○
	Social Every Voice Counts	Create a culture of inclusivity, engagement, and well-being.	Create avenues for employee involvement and impact through committees, Employee Resource Groups, and Employee Activity Committees by 2025.	✱
		Make Omnicell an employer of choice for top talent.	Strive to achieve an employee retention rate of 85% or greater each year. ²	✕
	Governance Doing the Right Thing	Continue to protect the data of our employees and stakeholders while increasing investments in network resilience and zero trust.	Maintain employee phishing attack testing failure rate at 10% or below year over year.	✱
		Design our products to minimize environmental footprint while maximizing patient outcomes.	Develop plans by 2023 to minimize the environmental footprint for 100% of new products.	✱

✱ Achieved 🟡 Ongoing ○ No Progress To Date ✕ Not Achieved

¹ Omnicell did not complete our Scope 3 baseline assessment by the original 2024 targeted date, but work is actively progressing toward completion.

² Omnicell did not achieve our retention target of 85% due to organizational restructurings throughout 2024, which includes the wind down of the Company's Medimat Robotic Dispensing System product line.



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, including the previously disclosed ransomware incident and any potential adverse legal, reputational, and financial effects that may result from it and/or additional cybersecurity incidents, as well as the effectiveness of business continuity plans during any future cybersecurity incidents, (v) risks related to the incorporation of artificial intelligence 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) risks associated with operating in foreign countries, (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) 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.

For the full 2024 ESG Report visit Omnicell.com/Report-2024