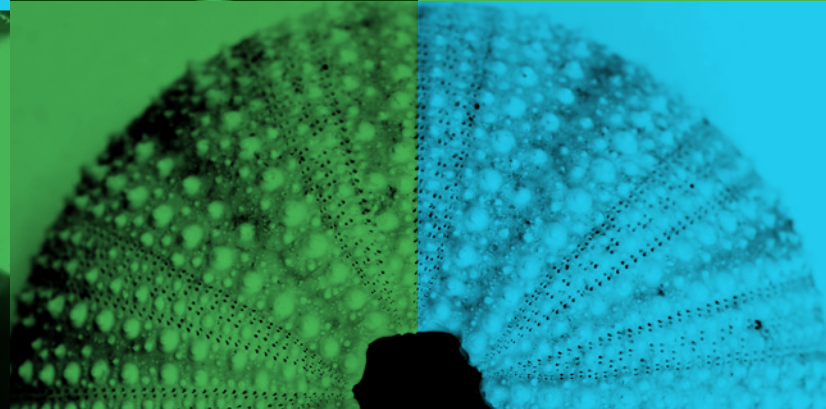
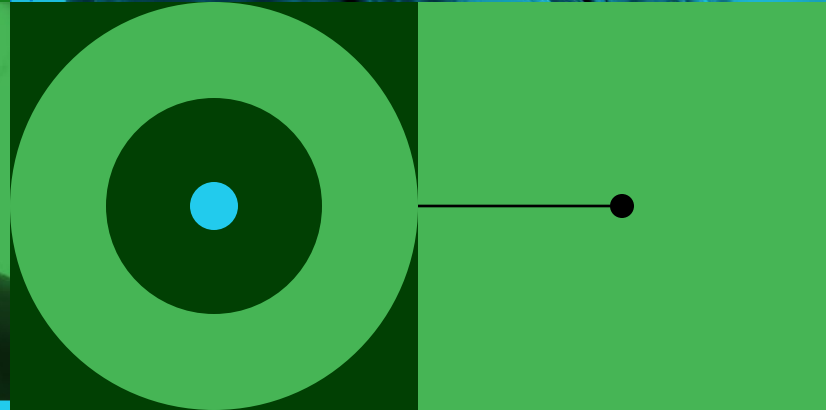
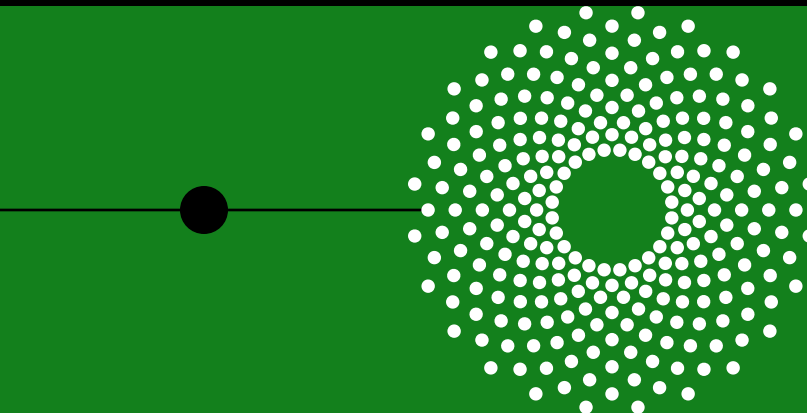




# ESG Report

2023





## About This Report

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Omnicell publishes two main reports that highlight our Environmental, Social, and Governance (ESG) practices: The Annual Report on Form 10-K (the “Annual Report”), which primarily targets the financial and investor audience, and this ESG Report, which targets a wide internal and external stakeholder audience. Published in April of 2024, this report covers Omnicell’s Environmental, Social, Governance, and Innovation performance from January 1, 2023, to December 31, 2023. It includes all Omnicell businesses and operations that are financially consolidated in our [2023 Annual Report](#).



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

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Chief Legal and Administrative Officer  
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### Kathleen Nemeth

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### Omnicell, Inc.

4220 North Freeway  
Fort Worth, TX 76137

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To the extent any statements contained in this report deal with information that is not historical, these statements are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Without limiting the foregoing, statements including the words “expect,” “intend,” “may,” “will,” “should,” “would,” “could,” “plan,” “potential,” “anticipate,” “believe,” “forecast,” “guidance,” “outlook,” “goals,” “target,” “estimate,” “seek,” “predict,” “project,” and similar expressions are intended to identify forward-looking statements. Forward-looking statements are subject to the occurrence of many events outside Omnicell’s control. Such statements include, but are not limited to, statements about Omnicell’s strategy, plans, objectives, goals, promise, and purpose, including its ESG initiatives. Actual results and other events may differ significantly from those contemplated by forward-looking statements due to numerous factors that involve substantial known and unknown risks and uncertainties. These risks and uncertainties include, among other things, (i) risks related to 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 cyber attacks on its systems or solutions, including

the previously disclosed ransomware incident and any potential adverse legal, reputational, and financial effects that may result from it and/or additional cybersecurity incidents, as well as the effectiveness of business continuity plans during any future cybersecurity incidents, (v) Omnicell’s ability to recruit and retain skilled and motivated personnel, (vi) risks related to the availability and sources of raw materials and components or price fluctuations, shortages, or interruptions of supply, (vii) 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, and (viii) 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](http://www.sec.gov). Forward-looking statements should be considered in light of these risks and uncertainties. Investors and others are cautioned not to place undue reliance on forward-looking statements. All forward looking statements contained in this report speak only as of the date of this report. Omnicell assumes no obligation to update any such statements publicly, or to update the reasons actual results could differ materially from those expressed or implied in any forward-looking statements, whether as a result of changed circumstances, new information, future events, or otherwise, except as required by law.

# Environmental, Social, and Governance Report

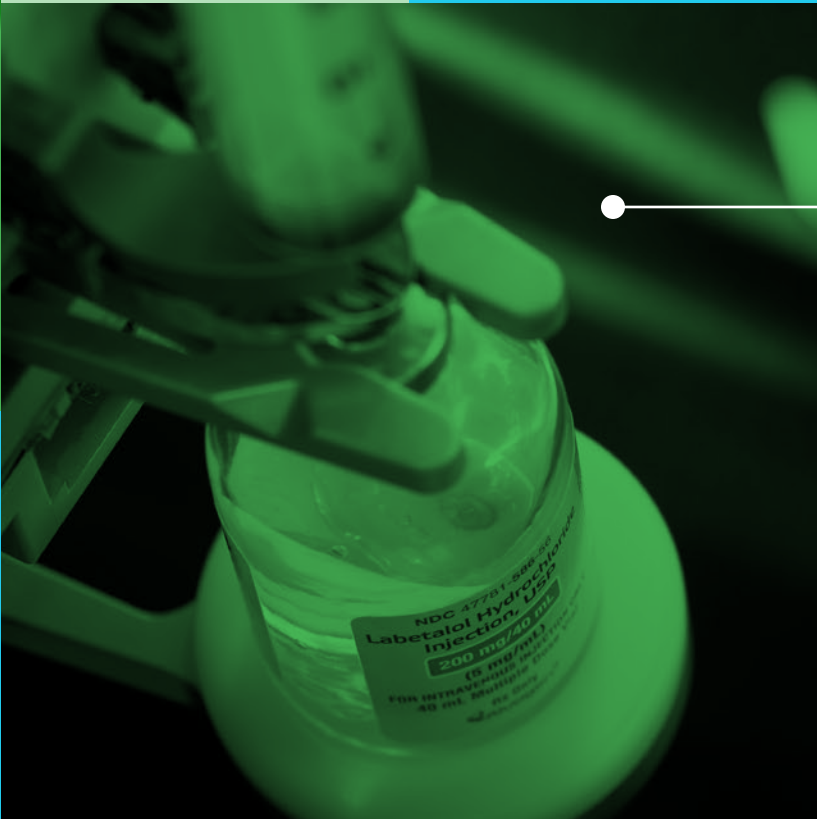
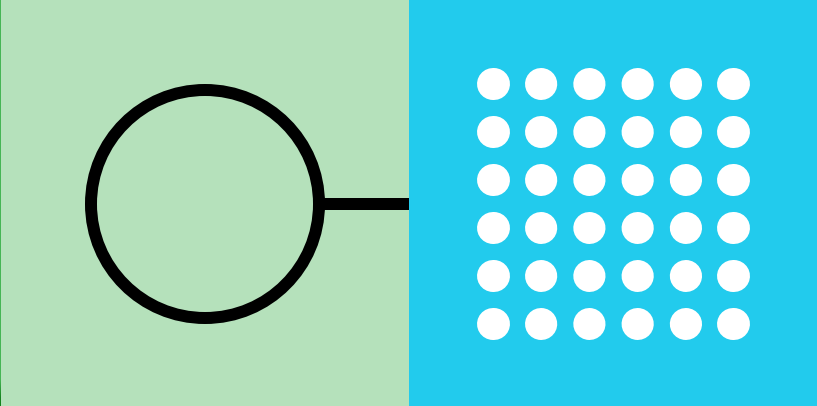
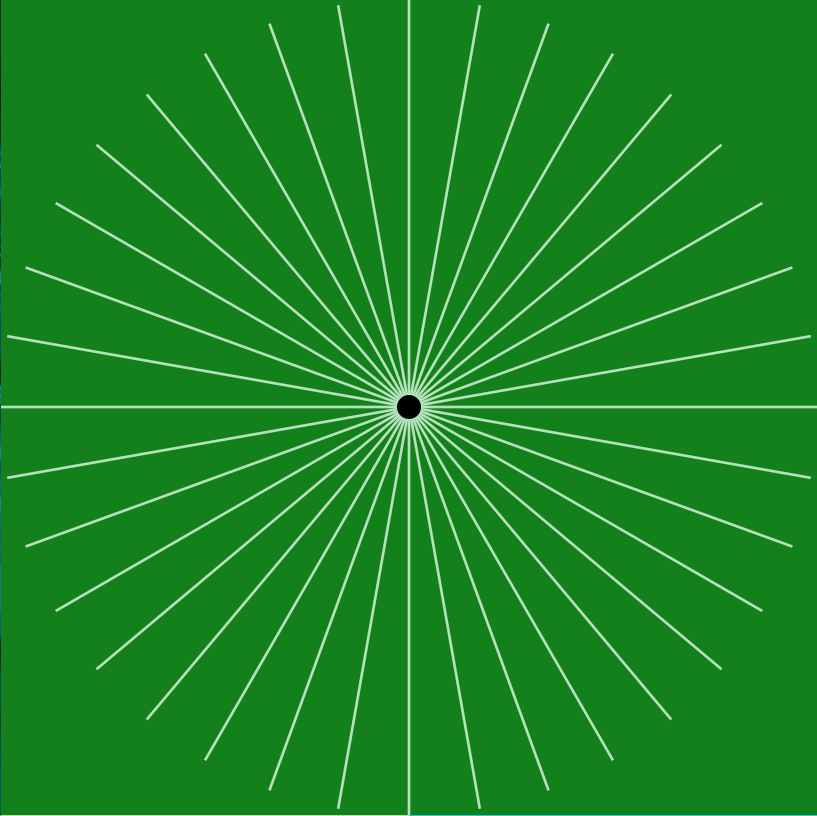
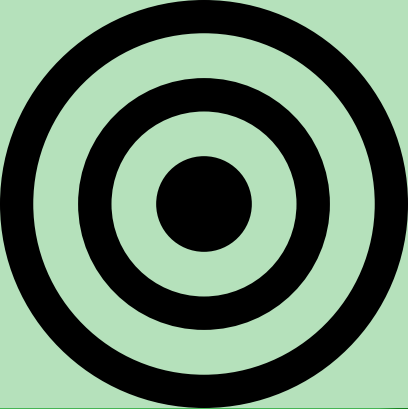
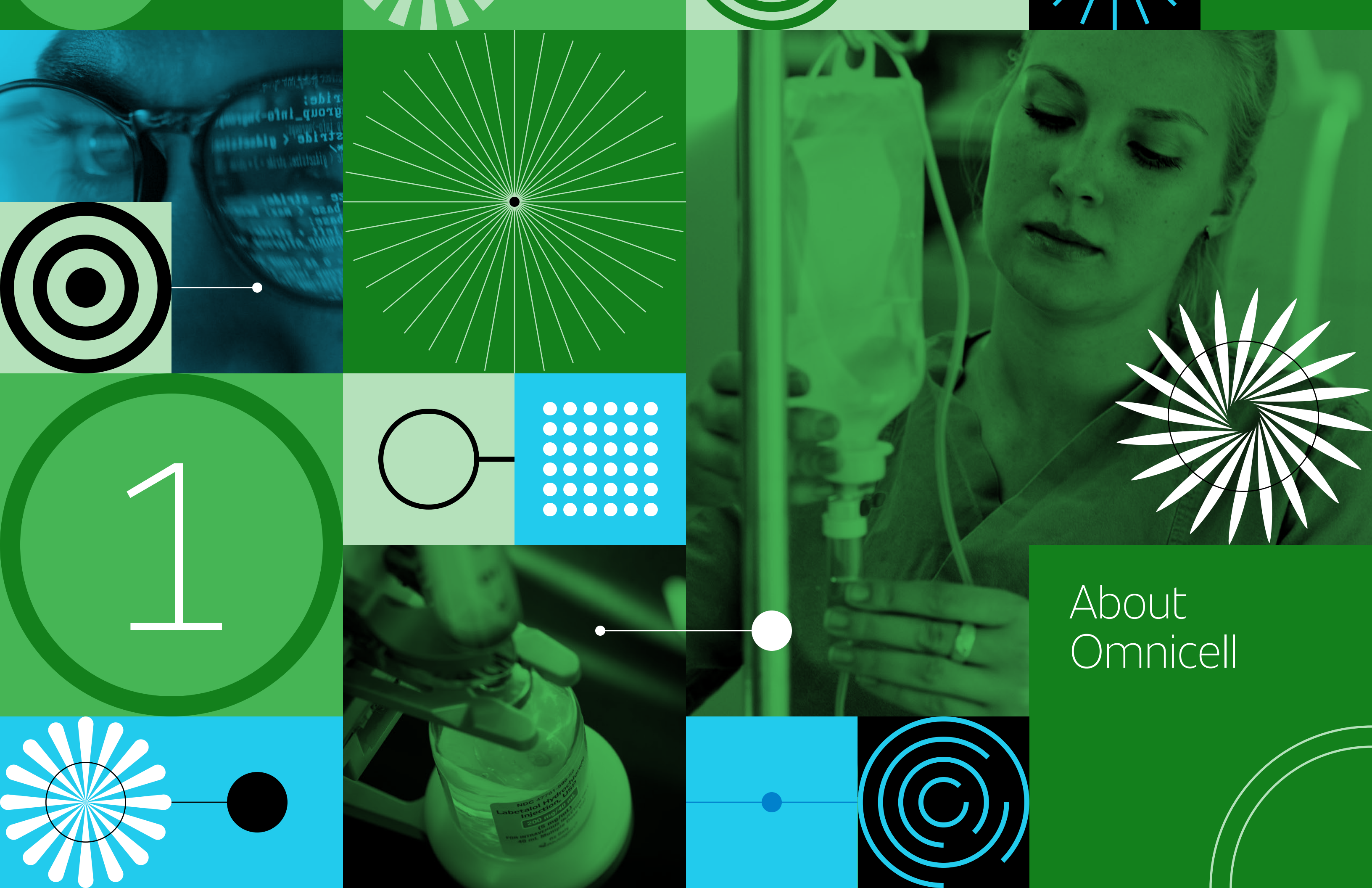
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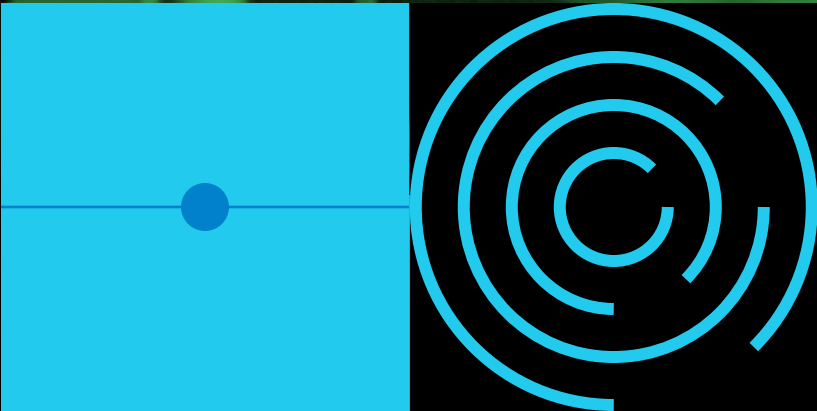
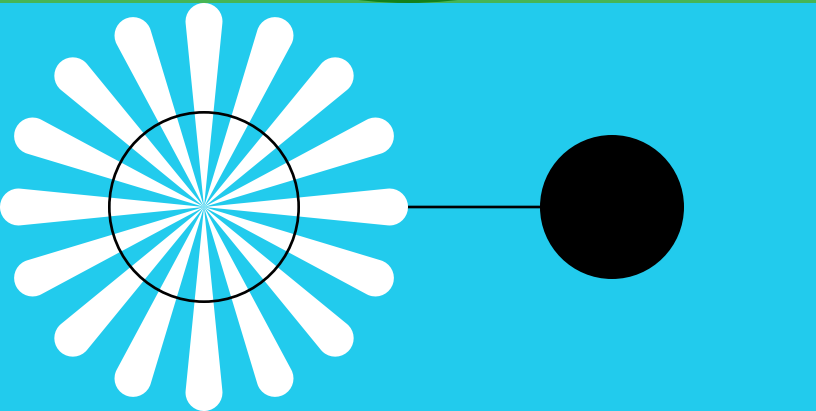
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About  
Omnicell



# A Note from Our Founder

The foundation of our company is rooted in finding a better way for clinicians to care for patients. We believe everyone deserves great healthcare. Not just some, everyone. We do not think we are going to achieve that until we make the administrative burdens of healthcare easier. Medication management – getting the right medication to the right patient at the right time – is a complex process that Omnicell is working to make simpler and more efficient across all settings of care around the world. Our Purpose is to be the healthcare providers' most trusted partner to enable the Autonomous Pharmacy transformation in an effort to help deliver better outcomes for patients. Our all-in commitment to Environmental, Social, and Governance (ESG) is a natural extension of what we do.

In 2023, we established People and Planet as one of our strategic pillars. We have focused our efforts in this area because we believe that it is not only critical to our success, but also the right thing to do. We are tapping into our greatest asset, our people, and applying each person's expertise toward our concern for the world around us. Through these efforts, we are making positive strides in all aspects of our business, including responsible sourcing, efficiencies, and the life cycle of our products. With employees around the world, it is incumbent on us to promote the right

strategies that touch both the planet and particularly our employees, their overall health, and their families.

While investing in People and Planet requires a steady, long-term view, our grassroots initiatives are vital to growing our ESG efforts and performance. Key ways this is happening is through our ESG Ambassador program, Employee Impact Groups, and Omnicell Cares. Empowering and inspiring, anyone in the company who cares about ESG-related matters is encouraged to promote the goodness they have around these topics. We are leveraging our people's passion, expertise, and training cross-functionally, and ESG is becoming a natural, reflexive part of who we are as an organization.

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**“ With employees around the world, it is incumbent on us to promote the right strategies that touch both the planet and particularly our employees, their overall health, and their families.”**

Reflecting at the intersection of our past and future, it is remarkable to see the good, incremental progress we have made over the course of Omnicell's more than three decades. What is exciting at this point in time, is that technology is getting more cost-effective and easier to implement, affording us the speed and opportunity to bring greater value to our customers and their patients. We believe that our inherent focus on innovation and the new advances available to us can help us meet a market demand that was unheard of to us five years ago.

We think that we are on the cusp of a much greater step forward for an industry that we find is in desperate need of bold solutions to global problems. Change involves risk, and while the healthcare industry is often conservative in adopting new technology, we believe the industry is ready to embrace the Autonomous Pharmacy transformation that we are helping to enable as there is an increasing global focus for nations and companies to improve people's health and well-being by creating greater access to quality healthcare. We are striving to innovate a future where greater visibility and mobility on the medication path will help to free up healthcare providers while positioning Omnicell as a leader to define and deliver outcomes.

Omniceil remains committed to being a responsible corporate citizen because we value Doing the Right Thing. I encourage you to read more about our strategic aims and progress in this report. Our company embraces ESG, and I for Innovation, in an approach that is intended to be outcomes-focused and transparent. Our stance is focused on creating long-term value using evidence, analysis, and logic. I think you will resonate with our perspective.

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



# Who We Are

With more than 30 years of experience delivering medication management solutions, Omnicell is committed to solving the critical challenges inherent in medication management and elevating the role of clinicians within healthcare as an essential component of care delivery. As a leader in transforming the pharmacy care delivery model, Omnicell is focused

on helping our customers to define and deliver a cost effective medication management strategy that is designed to equip and empower pharmacists and nurses to focus on patient care rather than administrative tasks, to drive improved clinical, operational, and financial outcomes across all care settings. We are doing this with an industry-leading medication management infrastructure which includes robotics, smart devices, intelligent software, and expert services. Our comprehensive set of solutions provides the critical foundation for customers to realize the industry vision of the Autonomous Pharmacy, a vision defined by pharmacy leaders for improving operational efficiencies and ultimately targeting zero-error medication management.

Our products and services span the evolving continuum of care, including inpatient, outpatient, and retail settings. We provide a range of point of

care medication and supply dispensing systems, including automated systems. We also offer advanced automation solutions including robotics designed to automate work, streamline workflows, and reduce human error. Across these settings, we provide central pharmacy automation solutions for both medication dispensing and IV compounding. We further provide patient engagement solutions to help improve adherence to prescriptions. With certain automation and technology-enabled service offerings, we provide expert services designed to help optimize utilization through subscription agreements, inclusive of expert personnel to operate the equipment.

We continue to make significant investments in our research and development efforts to further advance the industry vision of the Autonomous Pharmacy. Highlights include: enhancing the value of our XT Series automated dispensing systems through both hardware and software upgrades, efforts to migrate our customers from an on-premise infrastructure to our cloud-based platform, and investing in the further development of technology-enabled software and services. Additionally, our robotic automation capabilities continue to evolve, while we work to further enhance new-to-market solutions, as well as innovate solutions currently in development. We have also begun work on longer-term solutions that we believe will benefit our cloud platform offerings. The aim of all of our research and development efforts is to drive and accelerate the realization of the industry vision of the Autonomous Pharmacy.

## Brands and Subsidiaries

The following are trademarks or registered trademarks of current Omnicell products and brands referenced in this report:

Omniceil®

Amplicare® Clinical Solution™

XT Anesthesia Work Station™

EnlivenHealth®

i.v.STATION™

XT Automated Medication Dispensing System™



### DEFINING THE OUTCOMES

[Click here](#) to see how Omnicell is unleashing the power of outcomes-centric innovation.



# Global Geographic Presence

Omniceil solutions are helping healthcare facilities worldwide to reduce costs, improve labor efficiency, establish new revenue streams, enhance supply chain control, support compliance, and move closer to the industry vision of the Autonomous Pharmacy. Our comprehensive portfolio of robotics, smart devices, intelligent software, and expert services and products are available in a variety of languages including Traditional Chinese, Simplified Chinese, Japanese, Korean, French, Swedish, Dutch, Spanish, Italian, and German.

Omniceil is headquartered in Fort Worth, Texas and sustains a global presence with approximately 3,650 employees worldwide (as of December 31, 2023).<sup>1</sup> Out of the total number of employees, approximately 3,040 are located in either the United States or Canada.<sup>1</sup> Outside of Omniceil facilities in the United States, we have locations in Australia, the People’s Republic of China, France, Germany, India, Italy, the United Arab Emirates, and the United Kingdom.

● HQ:  
Fort Worth, TX

NUMBER OF  
EMPLOYEES

Approximately  
**3,650**

Employees worldwide as of  
December 31, 2023<sup>2</sup>

<sup>1</sup> Employee headcount excludes individuals who are classified as temporary or contractors.  
<sup>2</sup> Decrease of approximately 580 employees to employee headcount reflects the impact of restructuring initiatives the Company announced in November 2022, February 2023, and November 2023 as a result of ongoing macroeconomic conditions and challenging industry dynamics.



# Financial Performance



**\$1.147B**

Full Year 2023  
GAAP\* Revenues

\*U.S. Generally Accepted Accounting Principles

# Our Promise, Purpose, and Guiding Principles

We believe real transformation can only be measured by the impact it makes. It is why outcomes guide us through all we do. It is what inspires us to show up each and every day. It is why we think what we stand for matters as much as what we deliver. It is how, together, we believe we can make the industry vision of the Autonomous Pharmacy a global reality.

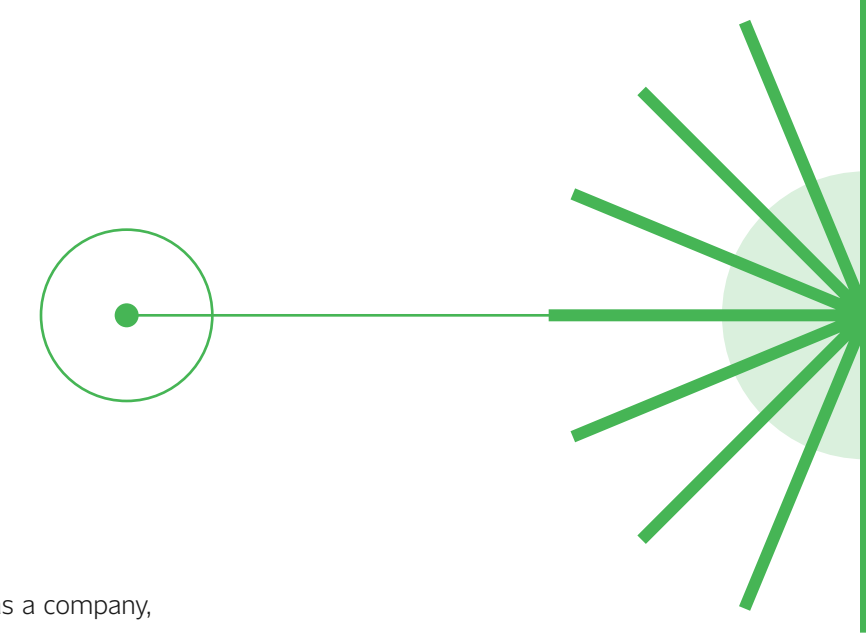
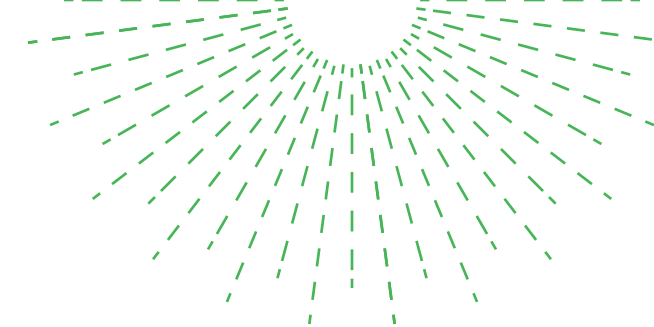
This philosophy is the foundation behind our **Promise, Purpose, and Guiding Principles**.

It starts with our **Promise**: Outcomes. Defined and Delivered. We are defining and delivering outcomes-centric innovations 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.

“ Every employee plays a key part in helping to ensure we deliver the highest-quality innovation and experience for our customers. Our Promise, Purpose, and Guiding Principles help align our individual roles to our corporate journey to transform pharmacy care.”

**NCHACHA ETTA**, Executive Vice President, Chief Financial Officer



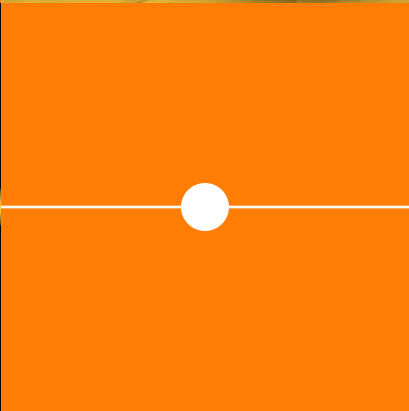
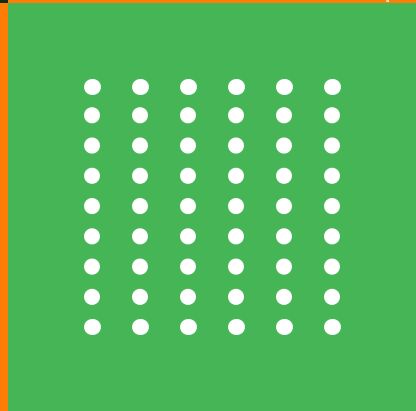
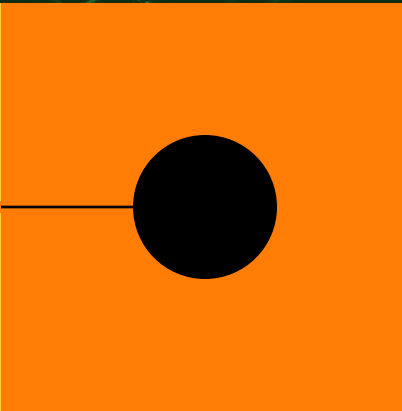
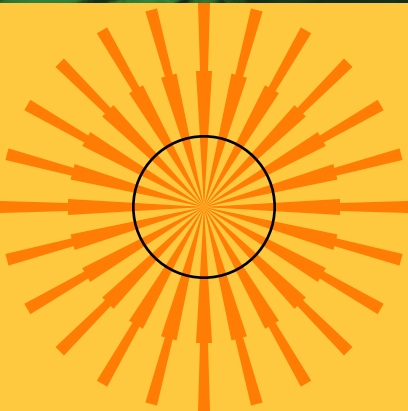
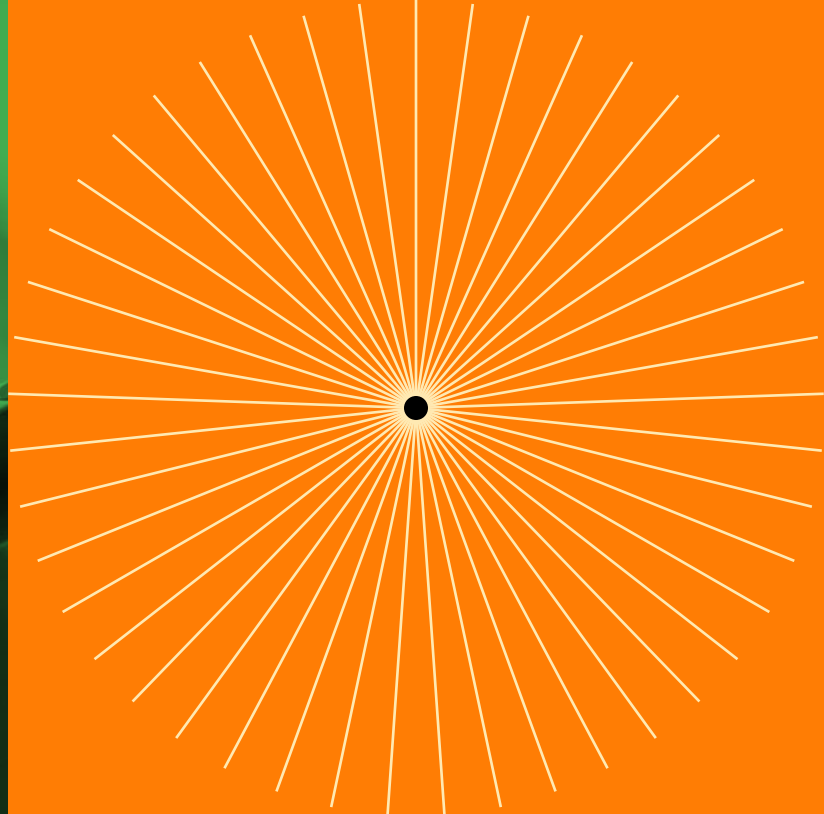
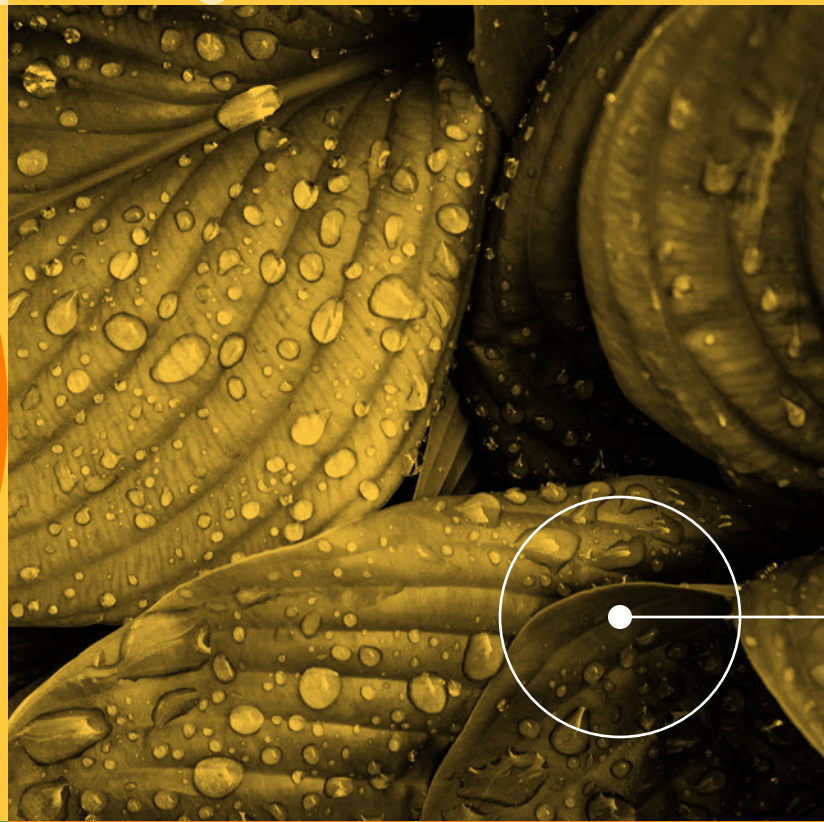
## Our Guiding Principles

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 **Mission Driven**  
Deliver on our promises
- 3 **Intellectually Curious**  
Challenge the status quo
- 4 **Entrepreneurial**  
Make the most of every opportunity
- 5 **Relationships Matter**  
Create synergies that yield the greatest benefits for all
- 6 **Do the Right Thing**  
Lead by example in all that we do







Our ESG Program



# Governance Oversight

Omniceil's Environmental, Social, and Governance (ESG) Program actively engages with various functional 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 capitalizing on ESG-related opportunities. These functional areas include, but are not limited to: Compliance; Environmental, Health, and Safety (EHS); Risk Management; Legal; Data Privacy and Customer Data Security; Global Supply Chain; Product; Engineering; and the People team.

Further strengthening these efforts, in 2023, Omnicell launched an ESG Ambassador program, a cross-functional group of 17 senior leaders that works with our ESG Program and is designed to inform, prioritize, and drive Omnicell's ESG strategy and initiatives that are relevant and material to Omnicell's business. Additionally, the ESG Ambassador program is intended to offer further oversight to Omnicell's ESG efforts, with sponsorship from the organization's executive vice presidents. Through this program, we aim 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 maximizing positive impacts.

Our ESG Program is overseen by our Executive Vice President, Chief Legal and Administrative Officer, who reports directly to our Chairman, President, 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, which the Lead Director/Chair of the Compensation Committee and the Chair of the Audit Committee are also invited to attend. We also review the Company's risk mitigation efforts, including ESG risks, quarterly with the Audit Committee of the Board of Directors. Omnicell is governed by a diverse and independent Board of Directors currently composed of ten highly qualified directors, nine (90%) of whom are independent, and five (50%) of whom are women or racially or ethnically diverse. We believe that the diversity of our Board members reflects our commitment and continuing efforts to achieve a diversity of viewpoints, experiences, and knowledge, as well as ethnicities and gender for our Board.

Through this reporting structure for our ESG Program, 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 intend to increase our operational and organizational resilience while maximizing potential opportunities for growth and improvement.

## Governance Structure





# ESG Strategy

Omniceil's strategic framework for ESG centers around four core pillars: Environmental, Social, Governance, and Innovation. The inclusion of Innovation as our fourth pillar underscores its significance within our organization and our aim to foster innovation-driven ESG efforts. Everything we do strives toward positively transforming healthcare by creating Our Better Way – the foundation of our strategy that shapes our entire outlook.

Integral to our ESG strategy is the identification and progression toward our top material topic areas, informed by the materiality assessment we undertook in 2021. For each material topic area we identify, we construct a strategic roadmap comprising goals, targets, relevant key performance indicators, and both short- and long-term actions. This methodology enables us to prioritize areas of utmost importance and guide the development of our public goals and targets.

Our ESG strategy follows a risk-based approach, while aiming to leverage ESG opportunities to enhance our performance and maximize positive impact. Additionally, we recognize the importance of embedding ESG throughout our business, aligning these efforts with our organizational ethos, which encompasses our Promise, Purpose, and Guiding Principles.

To further emphasize the alignment between our business objectives and ESG efforts, Omniceil established People and Planet as a strategic pillar for the organization in 2023, recognizing its significance within our corporate strategy. This strategic focus

prompted the development of the ESG Ambassador program, dedicated to prioritizing and driving our ESG strategy, initiatives, and performance forward.

In 2024, we anticipate refining and maturing our ESG strategy and look forward to further enhancing and emphasizing its strategic importance for the organization.

“ Our ESG strategy serves as a compass guiding us on our journey towards a more sustainable future, as we seek to address and capitalize on the most material areas for our organization, while also working to benefit our communities and the planet.”

**COREY MANLEY**, Executive Vice President, Chief Legal and Administrative Officer

## Our Better Way



### Materiality

In 2023, we conducted an internal materiality assessment refresh to reaffirm our priority areas of focus and inform our long-term planning. The outcome of the assessment underscored our current alignment with key focus areas, validating our trajectory throughout 2023.

In 2024, we plan to conduct a comprehensive double materiality assessment, evaluating a topic area's impact on Omniceil's enterprise and on society and the environment. We anticipate that the results of this assessment will shape and guide our long-term strategy, goals, and targets for our ESG Program.



# Strategic Goals and Targets

Throughout 2023, we made significant progress toward achieving the strategic goals and targets we set forth in 2021. We are proud to report that three targets have been accomplished this year, which we had projected to reach in 2023 or in the forthcoming years. As we continue to advance our initiatives in 2024, we anticipate carefully reassessing and revising our strategic goals, as needed, to maintain the relevance of our work in an evolving industry and planet, aligned with Omnicell's strategic priorities, and reflective of the growth of our ESG Program.



## Strategic Goals and Targets

PILLAR	TOPIC	GOAL	TARGET	STATUS
<b>Environmental</b> Innovating for Efficiency	<b>Climate Risk and Resilience</b>	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.	✱
	<b>Greenhouse Gas Footprint</b>	Actively contribute to realize 1.5° Celsius future by 2030.	Complete baseline assessment of Scope 3 emissions by 2024.	✱
			Establish Scope 3 reduction targets by 2026.	○
<b>Social</b> Every Voice Counts	<b>Diversity, Equity, Inclusion, and Belonging (DEI&amp;B)</b>	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.	✱
	<b>Talent, Recruitment, and Retention</b>	Make Omnicell an employer of choice for top talent.	Strive to achieve an employee retention rate of 85% or greater each year. <sup>1</sup>	✕
<b>Governance</b> Doing the Right Thing	<b>Data Privacy, Cybersecurity, and Network Resilience</b>	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.	✱
<b>Innovation</b> Accelerating for Perfection	<b>Equitable Access to Products and Services</b>	Deliver products and services that assist with improving healthcare outcomes in low- and middle-income communities and underserved areas.	Develop a charitable product donation program <sup>2</sup> by 2024 to further improve equitable access to products and services through repurposing end-of-life products for disadvantaged economies.	—
	<b>Responsible Product Design</b>	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 ✱ On Track ○ No Progress To Date ✕ Not Achieved — No Longer Pursuing

<sup>1</sup> Omnicell did not achieve our retention target of 85% due to organizational restructurings throughout 2023. These were necessary because of sustained challenges in the industry and macroeconomic dynamics.  
<sup>2</sup> Through thoughtful consideration, Omnicell has determined that a formalized charitable product donation program is not the best way for our organization to make an impact as we move ahead, due to constraints at product end-of-life.

# United Nations Sustainable Development Goals

As a global healthcare company dedicated to transforming the pharmacy care delivery model and creating a Better Way, we recognize the significance and salience of the United Nations Sustainable Development Goals (UN SDGs). While we endeavor to contribute to multiple UN SDGs through our business and ESG Program initiatives, our central focus is on UN SDG 3, Good Health and Well-Being, as we believe our expertise and activities lends itself to make the most impact in this area. Furthermore, 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.



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

<p><b>TARGET 3.3</b></p>	<p>By 2030, end the epidemics of AIDS, tuberculosis, malaria, and neglected tropical diseases and combat hepatitis, water-borne diseases, and other communicable diseases.</p>	<p><a href="#">Digital Medication Information Delivery</a> <a href="#">Medication Synchronization</a></p> <p>These offerings collectively aim to enhance medication adherence, health literacy, and patient-pharmacist interactions, all of which can be crucial elements to combating communicable diseases.</p>
<p><b>TARGET 3.4</b></p>	<p>By 2030, reduce by one third premature mortality from noncommunicable diseases through prevention and treatment and promote mental health and well-being.</p>	<p><a href="#">BREATHE Employee Impact Group (EIG)</a> <a href="#">Organ and Bone Marrow Donation Paid Leave</a> <a href="#">Omnicell Cares Program</a></p> <p>Omnicell strives to foster and support the health and well-being of both our workforce and community, while also promoting education, prevention, and treatment of noncommunicable diseases, showcased through initiatives such as our BREATHE EIG, Organ and Bone Marrow Donation Paid Leave, and Omnicell Cares Program.</p>
<p><b>TARGET 3.5</b></p>	<p>Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.</p>	<p><a href="#">XT Controlled Substance Manager</a> <a href="#">Controlled Substance Dispenser</a> <a href="#">Opioid Mitigation Module</a></p> <p>These solutions are designed to help contribute to the prevention of substance abuse, including narcotic drug abuse, through improved management, security, and risk identification of controlled substances within healthcare settings.</p>
<p><b>TARGET 3.8</b></p>	<p>Achieve universal health coverage, including financial risk protection, access to quality essential health-care services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all.</p>	<p><a href="#">Amplicare Clinical Solution</a> <a href="#">Omnicell Specialty Pharmacy Services</a></p> <p>Omnicell Specialty Pharmacy Services provides products and solutions that are intended to facilitate access to specialty medications, provide financial assistance and access programs for patients, and assist with the administration of the Federal 340B Drug Pricing Program. In addition, our Amplicare Clinical Solution is designed to empower pharmacists with tools and insights that are intended to improve patients' access, affordability, and healthcare quality in retail pharmacy settings, all while expanding vaccine accessibility.</p>

# Engaging Stakeholders

Omniceil seeks to engage and collaborate with our stakeholders on a regular basis through a variety of channels across the organization. By doing so, we hope to gain valuable insights and feedback that we can use to improve our performance year over year.

Omniceil recognizes the importance of our workforce in the success of the organization and strives to be an employer of choice. We measure employee satisfaction and engagement through regular surveys and facilitate opportunities for employees to share their ideas and concerns. Two examples of this include the [online suggestion box for employees](#) and the [regular “coffee hour” discussions](#) held with our international workforce. Furthermore, we seek to engage internal stakeholders on specific ESG topics throughout the year. This includes, amongst others, our annual [Compliance Week](#), which reinforces the importance of upholding ethical standards, regulatory adherence, and contributing to compliance efforts, and our [Environmental Impact Award](#), which recognizes employees who implement a project to reduce Omniceil’s environmental footprint.

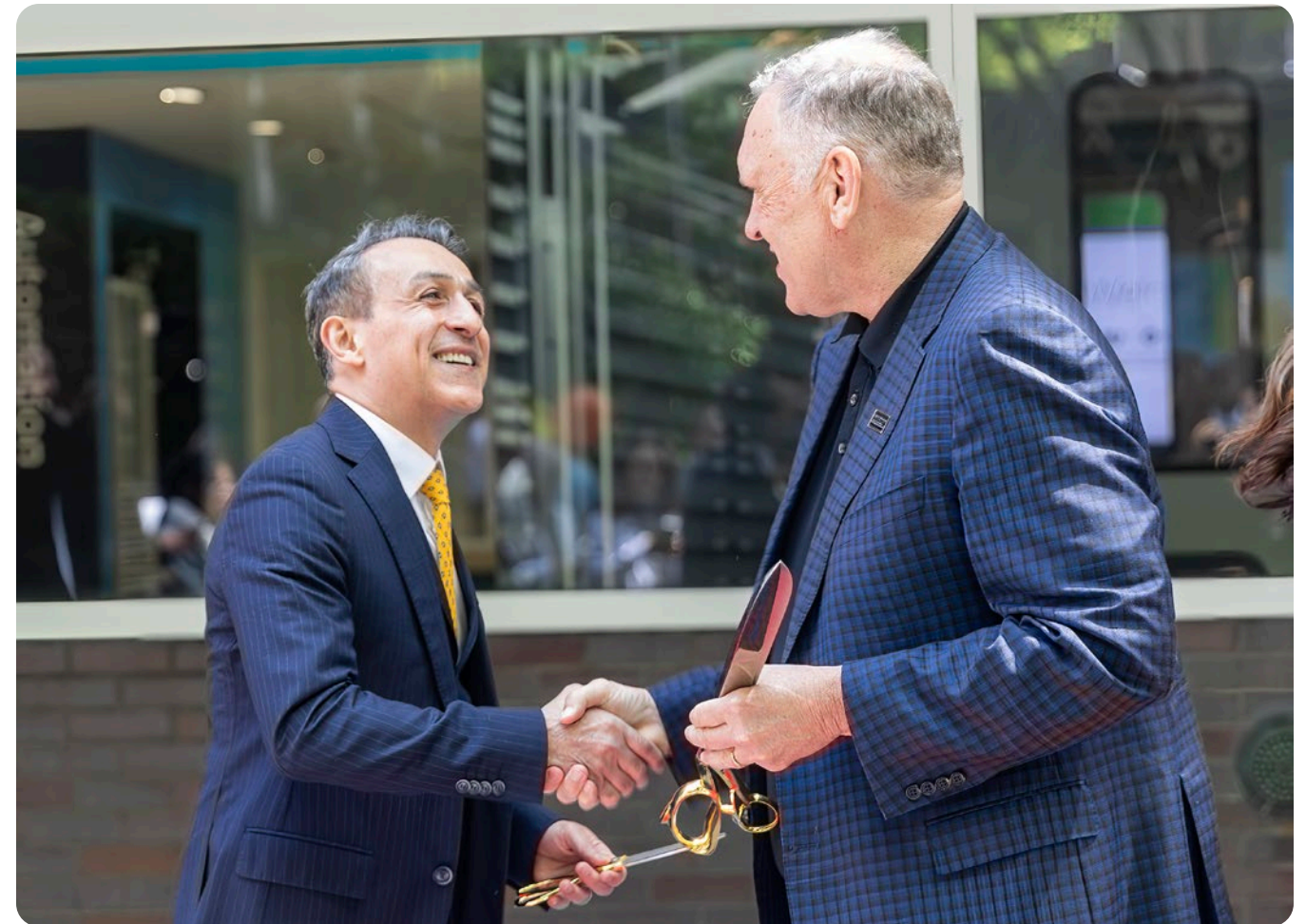
In 2023, we undertook stockholder outreach and engagement efforts with many of our largest stockholders. Topics discussed included company strategy and performance, corporate governance matters including board composition and refreshment, executive compensation, human capital management, and ESG Program initiatives. Omniceil also engages in quarterly earnings calls, company-hosted events, industry presentations and conferences, and securities analyst meetings.

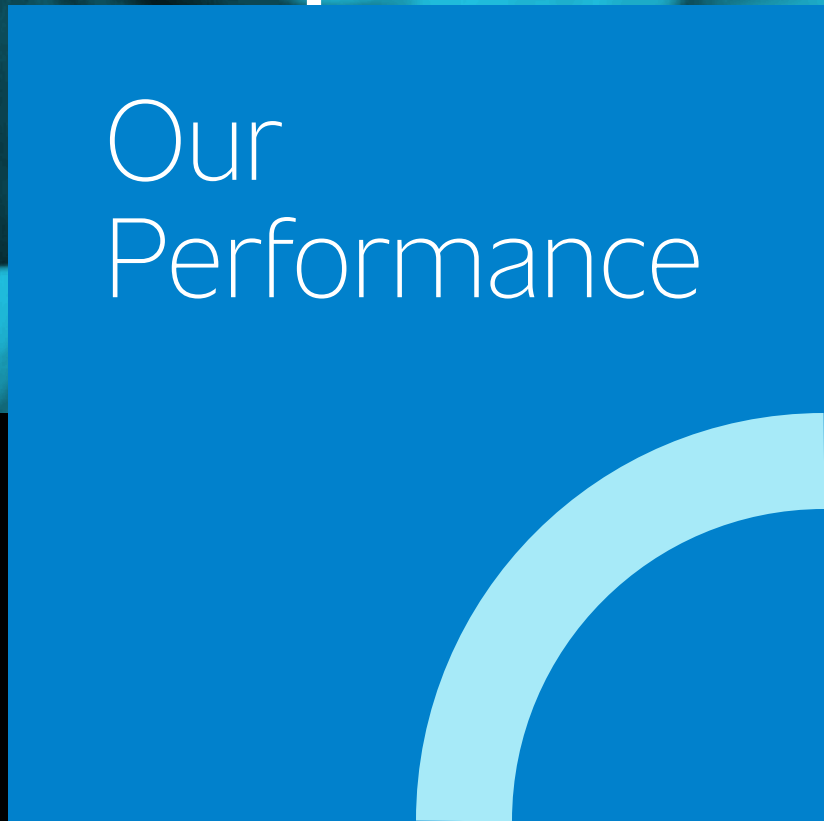
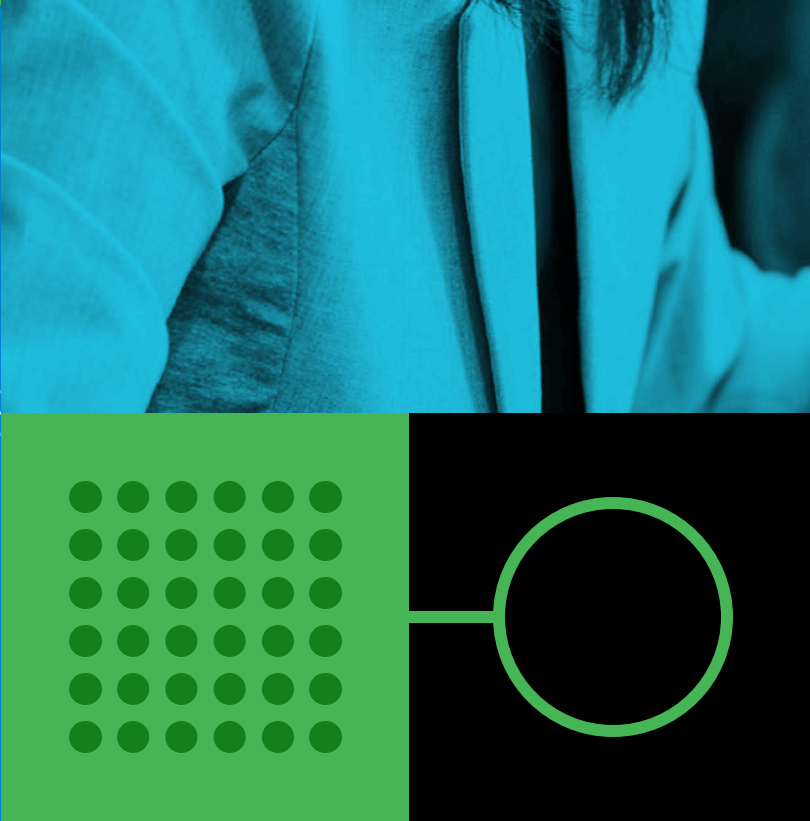
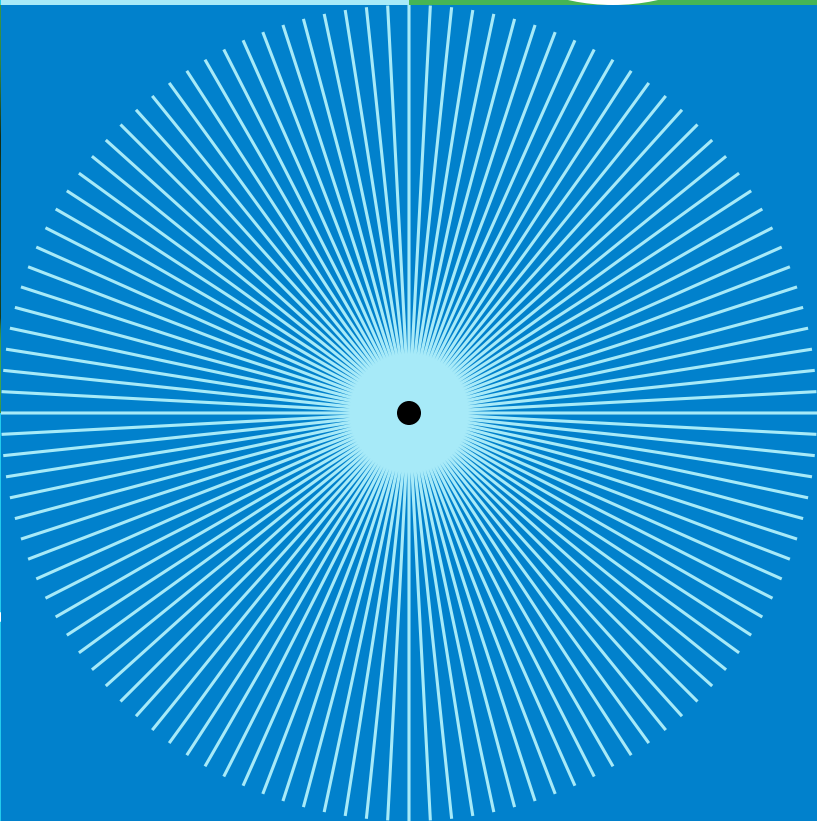
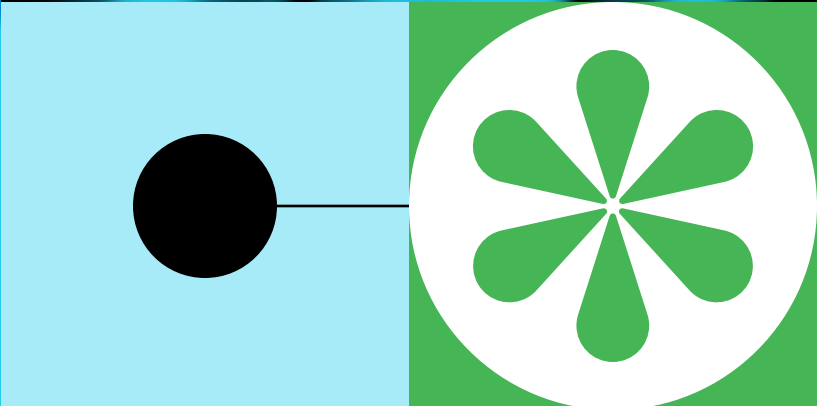
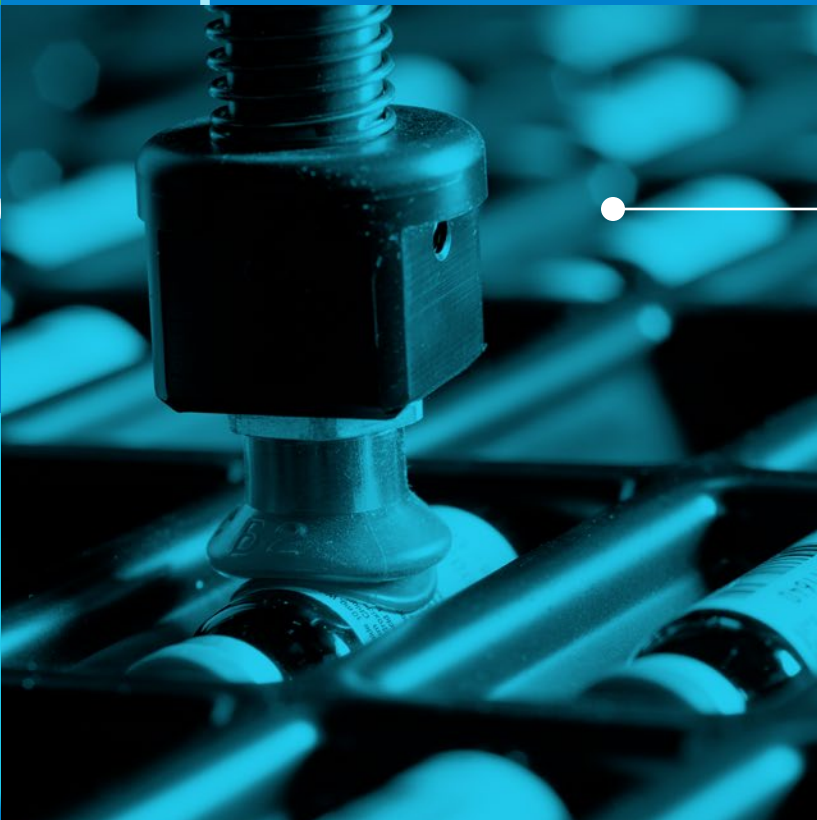
Furthermore, Omniceil is a participating member of the GS1 Healthcare Trade Association, which is focused on promoting barcode scanning in healthcare settings for higher traceability and safety.

In 2024, we look forward to exploring and offering new engagement opportunities both in the U.S. and in many of our international regions, for customers and key business partners to share valuable insights that we believe will help us shape our pipeline for the future, as well as to collaborate in an effort to continue to drive business and automation forward. Lastly, in 2024, Omniceil looks forward to engaging with Duquesne University, for a third MBA student-led consulting project focused on ESG.

“ Our employees are the heart of our organization, driving our success and shaping our culture. We prioritize open communication and valuing every voice as we continuously strive to be an employer of choice.”

**MAXIMO ROCHA**, Senior Vice President, Chief People Officer





Our  
Performance

# Environmental

Omicell strives to continuously strengthen our environmental efforts and promote planetary stewardship. Our initiatives focus on reducing pollution and waste, improving resource efficiency, and more. In 2023, we identified People and Planet as a strategic priority to align and advance our environmental efforts company-wide. We are proud to be making progress in minimizing our environmental footprint, particularly by working to reduce product packaging, optimize shipping materials, and improve resource efficiency in product development.

## 2023 Environmental Performance

TOPIC	GOAL	TARGET	2023 PERFORMANCE
<b>Climate Risk and Resilience</b>	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.	Achieved in 2022. <a href="#">Please see our 2022 ESG Report for more information.</a>
<b>Greenhouse Gas Footprint</b>	Actively contribute to realize 1.5° Celsius future by 2030.	Complete baseline assessment of Scope 3 emissions by 2024.  Establish Scope 3 reduction targets by 2026.	We advanced toward our target by forming a specialized cross-functional team and using a multi-faceted approach. Leveraging best practices, we assessed our current business state, identified relevant Scope 3 categories, and determined methodologies moving forward. Concurrently, we continued gathering data on the movement of goods and services in our value chain.  Completing our Scope 3 emissions baseline assessment is key to shaping our approach to establishing reduction targets. We will optimize our findings to define goals we believe will deliver a meaningful, positive impact.





# Climate Risk and Resilience

Omniceil prioritizes safeguarding our People and Planet, recognizing the critical nature of climate risk and resilience efforts. This stems from being a responsible corporate citizen, which we believe is significant for the long-term success of the business.

In 2022, we put our commitment into practice by expanding the scope of our Environmental, Health, and Safety (EHS) department to encompass climate resilience. This is intended to foster specialized knowledge, enhance our initiatives, and broaden our endeavors pertaining to climate risk and resilience.

## Improving Environmental Performance

In 2023, Omniceil participated in the CDP's Climate Change questionnaire for the first time. This should further promote transparency across our climate risk and resilience work and contribute to overall environmental protection efforts.

Omniceil values company-wide employee engagement around managing natural resources. In 2023, we added new categories to our online suggestion box for employees to share ideas and concerns related to sustainability practices and employee health and safety. In addition, our Environmental, Social, and Governance (ESG) Ambassador program is another avenue where employees can contribute ideas for ESG initiatives. These avenues are designed to

empower every employee to make Omniceil a safer, more healthful, and forward-thinking business.

We continue to reassess and make progress on our climate action charters, created as a result of the 2022 climate risk assessment findings and recommendations. These charters focus on topics like product end-of-life solutions, packaging reduction and alternatives, and travel footprint reduction. Each charter is supported by a team of stakeholders who collaborate, provide expertise, and strategize on climate-positive opportunities that minimize risks.

## Product Development

In 2023, Omniceil introduced EHS and ESG deliverables into the product development process. An EHS checklist was developed and implemented to identify potential hazards and risks associated with a product's design, and is intended to help ensure safety for customers and workers. This checklist provides information about material safety, hazardous waste management, emergency response plans, personal protective equipment, life cycle assessments, and environmental impact assessments. By continuing the integration of EHS and ESG into the product development process, we believe we can better manage environmental regulatory compliance, safety and well-being of people, facilities' environmental impact, and stewardship of natural resources. It also should help ensure that we can more thoroughly address potential EHS hazards and risks inherent in



a product and assess the best materials to use in an effort to reduce environmental impact. To bolster these efforts, Omniceil is also pursuing a product-specific Life Cycle Assessment (LCA) that seeks to comprehensively evaluate the overall environmental impacts at each stage of a product's life cycle, from raw material extraction to end-of-life processes. This aims to help future product development prioritize sustainable design. More information can be found in [Responsible Product Design](#).

In 2023, Omniceil's EHS team implemented a system that provides easier access to safety data sheets (SDS), giving all employees important information regarding chemicals in use. Making SDS information accessible promotes responsible chemical management and aids compliance with federal and state occupational safety regulations. The SDS system also empowers our employees with knowledge, fosters resilience, enhances response, and promotes transparency and consciousness throughout the organization.

In 2024, we plan to conduct another climate risk assessment for Omniceil's manufacturing sites in order to assess potential climate risks and develop mitigation strategies at our physical locations.



## Supply Chain Resilience

In an effort to minimize risk and improve resilience throughout the supply chain in 2023, our Global Supply Chain team undertook risk assessments and determined potential avenues to eliminate single-source suppliers in economically or geopolitically challenged areas. The team continues to focus on near shoring and dual sourcing where feasible. Finding strategic suppliers that address current risks and uncertainties is central to the work of continuing to strengthen the supply chain.

In 2023, Omnicell began developing a Supplier Code of Conduct that includes recommendations and requirements in the areas of EHS, Climate Risk and Resilience, Compliance, and Privacy. This document, which we expect to publish in 2024, sets forth standards and practices for all existing and new suppliers to uphold. Please see the [Responsible Sourcing](#) section for more information.

## EHS Management System

Our global EHS Management System (EHSMS) is used to identify potential risks and opportunities across our global operations and conduct annual audits and monthly monitoring. The EHSMS aligns with the International Organization for Standardization (ISO) 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System standards.

In 2023, we enhanced the EHSMS software by upgrading key modules, including Incident Management and Job Safety Analysis. We also introduced a new module designed to track EHS initiatives and environmental data. These enhancements are expected to bolster data analytics and streamline data collection, which should make our overall efforts more efficient.

The centralized global EHSMS is intended to aid the consistency of EHS efforts, provide better corporate

visibility of sites' performance, and clarify scope of responsibilities and performance. In 2023, Omnicell was able to bring the field division onto our global EHSMS, integrating the system into field operations in an effort to streamline workflows and reduce redundancies in documentation, inspection, training, and record-keeping. We believe this effort further drives sustainable improvements in EHS compliance.

In 2023, our facilities in St. Petersburg, Florida; Irlam, U.K.; and Trieste, Italy participated in ISO 14001 and 45001 audits.

“Our robust EHS Management System is a cornerstone of our commitment to sustainability. By prioritizing safety, environmental stewardship, and community well-being, we not only protect our people but also contribute positively to the planet.”

**STEPHANIE JOHNSON**, Director,  
EHS and Climate Resilience

## New and Existing ISO Certifications

In 2023, we held a multi-site certification for Omnicell manufacturing sites and maintained our ISO certifications at our St. Petersburg, Florida; Milpitas, California; Warrendale, Pennsylvania; and Waukegan, Illinois sites. We also maintained our ISO 14001 certifications at our facilities in Irlam, U.K. and Trieste, Italy.

Additionally, in 2023, Omnicell's Irlam, U.K. and Trieste, Italy sites achieved an ISO 45001 certification. We expect to bring the last manufacturing facility in Germany onto the multi-site ISO 14001 and ISO 45001 certification by 2026.

In 2023, we began considering enhancing Omnicell's ISO 14001 Environmental Management System through the introduction of ISO 14040 and ISO 14044 Life Cycle Assessment (LCA) standards. We selected these two complementary ISO standards to create the LCA program at Omnicell as they provide principles, requirements, and guidelines for conducting LCAs. Adding ISO 14040 and ISO 14044 to our ISO 14001 certification should help us create a comprehensive and effective environmental management system that is designed to improve overall sustainability performance. To begin implementing these standards, we have conducted formal ISO 14040 and 14044 training with a global cross-functional team that will serve on the LCA Committee. The team has representation from Quality, Product, Compliance, and EHS.

# Greenhouse Gas Footprint

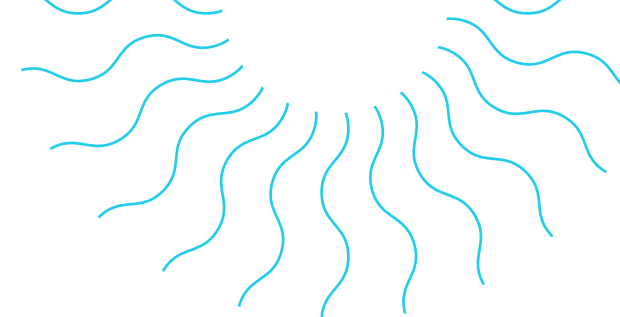
## Operations: Scope 1 and 2

We believe Omnicell's continued commitment to sustainability is reflected in our approach to monitoring and working to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions. These emissions primarily stem from the energy consumption associated with building operations, encompassing lighting, heating, air conditioning, and data center power usage. To enhance the accuracy of our global emissions measurement, Omnicell utilizes subregional grid factors. We employ an operational consolidation approach to account for our emissions, utilizing data that reflects the sites in which we are actively operating during the respective time period.

In reporting our data, we generally employ two methodologies to make certain assumptions, which vary depending on data availability: (i) for a site where we may lack data for a particular reporting period, to the extent we have other data available from a different reporting period, we apply the average energy usage for that same site; and (ii) for a site where we lack data and there is no other data available for that site, we apply the average energy usage per square foot from a similar site in the same region. We applied these assumptions to three sites in 2022 and two sites in 2023. In those limited instances where we do not have the data necessary to make an informed assumption, we typically exclude such site from our footprint, until

such data may be available, as we believe including such data would imply a degree of precision that could be confusing or misleading.

In pursuit of continuous improvement, in 2023, we took steps to further streamline our data collection and calculation process, increase precision, and improve data analytics as a result of enhancing our EHSMS software. Additionally, we refined our data validation processes and enhanced our reporting methodology to more closely align with the guidelines outlined by the GHG Protocol. As a result of these enhancements, we have chosen to restate our 2021 and 2022 emissions data, employing these improvements to promote year over year comparability, as well as to reflect updates to Scope 1 GHG Emissions, Scope 2 GHG Emissions, Total Scope 1 and 2 GHG Emissions, Energy Consumption, and Carbon Intensity Ratio. Looking forward, we aspire to continuously improve our process and methodology to further refine our data collection and calculation. Additionally, we aim to gain further insights into the cause-and-effect relationship between different variables and our emissions trends, such as remote vs. in-office work, in-person events, and real-estate portfolio size.



TCFD Metrics: Scope 1 and Scope 2 GHG Emissions <sup>1</sup>				
ASPECT		2021	2022	2023
<b>Scope 1, Direct GHG Emissions:</b> Emissions from activities the Company owns or controls, including the combustion of fuel and operation of facilities.	Global, tonnes of carbon dioxide equivalent (CO <sub>2</sub> e)	391	477	414
<b>Scope 2, Indirect GHG Emissions:</b> Location-based emissions from the purchase of electricity, heat, steam, and cooling for our use.	Global, tonnes of carbon dioxide equivalent (CO <sub>2</sub> e)	6,460	5,681	5,131
<b>Total Scope 1 and 2 GHG Emissions</b>	Global, tonnes of carbon dioxide equivalent (CO <sub>2</sub> e)	6,852	6,158	5,545
<b>Energy Consumption</b>	Global, gigajoules (GJ)	65,653	61,214	54,366
<b>Carbon Intensity Ratio</b>	Global, total GHG emissions in tonnes of carbon dioxide equivalent (CO <sub>2</sub> e) per million U.S. dollars of revenue	6.05	4.75	4.83

<sup>1</sup> We have chosen to restate the following emissions data: (i) for 2021, Scope 1 GHG Emissions, Scope 2 GHG Emissions, Total Scope 1 and 2 GHG Emissions, and Carbon Intensity Ratio, as we recalculated these figures employing the U.S. average Environmental Protection Agency (EPA) Emissions & Generation Resource Integrated Database (eGRID) total output emission factor; and (ii) for 2022, Scope 1 GHG Emissions, Scope 2 GHG Emissions, Total Scope 1 and 2 GHG Emissions, Energy Consumption, and Carbon Intensity Ratio to reflect (a) improvements in our data collection and calculation process, as a result of enhancements to our EHSMS software and the use of subregional EPA eGRID total output emission factors for locations in the U.S., (b) the recategorization of one site as Scope 1 that was previously categorized as Scope 2, and (c) the inclusion of certain sites for which data subsequently became available to report on or make an informed assumption or the revision of data as a result of validation processes.



## Mitigation Efforts

Our strategic approach to mitigating Scope 1 and 2 emissions involves collaborative efforts outlined in Omnicell's Facilities Charter. Developed by a cross-functional team, these efforts focus on reducing environmental impact across our global facilities. Key areas of concentration include assessing opportunities to enhance energy efficiency and explore renewable energy options, and incorporating ESG criteria into facility decisions.

Moreover, we are working to proactively reduce our environmental impact related to power consumption by migrating workloads from on-premise data centers to cloud-hosted infrastructure. The strategic plan for 2024 involves further workload consolidation, cloud migration, and optimizing power utilization in specific locations.

## Value Chain: Scope 3

As a responsible business, Omnicell is dedicated to understanding and minimizing the environmental impact of our value chain. In 2023, we actively progressed towards our Scope 3 baseline assessment target. This involved forming a cross-functional team with expertise from ESG, EHS, International Compliance, and Global Supply Chain. Leveraging best practices from sources like the GHG Protocol and U.S. Environmental Protection Agency, we assessed our current business state, identified relevant Scope 3 categories, and determined the methodology for future footprint calculations. Simultaneously, we continued gathering data on the movement of goods and services in our value chain, seeking updated emissions information from vendors representing the top 90% of our spend.

Additionally, efforts were made to reduce Scope 3 emissions from business travel, including ongoing strategic initiatives outlined in Omnicell's Global Travel Charter. Since 2022, we have emphasized sustainable travel behaviors among our workforce in our Monthly Travel and Expense New Hire Orientation and quarterly trainings. Additionally, new in 2023, we offer reduced rates for electric vehicles (EV) through our partnership with a preferred rental car provider, intended to promote eco-friendly travel options. This complements our preferred travel vendor alliances with industry leaders who similarly have strong sustainability commitments.

In 2024, Omnicell plans to continue our efforts to decrease our Scope 3 footprint. As we move forward, we eagerly await the opportunity to share data related to Scope 3 and highlight our continued efforts to reduce our environmental impact.

# Waste Reduction and Resource Efficiency

In 2023, Omnicell made progress in efforts on multiple fronts to reduce waste and improve our resource efficiency. Key activities in this area included the continuation of climate action charters targeting product end-of-life solutions and packaging reduction efforts, with the objectives of reducing the environmental footprint of legacy products at the end of their life cycle and exploring sustainable packaging opportunities.

These charters are advanced by a team of cross-functional stakeholders that meet regularly to strategize, coordinate, and share knowledge in order to achieve the desired objectives. For example, in a charter meeting for packaging reduction, an internal guest speaker shared firsthand insights from a recent project to assist ongoing packaging reduction efforts, creating an environment for mutual learning and problem solving.

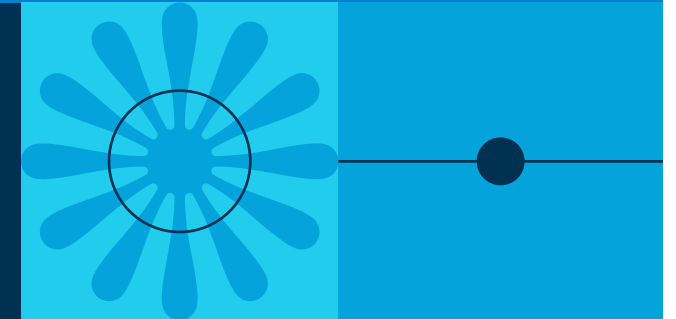
Omniceil complies with the Extended Producer Responsibility (EPR) regulations in several European countries in which we operate, including the U.K., Germany, and France. We comply by submitting international packaging data about our activities, materials, and sustainability practices. We continue to work to reduce the amount of packaging waste we generate, including the amount of virgin materials in our packaging.

Throughout 2023, Omnicell also worked to reduce the environmental footprint related to product packaging and shipping materials for our XT Automated Medication Dispensing System Cabinet. We initiated a standard practice of reusing wooden skids used to ship XT Cabinets to the U.K. Over the course of 2023, 400 skids, which historically had been single-use, were returned, and by the end of the year, nearly 300 had already been carefully inspected and reused. Approximately 16 tons of wood were saved, along with cost savings for the Company.

New packaging design for the XT Cabinet further reduced our waste footprint. By optimizing the foam thickness of product corner protectors and pads, we were able to reduce packaging material by 50% in these areas without compromising product security while in transit. We also collaborated with a packaging supplier to redesign the cardboard packaging layout in our Controlled Substance Dispenser Starter Kit. This led to reductions in GHG emissions and the amount of material used. Further, it yielded cost savings and resulted in more efficient receiving and unboxing processes. In 2024, Omnicell looks forward to exploring further product packaging efficiencies for other product components.

## ENVIRONMENTAL SPOTLIGHT

### “Ennovators” Award



Omniceil is always looking for new ways to reduce our environmental impact, and our creative and forward-thinking workforce is critical in this pursuit. In 2022, we created the Environmental Impact Award – or “Ennovators” Award – which celebrates employees or teams who demonstrate leadership, innovation, and creativity by spearheading projects aimed at reducing our environmental impact.

The second annual Environmental Impact Award was awarded to members of the Service Supply Chain team for their packaging reduction initiative related to service shipments of Omnicell’s XT Cabinet double-deep drawers. This initiative was a continuation of the team’s work in 2022, where single-use foam inserts used in service shipments for XT Cabinet drawers were replaced with reusable ones. These highly durable inserts provide the same protection and security for products as the single-use option, but instead are reusable over several shipments.

In 2023, the team expanded on this project by optimizing shipment packaging for the XT Cabinet double-deep drawers. After analyzing current shipment data, they identified areas for improvement and collaborated with our packaging vendor to redesign the reusable foam insert and cardboard packaging. This redesign enhanced size and weight efficiency without compromising quality or protection during shipping, and underwent external lab testing and multiple internal test shipments to ensure optimal performance. Ultimately, this new and more sustainable packaging led to several benefits including:

- Minimizing resource consumption through product packaging design efficiencies;
- Reducing waste generated by packaging materials;
- Increasing material reutilization through optimized reusable foam inserts;
- Lowering storage and shipping costs by reducing packaging size and weight.

## Waste Reduction and Efficiency in Omnicell's Medication Adherence Line

Omniceil manufactures Medication Adherence products with a focus on resource efficiency. For example, we have integrated a plastic regrind process into our blister card supply chain. This process involves sending our manufacturing scrap to be upcycled into pellets and used in the production of raw materials, rather than becoming landfill waste. We utilize these raw materials, composed of up to 80% of our own regrind, in the ongoing production of our blister card packaging. Further, plastic scrap that is not appropriate to be reground and paper scrap from card production is recycled. By recycling and repurposing this pre-consumer waste, Omnicell aims to maximize resource efficiency and reduce waste in the blister card packaging production process.

Additionally, we are exploring reducing plastic usage in the pill pack tray of specific Medication Adherence products by optimizing the plastic gauge thickness. Once deployed, Omnicell anticipates an approximate 17% reduction of plastic material per tray, which is the equivalent to a total plastic reduction of slightly more than 21 tons per year, based on 2023 production volumes.

Omniceil is mindful of the paper components within our Medication Adherence products as well. We aim to source paper and paperboard from suppliers who demonstrate their commitment to sustainability and are certified by organizations such as the Sustainable Forestry Initiative (SFI), Programme for the Endorsement of Forest Certification (PEFC), Forest Stewardship Council (FSC), and American Tree Farm System (ATFS). By doing so, we intend to support sustainable forestry practices, environmental stewardship, and responsible business practices.

In 2024, Omnicell intends to continue exploring opportunities to improve our waste reduction and resource efficiency efforts. This includes researching alternative materials for products and packaging and investigating opportunities to reduce and reuse packaging and shipping materials.

“ The reduction of plastic usage in the pill tray pack of specific Medication Adherence products exemplifies how every incremental improvement contributes to our larger effort of waste reduction and resource efficiency, while also underscoring our commitment to continuous innovation and improvement.”

**JOHN PARKER**, Global Sourcing Director



# In Brief: Environmental Performance

## 2023 Key Milestones

- Participated in the CDP Climate Change questionnaire to further promote transparency across our climate risk and resilience work
- Expanded our online suggestion box for employees to share ideas and concerns related to sustainability practices and employee health and safety
- \* Advanced our climate action charters, which focus on topics such as product end-of-life solutions, packaging reduction and alternatives, travel footprint reduction, and the environmental impact of our facilities
- Undertook risk assessments and determined potential avenues to eliminate single-source suppliers in economically or geopolitically challenged areas
- \* Upgraded key modules of the EHSMS software and introduced a new module designed to track EHS initiatives and environmental data
- \* Integrated the EHSMS into field operations to streamline workflows and reduce redundancies in documentation, inspection, training, and record-keeping
- \* Achieved an ISO 45001 certification at Omnicell's Irlam, U.K. and Trieste, Italy facilities and maintained our ISO certifications at various manufacturing sites
- \* Conducted formal ISO 14040 and ISO 14044 training with a global cross-functional team that will serve on the Life Cycle Assessment Committee
- \* Strengthened efforts to reduce Scope 3 emissions from business travel, including emphasizing sustainable travel behaviors and offering reduced rental car rates for electric vehicles
- Reduced environmental impact related to product packaging and shipping materials for our XT Automated Medication Dispensing Cabinet



LOOKING FORWARD INITIATIVES IN 2022 THAT WE ACCOMPLISHED IN 2023



## Looking Forward

Omniceil continues to prioritize planetary stewardship, and in 2024, will seek to advance our environmental efforts with the following initiatives:

- Further integrate EHS and ESG considerations into Omnicell's product development process, with a focus on life cycle assessments and sustainable design.
- Advance toward completion of our Scope 3 GHG emissions baseline.
- Explore new opportunities to reduce waste and improve resource efficiency for new and existing products and its packaging.
- Conduct another climate risk assessment for Omnicell's manufacturing sites to assess potential climate risks and develop mitigation strategies at our physical locations.
- Continuously improve our process and methodology to further refine our data collection and calculation for Scope 1 and 2 GHG emissions.

# Social

Omniceil is committed to cultivating an inclusive culture that honors the unique value that each person contributes to our purpose. By prioritizing the health, well-being, and growth potential of our employees, we aim to attract top talent, empower our people to do their best work, and create new products and services to realize our vision. Beyond our people, we strive to give generously to support the wider communities where we live and work, and provide relief to communities in North America and internationally as part of our People and Planet strategic priority in 2023.

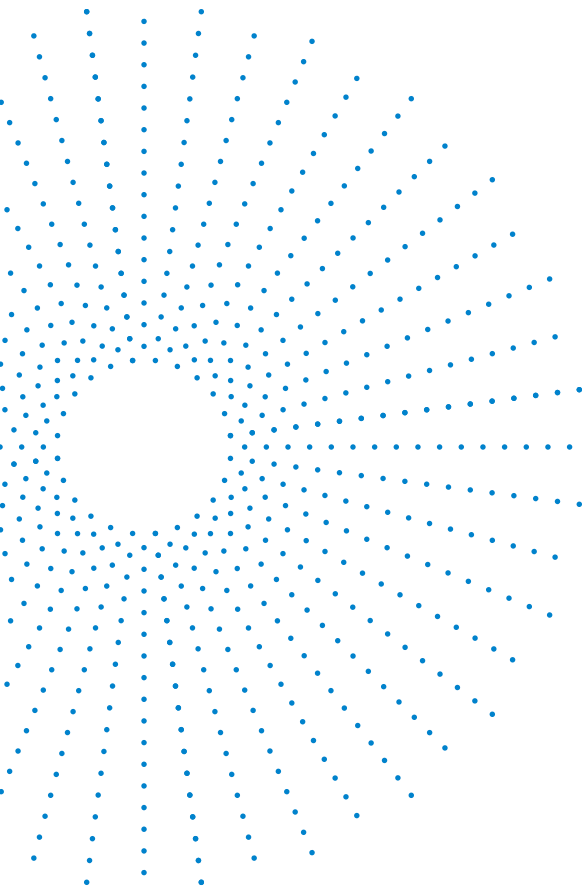
## 2023 Social Performance

TOPIC	GOAL	TARGET	2023 PERFORMANCE
<b>Diversity, Equity, Inclusion, and Belonging (DEI&amp;B)</b>	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.	Omniceil achieved its DEI&B target ahead of schedule, with the launch of four Employee Impact Groups (EIGs), the creation of the EIG Advisory Committee, and the establishment of Omniceil's Global Culture Committee, which consolidated Omniceil's Employee Activity Committees, in 2023. The four EIGs launched in 2023 include the Black Roots All Inclusive Network (B.R.A.I.N.), The Proud Collective (TPC), Women in Technology (WIT), and BREATHE (Mental Health and Disability). Looking forward, Omniceil will continue to explore opportunities to expand avenues for employee involvement and impact.
<b>Talent, Recruitment, and Retention</b>	Make Omniceil an employer of choice for top talent.	Strive to achieve an employee retention rate of 85% or greater each year.*	Omniceil did not achieve our retention target of 85% due to organizational restructurings throughout 2023. These were necessary because of sustained challenges in the industry and macroeconomic dynamics.

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





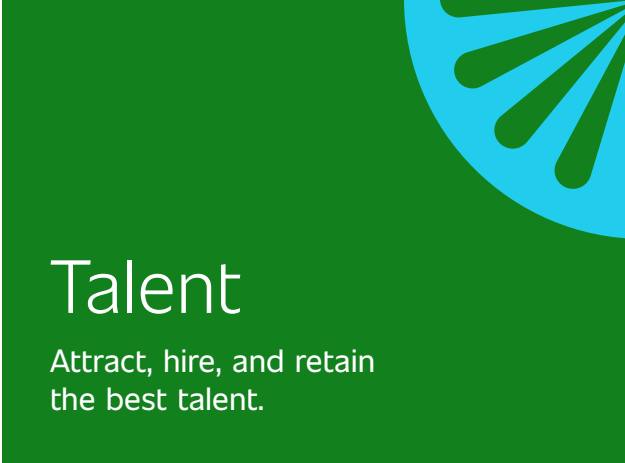


# Steady and On Course

In 2021, we implemented a five-year People Plan designed to achieve success and operational excellence through our people and into 2024, we remain on target across all strategy drivers. Internally, we are integrating our organizational transformation business strategy, the future of how we work, our digital evolution, diversity, equity, inclusion, and belonging, and feedback from employees and leadership into our best practices. Our primary external drivers include ESG considerations, the shift in employee expectations, and the competition for talent. All of these come together in our long-term People Plan, which closely aligns with Omnicell's business strategy.

## Our People Plan

OUR KEY DRIVERS →




**Talent**  
Attract, hire, and retain the best talent.



**Leadership**  
Cultivate inspirational and effective leadership.




**Culture**  
Create a culture of inclusivity, engagement, and well-being.



**Develop**  
Develop organizational skills and capabilities to exceed our goals.



**Transformation**  
Champion change to support Omnicell's transformational journey.



**Drive**  
Drive excellence and innovation across the People function.

# Diversity, Equity, Inclusion, and Belonging

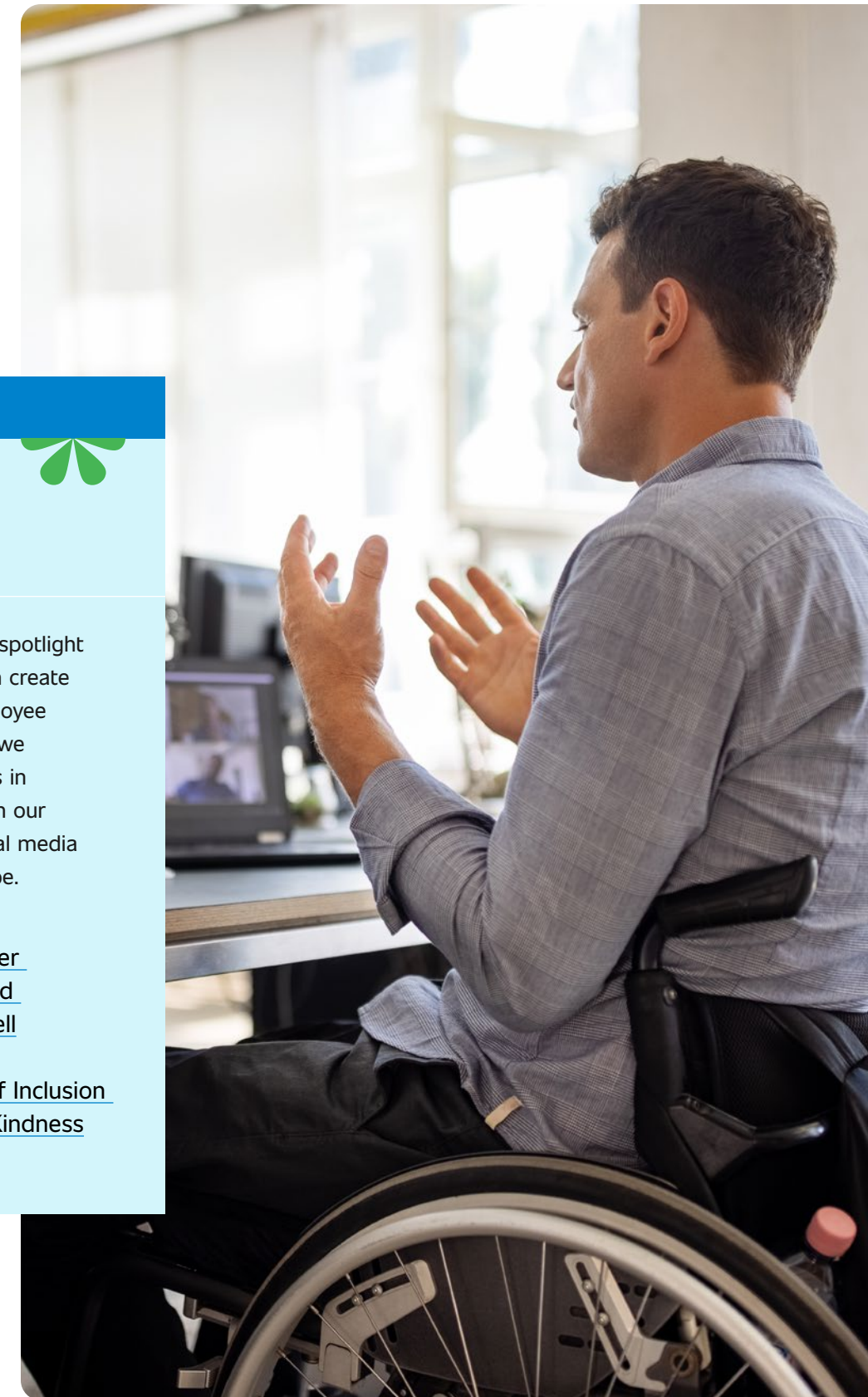
Omniceil is dedicated to fostering a culture where everyone feels they belong and that embraces diversity, equity, inclusion, and well-being. Our unwavering commitment is to build and cultivate a work environment that is welcoming and engaging for every employee, irrespective of gender identification, race, ethnic origin, religion, age, sexual orientation, veteran status, or disability. This commitment also extends to our suppliers, as we continue to pursue opportunities to partner with diverse suppliers and small businesses when feasible. To learn more about Omniceil's commitment to supplier diversity, please see the [Responsible Sourcing](#) section.

We continue to take steps toward our commitments, and much of our work this year has been around building and implementing tools for our employees.

We launched an internal self-ID campaign that includes broadened attributes and categories for gender. To further the impact of our inclusion efforts, we integrated a language education tool into our company-wide enterprise messaging platform. This tool helps employees by identifying language in messages and posts that may be exclusionary, and offers helpful recommendations for language that may be more inclusive.

We also published our Diversity, Equity, Inclusion, and Belonging (DEI&B) intranet site, which serves as a hub for robust engagement and learning at Omniceil. The site includes features like an interactive calendar where employees can learn about global holidays and cultural observances, and a curated suite of LinkedIn Learning courses on topics like inclusivity, race, and gender in the workplace. The DEI&B intranet site also supports our work with Employee Impact Groups (EIGs). The four EIGs at Omniceil each have their own intranet page with EIG-specific content, where employees can join and learn more about their different missions and activities.

Additionally, for the third consecutive year, we also took part in a gender equality conference in France organized by the International Women's Forum (IWF). Attending this conference allows us to learn from other companies, in an effort to do our part to improve gender equality in the global workforce. Omniceil's work toward our DEI&B commitments continues year after year, and we anticipate exploring further opportunities to increase diversity, equity, inclusion, and belonging in all aspects of our work.



## SOCIAL SPOTLIGHT

### DEI&B Spotlight Videos

We continued showcasing DEI&B spotlight videos throughout the year, which create spaces to highlight different employee voices and perspectives. In 2023, we published these important stories in internal communication emails, on our DEI&B intranet page, and on social media channels like LinkedIn and YouTube.



[Get to Know a Leader Building Inclusion and Belonging at Omniceil](#)



[Creating a Culture of Inclusion and Pride Through Kindness](#)

## Employee Impact Groups

Formerly known as Employee Resource Groups (ERGs), Employee Impact Groups (EIGs) are voluntary, employee-led groups with shared interests, identities, or experiences. EIGs at Omnicell are committed to raising cultural awareness and cultivating a sense of belonging among employees through programming, events, activities, and supporting community initiatives. Examples of this include celebrating holidays and awareness months, hosting book club meetups, creating content for new employees and DEI&B initiatives, and bringing in guest speakers to educate employees on allyship and inclusion in the workplace. In addition to providing support and fostering a

diverse and inclusive workplace, EIGs contribute to the important work of personal and professional development at Omnicell.

In 2023, Omnicell added four new EIGs and created an EIG Advisory Council – delivering on commitments set in 2022. Our new EIG Advisory Council consists of EIG Executive Sponsors and program support from Omnicell’s People Organization. Over the span of a year, more than 175 employees (almost 5% of Omnicell’s workforce) and counting have joined one or more EIGs, volunteering time and energy toward creating a more inclusive Omnicell.



## New Omnicell EIGs Added in 2023

### Black Roots All Inclusive Network B.R.A.I.N

### The Proud Collective TPC

#### MISSION

Supporting Black employees and allies, Black Roots All Inclusive Network (B.R.A.I.N.) has a mission to influence Omnicell’s culture to exceed global DEI&B benchmarks.

- Develop and support meaningful, cross-cultural relationships through an array of proactive, consistent, and measurable actions to make certain that Black employees feel seen, heard, respected, and never isolated.
- Be champions of progress along the Company’s DEI&B journey.
- Transform workplace culture with a passionate approach that exudes diversity, equity, inclusion, and belonging for all employees.

#### MISSION

Celebrating the vibrant community of LGBTQ+ employees at Omnicell, The Proud Collective (TPC) provides resources for growth and development while fostering a welcoming, safe, and inclusive work environment for all employees.

- Seek to promote and affirm the unique intersectionality of identities that compose the LGBTQ+ community through recruitment, retention, professional development, networking, mentorship, and accessing various resources.
- Enhance company-wide awareness of timely issues centering on inclusion, discrimination, and hate crimes.
- Provide transformative opportunities to strengthen personal and professional development for all members and advocate learning of LGBTQ+ initiatives.



## Women in Technology WIT

### MISSION

Empowering women’s personal and professional growth, Women in Technology (WIT) builds allyship, forges connections, and provides networking and educational opportunities to help women at Omnicell become the best versions of themselves.

- Advocate for learning and professional development opportunities.
- Foster a sense of community and empowerment of women within the workplace.
- Create opportunities to build new professional relationships.

“We’re excited to bring together women and men from across the organization to network, grow professionally, and align around supporting women in technology. We’re all in this together.”

SARA CAGNO, Co-chair, WIT

## BREATHE MENTAL HEALTH AND DISABILITY INCLUSION

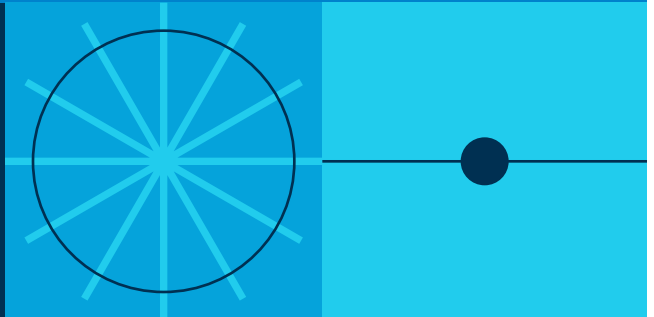
### MISSION

Providing awareness and empowerment around mental health and disabilities, BREATHE aims to cultivate a space of trust and understanding for Omnicell employees and their loved ones. BREATHE represents: Be. Receive. Experience. Acknowledge. Transform.

- Increase awareness and understanding of mental health by organizing educational workshops, training sessions, and awareness campaigns.
- Work towards reducing stigma and promoting a supportive environment for employees struggling with mental health issues by organizing events, sharing personal stories, and advocating for open discussions.
- Provide resources and support systems for employees dealing with mental health challenges and disabilities, such as establishing peer support networks, sharing relevant articles and information, and connecting employees to mental health resources within and outside the organization.

### SOCIAL SPOTLIGHT

## Global Culture Committee



Omnicell’s Global Culture Committee officially launched in early 2023 as a dedicated cross-functional group, committed to nurturing a vibrant company culture for both onsite and remote employees. This strategic initiative unifies our Employee Activity Committees (EACs) and reflects our ongoing dedication to fostering a thriving workplace culture, as evidenced by its 2023 achievements.

The Global Culture Committee’s primary objective is to spearhead the development and execution of company-wide cultural events, celebrations, and activities. These initiatives aim to enhance morale, foster a sense of belonging, and build a strong community within the organization. Strategic thinking, innovation, and inclusivity are at the forefront of our approach, ensuring the unique needs of a hybrid workforce are met by collaborating with stakeholders across Omnicell.

### 2023 ACHIEVEMENTS

- In partnership with BREATHE, the Committee organized three impactful events. These included a live yoga and mindfulness training session and two live webinars focusing on resilience in the workplace.
- The Committee extended support to the National Kidney Foundation (NKF) by encouraging employees to participate in NKF walks, which take place nationwide, both virtually and in-person. These collective efforts resulted in raising over \$1,500 for this meaningful cause.
- During November, the Committee collaborated with the [Omnicell Cares Program](#) in a letter-writing campaign offering support and gratitude for U.S. military members and veterans in honor of Veterans Day.
- In December, the Committee organized onsite and virtual employee donations and drives in partnership with the Salvation Army. Through these efforts, holiday gifts were donated to 125 children.

# Workforce Composition<sup>1</sup>

Global Gender <sup>2</sup>				
YEAR	2022		2023	
	MALE	FEMALE	MALE	FEMALE
Gender Breakdown <sup>3</sup>	61%	38%	60%	38%
Promotions by Gender	64%	36%	59%	41%
Terminations by Gender	56%	44%	55%	45%

Global Gender Breakdown (%) in Management Roles				
YEAR	2022		2023	
	MALE	FEMALE	MALE	FEMALE
Manager	63%	37%	58%	42%
Senior Manager	67%	33%	64%	36%
Director	67%	33%	68%	32%
Senior Director	77%	23%	75%	25%
Vice President	84%	16%	77%	23%
Senior Vice President	53%	47%	58%	42%
Executive Vice President	75%	25%	100%	0%

U.S. Ethnicity		
YEAR	2022	2023
White	60%	60%
Asian	15%	15%
Black/African American	11%	11%
Hispanic or Latino	8%	6%
Two or More Races	2%	5%
Unknown	4%	2%
Hawaiian/Pacific Islander/ Native American/Alaskan	0%	0%

U.S. Minority Management Population <sup>4</sup>		
YEAR	2022	2023
Manager	40%	53%
Sr. Manager	41%	39%
Director	46%	43%
Sr. Director	37%	39%
Vice President	49%	45%
Sr. Vice President	60%	67%
Exec. Vice President	25%	33%

U.S. Veteran Hiring		
YEAR	2022	2023
Prefer not to disclose	34%	11%
No	62%	86%
Yes	4%	3%
Benchmark <sup>5</sup>	6%	5%

U.S. Disability Hiring		
YEAR	2022	2023
Prefer not to disclose	90%	43%
No	7%	50%
Yes	4%	7%
Benchmark <sup>6</sup>	7%	7%

1 Some metrics may not amount to 100% due to "unknowns" – employees who have not self-identified a particular demographic.  
 2 In 2023, we expanded the scope of our reporting of promotions and terminations within the U.S. to promotions and terminations globally, in an effort to provide a more comprehensive view. As a result, our 2022 data has been restated using this same methodology.  
 3 In 2023, we launched an internal self-ID campaign that includes broadened attributes and categories for gender, including non-binary, transgender, gender-fluid, and non-conforming. This data is not captured in the table given representation below 1%.  
 4 We define minority as Black, Indigenous, People of Color, and Women (BIPOC/W). This table represents the percentage of minorities that occupy each level of management from the total population of that management level.  
 5 We utilize the National Annual Veteran Hiring Benchmark provided by the U.S. Department of Labor.  
 6 We utilize the 1G13 Utilization Goal Analysis for Individuals with Disabilities provided by the U.S. Department of Labor.

# Talent, Recruitment, and Retention

Omniceil is committed to being an employer of choice – we aim to attract and retain top talent through implementing robust recruitment and retention strategies. In the past year, initiatives aimed at achieving this have included providing various opportunities for professional growth, investing in ongoing employee learning for both new and existing staff, and aligning employee skills with the evolving needs of the business. While our retention rate was lower than our target due to restructuring initiatives that reduced the size of our workforce, we remain dedicated to sustaining career growth opportunities for our employees, irrespective of one's role, function, or location within the organization.

## Recruitment

We believe that fostering inclusive and diverse work environments drive innovation and broaden perspectives. Along with this commitment to equitable workplaces, we have also built a stronger brand presence on recruitment social channels, and implemented new tools to support talent acquisition.

We have invested in strategic memberships to ensure that our open listings are syndicated on networks that reach a diverse pool of potential applicants. There are over 170 sites that share our postings to their respective affiliations.

In 2023, Omniceil expanded the Talent Recruitment team and added multiple international leaders, with the aim of continuing to increase its global recruitment reach. To support our talent acquisition program, Omniceil also implemented a new applicant tracking system.

Our commitment to and efforts to promote inclusive work environments extends to our global offices. As an example of our efforts, our workforce in France has increased its number of female employees from less than 10% in 2020 to 26% today, which includes close to a third of all director-level employees.

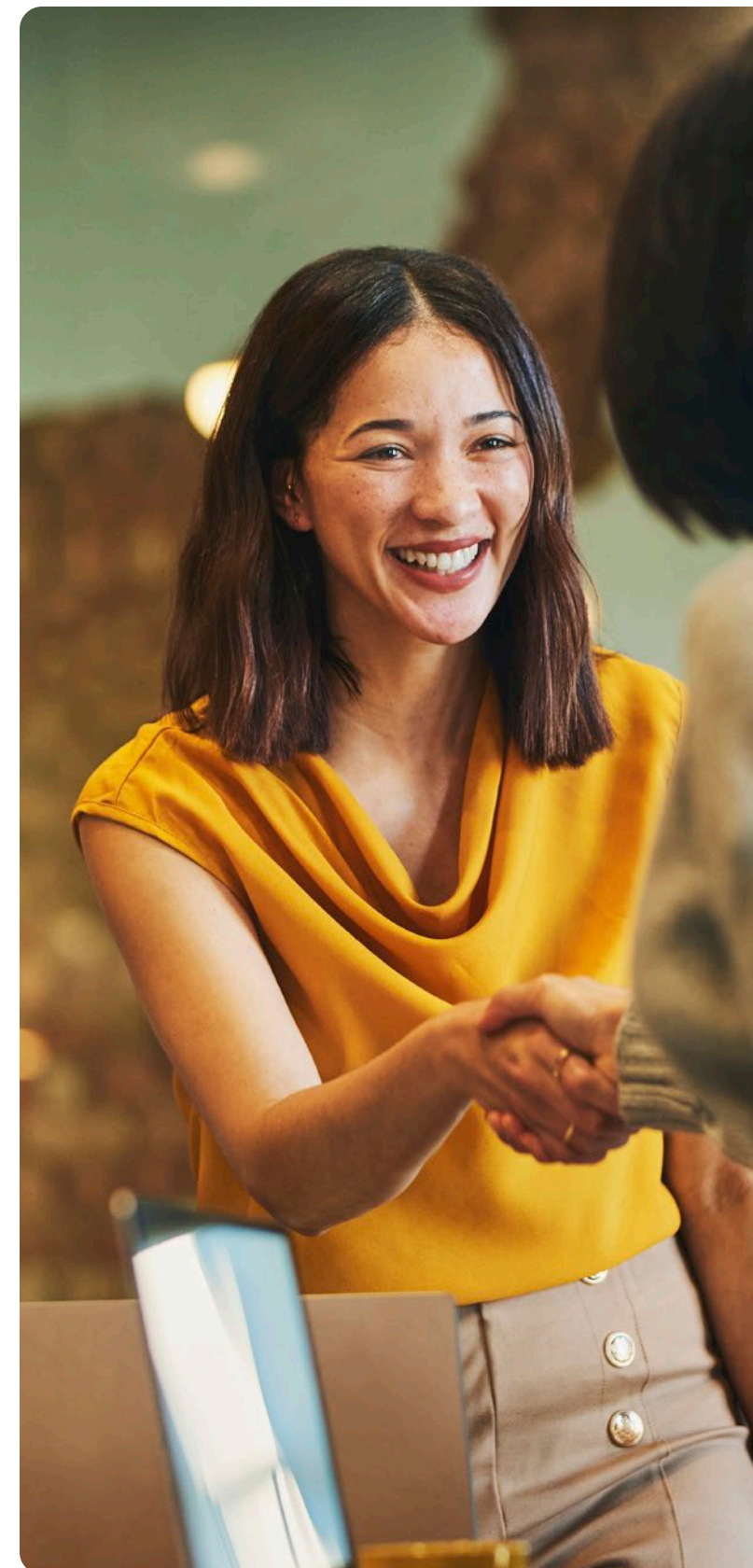
Additionally, we have increased our brand presence on LinkedIn, Glassdoor, Indeed, and other social channels in order to grow awareness among potential hires:

- We focused on strategic recruitment marketing on Glassdoor by ensuring all page information was up-to-date and deployed position specific videos that highlighted job opportunities and a day in the life at Omniceil.
- We have also been active on LinkedIn and YouTube, sharing [2023 employee spotlight videos](#) to celebrate our diverse workforce.

- There was a 73% increase of views on our [LinkedIn Life Page](#), which is an opportunity to tell the compelling story of Omniceil and attract top-tier talent to join our dynamic team. Overall, we saw brand awareness of Omniceil on LinkedIn grow 82% year over year, with 36.7 million impressions delivered and a 74% increase in our following.

“Transforming workplaces into environments where everyone can succeed and grow, regardless of their background, requires an ongoing effort and commitment from everyone. By advocating for equal opportunities and prioritizing inclusivity in our policies and practices, we not only aim to attract diverse talent but also retain them for the long haul.”

**SARA DALMASSO**, Senior Vice President and General Manager, International





### Retention

In 2023, we introduced the Elevate Success Model – a framework that delineates Omnicell’s expectations for employees in an effort to help us deliver our promise and addresses all current and future employee and leadership development offerings.

### TALENT DEVELOPMENT

In 2023, we launched the Elevate Career Development Program in order to empower employees and support continuous learning. This includes self-assessment, individual development planning tools, and a virtual workshop.

Globally, we also implemented Oracle, a new technology that gives employees the opportunity to share their career aspirations, experience, skills, and goals with leadership. By creating one system, we aim to simplify performance insights that lead to greater outcomes, such as promotions and internal mobility.

### EMPLOYEE TRAINING AND LEARNING

Employees continue to have access to on-demand educational courses through LinkedIn Learning, as well as to a wide range of training programs in Omnicell University.

We designed Elevate curriculums in Omnicell University that empower all employees to grow their capabilities. These self-paced learning journeys include videos, e-learning, leader-led activities, and on-the-job application. For example, we led a Connections Challenge where leaders facilitated new peer leader connections, which helped expand networks and business knowledge and identify collaborative opportunities.

### LEADERSHIP DEVELOPMENT

In 2023, we promoted top talent into larger leadership roles and defined our Talent Philosophy. This refreshed approach allows us to further differentiate talent, provide transparent feedback, and create talent action plans.

We also successfully launched the Lead Program, a 5-week new manager development experience, and an evolution from the New Manager Masterclass. The program defines what it means to Lead the Omnicell Way, introduces our Talent Philosophy, and builds leadership capabilities through our Elevate Success Model. This program is an engaging, hybrid approach of self-paced learning, cohort peer coaching, and exposure to lessons learned delivered by senior leadership. Additionally, we have created the Lead Program – Accelerated Version to ensure all tenured leaders are aligned on the fundamentals of Leading the Omnicell Way.

During 2023, we also focused on Change Leadership and delivered critical hybrid learning experiences for all people leaders on a quarterly basis. The Elevate framework in turn enables us to measure our leaders’ demonstration of Change Leadership through integrating our Performance and Talent Review assessments.

### PERFORMANCE REVIEWS

We continued to use ASPIRE, a simplified approach to evaluating employee performance through a quarterly pulse check, and migrated it into Oracle to reinforce effective manager conversations.

Through Oracle, we provided direct manager messaging, training, and live support and also increased the regularity and quality of performance goal setting and feedback, aligned to our principles. In 2024, we will further refine this approach with a focus on system simplification, assessment and feedback training, and performance-driven rewards.

# Our Talent Philosophy

## GLOBAL PRINCIPLES FOR HOW WE GROW AND MANAGE OUR PEOPLE

### Performance

We live out our Guiding Principles by defining performance as the balance of what you achieve (results) and how you achieve it (behaviors).



### Accountability

We depend on strong, sustained performance from all our people, and take quick, decisive action on low performance.



### Transparency

We give candid feedback to people on where they stand and what it will take to grow.



### Differentiation

We invest more in people based on their potential and performance.



### Development

We develop a diverse pipeline of talent through experiences, supported by exposure, education, and evaluation.



# Employee Benefits, Well-being, and Engagement

Omniceil is committed to attracting and retaining a talented and diverse workforce by providing competitive compensation and high-quality benefits programs for our people. Our comprehensive and cost-effective package of health, retirement, insurance, and well-being programs is designed to maintain our competitive advantage in the market and ensure that our employees and their families are cared for. In 2023, we expanded and enhanced our global benefit offerings in Canada, France, Germany, Hong Kong, India, Italy, the United Arab Emirates, and the United Kingdom.

To better understand employee sentiment and identify areas for improvement, we continued our practice of regular engagement surveys. We also instituted regular “coffee hour” discussions where a cross-section of employees meet with our Senior Vice President and General Manager, International to share their views on specific topics with the goal of making Omniceil a better place to work.

## Flexible Work Arrangements and Leave Policies

Omniceil has embraced flexible work arrangements since 2020. We believe job effectiveness is determined by employee performance and results, not by the number of hours in the office. Flexible work arrangements can strengthen employees’ commitment to the organization and support work-life balance. Moving forward, we will continue to explore practical ways of supporting in-person, hybrid, and remote work, building on our efforts of scheduling fewer meetings before the weekend and encouraging no on-camera video meetings on Fridays.

For employees commuting to offices, we will begin offering a Commuter Reimbursement Account in 2024 that allows employees to reduce their commuting costs by contributing pre-tax money for parking and transit expenses. We have also implemented overtime pay for hourly employees who pick up a shift and work on a non-scheduled weekend.

For regular, nonexempt, full-time U.S.-based employees, we typically provide 10–25 days of vacation per year, based on years of service. For exempt U.S. employees, we offer no set guideline on the number of vacation

days, with manager approval. In the U.S., we provide 11 holidays and various other paid time off or leaves of absence to help employees take time off when they need it, which includes the following benefits:

### Organ and Bone Marrow Donation Paid Leave

Omniceil provides salary support to employees who choose to be a living organ or bone marrow donor. In 2023, the American Society of Transplantation (AST) recognized Omniceil as a member of their Living Donor Circle of Excellence for implementing this policy.

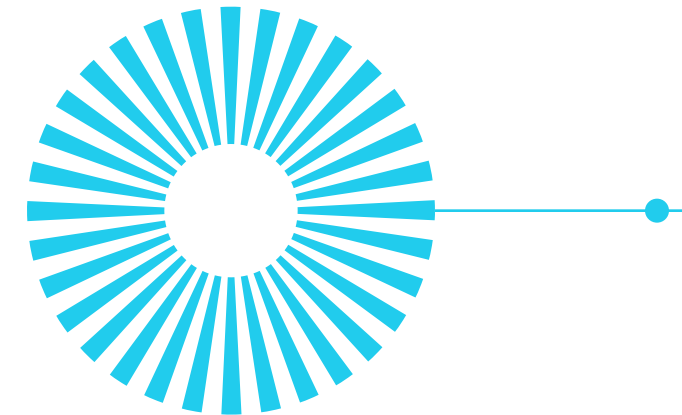
### Paid Volunteer Time Off

Omniceil continued to offer our Paid [Volunteer Time Off](#) benefit, in 2023, enabling employees in North America to give back to their communities and support nonprofits during work hours.

### Paid Parental Time Off

In 2024, Omniceil will continue to improve our Parental Time Off benefits by increasing the number of weeks offered for U.S. paid parental leave after a child’s birth or adoption.

For employees outside the U.S., time off and leave benefits are based on local laws and market practices.





## Employee Health and Well-being

All Omnicell employees enjoy healthcare and welfare coverage offerings, which vary by region and country, employee group and status, and local legal requirements. We offer a voluntary wellness program to all U.S. employees and medical-enrolled spouses, which is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve participant health or prevent disease. Individuals who choose to participate may qualify for premium credit to assist with insurance premiums. This past year, we enhanced our preventative coverage for U.S. medical plans and we intend to do so again in 2024.

“ I encourage others to take advantage of the resources available to them at Omnicell and take care of themselves. Omnicell was fantastic in supporting me through a major health event when I needed it most during my kidney transplant.”

**PAUL VLASEK, Systems Integration Engineer**

Our integrated approach to physical wellness offers our employees and their dependents a wide range of health programs, resources, and tools to cultivate healthy behaviors and enhance their lives, including exercise challenges, virtual workouts, and health coaching. To demonstrate our ongoing commitment to employee health and well-being, we will begin offering a Lifestyle Spending Account in 2024, which allows

for reimbursement up to a certain amount annually on a variety of wellness categories. Eligible categories for reimbursement include, but are not limited to, gym memberships, fitness equipment, wellness apps, mindfulness programs, massages, and more.

In 2023, we continued to offer access to mental health counseling and resources through our Employee Assistance Program (EAP) and medical plan coverage. EAP offerings include access to counseling in-person, by telephone, and via smartphone app. Behavioral and mental health services were included in 2023 medical plans. In 2024, we plan to reduce the cost to access out-of-network mental health resources on our national medical plans.

We also offer our U.S. employees a number of programs designed to support them in balancing their responsibilities outside of work. These include services such as financial coaching, tuition reimbursement, identity theft protection, adoption assistance, international travel insurance, pre-paid legal services, and more. In 2024, we are excited to begin offering a benefit for employees pursuing surrogacy that helps offset a portion of the cost involved. This benefit was created as part of our commitment to meeting the needs of our employees at all different stages in their life.

Omniceil also provides additional health education resources through the Omnicell Cares Program, including numerous campaigns, events, and webinars. For example, employees had the opportunity to take part in a “Breast Cancer 101” lunch-and-learn session hosted by the Susan G. Komen Foundation and a “Your Kidneys and You” webinar hosted by the National Kidney Foundation.



## Compensation, Retirement, and Financial Benefits

Our compensation programs feature competitive base pay and a range of incentives, both short- and long-term, that are tailored to the talent markets in which we compete. Our pay-for-performance philosophy continues to inform our compensation and benefits. We also continue to promote reward and recognition programs that reinforce our Guiding Principles, allow for greater peer-to-peer recognition, and motivate our employees to advance our promise, purpose, and culture.

In 2023, total compensation paid to employees, including benefits, was \$533.6 million (USD). We offer our U.S. employees a 401(k) plan with matching contributions, and in 2023, approximately 91% of

employees participated. Our international employees in certain countries receive retirement benefits in the form of pension plans.

In 2023, we also added Roth In-Plan Conversion to the 401(k) plan, which allows participants to take advantage of additional tax benefits, along with increased diversification and flexibility.

Employees in the U.S. and Canada have the option to purchase Omnicell common stock at a discount by participating in our Employee Stock Purchase Plan (ESPP). About 56% of eligible employees currently take part in our ESPP.

# Omniceil Cares

We are people who are guided by our [Guiding Principles](#), embodying what it means to be Passionate Transformers where Relationships Matter – so it is in our DNA to give back and grow positive change in our wider communities. Omnicell Cares organizes

our charitable efforts and focuses our philanthropy to improve the health and well-being of ourselves and others. The Omnicell Cares Committee governs these collective programs and partnerships, aligning with the strategic objectives of our business.

## Strategic and Symbiotic

In 2023, the Omnicell Cares Program continued to increase its impact through collaboration across the organization and partnerships with several nonprofit organizations, locally and globally, whose missions align with Omnicell’s charitable pillars. Together, we improved lives by raising awareness, funds, and volunteers in response to crucial needs in the following four areas:

<p>1 Improving Access to and Quality of Healthcare</p>	<p>3 Humanitarian Efforts</p>
<p>2 Disaster Relief</p>	<p>4 Healthcare Technology</p>

We support our nonprofit partners in various ways, from providing financial support, to writing letters of gratitude, to Omnicell sponsoring health awareness events at local and national levels. Benefiting from our partners’ expert knowledge, we offered our employees regular educational opportunities,

events, and resources to strengthen personal health and well-being. We are growing in compassion as we participate in the missions of like-minded organizations making a broader positive impact toward the well-being of others.

## Local and Global Impact

Omniceil Cares’ contributions, fundraisers, and donation of supplies supported people in dire need around the globe. Our collective efforts in 2023 helped those in:

- Turkey and Syria suffering from the February 6th 7.8-magnitude earthquake and its aftershocks;
- Eastern India after the June 2nd Odisha 3-train collision and derailment;
- Maui and Hawaii displaced by the wildfires that occurred August 8th.

In addition to disaster relief, we were proactive in leading several campaigns throughout 2023 guided by our other charitable pillars. One highlight was **American Heart Month**, where we held an educational campaign with resources from the American Heart Association (AHA) to inform employees about heart health and well-being. Omnicell further offered a special matching campaign to encourage donations to the AHA in support of their ongoing work. We also raised awareness for heart disease by promoting employee participation in National Wear Red Day, February 3rd.

Our initiative for March focused on **National Kidney Month** as we continued our partnership with the National Kidney Foundation (NKF). In 2023, we provided a webinar led by NKF educators called “Your Kidneys and You” that informed attendees about kidney function, disease prevention, and organ donation. Omnicell Cares provided further educational resources and materials throughout the month.

We hosted a year-long **2023 Virtual Blood Drive** collaborating with the American Red Cross. Beyond the goal of promoting blood donations, it highlighted the flexibility and ease of donating throughout the year from wherever employees are located. Omnicell Cares also led by example, donating \$300 to the American Red Cross for every blood donation made, representing the estimated three lives it saved. By the end of the year, we are proud to report that as a result of our virtual blood drive, Omnicell donated over \$17,000 to the American Red Cross.

**2023 GIVING AND VOLUNTEERING AT A GLANCE\***

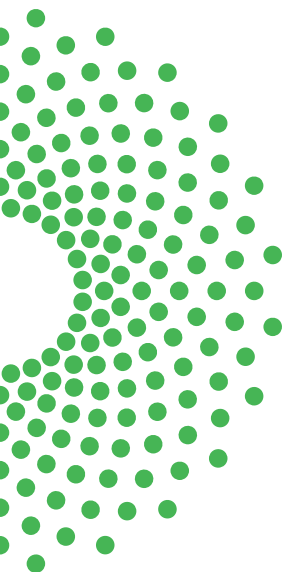
<p><b>\$225</b> Average Contribution Per Donor</p>	<p><b>\$14,882</b> Total Employee Donations</p>
<p><b>785 hours</b> Total Paid Volunteer Time Off</p>	

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

## Tools to Encourage Action

Omnicell continued to leverage the YourCause platform for employees in North America to conveniently find opportunities to volunteer, fundraise, and donate to nonprofit organizations. In 2023, Omnicell Cares further enhanced the offerings on the platform by introducing educational tools and resources for employees to learn more about active charitable efforts campaigns, different awareness days and months, and certain health topics, such as blood, organ, and bone marrow donation. To increase awareness of these resources and benefits, Omnicell Cares provided tutorials and educational sessions to leaders and EIGs throughout the Company.

As Omnicell Cares' central hub, YourCause continues to facilitate our Corporate Matching Program, launched in 2022, to amplify employee charitable contributions to nonprofit organizations that fall within Omnicell's charitable pillars. We also continued Omnicell's Paid Volunteer Time Off (VTO) benefit in North America, offering 16 hours per year so employees can participate in volunteer projects during work hours that support their community's needs. In 2024, we plan to expand our VTO offering to our international employees.



### SOCIAL SPOTLIGHT

## Breast Health Empowerment

Omnicell Cares continued to support the Susan G. Komen Foundation, raising funds for breast cancer research, awareness for breast cancer prevention, and reducing disparities in healthcare. Events in 2023 included:

### Breast Cancer 101 Webinar

In February, we hosted a Susan G. Komen educator at Omnicell who led an informative webinar about breast cancer, its symptoms, understanding your risk, and the resources for care once diagnosed, along with the benefits Omnicell provides related to preventative care and diagnosis.

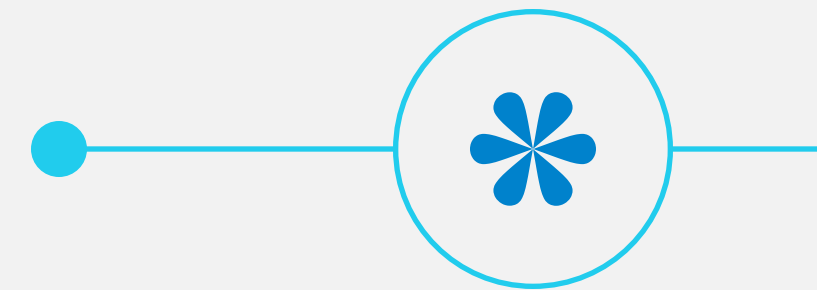
### Breast Cancer Awareness Month

During October, we held our annual Breast Cancer Awareness Campaign to shed light on this critical issue and encourage early detection, support, and research.

- For the first time, Omnicell Cares sponsored Susan G. Komen's Health Equity Revolution (H.E.R.) Summit, which showcased leaders and advocates for breast health and empowerment among historically under-resourced communities, with a focus on Black and Latino populations.
- We formed a team from Omnicell to participate in the Susan G. Komen Walk Where You Are event, and encouraged employees to walk in virtual and in-person events across the U.S.
- Engagement in our Wear Pink Day campaign on the Omnicell Cares channel of our company-wide enterprise messaging platform increased 550% from 2022.



# In Brief: Social Performance



## 2023 Key Milestones

- \* Deployed an internal self-ID campaign that includes broadened attributes and categories for gender
- \* Integrated a language education tool into our company-wide enterprise messaging platform
- Published our DEI&B intranet site, which includes features like an interactive calendar and a curated suite of LinkedIn Learning courses on topics like inclusivity, race, and gender in the workplace
- \* Established four new EIGs and created an EIG Advisory Council
- \* Launched the Global Culture Committee to foster a stronger sense of belonging and community amongst our hybrid workforce
- \* Expanded the Talent Recruitment team with multiple international leaders and implemented a new applicant tracking system
- \* Implemented Oracle, a new technology that gives employees the opportunity to share their career aspirations, experience, skills, and goals with leadership
- \* Bolstered talent and leadership development by focusing on Change Leadership and through the launch of the Elevate Career Development Program and the Lead Program
- Recognized by the American Society of Transplantation as a member of their Living Donor Circle of Excellence for our organ and bone marrow donation paid leave policy
- \* Amplified our charitable impact globally and increased employee engagement through Omnicell Cares campaigns, volunteering opportunities, and fundraising
- \* Enriched the YourCause platform with educational resources and tools for philanthropic activities and offered educational webinars and resources focused on employee health and well-being



LOOKING FORWARD INITIATIVES IN 2022 THAT WE ACCOMPLISHED IN 2023

## Looking Forward

2023 was marked by significant milestones, driven by Omnicell's unwavering commitment to our people-centric approach. Our focus remains on fostering a culture that values individual contributions, promoting employee well-being, and extending our positive impact to communities worldwide.

In 2024, we strive to build upon the success of the previous year by aiming to:

- Continue to strengthen our DEI&B efforts and grow our Employee Impact Groups to foster a culture where everyone feels like they belong.
- Further refine performance reviews and feedback mechanisms with a focus on system simplification, assessment and feedback training, and performance-driven rewards.
- Introduce new employee benefits, such as the Commuter Reimbursement Account, the Lifestyle Spending Account, and financial support for costs associated with surrogacy.
- Improve our Parental Time Off benefits, increasing the number of weeks offered after a child's birth or adoption.
- Explore opportunities to increase access to a variety of mental health and wellness resources, including offering educational seminars focused on health and well-being.
- Continue to engage employees through special matching campaigns, volunteer events, and fundraising.
- Expand our paid Volunteer Time Off offering to our international employees.

# Governance

Omniceil holds its business decisions and practices to high standards of ethics and integrity. We seek to Do the Right Thing because we know that being a healthcare provider’s most trusted partner is earned, not given. We govern by being committed to responsible decision making, ethical and fair practices, and transparency with our workforce, suppliers, and all of our stakeholders. We continue to be proactive in upholding our privacy and cybersecurity standards while cultivating an ethical and safe environment. We are practicing a comprehensive risk management strategy that is designed to enhance the resiliency and continuity of our organization. Our reason is that we believe how we conduct our business shapes our past and future success.

## 2023 Governance Performance

TOPIC	GOAL	TARGET	2023 PERFORMANCE
<b>Data Privacy, Cybersecurity, and Network Resilience</b>	Continue to protect the data of our employees and stakeholders while increasing investments in network resilience and zero trust.	Maintain employee phishing attack testing failure rate at 10% or below year over year.	In 2023, Omnicell’s employee phishing attack testing failure rate remained below 10%.



# Data Privacy, Cybersecurity, and Network Resilience

Protecting employee and stakeholder data and upholding high cybersecurity standards continues to be a top priority. We are committed to cultivating our digital infrastructure in a manner designed to ensure trust and confidence by aligning ourselves with the benchmarks and recommendations provided by the National Institute of Standards and Technology (NIST), Cybersecurity Framework, and the Center for Internet Security. By measuring our defenses against these frameworks, we seek to maintain a proactive posture against potential threats.

## Strengthening Privacy and Security

In 2023, we worked to strengthen our privacy and security efforts through several key initiatives. We expanded privileged access management designed to ensure superuser access is actively monitored and controlled. We bolstered our vulnerability management with new technologies and extended two layers of managed defense services through trusted providers and isolated critical infrastructure, impeding lateral movement, which is intended to enhance the security posture of our network. We also implemented a continuous external penetration testing model and took steps to harden our identity, server, network, and application environments. Our internal security

team and external partners are set up to continuously monitor our attack surface.

Employee awareness training remains of crucial importance. In 2023, we provided trainings on General Data Protection Regulation (GDPR), Health Insurance Portability and Accountability Act (HIPAA), and quarterly Information Technology (IT) Security for all employees, along with additional trainings for targeted groups. We also expanded our communications on cybersecurity in order to equip employees with more tips, advisories, and education. Once again, we met our target for phishing attack test failure rate, which remained below 10%.

Moving forward, we are renewing and expanding our compliance with Service Organization Control (SOC). In 2023, both ateb, Inc. and 340B Link, LLC underwent a SOC 2 Type II audit. Additionally, we obtained our Health Information Trust Alliance (HITRUST) Common Security Framework i1 certification for our Medication Management Systems and remote customer support. HITRUST is considered by many in the industry to be the gold standard for managing cybersecurity risk, protecting data, and improving information security posture. Certification for HITRUST Common Security Framework (CSF) i1 for Enliven360 is underway and is anticipated to be completed in 2024.

## Artificial Intelligence

Omniceil recognizes the increasing role that Artificial Intelligence (AI) is expected to play in the business landscape and is investigating strategies that are designed to leverage AI to create operational efficiencies and improve products and services. This includes the exploration of a corporate AI strategy and external partnerships to use AI products as we seek to promote innovation and productivity.

In an effort to prepare for a future with increased AI, Omniceil has formed an AI Steering Committee to provide guidance, oversight, and decision-making

authority related to the development, deployment, and use of AI by Omniceil. Omniceil has additionally adopted a Generative AI (GenAI) Acceptable Use Policy, outlining parameters for the use of GenAI by the Omniceil workforce in accordance with applicable legal and regulatory requirements, responsible use standards, contractual commitments, and commercial considerations.

Through these actions, Omniceil aims to responsibly embrace innovation and AI.



# Business Ethics and Compliance


Omniceil is firmly dedicated to fostering a culture of robust business ethics and providing a secure environment for employees to express potential concerns without fear of reprisal. As highlighted in our 2022 ESG Report, this commitment continues, with multiple avenues available for reporting potential concerns, including anonymously.


In line with our dedication to ethical standards, Omnicell's fourth annual Compliance Week in November 2023 centered around the theme *Be Empowered, Speak Up!* This theme aimed to reinforce the importance of upholding ethical standards, adhering to regulatory requirements, and the power each employee holds in contributing to Omnicell's compliance efforts.





## GOVERNANCE SPOTLIGHT


### *Be Empowered, Speak Up!* Activities

 Tested employee knowledge on Omnicell's Code of Conduct

 Hosted an online scavenger hunt focused on Omnicell's Code of Conduct

 Provided information on anti-trafficking measures

 Released a three-part video series highlighting examples of positive outcomes as a result of employees proactively speaking up

 Visited manufacturing sites to discuss the importance of compliance

In 2023, business ethics and compliance continued to be integral to Omnicell's New Employee Orientation. Omnicell employees are welcomed to the organization through our robust New Employee Orientation process – a multi-session onboarding experience that includes segments on Ethics, Compliance, Privacy, Information Security, and Environmental, Health, and Safety (EHS). In addition, Omnicell provides annual training for employees on critical compliance topics including:

- Omnicell's Code of Conduct with attestation for all employees;
- Workplace Harassment Prevention for all employees;
- Anti-Trafficking for all employees;
- Preventing Bribery and Corruption (FCPA) for relevant employees;
- Fraud, Waste, and Abuse for relevant employees.

In the second half of 2023, Omnicell's executive leadership's quarterly individual incentive performance targets were tied to quarterly compliance training, of which 100% of executive leadership met their quarterly

compliance goals. Other initiatives in 2023 included these highlights:

- Inclusion of business ethics and compliance communications in #InsideOmnicell, our internal email channel;
- Comprehensive review of the Omnicell Code of Conduct by Omnicell's Compliance Committee;
- Enhancements to Anti-Corruption Policy intended to strengthen our stance against corrupt practices;
- Development of a Disciplinary Action Framework in the Employee Handbook;
- Comprehensive compliance assessment and strengthened integration for Omnicell Specialty Pharmacy Services (OSPS);
- Introduction of a formal audit playbook and process for OSPS, including baseline audits;
- Initiation of targeted compliance risk assessments, which increased the number of proactive assessments and seek to integrate compliance across the product development life cycle.

# Risk Management and Business Continuity

Omniceil is dedicated to upholding high standards of integrity and transparency, guided by our principle of seeking to Do the Right Thing. We believe this commitment comes to life through risk management, ethical decision-making, and business continuity practices. With a proactive approach to risk, we seek to enhance the resilience and continuity of our organization. With a comprehensive risk management strategy, we aim to address existing challenges and cultivate a proactive mindset in the face of uncertainty.

Since 2019, Omniceil has conducted our biannual Enterprise Risk Management (ERM) process. This comprehensive process involves engaging with company stakeholders to assess current and emerging risk areas. Following the identification of risks, we meet with key personnel to validate results, determine root causes, and formulate mitigation plans. Input from the Audit Committee of the Board of Directors enhances oversight for our ERM process, which is designed to ensure the highest level of accountability. Before beginning a new ERM cycle, we review, update, and compare our risk register in an effort to ensure it remains current and relevant, and that the risks are specific to Omniceil and aligned with risks prevalent in the broader corporate landscape.

In 2023, Omniceil began our biannual ERM process, incorporating the following enhancements:

- Expansion of ERM survey participants to include senior leaders across all functional business areas, intended to improve the survey response rate and provide a wider representative perspective regarding company-wide risks;
- Quarterly polling of the Omniceil Board of Directors;
- Monitoring of emerging risks using ERM third-party partner quarterly risk reports;
- Leadership review and approval of all action plans;
- Identification of key risk indicators in an effort to enable data-driven monitoring of progress.

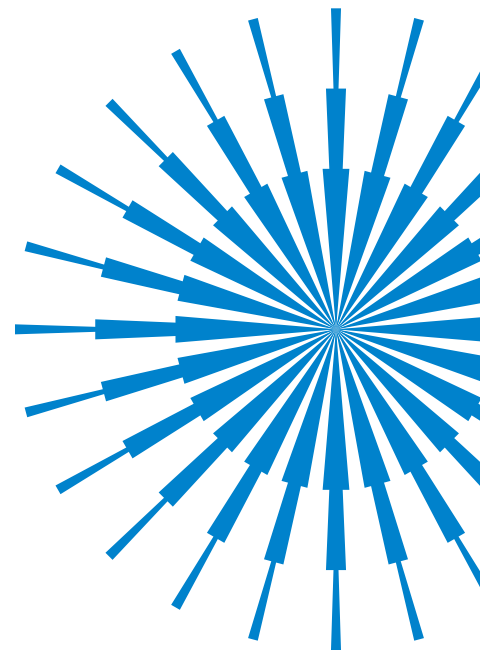
In addition to these enhancements, we have completed several initiatives that we feel exemplify our commitment to recognizing and addressing potential risks, in an effort to enhance Omniceil's long-term value. These include:

- Conducting international product-specific clinical risk assessments and Digital Technology Assessment Criteria (DTAC) assessments for each of the required product lines in 2023. This is designed to ensure that potential risks to patients, data, or clinics are identified and shared with customers and the National Health Service.

- Training and certifying an international cross-functional team in Lean Six Sigma. This team is equipped with the tools to evaluate current product processes, identify potential risk reduction opportunities, and optimize for efficiency.

In the area of business continuity and resilience, in 2023, Omniceil conducted tabletop exercises focused on disaster response and cybersecurity, both domestically and for the first time, internationally, as well. These exercises are intended to bolster organizational resilience and to help mitigate the potential impact to operations in the event of adverse situations.

We also finalized our Crisis Communication plan, a significant component in our business continuity strategy. In the event of a crisis, having this plan in place is intended to ensure: that the appropriate people are called upon, that delays are minimal, that response times are accelerated, and that the organization's reputation is safeguarded.







# Responsible Sourcing

In 2023, we began developing a new Supplier Code of Conduct as part of our ongoing efforts to establish standards and requirements of our suppliers. We are working toward publishing the Supplier Code of Conduct in 2024—this includes recommendations and requirements for suppliers related to topics like EHS, Compliance, Privacy, and Climate Risk and Resilience. Omnicell's Procurement Policy supplements our Code of Conduct in an effort to further guide our relationships with suppliers. We believe in transparency and accountability, and regularly monitor our suppliers' performances.

We evaluate potential new suppliers using our Quality Audit Checklist, which measures them across several key categories and incorporates various ESG elements of our Supplier Standards. These elements include, but are not limited to, compliance with environmental standards, avoiding the use of resources from conflict-torn countries, and prohibitions on the use of slave or child labor. Our General Terms and Conditions of Purchase also include these clauses.

We also enhanced our supplier onboarding process, which includes more detailed supplier qualifications. We will continue to evaluate this onboarding program and make enhancements over time to reflect the most current regulations, industry standards, and internal policies. Additionally, we implemented a new supplier assessment to provide a more detailed view of supplier capabilities through the QSP-21 Quality Management System (QMS) Purchasing process.

Omniceil follows Organisation for Economic Co-operation and Development (OECD) guidance for the responsible sourcing of raw materials. Our General Terms and Conditions of Purchase outline our expectations and requirements of suppliers to comply with our Code of Conduct, our Procurement Policy, and all applicable laws and regulations. As part of our due diligence, we continued Supplier Compliance Assessments for existing suppliers, partially automating this process using our Governance, Risk, and Compliance (GRC) tool that was implemented in 2022.

We continued our work with a leading international advisory and audit firm to conduct audits of in-scope suppliers for 3TG conflict minerals (tin, tantalum, tungsten, and gold). As part of the 3TG due diligence program, we conducted an on-site audit through a third-party to assess one of our supplier's responsible sourcing program and conflict minerals reporting, and anticipate conducting a second on-site audit in 2024 with another supplier. We also held two training webinars for select suppliers on best practices for 3TG due diligence and Conflict Minerals Reporting Template completion and offered a training session to our procurement team on responsible sourcing, which was led by the international advisory and audit firm.

In addition, Omnicell applies our commitment to DEI&B to all facets of our business, such as continuing our efforts to increase spend with small businesses and diverse suppliers where feasible. To do so, we set annual goals for the allocation of subcontracting dollars to suppliers that meet our supplier standards and needs and who identify as veteran-owned, service-disabled and veteran-owned, small, disadvantaged businesses, woman-owned, and HUBZone small businesses. We track our performance on these goals annually in an effort to measure our progress and prepare for the future. Looking forward, Omnicell will continue to explore avenues to engage with diverse suppliers and seek to provide equal opportunities to compete for subcontracts.

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**“ Responsible sourcing embodies Omnicell's ethos of integrity and ethical conduct. Our principle of Doing the Right Thing propels us to consider not only the environmental impact of our actions, but also the well-being of all stakeholders involved. By embracing and incorporating sustainable practices into our products and services, we not only fulfill our duty to safeguard the planet, but also uphold the dignity and rights of every individual within our supply chain.”**

**JITEENDER MANIK**, VP Global Procurement

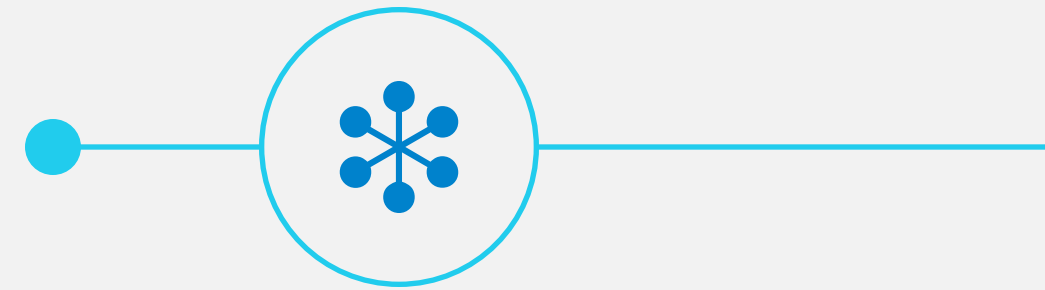
# In Brief: Governance Performance

## 2023 Key Milestones

- Strengthened our privacy and security efforts through several initiatives including expanding privileged access management, bolstering our vulnerability management, and implementing a continuous external penetration testing model
- Provided training on GDPR, HIPAA, and quarterly IT Security for all employees, along with additional trainings for targeted groups
- Achieved our target of maintaining employee phishing attack testing failure rate below 10%
- \* Obtained our HITRUST CSF i1 certification for our Medication Management Systems and remote customer support
- Formed an AI Steering Committee and adopted a GenAI Acceptable Use Policy in our efforts to embrace innovation and responsible use of AI
- Hosted our fourth annual Compliance Week centered around the theme Be Empowered, Speak Up!
- Tied executive leadership's quarterly individual incentive performance target to quarterly compliance training, of which 100% of executive leadership met their quarterly compliance goals
- \* Initiated targeted compliance risk assessments, which increased the number of proactive assessments and sought to integrate compliance across the product development life cycle
- \* Began our biannual ERM process, incorporating key enhancements
- \* Finalized our Crisis Communication plan and conducted tabletop exercises focused on disaster response and cybersecurity domestically, and for the first time, internationally
- Implemented a new supplier assessment to provide a more detailed view of supplier capabilities through the QSP-21 QMS Purchasing process



LOOKING FORWARD INITIATIVES IN 2022 THAT WE ACCOMPLISHED IN 2023



## Looking Forward

Guided by our principles, Omnicell is transforming healthcare for clinicians and patients alike, while laying the groundwork for a future where integrity and ethical practices drive business success. In 2024, we will continue to advance our governance efforts with the following aims:

- Complete certification of HITRUST CSF i1 for Enliven360.
- Prepare for the increasing role of AI being leveraged in the business landscape.
- Publish the new Supplier Code of Conduct which includes recommendations and requirements for suppliers related to topics like EHS, Compliance, Privacy, and Climate Risk and Resilience.
- Continue evaluating our supplier onboarding program and making enhancements over time to reflect the most current regulations, industry standards, and internal policies.
- Conduct a second on-site audit through a third-party to assess an additional supplier's responsible sourcing program and conflict minerals reporting as part of the 3TG due diligence program.
- Explore avenues to engage with diverse suppliers and seek to provide equal opportunities to compete for subcontracts.

# Innovation

Omniceil was founded on a social mission that seeks to both ease and enable healthcare providers' efforts in order to systematically improve patient care. Coming up on our 32nd year, we are innovating to transform pharmacy care to optimize clinical and business outcomes across all care settings globally. Our suite of digital solutions are streamlining manual, error-prone processes that often hinder a more personalized healthcare experience. We are accelerating pharmacy perfection through robotics, smart devices, intelligent software, and expert services. Our efforts are focused on improving access to safe, equitable care globally while seeking efficiencies and reducing our environmental footprint.

## 2023 Innovation Performance

TOPIC	GOAL	TARGET	2023 PERFORMANCE
<b>Equitable Access to Products and Services</b>	Deliver products and services that assist with improving healthcare outcomes in low- and middle-income communities and underserved areas.	Develop a charitable product donation program by 2024 to further improve equitable access to products and services through repurposing end-of-life products for disadvantaged economies.	In 2023, Omnicell continued to donate products suitable for repurposing. However, through thoughtful consideration, Omnicell has determined that a formalized charitable product donation program is not the best way for our organization to make an impact as we move ahead, due to constraints at product end-of-life. Looking forward, we remain dedicated to donating end-of-life products to charitable organizations that can be repurposed, and we will continue to explore opportunities to contribute resources in ways that are expected to have a meaningful impact.
<b>Responsible Product Design</b>	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.	We have achieved our target of developing plans that are designed to minimize the environmental footprint for 100% of our new products through the integration of Environment, Health, and Safety (EHS) and ESG deliverables into our product development and design process. Additionally, both our EHS and ESG teams are involved in product development and influencing key design requirements at Omnicell.



# Patient Engagement, Clinical, and Financial Solutions

Our EnliveHealth brand offers a portfolio of products that are designed to digitally 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.

Our patient engagement solutions are designed to better educate, inform, and enrich patients' lives with our personalized interactive voice response (IVR), outbound communications, and mobile app offerings. We also enable digital delivery of medication information (medication guides, vaccine information sheets, and drug monographs) in an effort to unlock patient preferences, staff efficiency, and environmental value. Additionally, our clinical workflows help to enable pharmacies to accelerate health and wellness in their community through our targeted patient interventions, appointment scheduling, immunization, medication therapy management, medication synchronization, and Medicare plan comparison capabilities. Furthermore, our financial workflows are designed to streamline payments, cash flow, and claims for durable medical equipment, vaccination, clinical care, and specialty drugs through our medical billing and reconciliation solutions. By leveraging these digitally enabled services, we strive to provide data-driven intelligence to optimize pharmacy operations continuously, driving operational

and execution excellence, as well as patient adherence and outcomes.

In 2023, our EnliveHealth brand started rolling out Digital Medication Information Delivery (DMID), which is intended to improve patient health literacy and decision-making by digitally delivering medication information, including documentation required by the U.S. Food and Drug Administration (FDA) and state regulatory agencies, which historically have been delivered to patients in a printed format. Studies have shown that patients who are more medication and health literate usually exhibit greater medication adherence, which typically improves health outcomes and increases their overall pharmacy experience and satisfaction. For pharmacies, DMID is designed to effectively eliminate printing, reduce a pharmacy's environmental impact, reduce time consuming in-bound calls, create the opportunity for meaningful patient and pharmacist conversations, and save time and money. A major retail pharmacy chain launched DMID in select stores in 2023 and has now deployed it in over 1,900 locations. To this end, our subsidiary has patented an automated electronic medication documentation and sponsored content delivery system.



Highlights of EnliveHealth's digital solutions include the following:

**Personalized IVR** automates patient communications in an effort to improve adherence, which was shown to increase prescription refills by 21% in 2023.<sup>1</sup>

**Amplicare Clinical Solution** creates an integrated platform that is designed to automate the provision of clinical care, scheduling, billing, and other processes. One case study details how one pharmacy increased annual vaccines administered by 230%.<sup>2</sup>

**Medication Synchronization Software** aligns patients' chronic medications to one convenient, monthly pick-up date, which is intended to create a regular interaction for patient and pharmacist. In 2023, pharmacies utilizing our unique Medication Synchronization program averaged an additional 2.6 incremental prescription fills with participating patients.<sup>3</sup>

**Medicare Match** is a suite of tools for Medicare-eligible patients that is designed to guide them through this major life event by assisting them in identifying and

selecting the plan that is best for their specific health and financial requirements.

## BACK-TO-BACK AWARDS

For the second year in a row in 2023, EnliveHealth received the Retail Excellence Award in Technology and Automation from *Drug Store News*, a leading pharmacy industry publication.

<sup>1</sup> Based on statistics sourced from Internal EnliveHealth Report. (2023). Personalized IVR Product Research Data.

<sup>2</sup> Based on statistics published by EnliveHealth. (2023). Case Study: Pharmacy 575 (Amplicare Clinical Solution).

<sup>3</sup> Based on statistics sourced from Internal EnliveHealth Report. (2023). Medication Synchronization Product Research Data.

# Access to Care: Integrated Approach

Omniceil remains dedicated to creating outcomes-centric medication management solutions that aim to enhance patient care. By seamlessly integrating inputs, delivery, management, and organization of services, our objective is to elevate every aspect of medical care, across all settings of care, with a focus on improving health promotion.

## Advancing Access to Care through Integrated Solutions

We believe that a prime example of our commitment to advancing access to care is the collaborative effort between Omniceil and Alpatron Medical Innovations to launch the AMIS-PRO Smart Cart in the U.K. healthcare market. The Smart Cart, developed by Alpatron Medical Innovations, is designed to improve nursing workflows during medication rounds, which is intended to foster a safer, faster, and more efficient approach. This solution combines the functionality of a medication trolley with intelligent technology, to help enable nurses to streamline medication administration, reduce errors, and enhance patient care. It also complements existing Omniceil solutions, in an effort to help close the medication management loop.

Throughout 2022, we advanced systems integration across all Omniceil products. In 2023, this progress extended to interoperability with Patient Medication Records (PMRs), which is intended to ensure seamless communication between our solutions and healthcare

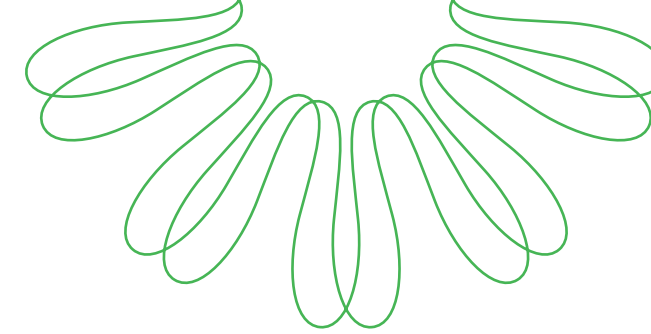
### INNOVATION SPOTLIGHT

## Omniceil Insights

Launched internationally in 2023, Omniceil Insights offers predictive and prescriptive capabilities, that are designed to empower healthcare systems and retail pharmacies to make informed decisions on medicine and clinical inventory usage.

This advanced analytics tool provides comprehensive data visibility, actionable insights, and clear recommendations which are intended to support optimized workflows, financial efficiency, and improved patient care.

**Recognized for its impact, Omniceil Insights earned Omniceil's international product management and marketing teams a nomination by DataIQ for the Best Data-Driven Process award in 2023 in the U.K. across all industries.**



records and should provide for safer and more efficient clinical workflows. Additionally, our Inventory Optimization Service platform evolved, introducing new products that are designed to meet expanding healthcare needs, reinforcing our dedication to providing access to care through innovative solutions.

Pharmacists are often positioned as the most accessible healthcare provider in the United States with 90% of the population living within five miles of a pharmacy.<sup>1</sup> The EnlivenHealth Amplicare Clinical Solution also designed to help enable pharmacy teams to address the evolving healthcare needs of their community. For example, in a recent [case study](#), we demonstrated the solution's role in the deployment of screening surveys focused on social determinants of health. By collecting data through these surveys, pharmacists gained insights that helped enable them to provide tailored guidance, support, and resources to patients.

## Omniceil Specialty Pharmacy Services

Our turnkey solution, Omniceil Specialty Pharmacy Services (OSPS), integrates technology, services, and expertise in order to help hospitals and health systems establish, operate, and optimize specialty pharmacies. This offering is designed to enhance access to specialty medications, ensure financial outcomes through a clinical-based service model, and accelerate time-to-market with comprehensive support.

**Patient Financial Assistance and Access Programs:** OSPS addresses financial barriers to therapy initiation and adherence, deploying various strategies such as copay cards, 501 C3 foundations, client assistance programs, and manufacturer Patient Assistance Programs (PAP). In 2023, OSPS assisted over 104,000 patients in obtaining access to almost 140,000 prescriptions.

**Patient Outcomes:** Through specialized pharmacy adherence programs, OSPS aims to significantly improve medication compliance, focusing on elements such as medication therapy management, health literacy, and adherence education.

OSPS supports the Federal 340B Drug Pricing Program in an effort to help health systems maximize savings and comply with the program. The Federal 340B Drug Pricing Program is intended to enable hospitals to stretch federal resources, expand patient access, and reinvest savings through expanded healthcare services back into the communities they serve.

<sup>1</sup> Based on statistics sourced from Qato DM, Zenk S, Wilder J, Harrington R, Gaskin D, Alexander GC. (2017). The availability of pharmacies in the United States: 2007-2015. National Library of Medicine.

# Equitable Access to Products and Services

Omniceil is committed to improving access to products and services equitably. We constantly seek to innovate and make offerings more affordable, as well as to partner with health organizations to provide our technology across the globe.

## Charitable Product Donations

Omniceil continues to support Global Links, a nonprofit dedicated to improving the health of communities in need, through donations of Omniceil products suitable for repurposing. However, through thoughtful consideration, we have determined that a formalized charitable product donation program, an initiative we have been working towards, is not the best way forward for our organization to make an impact due to constraints at product end-of-life, such as limited utility. In light of this, we remain dedicated to donating products that can be effectively repurposed, and in 2024, we will continue to explore opportunities to give resources in ways that can have a more meaningful impact.

## Increasing Equitable Access

In 2023, we continued to build on our strategy to explore potential areas of advancement in low- and middle- income countries and communities. Omniceil has expanded the global footprint of our product and services offerings, that should allow us to further enable the realization of the industry vision of the Autonomous Pharmacy around the world. Looking forward, we continue exploring opportunities to expand to additional regions to promote greater access to care.

### INNOVATION SPOTLIGHT

## Global Expansion Highlights

There are several new regions where Omniceil's product lines are now being offered, and we believe there are more opportunities for global expansion in the future.

One highlight is **Pharmaself24**, a self-service kiosk in retail pharmacies that allows patients to pick up prescriptions 24 hours a day. In 2023, kiosks were used in the U.K., Germany, and Saudi Arabia. Pharmaself24 takes on tasks that enable pharmacists to focus on clinical work. It is designed to enhance the patient's pharmacy experience with convenience and flexibility.

Another highlight is that there has been a signed **Memorandum of Understanding (MOU) between Omniceil and the Ministry of Health (MOH), Kingdom of Saudi Arabia (KSA)**. This agreement is intended to lay the foundation for providing MOH hospitals in the KSA with technology and services to elevate the standard of care as part of the country's 2030 vision. These Omniceil products and services will develop automation and improve efficiency with medication management and supply operations.



# Product Quality and Patient Safety

We uphold an unwavering commitment to high levels of safety and quality in the design, development, manufacturing, distribution, and servicing of our products and services. Our commitment is documented and implemented in our global Quality Management System (QMS). Our QMS addresses the delivery chain, outlining a quality approach designed to optimize our ability to provide top-tier products and services to our valued customers.

In 2023, Omnicell made significant strides in the global adoption of our QMS across our international operations. We enhanced our global QMS by implementing a standard Corrective and Preventive Action (CAPA) process and an international Corrective Action Board. We continue to actively maintain safety risk files for all major current product offerings through semi-annual or annual cross-functional review. Furthermore, we continue to conduct and incorporate post-market risk assessments based on customer feedback.

Additionally, we made progress in global digital policy by prioritizing Post Production Cybersecurity Management Process improvements. This strategic focus resulted in streamlined quality management processes that are expected to improve response and action times for both internal and external stakeholders.

In an effort to proactively prepare for unique challenges resulting from the rise in digital business practices, we maintained a steadfast commitment to speed, safety, innovation, and customer alignment. This involved harmonizing software platforms across departments in an effort to boost efficiency and reduce delays, and implementing automatic models and templates that are designed to adapt to project complexity or risk, and that are intended to ensure alignment with process intricacy. Automation helped streamline projects, enhance efficiency, and improve predictability. Furthermore, Omnicell continuously monitors and updates processes within the QMS to reduce inefficiencies. Examples include eliminating unnecessary Underwriter Laboratories (UL) certifications for contractors that Omnicell no longer utilizes, allowing us to reduce our environmental footprint and save resources. Omnicell has also enabled self-install and self-servicing models within the QMS that are designed to reduce technician travel and operating costs.



## Omniceil Achievements and Certifications

**Re-certified for ISO 9001 and 13485 for applicable non-medical devices and medical devices**

**Maintained the Product Safety Factory Certification for Omnicell's XR2 Automated Central Pharmacy system**



# Responsible Product Design

Our commitment to reducing the environmental impact of our products goes hand in hand with delivering empowering technology that is designed for transforming patient care.

As part of the multi-year strategy that began in 2022, we introduced EHS and ESG deliverables into our product development process. Integrating EHS and ESG standards is intended to help ensure that Omnicell has adequately identified and evaluated potential EHS hazards and their associated risks in a

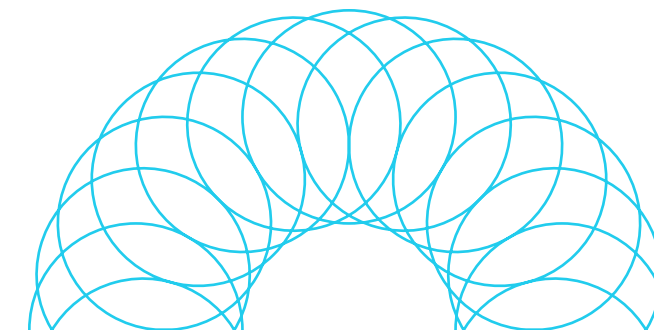
product, assessed materials for environmental impact, and developed plans that are designed to effectively manage risks and improve material consumption. Both EHS and ESG teams are involved in product development and influencing key design requirements at Omnicell. We also continued to include ESG considerations, such as aligning with the Energy Star criteria and incorporating the E.U. RoHS (Restriction of Hazardous Substances) Directive, in our design process. Our ongoing efforts are intended to help ensure that we will be minimizing the environmental footprint

for 100% of new domestic products, and we remain committed to integrating responsible design into our product development process.

Additionally, Omnicell is currently conducting a Life Cycle Assessment (LCA) to establish an environmental footprint baseline for one of our products, that should pave the way for future product development improvements. We have also formed a cross-functional team to structure a comprehensive LCA program moving forward that is intended to be in line with the International Organization for Standardization (ISO) standards 14040 and 14044. For blister packaging in our [Medication Adherence line](#), we have implemented a plastic regrind process in an effort to upcycle manufacturing scrap material into pellets to be used in the production cycle again, that is expected to reduce waste and minimize material consumption. We are exploring ways to maximize the use of recycled materials in this product line. Lastly, we are planning specialized training and educational initiatives on ESG and responsible product design in 2024 for our Product and Engineering teams. We plan to utilize strategic communication channels in an effort to inspire innovative thinking and transformative advancements in ESG and our product design.

“ At Omnicell, we celebrate innovation and are proud to deliver products to market that have a positive impact on the quality of patient care, while being mindful of the impact on the environment. As an ESG Ambassador, I look forward to fostering a culture that thinks thoughtfully about opportunities to integrate sustainability into the product development process.”

**MICHAEL GAREL**, Senior Director, Product Management





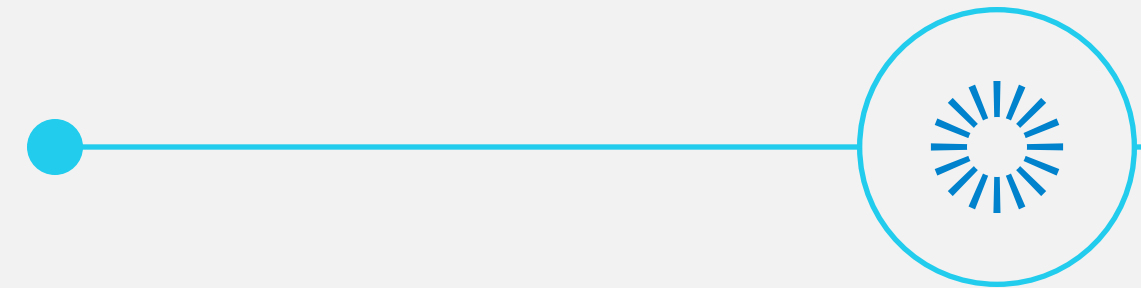
# In Brief: Innovation Performance

## 2023 Key Milestones

- Launched DMID, which aims to enhance patient health literacy and reduce environmental impact attributed to printing medication information
- Received the Retail Excellence Award for Technology and Automation for EnlivenHealth from Drug Store News for the second year in a row
- \* Continued to advance systems integration across all Omnicell products, with progress extending to interoperability with PMRs, which is intended to ensure seamless communication between our solutions and healthcare records
- Launched Omnicell Insights internationally, offering predictive and prescriptive capabilities designed to empower healthcare systems and retail pharmacies
- Assisted over 104,000 patients obtain access to almost 140,000 prescriptions through OSPS
- Signed a MOU between Omnicell and the Ministry of Health, Kingdom of Saudi Arabia
- Made significant strides in the global adoption of our QMS across our international operations and enhanced our QMS by implementing a standard CAPA process and an international Corrective Action Board
- \* Prioritized Post Production Cybersecurity Management Process improvements, which resulted in streamlined quality management processes
- Successfully re-certified for ISO 9001 and 13485 for applicable non-medical and medical devices
- Maintained the Product Safety Factory Certification for Omnicell's XR2 Automated Central Pharmacy system
- \* Integrated EHS and ESG deliverables into the product development process



LOOKING FORWARD INITIATIVES IN 2022 THAT WE ACCOMPLISHED IN 2023



## Looking Forward

As we set our sights on 2024, Omnicell is poised to make further strides in shaping a more connected, sustainable, and patient-centric healthcare landscape. We will continue to advance our innovation efforts by working to:

- Donate products to charitable organizations that can be effectively repurposed and explore opportunities to continue giving resources in ways that have a meaningful impact.
- Explore opportunities to expand our product and service offerings to additional regions to promote greater access to care.
- Investigate avenues to maximize the use of recycled or alternative materials and continue to minimize the environmental footprint of our products.
- Continue structuring a comprehensive Life Cycle Assessment program, intended to be in line with ISO 14040 and 14044 standards.
- Offer specialized training on ESG and responsible product design for our Product and Engineering teams.

# Appendix: Data Tables

In 2023, we have made enhancements to our data tables in this Appendix in an effort to better align with the latest reporting standards, including those set forth by the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). These updates include revisions to certain indicators, units, breadth of performance disclosures, and standards, as we seek to continuously improve our reporting and provide clear, meaningful insights into our performance.

For new disclosures introduced in our 2023 reporting period, a year over year performance comparison is not available as 2023 serves as the baseline year for those specific disclosures. In addition to our Environmental, Social, Governance, and Innovation data tables, we have introduced GRI's General Disclosures in this Appendix in 2023 to better facilitate restatements of information.

Environmental				
INDICATOR	UNIT	2023 PERFORMANCE	2022 PERFORMANCE	STANDARD
<b>Total energy consumption (electricity, heating, cooling, steam)</b>	Gigajoules (GJ)	54,366 GJ	61,214 GJ <sup>1</sup>	SASB (TC-SI-130a.1) GRI 305-1, 305-2
<b>Water consumption<sup>2</sup></b>	Thousand cubic meters (m <sup>3</sup> )	21.50 thousand m <sup>3</sup>	23.54 thousand m <sup>3</sup> <sup>3</sup>	SASB (TC-SI-130a.2) GRI 303-5
<b>Waste management: Waste generated by type</b>	Metric tonnes	Hazardous waste generated: 2.56 metric tonnes	Hazardous waste generated: 1.29 metric tonnes	SASB (RT-EE-150a.1) GRI 306-2
		Non-hazardous waste generated: 2,070 metric tonnes	Non-hazardous waste generated: 1,345 metric tonnes	
<b>Waste management: Recycling by type</b>	% of total waste recycled, by type	Hazardous waste recycled by waste contractor / Omnicell combined: 43%	Hazardous waste recycled by waste contractor / Omnicell combined: 45%	SASB (RT-EE-150a.1) GRI 306-2
		Non-hazardous waste recycled by waste contractor / Omnicell combined: 83%	Non-hazardous waste recycled by waste contractor / Omnicell combined: 77%	
<b>Strategy to reduce the environmental impact of packaging throughout its life cycle</b>	Description of strategy	Omnicell is continuously seeking opportunities to reduce the environmental impact of packaging throughout its life cycle. To learn more about our strategy and efforts in this area, please see <a href="#">Waste Reduction and Resource Efficiency</a> and <a href="#">Responsible Product Design</a> .	In 2022, we made progress towards reducing the environmental impact of packaging by: conducting a climate risk assessment which evaluated current packaging practices and offered recommendations for improvement, developing a procurement project charter that encompasses sustainable procurement strategies with work carried out through 2030, and creating a product packaging charter to identify ways to reduce waste from product packaging and substitute materials with sustainable alternatives.	SASB (HC-DI-410a.1)

<sup>1</sup> We have chosen to restate 2022 Total Energy Consumption. Please see our [Greenhouse Gas Footprint](#) for more information.  
<sup>2</sup> Estimated water consumption for sites lacking water data, such as multi-tenant facilities, are calculated by using estimation guidelines provided by the U.S. Environmental Protection Agency (EPA).  
<sup>3</sup> We have chosen to restate 2022 Water Consumption to reflect the inclusion of certain sites for which data became available to make an informed assumption and the revision of data for certain sites as a result of validation processes.



Social

INDICATOR	UNIT	2023 PERFORMANCE	2022 PERFORMANCE	STANDARD
<b>Employee engagement</b>	Employee Engagement Survey results	We currently conduct our Employee Engagement Survey twice annually, and starting in 2024, we plan to move to conducting it once annually. We most recently completed the Employee Engagement Survey via the Glint platform in September 2023 and achieved an overall employee satisfaction score of 68, which is below the benchmark average score of similarly-sized global companies identified by Glint, that use the Glint platform. While our score is below the benchmark, we believe that through our continued investment in talent, processes, and acting on employee feedback, we were able to increase our employee satisfaction score by three points from the score we achieved at the beginning of 2023. We believe this intra-year increase reflects improved employee relations and that Omnicell is generally viewed by our employees as a good place to work.	Based on the results of our 2022 Employee Engagement Survey, we exceeded the benchmark by one point over similarly-sized global companies identified by Glint. We believe this reflects our positive employee relations and that Omnicell is viewed by our employees as a good place to work.	SASB (TC-SI-330a.2) GRI 2-29
<b>Freedom of association</b>	Right-to-Work	Omnicell recognizes Right-to-Work requirements in those jurisdictions that require it. No employee can be required to join a labor union as a condition of receiving or retaining a job. No employee will be denied employment on account of membership or non-membership in any labor organization or on account of an agreement requiring union membership or paying of dues to a union.	Omnicell recognizes Right-to-Work requirements in those jurisdictions that require it. No employee can be required to join a labor union as a condition of receiving or retaining a job. No employee will be denied employment on account of membership or non-membership in any labor organization or on account of an agreement requiring union membership or paying of dues to a union.	GRI 407-1
<b>Compensation strategy</b>	Description of compensation strategy	<p>We believe that our compensation policies and decisions are appropriately designed to align the interests of our executive officers with those of our stockholders, to emphasize strong pay-for-performance principles. Our Compensation Committee has set specific compensation goals designed to help the Company achieve our short- and long-term business and performance goals. In setting executive officer compensation, the Compensation Committee seeks to design a compensation program that it believes will attract, retain, and incentivize our executive officers to help the Company achieve its performance goals.</p> <p>Our executive compensation program consists of three principal components: base salary; a performance-based cash bonus plan; and long-term equity incentive compensation. The long-term equity incentive compensation is further divided into two components: restricted stock units (RSUs) that vest over time if the executive remains employed with the Company and performance-based restricted stock units (PSUs) that initially vest only upon the achievement of certain Company performance metrics and, provided those performance metrics are achieved, vest over time if the executive remains employed with the Company. As a result of this, a significant majority of our executive officers' compensation consists of (i) performance-based cash and equity awards which are earned or vest only upon the achievement of certain Company and individual performance metrics and (ii) RSUs for which the value received varies based on our stock price. In addition, stock awards granted under our equity incentive plan are subject to recoupment in accordance with the Company's Policy on Recoupment of Incentive Compensation. In addition, stock awards granted under our equity incentive plan are subject to recoupment in accordance with our Policy on Recoupment of Incentive Compensation.</p> <p>We believe that the alignment of our executive officers' total compensation with our stock price performance, revenues, non-GAAP free cash flow, and non-GAAP EBITDA reflects our emphasis on pay-for-performance principles.</p> <p>Furthermore, in an effort to further align our approach to retentive compensation with market practice, our Compensation Committee has adopted the Omnicell, Inc. Executive Severance Plan, which provides severance benefits to certain key management personnel of the Company, and its subsidiaries, including those with the title of Executive Vice President or higher whose employment is terminated (i) by the Company for any reason other than for cause, death, or disability; or (ii) during the 24-month period following the occurrence of a change in control of the Company or by the covered executive for good reason.</p>	In 2022, for our short-term incentives, we favor Net Profit as our key performance threshold. This must be achieved in addition to rigorous company scorecard and individual performance goals in order to earn quarterly payouts of the target bonus opportunity. Overachievement payouts can only be earned when Omnicell overachieves our annual operating plan goals on Bookings and Advanced Services Revenue. These strategies align with our pay-for-performance compensation philosophy. For long-term incentives, Omnicell continues to favor restricted stock units to align the interests of stockholders and employees by linking realized value to stock price performance.	GRI 2-19

Social (Continued)

INDICATOR	UNIT	2023 PERFORMANCE	2022 PERFORMANCE	STANDARD
<b>Process to determine remuneration</b>	Description of process to determine remuneration	<p>The Board has delegated to the Compensation Committee the primary responsibility for developing our executive compensation philosophy, establishing our executive compensation program, and determining the specific components and levels of each executive's compensation, including equity awards under our equity incentive plan. The Compensation Committee currently is composed of three directors, all of whom are independent (as independence is currently defined in Rule 5605(a)(2) of the Nasdaq listing standards).</p> <p>On an annual basis, the Compensation Committee approves the individual compensation packages for each of our executive officers. Although the Compensation Committee maintains ultimate authority over our executive officers' compensation, the Compensation Committee considers the input and evaluations of our President and CEO, as it relates to executive officers other than the CEO. In conjunction with the Compensation Committee's annual review, our CEO develops cash and equity compensation proposals for each executive (other than himself) to present to the Compensation Committee for discussion and approval. Our CEO does not participate in the final determination of his own compensation. The Compensation Committee also engaged the services of Exequity LLP in 2023, to serve as an independent advisor to the Compensation Committee to assist in reviewing the compensation of the Company's executive officers and developing recommendations regarding 2023 executive compensation levels and types of compensation elements that were presented to the Compensation Committee for its consideration.</p> <p>In 2023, our stockholders approved the Board and management recommendation that we solicit a "say-on-pay" vote on an annual basis. As such, our Board has adopted a policy that is consistent with that preference. In May 2023, we held a stockholder advisory vote on the compensation of our executive officers. Our stockholders approved, on an advisory basis, the compensation of our executive officers, with approximately 90.9% of stockholder votes cast in favor of our "say-on-pay" resolution. In addition, over the past five years, on average, our stockholders approved, on an advisory basis, the compensation of our executive officers, with approximately 94.8% of stockholder votes cast in favor of our "say-on-pay" resolution. In evaluating our compensation practices during fiscal 2023 and in early 2024, we were mindful of the support our stockholders expressed for our philosophy of linking compensation to our operating and organizational objectives and the enhancement of stockholder value. The Compensation Committee will continue to consider stockholder concerns and feedback in the future.</p>	Not applicable as this disclosure is being introduced for the first time in our 2023 reporting period, and therefore was not disclosed in 2022.	GRI 2-20
<b>Diversity, Equity, Inclusion, and Belonging (DEI&amp;B)</b>	Description of DEI&B efforts	Omniceil is committed to creating a culture of inclusivity, engagement, and well-being. To learn more, please see <a href="#">Diversity, Equity, Inclusion, and Belonging</a> .	Not applicable as this disclosure is being introduced for the first time in our 2023 reporting period, and therefore was not disclosed in 2022.	GRI 405-1
<b>Diversity of workforce</b>	Workforce composition data	Please see our data tables in <a href="#">Workforce Composition</a> .	Please see our data tables in <a href="#">Workforce Composition</a> in our 2022 ESG Report.	SASB (TC-SI-330a.3) GRI 405-1
<b>Board level diversity</b>	% of Omniceil's Board of Directors whom are women or racially or ethnically diverse	Omniceil is governed by a diverse and independent Board of Directors, currently composed of ten highly qualified directors, nine (90%) of whom are independent, and five (50%) of whom are women or racially or ethnically diverse.	Omniceil is governed by a diverse and independent Board of Directors currently comprised of nine highly qualified directors, eight (89%) of whom are independent, and four (44%) of whom are women or racially or ethnically diverse. The diversity of our Board members reflects our continuing efforts to achieve a diversity of viewpoints, experiences, and knowledge, as well as ethnicities and gender.	GRI 405-1
<b>Goals and strategy related to racial and ethnic representation at the Board level</b>	Refined goals and strategy for Board member recruitment	<p>Five (50%) of our Board members are women or racially or ethnically diverse. We believe that the diversity of our Board members reflects our continuing efforts to achieve a diversity of viewpoints, experiences, and knowledge, as well as ethnicities and gender.</p> <p>Our Corporate Governance Committee seeks to assemble a Board that, as a whole, possesses the appropriate balance of professional and industry knowledge, financial expertise, and management experience necessary to oversee and direct the Company's business. The Corporate Governance Committee maintains a goal of recruiting directors who complement and strengthen the skills of other directors and who also exhibit integrity, collegiality, sound business judgment, and other qualities, such as gender or racial or ethnic diversity, that the Corporate Governance Committee views as critical to effective functioning of the Board. Board refreshment is an annual topic of the Corporate Governance Committee, including skills assessments and criteria to ensure diverse representation.</p>	Over 1/3 of Omniceil's Board members come from diverse backgrounds (44%).	GRI 405-1

Governance

INDICATOR	UNIT	2023 PERFORMANCE	2022 PERFORMANCE	STANDARD
<b>Data security awareness</b>	Phishing awareness testing rate	In 2023, Omnicell's employee phishing attack testing failure rate remained below 10%.	In 2022, Omnicell's employee phishing attack testing failure rate remained below 10%, at 7.5%.	SASB (TC-SI-230a.2)
<b>Policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII).</b>	Description of policies and practices	Omniceil's privacy and security framework is based on a combination of standards derived from applicable privacy and security laws, regulations, and industry standards. Omnicell has earned a 1 year Certified status for information security by HITRUST for its U.S. business of medication management solutions and supporting infrastructure and, in the U.K., the Cyber Essentials certification.	Omniceil's privacy framework is a combination of privacy and security standards derived from NIST, GDPR, California Consumer Privacy Act/California Privacy Rights Act, and other applicable laws, regulations, and standards. Business areas with the highest levels of customer PHI undergo rigorous SOC 2 Type II auditing annually, and we are obtaining HITRUST and Federal Risk and Authorization Management Program certifications where applicable.	SASB (HC-DY-230a.2)
<b>Total amount of monetary losses as a result of legal proceedings associated with user privacy</b>	Total amount of monetary losses	All relevant legal proceedings and related financial affects were previously disclosed in the Company's Form 10-Q for the quarterly period ending June 30, 2023, filed with the SEC on August 4, 2023 (see, Note 13. Commitments and Contingencies) and available in the <a href="#">Investor Relations</a> section of our website.	No monetary losses during reporting year 2022.	SASB (TC-SI-220a.3, HC-DY-230a.3) GRI 418-1
<b>Data breaches pertaining to (a) personally identifiable information (PII) or (b) protected health information (PHI)</b>	Number of data breaches, number of individuals and/or customers affected	Omniceil Specialty Pharmacy Services, Inc., a subsidiary of Omnicell, had a security incident whereby a single email account was compromised, affecting one customer and 661 individuals. Omnicell promptly engaged counsel and security experts and implemented mitigations.	One breach during reporting year 2022, involving employee personal information as a result of the ransomware attack in May of 2022. None of our customers' PHI was compromised.	SASB (TC-SI-230a.1) GRI 418-1
<b>Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards</b>	Description of approach	To learn about our approach and efforts in this area, please see <a href="#">Data Privacy, Cybersecurity, and Network Resilience</a> .	Omniceil has adopted a "Prevent, Detect, Respond" approach, including a top tier SOC, multi-factor authentication (MFA), micro-segmentation of networks supporting critical business systems, and a zero trust philosophy for managing information security.	SASB (TC-SI-230a.2) GRI 205-3 / GRI 418-1
<b>Product safety</b>	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	There have been no fatalities identified or reported for the Omnicell IVX Station, IVX transfer tubing sets, iv.STATION, Anesthesia Work Station, and other nonregulated products.	There have been no fatalities identified or reported for the Omnicell IVX Station, IVX transfer tubing sets, iv.STATION, Anesthesia Work Station, and other nonregulated products. In regards to training and awareness, company-wide FDA medical device regulatory training was completed for all impacted Omnicell employees.	SASB (HC-MS-250a.3) GRI 416-2
<b>Product safety</b>	FDA enforcement actions	There were no FDA enforcement actions taken on Omnicell products in 2023.	There were no FDA enforcement actions taken on Omnicell products in 2022.	SASB (HC-MS-250a.4) GRI 416-2
<b>Product recalls</b>	Number of recalls issued, total units recalled	A recall (RES# 92136) was initiated for the IVX Station in 2023 due to unacceptable safety risk. The issue was identified through internal testing and no patient or user harm was reported. A total of 6 units were impacted. All actions have been taken and the recall has been recommended for termination.	There were no recalls initiated in 2022 for Omnicell products.	SASB (HC-MS-250a.4) GRI 416-2
<b>Business ethics</b>	Monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	There were no monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices during reporting year 2023.	There were no monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices during reporting year 2022.	SASB (HC-DI-510a.2)
<b>Governance structure</b>	ESG oversight - Board level	For information related to ESG oversight at the Board level, please see <a href="#">Governance Oversight</a> .	Please see <a href="#">Governance Oversight</a> in our 2022 ESG Report.	GRI 2-9, 2-11, 2-12, 2-13, 2-14
<b>Critical material risks</b>	Description of management of risks associated with use of critical materials	To learn about our efforts in this area, please see <a href="#">Responsible Sourcing</a> and <a href="#">Supply Chain Resilience</a> .	Omniceil's Risk Management Process (QSP8) identifies all associated risks to include, but are not limited to, the use of critical materials. Risk controls are established either through product design or regulatory requirements/compliance to ensure they are appropriately addressed. Risk assessments are performed for all new suppliers per our QMS work instructions. Omnicell's Supply Chain organization has continued to conduct an overall risk assessment across the supplier base on an ongoing basis to avoid single-source suppliers for business continuity purposes.	SASB (HC-MS-430a.3)

Governance (Continued)

INDICATOR	UNIT	2023 PERFORMANCE	2022 PERFORMANCE	STANDARD
<b>Tier I suppliers' facilities participating in third-party audit programs for manufacturing, FCPA, and product quality</b>	% of Tier I suppliers' facilities	30% of Tier 1 suppliers were audited in 2023 (55% in 2022), which helps keep us on pace with our planned audit schedule of 100% of Tier 1 suppliers over the course of three years.	55% of Tier 1 suppliers were audited in 2022, which is on pace with our planned audit schedule of 100% of Tier 1 suppliers over the course of three years.	SASB (HC-MS-430a.1) GRI 414-1+2
<b>Omniceil facilities (with the exception of Satellite Sales Offices) participating in third-party audit programs for manufacturing and product quality</b>	% of Omniceil facilities	Each of Omniceil's manufacturing facilities is ISO certified and 100% of them are audited annually by a third party. The facilities have the following ISO Certifications: (i) ISO 13485: Milpitas, CA and Warrendale, PA (ii) ISO 9001: Milpitas, CA; St. Petersburg, FL; Cranberry, PA; Warrendale, PA; and Bochum, Germany.	Each of Omniceil's manufacturing facilities is ISO certified and 100% of them are audited annually by a third party. The facilities have the following ISO Certifications: (i) ISO 13485: Milpitas, CA and Warrendale, PA (ii) ISO 9001: Milpitas, CA; St. Petersburg, FL; Cranberry, PA; Warrendale, PA; and Bochum, Germany.	SASB (HC-MS-430a.1) GRI 414-1+2
<b>Scope of Supplier Standards</b>	Description of scope of Supplier Standards	For information related to Omniceil's scope of Supplier Standards, please see <a href="#">Responsible Sourcing</a> .	Omniceil worked towards our Climate Risk and Resilience goals and targets by prioritizing operational excellence and environmental stewardship throughout our value chain in 2022. We updated our Standard Purchase Order Terms and Conditions to include additional environmental requirements for climate risk and resilience, and we updated our supplier onboarding program with new supplier due diligence assessments through Omniceil's QSP-21 global Quality Management System Purchasing Process. On-site audits for three of our largest suppliers were conducted in 2022 to assess their responsible sourcing program, including 3TG minerals reporting. The Supply Chain and EHS teams organized a training webinar for our suppliers on best practices for 3TG due diligence and Conflict Minerals Reporting Template completion, which seeks to encourage continuous improvement in responsible sourcing practices on the part of our suppliers.	SASB (HC-MS-430a.2) GRI 414-1+2

Innovation

INDICATOR	UNIT	2023 PERFORMANCE	2022 PERFORMANCE	STANDARD
<b>Products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database</b>	MedWatch Safety Alerts	During 2023, there were two safety alerts issued for Omnicell products through the FDA's MedWatch Product Safety Reporting Program, although the products were not medical devices or FDA-regulated and as such were not technically subject to the FDA's MedWatch Product Safety Reporting Program. Both issues were rectified using Omnicell's standard customer feedback processes.	There were no safety alerts issued from the FDA's MedWatch Product Safety Reporting Program for Omnicell products in 2022.	SASB (HC-MS-250a.2) GRI 416-2
<b>Opioid diversion strategy</b>	Description of opioid diversion strategy	Omnicell aims to empower clinicians to play a pivotal role in the opioid crisis by offering tools that are designed to reduce the opportunity to misuse and abuse opioids, narcotics, and other controlled substances. Examples of these tools include, but are not limited to the following offerings: (i) the XT Controlled Substance Manager (CSM), which is designed to improve management of controlled substances throughout the hospital and is intended to provide full accountability of drug movement – from wholesalers, to the pharmacy and patient care areas, and back to the pharmacy; (ii) the Controlled Substance Dispenser, which is intended to discourage diversion and increase security of controlled substances; and (iii) the Opioid Mitigation Module, which helps identify patients who may meet criteria for high risk of opioid overdose and is designed to facilitate actions that are intended to prevent opioid abuse and misuse.	Our tools empower pharmacists to play a pivotal role in the opioid crisis by reducing opportunity to misuse and abuse opioids, narcotics, and other controlled substances. Read more about Omnicell's efforts to strengthen the prevention of substance abuse in our <a href="#">UN SDG</a> section of our 2022 ESG Report.	SASB (HC-DY-260a.1)
<b>Patient health outcomes</b>	Description of policies and practices to prevent prescription dispensing errors	Designing the proper control measures to help eliminate dispensing errors is the basis of every Omnicell product. Omnicell's processes and Global QMS are designed to ensure patient safety is always our first priority. Every Omnicell process and product is tied back to, or incorporates risk management practices, that meet ISO 14971 standards. This establishes the framework for analysis, evaluation, control, and review of risk from the beginning of a design through the products customer life cycle.	Prevention of prescription dispensing errors core to Omnicell's business and product value, e.g., Omnicell XT Automated Medication Dispensing Systems Omnicell Products undergo rigorous Quality Assurance protocols under its Global QMS, and employees are trained on the use and servicing of the products to ensure that the products meet the stated features for reduction in dispensing errors and improved efficiencies and workflows by user ID, product, and medication unit for each customer.	SASB (HC-DR-260b.2)
<b>Access to healthcare products</b>	Description of actions and initiatives to promote access to healthcare products	Omnicell is dedicated to improving access to products and services equitably. To learn more about our efforts, please see <a href="#">Access to Care: Integrated Approach</a> and <a href="#">Equitable Access to Products and Services</a> .	In 2022, we collaborated with Global Links, a nonprofit organization dedicated to improving health in communities in need by donating end-of-life products that are suitable for repurposing. Read more about our efforts to increase equitable access to products and services in the <a href="#">Innovation Performance</a> subchapter of our 2022 ESG Report.	SASB (HC-BP-240a.1)

General Disclosures

INDICATOR	UNIT	2023 PERFORMANCE	2022 PERFORMANCE	STANDARD
<b>Restatements of information</b>	Description of restatements of information for prior reporting periods	<p>Some information from the 2021 and 2022 reporting periods has been restated in the 2023 ESG Report. These restatements for 2021 include: (i) Scope 1 GHG Emissions, Scope 2 GHG Emissions, Total Scope 1 and 2 GHG Emissions, and Carbon Intensity Ratio, as we recalculated these figures employing the U.S. average Environmental Protection Agency (EPA) Emissions &amp; Generation Resource Integrated Database (eGRID) total output emission factor. These restatements for 2022 include: (i) our Scope 1 GHG Emissions, Scope 2 GHG Emissions, Total Scope 1 and 2 GHG Emissions, Energy Consumption, and Carbon Intensity Ratio to reflect (a) improvements in our data collection and calculation process, as a result of enhancements to our EHSMS software and the use of subregional EPA eGRID total output emission factors for locations in the U.S., (b) the recategorization of one site as Scope 1 that was previously categorized as Scope 2, and (c) the inclusion of certain sites for which data subsequently became available to report on or make an informed assumption or the revision of data as a result of validation processes; (ii) Promotions and Terminations by Gender, as we expanded the scope of our reporting of promotions and terminations within the U.S. to promotions and terminations globally, in an effort to provide a more comprehensive view; and (iii) Water Consumption to reflect the inclusion of certain sites for which data became available to make an informed assumption and the revision of data for certain sites as a result of validation processes.</p>	<p>In our 2022 ESG Report, we restated the following information: (i) 2021 U.S. Minority Management Population to reflect updated methodology to represent the percent of minorities that occupy each level of management from the total population of that management level. Previously, these figures represented the percent of the total population of minorities in management that occupied each level of management; and (ii) 2021 U.S. Disability Hiring due to advancements in our Human Capital Management systems.</p>	GRI 2-4



