



About This Report

Omnicell, Inc. ("Omnicell" or the "Company") publishes two main reports that highlight our Environmental, Social, and Governance (ESG) practices: The Annual Report on Form 10-K (the "Annual Report"), which primarily targets the financial and investor audience, and this ESG Report, which targets a wide internal and external stakeholder audience. Published in April of 2025, this report covers Omnicell's ESG performance from January 1, 2024, to December 31, 2024. It includes all Omnicell businesses and operations that are financially consolidated in our 2024 Annual Report.

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

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To the extent any statements contained in this report deal with information that is not historical, these statements are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Without limiting the foregoing, statements including the words "expect," "intend," "may," "will," "should," "would," "could," "plan," "potential," "anticipate," "believe," "forecast," "guidance," "outlook," "goals," "target, "estimate," "seek," "predict," "project," and similar expressions are intended to identify forward-looking statements. Forward-looking statements are subject to the occurrence of many events outside Omnicell's control. Such statements include, but are not limited to, statements about Omnicell's strategy, plans, objectives, goals and opportunities, expectations regarding our products and services and developing new or enhancing existing products and solutions and the related objectives and expected benefits, and our promise and purpose, including our ESG initiatives. Actual results and other events may differ significantly from those contemplated by forward-looking statements due to numerous factors that involve substantial known and unknown risks and uncertainties. These risks and uncertainties include, among other things, (i) risks related to climate change and legal, regulatory, or market measures to address climate change as well as a related emphasis on ESG matters by various stakeholders, (ii) risks related to Omnicell's investments in new business strategies or initiatives, (iii) Omnicell's ability to take advantage of growth opportunities and develop and commercialize new solutions and enhance existing solutions, (iv) any disruption in Omnicell's information technology systems and breaches of data security or cyberattacks on its systems or solutions, including the previously disclosed ransomware incident and any potential adverse legal, reputational, and financial effects that may result from it and/or additional cybersecurity incidents, as well as the effectiveness of business continuity plans during any future cybersecurity incidents, (v) risks related to the incorporation of artificial intelligence

technologies into our products, services, and processes or our vendors offerings, (vi) risks presented by government regulations, legislative changes, fraud and anti-kickback statues, products liability claims, the outcome of legal proceedings, and other legal obligations related to healthcare, privacy, data protection, and information security, and the costs of compliance with, and potential liability associated with, our actual or perceived failure to comply with such obligations, including any potential governmental investigations and enforcement actions, litigation, fines and penalties, exposure to indemnification obligations or other liabilities, and adverse publicity related to the same, (vii) changes to the 340B Program, (viii) risks associated with operating in foreign countries, (ix) Omnicell's ability to recruit and retain skilled and motivated personnel, (x) risks related to the availability and sources of raw materials and components or price fluctuations, shortages, or interruptions of supply, (xi) Omnicell's dependence on a limited number of suppliers for certain components, equipment, and raw materials, as well as technologies provided by thirdparty vendors, (xii) other risks and uncertainties further described in the "Risk Factors" section of Omnicell's most recent Annual Report on Form 10-K, as well as in Omnicell's other reports filed with or furnished to the United States Securities and Exchange Commission ("SEC"), available at www.sec.gov. Forward-looking statements should be considered in light of these risks and uncertainties. Investors and others are cautioned not to place undue reliance on forward-looking statements. All forward-looking statements contained in this report speak only as of the date of this report. Omnicell assumes no obligation to update any such statements publicly, or to update the reasons actual results could differ materially from those expressed or implied in any forward-looking statements, whether as a result of changed circumstances, new information, future events, or otherwise, except as required by law.

Environmental, Social, and Governance Report

2024

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A Note from Our Founder

Omnicell is built on a culture of care that seeks to find the better way forward to help ensure everyone receives great healthcare. Even as we continue to innovate, expand, and break new ground in our efforts to further advance the industry vision of the Autonomous Pharmacy around the globe, we remain focused on the caring relationship between clinician and patient as one of the most important elements of great healthcare. All the work we do to simplify the administrative burdens of healthcare and streamline medication management is about strengthening and improving that relationship. We want to be the healthcare providers' most trusted partner in enabling the Autonomous Pharmacy transformation and empowering them to deliver next-level patient care. Our Environmental, Social, and Governance (ESG) Program is critical to achieving that vision.

In 2024, Omnicell made enhancing our ESG Program a strategic priority. We care about ESG because we care about outcomes. Real transformation can only be measured by the impact it makes. To that end, we underwent a double materiality assessment to better understand and evaluate the impact of ESGrelated topics on our enterprise value and the impact of Omnicell on society and the environment. This is increasingly important to us as we expand our global presence and embrace our obligation to promote responsible business strategies. We continue to look for ways to weave ESG into the fabric of our business, not just because it is key to Omnicell's performance and success, but because it's the right thing to do.

Maximizing our positive impact means leveraging our greatest asset: our people. Omnicell is committed to "Unleashing the Power of Our People" by fostering a dynamic and entrepreneurial workplace. Through these efforts, we aim to embed a focus on high performance, empowerment, and accountability across our organization. By creating an environment where employees feel valued, engaged, and motivated to contribute their best, we seek to attract and retain the right talent. We also continue to make new investments in training for performance and development of our employees, so they can maximize their skills and bring their full expertise to bear on our work. All of these initiatives and programs contribute to our greater goal of creating a culture that drives innovation, delivers improved health outcomes, and makes life better for all our stakeholders.

We've come a long way since Omnicell's journey began over three decades ago. And yet we're more excited than ever for the future at this moment in history, when advances in robotics, smart devices, and software are coming together to create what we believe are unprecedented opportunities for transforming how healthcare is delivered..."

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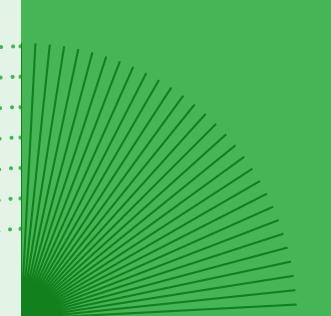
we believe are unprecedented opportunities for transforming how healthcare is delivered — changes that are expected to improve people's health and well-being by creating greater access to quality healthcare. Omnicell believes that the industry vision of the Autonomous Pharmacy is not a matter of if, but when. We are humbled to be in a position where we can support healthcare providers to enable the Autonomous Pharmacy transformation and help them implement technologies that will free up clinicians to practice at the top of their license and spend more time caring for their patients.

As I reflect on 2024 and the possibilities that lie ahead, I am inspired by the tireless dedication and immense talent of our people. Everything described in this report — all the progress made, programs implemented, and impact created — is a product of their hard work and tireless commitment not just to ESG and innovation, but to our Promise to Define. Deliver, Outcomes, I'm also thankful for the continued support and trust of all our stakeholders and the decision they've made to join us on this journey of transforming medication management and creating a more sustainable, people-focused healthcare system. I encourage you to read the report that follows and learn more about our outcomes-based approach to ESG and the value we believe it creates for Omnicell.

RANDALL A. LIPPS

Chairman, President, Chief Executive Officer, and Founder







Who We Are

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

For more than 30 years, Omnicell has focused on delivering outcomes-centric solutions that are designed to transform medication management and patient care. Our comprehensive portfolio of robotics and smart devices, intelligent software workflows, data and analytics, all optimized by expert services, are helping healthcare facilities worldwide to uncover cost savings, improve labor efficiency, establish new revenue streams, enhance supply chain control, and support compliance in every care setting where medications are managed. We are focused on delivering solutions to help our customers realize the industry-defined vision of the Autonomous Pharmacy while driving positive medication management outcomes through an outstanding customer experience.

Our portfolio of products and solutions spans the evolving continuum of care, beginning with inpatient solutions designed to support central pharmacy storage and inventory management, sterile compounding operations, and medication and supply dispensing at points of care including nursing floors and perioperative settings. Our robotics and smart devices are intended to help to automate and streamline workflows, while reducing human error. These solutions are built on intelligent software workflows that deliver a rich array of analytics in an effort to drive optimization opportunities and datadriven medication management. And as patient care moves outside of the four walls of the hospital, our comprehensive solutions are designed to enhance patient engagement and improve clinical outcomes across the inpatient, outpatient, and specialty pharmacy journey.

Our focus on continuous innovation is intended to build scalable solutions that will drive outcomes while continuing to solve evolving healthcare challenges. In 2024, we launched XT Amplify, a multi-year innovation program intended to offer providers a path to

innovation, even when challenged economically or operationally. The first set of solutions introduced through this multi-year program aim to enhance the performance and security of existing XT Automated Dispensing Systems, extend item-level storage and tracking of temperature-controlled medications, and improve the management of medical supplies in both XT supply cabinets and open shelf locations.

We know our customers are facing significant challenges. Innovation, for us, is about solving those problems in creative ways in an effort to drive positive outcomes."

NISH PAREKH

Senior Vice President, Chief Product Officer



As health systems expand through mergers and acquisitions or organic growth, we see the need to centralize pharmacy services to support enterprisewide medication management is growing.

In 2024, we introduced Central Med Automation Service, a comprehensive offering that integrates advanced robotics and smart devices with innovative software and expert services. This effort aims to help health systems quickly establish and optimize a flexible and scalable Centralized Services Center that is intended to streamline medication dispensing, reduce manual tasks, optimize resource allocation, and standardize processes throughout the health system.

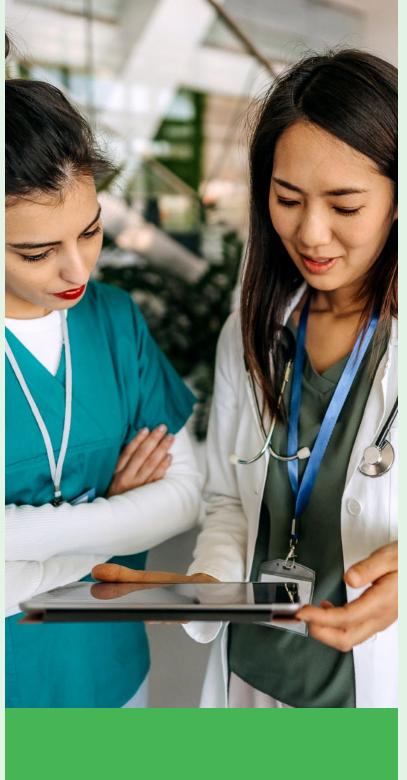
In late 2024, we announced OmniSphere, a nextgeneration software workflow engine and data platform designed to leverage the full power of a cloud-native architecture to seamlessly integrate robotics and smart devices, supporting more secure, data-driven, medication management across the continuum of care. OmniSphere is intended to create a streamlined interoperable experience that is designed to provide customers state-of-the-art security, improved productivity, enterprise-wide visibility, and streamlined upgrades to deliver optimal end-to-end medication inventory management.



REALIZING THE VISION OF THE AUTONOMOUS PHARMACY

Click here to see how Omnicell's outcomescentric solutions are helping Ballad Health realize the industry-defined 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:

Omnicell[®]

XT Anesthesia Workstation™

EnlivenHealth®

i.v.STATION™

XT Automated Dispensing System™

*All other names trademarks or brands that may be used in this report are the property of their respective owners. Use of these names, trademarks, or brands

2024 Awards and Recognition

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

STEVIE AWARDS **FOR TECHNOLOGY EXCELLENCE**

Technical Innovation of the Year: IVX Station

DRUG STORE NEWS REX TECHNOLOGY AND AUTOMATION **AWARDS**

2024 Technology and Automation Award Winner: EnlivenHealth

HEALTHCARE TECHNOLOGY REPORT

Top 100 Healthcare Technology Companies of 2024 — Ranked 9th

Top 50 Healthcare Technology CEOs: Randall Lipps

- Ranked 3rd

Top 50 Women Leaders in Healthcare Technology: Nish Parekh

— Ranked 4th

AMERICAN SOCIETY OF TRANSPLANTATION

Living Donor Circle of Excellence: Omnicell — First recognized as a member in 2023

HEALTHCARE PURCHASING NEWS

40 Under 40: Nish Parekh

Global Geographic Presence

Headquartered in Fort Worth, Texas, Omnicell has a broad global presence, with approximately 3,670 employees worldwide (as of December 31, 2024),1 including approximately 3,100 in the United States and Canada. Outside of Omnicell 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.

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



Financial Performance



Full Year 2024 Revenues

Our Promise, Purpose, and Guiding Principles

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

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

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

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

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

COREY MANLEY

Executive Vice President, Chief Legal and Administrative Officer Our **Guiding Principles** represent what we stand for as a company, guiding us in every aspect of how we do business:

- Passionate Transformer
 Find a better way
- 2 Relationships Matter
 Create synergies that yield the greatest benefits for all
- Intellectually Curious
 Challenge the Status quo
- 4 Mission Driven

 Deliver on our promises
- 5 Entrepreneurial

 Make the most of every opportunity
- 6 Do the Right Thing
 Lead by example in all that we do

Culture Statement

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

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

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





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Governance Oversight

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

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

Omnicell's ESG Ambassador program, a crossfunctional group of senior leaders that works with our ESG Program, is designed to inform, prioritize, and drive Omnicell's ESG strategy and initiatives that are relevant and material to Omnicell's business. The ESG Ambassador program is intended to offer further oversight to Omnicell's ESG efforts, with sponsorship from two of Omnicell's executive vice presidents. Through this program, we seek to facilitate synergistic collaboration between the different functions of Omnicell as we continuously seek to improve Omnicell's ESG performance in a holistic manner, while embodying responsible business practices and working to maximize positive impacts. Our ESG Program is overseen by our Executive Vice President, Chief Legal and Administrative Officer, who reports directly to our Chairman, 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. We also review the Company's ongoing risk mitigation efforts, including ESG risks, as applicable, quarterly with the Audit Committee of the Board of Directors.

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

Governance Structure



The governance structure of our ESG Program is intended to help guide all that we do - by providing oversight from the highest levels of Omnicell while also facilitating cross-collaboration across teams to dynamically respond to risks and opportunities as they arise."

ERIC LEHMANN

Director and Assistant General Counsel, Corporate and ESG



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Double Materiality Assessment

In 2024, Omnicell worked with a global nonprofit business network and sustainability consultancy to update our materiality assessment, which was initially conducted in 2021 and refreshed in 2023. Though Omnicell is not currently in scope of the European Union's Corporate Sustainability Reporting Directive (CSRD), we chose to adopt the double materiality approach to align with emerging international best practices, broader stakeholder expectations, and regulatory developments around the world.

The double materiality assessment (DMA) serves as a strategic guide, providing a comprehensive overview of our potential impacts—both positive and negative on society and the environment, as well as the financial implications of sustainability-related risks and opportunities on our business.

We have updated our ESG report's structure to align with the results of our DMA, laying the foundation for enhanced measurement and disclosures of emerging material topics that we plan to provide in the years ahead. Material topics are visually indicated throughout this report by a blue tab in the margin of each topic's respective page.

Methodology and Approach

In conducting our DMA, we engaged a range of stakeholders to help us identify our most material impacts on people and the environment, as well as business risks and opportunities arising from sustainability-related matters across our operations and value chain. We identified our most material sustainability topics based on an analysis of severity and likelihood of these impacts, risks and opportunities (IROs), as well as how they interact with our business strategy and business model. The results of the DMA have been reviewed by our Corporate Governance Committee.

Below is a high-level overview of our multi-step process for completing the DMA.

First, Omnicell developed a list of relevant sustainability topics based on our enterprise risk register, peer benchmarking and industry practices, as well as international standards such as the Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (UN SDGs), the Global Reporting Initiative (GRI), the United Nations Guiding Principles on Business and Human Rights (UNGP), and the European Sustainability Reporting Standards (ESRS). In developing the list of relevant topics, Omnicell took into consideration systemic and industry-wide challenges and opportunities, as well as entity-specific factors.

Next, within each sustainability topic on this preliminary list, we identified several IROs relevant to Omnicell. These IROs were then individually scored based on severity of impact and likelihood of occurrence, and taking into consideration the views, expertise, and expectations of the selected internal and external stakeholders (see further discussion in the **Engaging** Stakeholders section). The results of this analysis were reviewed and approved by Omnicell's subject-matter experts and ESG Ambassadors, validated with our Chief Legal and Administrative Officer, and reviewed by the Corporate Governance Committee.

Omnicell applied a quantitative threshold of 2.4 (on a five point scale) to define materiality. This threshold was utilized in an effort to align with our approach to Enterprise Risk Management. All sustainability topics with a score above the 2.4 threshold were then considered material, and as a result, our DMA identified 13 material topics across Environmental, Social, and Governance pillars, as compared to 11 in 2021. The changes and rationales to our material topics from 2021 and 2024 are outlined below.

2021 MATERIAL TOPIC	2024 MATERIAL TOPIC	CHANGES AND RATIONALES
Business Ethics	Business Ethics and Compliance	The scope of this topic has expanded to include a focus on prevention of non-compliant activities, which was previously evaluated separately and did not meet the materiality threshold in 2021. This change reflects the strong connection between business ethics and compliance. Read about our performance against this topic on page 92.
	Circularity of Products and Services	This is a new material topic. We did not evaluate this topic in 2021, as elements of it were incorporated into Resource Efficiency, which did not previously meet the materiality threshold, and Responsible Product Design, which is included on the next page. We recognized the opportunity to evaluate this topic separately during our 2024 DMA, given its increasing relevance and emphasis, in which it met our materiality threshold. Read about our performance against this topic on page 40.
Climate Risk and Resilience	Climate Risk, Resilience, and Adaptation	The scope of this topic has expanded to include adaptation. This reflects the increasing nature and severity of climate risks and the need for businesses to adapt to mitigate the potential impact of these risks. Read about our performance against this topic on page 38.
-	Customer Service and Experience	This is a new material topic. We did not evaluate this topic in 2021 as, in line with our core business activities, customers are at the center of what we do and this focus was included throughout our reporting. We recognized the opportunity to evaluate this topic separately during our 2024 DMA, in which it met our materiality threshold. Read about our performance against this topic on page 85.
Data Privacy, Cybersecurity, and Network Resilience	Data Privacy, Cybersecurity, and Network Resilience	This topic remains material to the organization, with only minor refinements that aim to align with the evolving industry dynamics. Read about our performance against this topic on page 90.
	Fair Working Conditions and Well-being	This is a new material topic. While evaluated in 2021 as Employee Benefits, Well-being, and Engagement, it did not previously meet the materiality threshold. We optionally reported out on this topic in prior years. In 2024, we revised this topic scope to incorporate elements of a previously non-material topic from 2021 by renaming it Fair Working Conditions and Well-being. The previous engagement component is now a part of the Talent, Recruitment, Retention, Engagement, and Development topic. Read about our performance against this topic on page 56.
Greenhouse Gas Footprint – Operations (Scope 1 and 2) Greenhouse Gas Footprint – Value Chain (Scope 3)	Greenhouse Gas Emissions and Energy	The 2021 Greenhouse Gas (GHG) material topics have been consolidated into a single material topic, and further refined to highlight energy as a key element in working to reduce GHG emissions. Read about our performance against this topic on page 34.

2021 MATERIAL TOPIC	2024 MATERIAL TOPIC	CHANGES AND RATIONALES
Access to Care: Integrated Care	Health Access for All	The 2021 material topics of Access to Care: Integrated Care and Equitable Access to Products and Services have been consolidated into one topic to reflect a holistic approach as they share a common goal of improving accessibility in healthcare. Omnicell remains committed to working to ensure wide-reaching access to products and services for everyone.
Equitable Access to Products and Services		Read about our performance against this topic on page 64.
-	Innovation for Health Outcomes	This is a new material topic. We did not evaluate this topic in 2021 as it was captured throughout our Innovation pillar, and was reported on in last year's report within Patient Engagement, Clinical, and Financial Solutions. With Innovation no longer being a standalone pillar, we recognized the opportunity to evaluate this topic separately during our 2024 DMA, in which it met our materiality threshold. Read about our performance against this topic on page 76.
Product Quality and Patient Safety	Product Quality and Safety	This topic has been slightly renamed to emphasize the focus on the safety of a broader range of stakeholders — including technicians, clinicians, and patients — rather than focusing solely on patients. Read about our performance against this topic on page 84.
Responsible Product Design	Responsible Design of Products and Technology	The scope of this topic has expanded to include responsible and ethical development of technology. This was previously evaluated in 2021 as a separate topic that did not meet the materiality threshold, but was combined into this topic to reflect the increasing impact of technology in our products and possible opportunities to incorporate artificial intelligence into our products and services. Read about our performance against this topic on page 82.
-	Responsible Use of Products and Technology	This is a new material topic. We did not evaluate this topic in 2021 as it was a consideration in the Responsible Product Design and Product Quality and Patient Safety topics. We recognized the opportunity to evaluate this topic separately during our 2024 DMA, in which it met our materiality threshold. Read about our performance against this topic on page 88.
Talent Recruitment and Retention	Talent Recruitment, Retention, Engagement, and Development	The scope of this topic has expanded to include employee engagement and development, as we recognize the importance of these efforts to attract and retain employees and foster their growth. This topic now also includes a focus on ensuring that recruitment, retention, engagement, and development initiatives are free from discrimination, which previously fell under our Diversity, Equity, Inclusion, and Belonging material topic from 2021. Read about our performance against this topic on page 48.
Diversity, Equity, Inclusion, and Belonging	-	Diversity, Equity, Inclusion, and Belonging did not meet the materiality threshold in the 2024 DMA. Omnicell remains committed to supporting our employees' sense of belonging and providing equal opportunities for them to thrive as we seek to cultivate a culture of care. We have incorporated this commitment to providing an engaging working environment, in which every employee is welcome, into our Talent Recruitment, Retention, Engagement, and Development topic.

ESG Strategy

For years, Omnicell's strategic framework for ESG was centered around four core pillars: Environmental, Social, Governance, and Innovation. However, insights from our 2024 DMA underscored that innovation is not a single, standalone pillar, but a driving force behind all aspects of ESG. Whether seeking to minimize environmental

impact when designing products, aiming to improve health access for all, or better engaging our workforce, innovation is essential for all facets of our ESG Program as we work to drive meaningful change. As a result, Innovation has been woven across our Environmental, Social, and Governance pillars, which we believe reinforces our efforts to embed innovation in every step we take toward a more sustainable future.

Integral to our ESG strategy is the identification of our material topic areas. Our material topic areas identified through our 2024 DMA process and discussed in the previous section, are aligned with our three pillars, as follows:



Environmental

Innovating for Efficiency

Circularity of Products and Services Climate Risk, Resilience,

Greenhouse Gas Emissions and Energy

and Adaptation



Social Every Voice Counts

Fair Working Conditions and Well-being Health Access for All

Talent Recruitment, Retention, Engagement, and Development



Governance

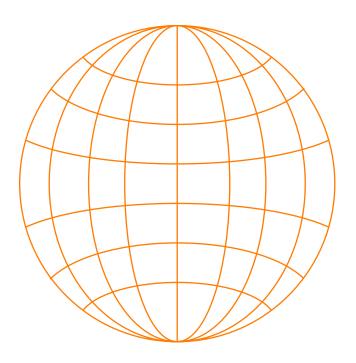
Doing the Right Thing

Business Ethics and Compliance
Customer Service and Experience
Data Privacy, Cybersecurity,
and Network Resilience
Innovation for Health Outcomes
Product Quality and Safety
Responsible Design of Products
and Technology

Responsible Use of Products and Technology

Innovation

Accelerating for Perfection



United Nations Sustainable Development Goals

As a global healthcare company dedicated to transforming the pharmacy and nursing care delivery model, we recognize the significance and salience of the UN SDGs. The aim of UN SDG 3 — "Ensure healthy lives and promote well-being for all at all ages" — resonates deeply with our Promise, Purpose, and Guiding Principles. Providing better healthcare access for all remains a central focus for us, as we believe our expertise and activities lend themselves to make the most impact in this area. We also endeavor to contribute to additional UN SDGs through our business and ESG Program initiatives and intend to further evaluate opportunities for alignment.

UN SDG 3 —
GOOD HEALTH AND WELL-BEING

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

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



Target 3.3

By 2030, end the epidemics of AIDS, tuberculosis, malaria, and neglected tropical diseases and combat hepatitis, waterborne diseases, and other communicable diseases.

MedBill

Digital Medication Information Delivery (DMID)

MedBill is designed to simplify the medication billing process and patient access to critical preventive treatments while also supporting complex cases, such as Pre-Exposure Prophylaxis treatment with 340B modifiers. DMID aims to enhance patient health literacy, medication adherence, and healthcare information access, while also seeking to foster better patient-pharmacist interactions and patient outcomes. Each of these solutions helps to provide support in combating communicable diseases.

rarget 3.4

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

Wellness Offerings Provided by Omnicell

Omnicell Cares Program

Omnicell is committed to supporting the health and well-being of our employees through our wellness programs that offer a wide range of resources to support both mental and physical health. Through Omnicell Cares, our charitable giving program, we also create opportunities to educate and support the awareness, early detection, prevention, and treatment of noncommunicable diseases. We believe these efforts demonstrate Omnicell's commitment to promoting mental health, well-being, and supporting the prevention and treatment of noncommunicable diseases.

Target 3.5

Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

Training on Preventing Controlled Substance Theft and Diversion

Omnicell Specialty Pharmacy Services, Inc. (OSPS)

Our Compliance team has been integrated into the operations of OSPS, providing training on critical topics like preventing the theft and diversion of controlled substances. OSPS works to help combat drug abuse by supporting Federally Qualified Health Centers (FQHCs) and helping to bolster their integrated services which can help to address the overdose crisis as FQHCs seek to care for complex, chronic conditions like opioid use disorder. These efforts collectively aim to strengthen the prevention and treatment of substance abuse.

Target 3.8

Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all.

Medicare Match

Donation of Omnicell Products to Mercy Ships

Medicare Match is designed to support Medicare-eligible patients with personalized pharmacist guidance and assistance that empowers the patient to choose the right healthcare plan to meet their medical needs and financial requirements. Through Omnicell's product donation to Mercy Ships, we aim to help strengthen healthcare infrastructure and enable quality health access for all. This solution and these efforts are meant to help promote universal health coverage by seeking to improve healthcare accessibility, affordability, and quality for those in need.

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Strategic Goals and Targets

The table below highlights our progress on the targets established in 2021, based on our previous materiality assessment, which has guided our sustainability efforts to date. In 2025, we plan to introduce new goals and targets for our ESG Program, informed by the results of our double materiality assessment conducted in 2024, which should ensure our approach remains relevant and responsive to evolving ESG factors.

	PILLAR	GOAL	TARGET	STATUS
Environmental Innovating for Efficiency Social Every Voice Counts	Innovating for	Prioritize operational excellence and environmental stewardship throughout our operations and value chain to contribute towards global efforts of reducing greenhouse gas emissions.	Conduct a Scope 1 and 2 climate risk assessment by end of 2022.	*
		Actively contribute to realize 1.5° Celsius future by 2030.	Complete baseline assessment of Scope 3 emissions by 2024.1	•
		Establish Scope 3 reduction targets by 2026.	\circ	
tion —	Every Voice	Create a culture of inclusivity, engagement, and well-being.	Create avenues for employee involvement and impact through committees, Employee Resource Groups, and Employee Activity Committees by 2025.	*
		Make Omnicell an employer of choice for top talent.	Strive to achieve an employee retention rate of 85% or greater each year. ²	×
	5	Continue to protect the data of our employees and stakeholders while increasing investments in network resilience and zero trust.	Maintain employee phishing attack testing failure rate at 10% or below year over year.	*
		Design our products to minimize environmental footprint while maximizing patient outcomes.	Develop plans by 2023 to minimize the environmental footprint for 100% of new products.	*
* Achieve	d Ongoing (○ No Progress To Date × Not Achieved		



² Omnicell did not achieve our retention target of 85% due to organizational restructurings throughout 2024, which includes the wind down of the Company's

Engaging Stakeholders

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

We continue to work to advance the industry-defined vision of the Autonomous Pharmacy and assist health systems in moving toward a technology-driven pharmacy care strategy. In 2024, we established a strategic priority focused on the Autonomous Pharmacy vision that was centered around empowering and educating our employees. As part of this effort, we created a microsite and an array of educational resources to aid employees in understanding and articulating the ways that individuals and teams are contributing to this vision.

In 2024, we also engaged employees on a range of ESG topics. This included events like Compliance
Week, which sought to reinforce the importance of upholding ethnical standards and adherence. Omnicell also engaged employees through awards, such as the

Environmental Impact Award given for projects that reduce our environmental footprint, and the peernominated PRIMED Award for work that goes above and beyond while embodying our Guiding Principles. We continued to provide multiple outlets for employees to ask questions, provide feedback, and support their communities through giving and service. More information about employee engagement can be found in the Talent Recruitment, Retention, Engagement, and Development section, and more information about employees serving their communities can be found in the Giving and Community Support section.

In 2024, employees also engaged externally with organizations and events. Members of our Warrendale, Pennsylvania team participated in Pittsburgh Robotics Discovery Day, where they showcased our IVX Workflow and signed up high school students for a tour of our area facility. We also partnered with Duquesne University to support a consulting project for MBA students focused on regulatory readiness.

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



In 2024, we hosted several industry events. Our Illuminate series drew hundreds of healthcare professionals to see new Omnicell solutions and learn from peers on steps they are taking to successfully transform pharmacy care. We shared highlights from our portfolio at numerous industry gatherings, including the 2024 ASHP Midyear Clinical Meeting and Exhibition. We also sponsored a Special Interest Group with the EAHP on hospital systems interoperability that seeks to develop safer, more efficient clinical workflows. More information about our industry engagement efforts can be found in the Innovations for Health Outcomes section.

Omnicell continuously seeks out ways to engage with our key stakeholders in order to foster an ongoing dialogue and to collect their thoughts and views. Through our 2024 DMA process, we engaged with approximately 20 stakeholders through interviews and focus groups. This group represented a diverse array of stakeholders including internal subject matter experts and internal industry experts, as well as representatives from various key stakeholder groups such as

customers, industry associations, suppliers, and nongovernmental organizations, in an effort to collect their insights. We intend to incorporate these perspectives and input into our ESG Program as we set, evaluate, and refine our overarching ESG strategy.

We believe that the realization of the Autonomous Pharmacy vision is accelerated when people across the industry come together at events to network and learn from one another."

DENNIS WRIGHTVice President, Marketing





Omnicell is committed to advancing our environmental efforts for planetary stewardship. Our initiatives center around reducing pollution and waste, improving resource efficiency, and increasing organizational resiliency. We are proud of the progress we continue to make to minimize our environmental footprint, including reducing product packaging and shipping materials, enhancing resource efficiency in product development, and conducting reviews to identify new opportunities. We also are actively responding to climate change and natural disasters, striving to build greater resiliency by adapting our operations, and supporting sustainable solutions that protect communities and ecosystems.

Environmental Performance

GOAL	TARGET	2024 PERFORMANCE
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. Please see our 2022 ESG Report for more information.
Actively contribute to realize 1.5° Celsius future by 2030.	Complete baseline assessment of Scope 3 emissions by 2024.	Omnicell did not complete our Scope 3 baseline assessment by the original 2024 targeted date, but work is actively progressing toward completion. As we aim to ensure a high-quality and accurate footprint, we have conducted due diligence efforts by benchmarking our peers and assessing the most material Scope 3 categories for calculation and inclusion.
	Establish Scope 3 reduction targets by 2026.	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.

Greenhouse Gas Emissions and Energy

Scope 1 and 2 Emissions

Omnicell remains dedicated to monitoring and reducing our Scope 1 and 2 greenhouse gas (GHG) emissions as a key part of our efforts to improve our energy efficiency, reduce our energy consumption, and maximize our positive impact. The majority of our Scope 1 and 2 emissions are associated with our facilities and their lighting, heating, air conditioning, and data center power usage.

In 2024, we continued our efforts to reduce our environmental footprint and energy consumption, realizing decreases in both emissions and energy use. Several initiatives contributed to these reductions, such as optimizing our loading and unloading processes at multiple locations to minimize heat loss and improve temperature retention, which contributed to a reduction in Scope 1 emissions at these sites. Additionally, to decrease power consumption, we began migrating workloads from on-premises data centers to cloudhosted infrastructure. As we decommission hardware in these data centers, we expect to realize reductions in 2025 and beyond. We also implemented a project to upgrade some of our lighting at our Texas facilities in Fort Worth and Grapevine to LEDs, which contributed to Scope 2 emissions reductions for these locations.

Please see the **Environmental Impact Award** to read about emission reduction initiatives in the United Kingdom.

2024 GHG AND ENERGY DATA AT A GLANCE*

Scope 1 GHG Emissions

 $355 \begin{array}{l} \text{metric tons of carbon} \\ \text{dioxide equivalent} \end{array}$

↓ 15% DECREASE

Scope 2 Location-Based GHG Emissions

4,910 metric tons of carbon dioxide equivalent **↓ 5% DECREASE**

Energy Consumption

50,103 gigajoules **↓ 6% DECREASE**

*Percent differences are calculated using restated 2023 data.

We continue to seek and implement improvements to our process and methodology that are intended to help us further refine our data collection and calculation. For additional GHG emissions and energy data including prior figures, restatements, and methodology, please see the Appendix.

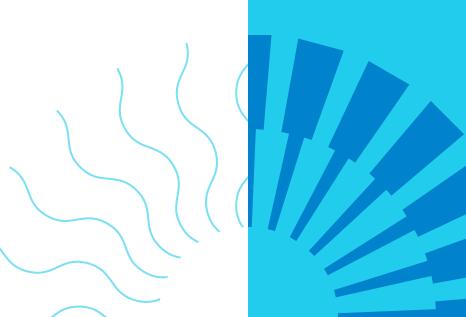
Scope 3

In 2024, we entered into agreements with travel partners that have strong global GHG emission reduction programs, further aligning with our preference for vendors that prioritize sustainability.

We continue to encourage sustainable behaviors that minimize unnecessary travel, optimize trip planning, and promote virtual meetings where possible.

Omnicell did not complete our Scope 3 baseline assessment by the original 2024 targeted date, but work is actively progressing toward completion. As we aim to ensure a high-quality and accurate footprint, we have conducted due diligence efforts by benchmarking our peers and assessing the most material Scope 3 categories for calculation and inclusion. With accuracy and transparency being one of our focal points, we are committed to delivering a comprehensive Scope 3 footprint in our 2025 ESG Report, for both 2024 and 2025.





Environmental Impact Award

In line with our Guiding Principles to be Passionate Transformers and Entrepreneurs, Omnicell makes a point to honor employees or teams who implement projects that reduce our environmental impact and advance sustainability. In 2024, we continued to celebrate the leadership, innovation, and creativity of our people with our Environmental Impact Award.

RENEWABLE ENERGY

In 2024, a member of our United Kingdom Facilities team was the recipient of the Environmental Impact Award for two different notable initiatives. This individual conducted a review, analysis, and contract negotiation for energy use for one of our sites in the United Kingdom, leading a transition from a standard fuel mix to a United Kingdom Renewable contract. Under this contract, 100% of the site's electricity comes from renewable sources of power, including wind, solar, and hydroelectric. We believe that this procurement, backed by Renewable Energy Guarantees of Origin and independently verified by the Carbon Trust, illustrates our commitment to reducing emissions and has led to significant cost savings and negotiated rebate payments. Furthermore, this transition significantly reduced the site's carbon emissions under a marketbased approach. Because we currently report Scope 2 emissions using the location-based method, this change is not reflected in our reported 2024 GHG footprint. Looking forward, we plan to explore calculating and reporting out on Scope 2 market-based emissions in an effort to better capture our renewable energy procurement efforts.

TRANSITION TO HYBRID VEHICLES

In addition, this individual also analyzed the emissions from our United Kingdom employee car fleet program. Results of the analysis showed that in 2024, Omnicell's United Kingdom employee fleet made a significant move away from diesel and petrol vehicles and transitioned to hybrid vehicles. This individual performed a case study on the field service vehicles, representing 35% of our United Kingdom employee fleet, and calculated an estimated reduction of over 400 metric tons of carbon dioxide equivalent over a rolling 3-year term for these vehicles alone. This is the equivalent to the annual heating and cooling of approximately 130 houses in the United Kingdom.

Driving change often requires innovation and a willingness to challenge the status quo. By thinking outside the box, we can not only reduce our environmental footprint but also deliver meaningful cost savings."

BETHAN DIXON

Office Manager, United Kingdom



Climate Risk, Resilience, and Adaptation

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

Aligned with these efforts, Omnicell participated in the CDP's (formerly the Carbon Disclosure Project) new integrated questionnaire in 2024 for their Climate Change and Water programs. In addition, all United States-based Omnicell employees were required to complete Environmental Awareness training.

Climate Impacts and Business Continuity Disaster Recovery Plans

In 2024, two record-breaking Category 5 hurricanes, Beryl and Milton, caused tremendous devastation and loss of life along the United States Gulf Coast. The increasing severity and frequency of hurricanes and other extreme weather events may present additional risks to our collective well-being and success. Omnicell's Business Continuity Disaster Recovery (BCDR) Plan supports our preparedness to respond to climate impacts and other identified threats for each region in which we operate. It is

designed to build organizational resilience, ensure the continued operation of business-critical systems, and outline procedures for the successful return to normal operations in the event of a natural, human, or technological disaster. The BCDR Plan is reviewed and updated annually via a process that includes tabletop exercises for disaster preparedness involving relevant site leaders and business unit leaders. In 2024, the BCDR Plan was deployed at our St. Petersburg, Florida plant prior to the landfall of three hurricanes: Debby, Helene, and Milton. This plant is an important link in our supply chain that ensures our pharmacy customers can dispense medication to long-term care patients. The facility's operations were significantly impacted by Helene and Milton, resulting in a backlog of customer orders: however, teams across multiple departments came together to clear the backlog in just over a week. The St. Petersburg team's resilience and commitment to our business and our customers, despite personal hardships, ensured that the critical needs of our pharmacy customers were met on time. Read more about the impacts of these hurricanes and Omnicell's response in Employee Health and Safety and Giving and Community Support.

Omnicell's Information Technology (IT) team remains focused on consolidating two California-based colocation data centers into one United States data center in Texas. Consolidating our power and cooling efforts into one location is expected to be more efficient and result in long-term cost savings. In addition, this move may help mitigate a physical risk

from one of the California data centers being located in a protected flood zone. Looking to 2025, we plan to continue our efforts to consolidate our on-premises data centers and computer rooms to a new and more efficient data center in Texas.

Climate Risk Management and Assessment*

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

We continue to use our Environmental, Health, and Safety Management System (EHSMS) to identify risks and opportunities across our global operations and to conduct necessary auditing, evaluating, and monitoring. Through this process, we have identified climate-related risks to the organization and taken action to develop risk mitigation strategies and innovative solutions. At this time, no climate-related risks have been identified to have a substantive financial or strategic impact on our business.

In 2024, we engaged a third party to conduct a review of our previous climate risk assessments to identify potential gaps and recommend next steps in response to the changing regulatory landscape. Work for the new climate risk assessment began at the end of 2024 so that it could be informed by the findings from the double materiality assessment we completed during 2024, including identified impacts, risks, and opportunities.

We anticipate finalizing the results of our climate risk assessment in 2025, considering both physical and transition risks, and developing mitigation strategies for the identified risks. In addition, we plan to further integrate the results of our climate risk assessment into our Enterprise Risk Management (ERM) process

and align more closely with recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). We also intend to reassess our climate action charters to update our strategy, reflecting what will be most effective to drive results.

ISO Certifications

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

We have successfully maintained our ISO 14001 and ISO 45001 certifications across the following sites: St. Petersburg, Florida; Milpitas, California; Warrendale, Pennsylvania; Irlam, United Kingdom; and Trieste, Italy. We also brought our Fort Worth, Texas facility into our certification in 2024 and withdrew our Waukegan, Illinois facility due to its closure. Read more about our ISO 45001 certification in Employee Health and Safety.

In 2024, Omnicell offered a certification program for Environmental, Health, and Safety (EHS) coordinators, enabling them to become certified internal auditors for ISO 14001 and ISO 45001. In addition to many coordinators achieving certification, 100% of the EHS team was trained and certified as internal auditors. This has bolstered our internal audit program for EHS and further emphasized our holistic approach.

*Additional information about the impact of climate-related risks to our organization can be found in our Form 10-K for the fiscal year ended December 31, 2024, available at the SEC's website at www.sec.gov.

Circularity of Products and Services

Omnicell aims to identify circularity practices that optimize resources and minimize waste. To that end, we have implemented various initiatives and programs in alignment with circularity principles.

Plastic Regrind in Medication Adherence Blister Card

We believe the circularity of our blister card production for our Medication Adherence packaging underscores Omnicell's commitment to sustainability and responsible manufacturing. The ongoing circularity of our production process reduces our reliance on virgin plastics, diverts plastic waste from landfills, and minimizes our environmental impact. Plastic waste and scrap material generated during blister card production is upcycled in collaboration with our suppliers, allowing us to produce blister cards composed of up to 80% upcycled manufacturing scrap in the United States. In 2024, we diverted more than 1.1 million pounds (517 metric tons) of plastic scrap at our St. Petersburg, Florida facility by converting it into material for regrind. Additionally, our blister cards manufactured in the United Kingom contain a minimum of 50% post-consumer recycled materials.

Wooden Skid and Pallet Reuse

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

used to ship XT cabinets. After each use, the skids are returned directly to the manufacturer for inspection. The manufacturer then performs small repairs as needed, allowing the skids to be reused several times. Most skids are able to be refurbished, with few needing to be discarded after inspection. In 2024, more than 300 skids were reused, saving approximately 30,000 pounds (14 metric tons) of wood. Additionally, many old skids that are not suitable to send back to the manufacturer for reuse now receive a second life through an arrangement with an Irlam-based charity that converts them into flower beds and other planters that support moss regeneration.

In 2024, the supplier responsible for Omnicell's XT cabinet drawers and G4 and G5 cabinet repair started working directly with our logistics provider near our Milpitas, California location to develop a system for efficiently reusing pallets. This partnership has helped the supplier avoid the purchase and disposal of over 800 pallets since the end of April 2024, saving approximately 20,000 pounds (9 metric tons) of wood. We find that this initiative demonstrates our partners' commitment to sustainability and our work to achieve greater resource efficiency in our supply chains.

Packaging Foam Reuse

Following the closure of our Waukegan, Illinois site, we transitioned to a third-party supplier to further support our efforts to reuse packaging foam from



service shipments of Omnicell's XT cabinet drawers, continuing our 2023 initiative. In collaboration with this supplier, we reused over 1,500 sets of foam and saved approximately 3,000 pounds (1.4 metric tons) of foam in the second half of 2024.

Heat Seal Coating Container and Shipping Crate Reuse

Our St. Petersburg, Florida site worked with a supplier to develop a program for reusing heat seal coating containers, which are made of thick plastic with a metal support cage. Heat seal coating is applied during the manufacturing process on nearly 65% of our blister card volume. The supplier now picks up empty containers at the next delivery, and reuses them for subsequent shipments. In 2024, approximately 175 containers were reused, saving a combined total of approximately 24,000 pounds (11 metric tons) of plastic and metal.

We recently initiated a project to design smaller, reusable XR2 shipping crates, which should be less costly to make or fix in comparison to larger crates. This change was initiated due to higher demand for

the XR2 and difficulty coordinating crate loading and unloading at our facilities. In 2024, the cart module was designed and has been implemented for use. Furthermore, our Warrendale, Pennsylvania facility is exploring opportunities to enhance circularity of the shipping crates for our other products. Improving the circularity of product shipping crates by using more rigid materials is also expected to enhance out-of-box quality for our customers.

Repair and Refurbishment Update

In 2024, Omnicell integrated the Service Supply Chain operations of our Waukegan, Illinois site into Global Manufacturing infrastructures as we seek to drive synergies and efficiencies in product delivery. To improve product quality for customers, Omnicell transitioned from repairing and refurbishing XT drawer assemblies to shipping new assemblies. This decision engaged the services of external vendors with logistics and refurbishment core competencies so Omnicell could better focus resources elsewhere.

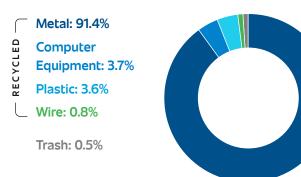
Waste Management

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

Product End-of-Life Solutions

In 2024, Omnicell engaged a third-party vendor certified to the Responsible Use and Recycling Standard (R2v3) IT Asset Disposition — a certification focused on the environmental and social impacts of electronic refurbishing and recycling — to recycle products at the end of their life. This vendor utilizes a network of other R2v3 certified partners throughout the United States to minimize the amount of transportation required to recycle customers' end-of-life equipment. In 2024, we completed 215 Points of Care product decommissions, recovering over 3,000 pieces of equipment to recycle more than 1.6 million pounds (732 metric tons) of materials.

MATERIALS RECOVERED FROM POINTS OF CARE PRODUCT DECOMMISSIONS, 2024



Extended Producer Responsibility

In 2024, we worked to provide more accurate data about Omnicell packaging in accordance with applicable Extended Producer Responsibility (EPR) regulations. As part of the process, packaging components were weighed to determine total packaging weight. This data preparation is intended to ensure that Omnicell can properly declare mandatory data to authorities, address customer inquiries, and remain in compliance with applicable EPR regulations.

Sustainable Packaging Initiatives

In 2023, our Supply Chain team implemented a foam thickness reduction initiative. The amount of foam used for XT cabinets assembled at our Milpitas, California site was value engineered to reduce costs. This initiative resulted in a 30% reduction of foam for one-cell cabinets and a 40% reduction for two- and three-cell cabinets. The total amount of reduction realized from this initiative in 2024 is estimated to be approximately 38,000 pounds (17 metric tons) of foam.

We continue to explore new opportunities to reduce waste and improve resource efficiency for our product packaging. In 2024, we introduced the use of biodegradable paper fiber tape in shipping and packaging, instead of plastic tape which does not degrade and is not easily recyclable. We also considered new opportunities to reduce, reuse, and recycle packaging materials across several business units, and aim to continue these efforts.

Recycling Initiatives

In 2024, Omnicell worked with a local company to recycle paper from production at our St. Petersburg, Florida facility. In total, an estimated 7 million pounds (3,200 metric tons) of paper was recycled in 2024. We also continue to collaborate with a third-party vendor to offer paper recycling services for our other office spaces.

Additionally, we offer company- and employeegenerated e-waste and battery recycling at most of our locations, with all manufacturing sites having e-waste receptacles and all United States sites having battery recycling bins. The EHS coordinator at each site assists with ensuring that hazardous waste protocols are followed for the disposal of e-waste.

Omnicell also engaged in a new recycling program for our Milpitas, California site in 2024 as we seek to responsibly dispose of materials like electronic waste. scrap metal, cardboard, and foam. This program yielded cost savings and diverted approximately 93,000 pounds (42 metric tons) of waste from landfills. For additional waste and recycling data, please see the Appendix.





In Brief: Environmental Performance

2024 Key Milestones

- Continued our efforts to reduce our environmental footprint and energy consumption, realizing decreases in both emissions and energy use
- Optimized our loading and unloading processes at multiple locations to minimize heat loss and improve temperature retention, contributing to a reduction in Scope 1 emissions at these sites
- Entered into agreements with travel partners that have strong global GHG emission reduction programs
- Transitioned one of our United Kingdom sites from a standard fuel mix to a renewable energy contract
- Transitioned Omnicell's United Kingdom employee fleet away from diesel and petrol vehicles to hybrid vehicles
- Deployed the BCDR plan at our St. Petersburg, Florida plant prior to the landfall of three hurricanes — Debby, Helene, and Milton — to mitigate the impact

- Began a new climate risk assessment, to be completed in 2025, including a review of our previous climate risk assessments to identify potential gaps and recommend next steps in response to the changing regulatory landscape
- Maintained our ISO 14001 certification across five sites across the globe, and brought our Fort Worth, Texas facility into our certification
- Continued our collaboration with our suppliers for the circularity of our Medication Adherence Blister Cards through regrind of plastic waste and scrap material
- * Advanced our efforts to reuse packaging and shipping materials, including the introduction of additional reuse initiatives
- Engaged a third party to recycle our products at end of life, supporting product decommissions and recovering equipment
- * Reduced packaging waste from our foam thickness reduction initiative and the introduction of biodegradable paper fiber tape for shipping

Looking Forward

Omnicell continues to value environmental and planetary stewardship. In 2025, we seek to advance our efforts by aiming to:

- Continue to seek and implement improvements to our emissions data collection process and methodology.
- Work to deliver a comprehensive Scope 3 footprint for 2024 and 2025.
- Aim to explore calculating and reporting out on Scope 2 market-based emissions in an effort to better capture our renewable energy procurement efforts.
- Plan to continue our efforts to consolidate our onpremises data centers and computer rooms to a new and more efficient data center in Texas.
- Plan to further integrate the results of our climate risk assessment into our ERM process and align more closely with recommendations from the TCFD.





Omnicell is dedicated to cultivating a culture of excellence that recognizes and values the potential of every individual. By investing in the well-being, personal growth, and professional development of our people, we strive to attract and retain employees, inspire our teams to excel, and create innovative products and services that bring our vision to life. Our commitment to positive impact extends even further, as we actively invest in the communities where we live and work, and contribute to efforts to build a healthier world.

TARGET

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.

retention rate of 85% or

greater each year.

Strive to achieve an employee

2024 PERFORMANCE

Achieved in 2023. Please see 2023 ESG Report for more information.

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

Talent Recruitment, Retention, Engagement, and Development

Employees are at the core of Omnicell. As a company, we are dedicated to recruiting and retaining employees and developing their skills and knowledge. Each year, Omnicell provides robust training and employee engagement opportunities, and in 2024, we renewed our focus on employees through the establishment of a new strategic pillar: Unleash the Power of Our People.

Unleash the Power of Our People

In 2024, Omnicell established a new strategic pillar — Unleash the Power of Our People — with a strategic priority to Embed a Culture of High Performance, Empowerment, and Accountability. Many major accomplishments emerged from this strategic priority, which are detailed throughout this section.

To drive efficiency and stronger cross-collaboration, we implemented new team effectiveness tools for meetings. These tools include guidelines for effective meeting practices and meeting invite templates with outlines to communicate agendas, pre-work, camera preferences, and meeting objectives.

Omnicell created a new Culture Statement and developed tactical tools to bring it to life. Helpful quides for teams, managers, and leaders were developed, outlining norms for communication, team and culture building, and collaboration. Best practices

in these areas were sourced from across our organization and added to the guides.

This year, we continued our employee engagement survey, now called "OmniVoices," which is sent to all employees annually to measure progress on aspects of company culture. In 2024, the overall employee satisfaction score was 73, representing a five point improvement from 2023. The 2024 overall employee satisfaction score was just one point below the benchmark average score of similarly-sized global companies. Notably, three focus areas established for 2024 — recognition, communication, and collaboration all improved by at least five points compared to 2023.

Unleash the Power of Our People will continue to be a focus area in 2025, which will involve energizing Omnicell's culture of care, attracting and winning the right talent, and investing in and growing our people.

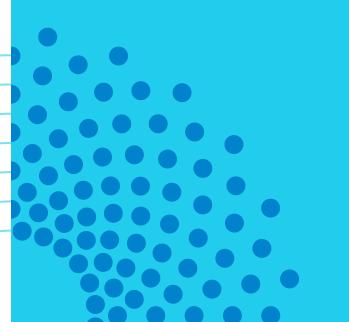
Omni Culture Catalysts

The Omni Culture Catalysts Program, established in July 2024, is an employee-led initiative helping define and cultivate a high-performing culture. The program aims to build a culture that empowers employees to do their best work, promote accountability in collaborative efforts, and focus on continuous growth.

Nearly 100 employees applied to be part of the program, signaling a strong interest in making our workplace more connected, empowered, and rewarding. From those applications, 30 employees from five countries and 19 functions and business units were selected. Together, the team represents a combined 137 years of Omnicell experience.

The Omni Culture Catalysts conduct sprints with teams across Omnicell to understand what a better culture looks like and generate solutions to identified barriers. The Omni Culture Catalysts also help foster a sense of belonging and engagement, improve cross-functional networking, and drive culture change.





Recruitment

We made progress on our 2023 commitment to build a stronger brand presence on recruitment and social channels and implemented new tools to support talent acquisition. In 2024, we introduced a talent intelligence tool, and also secured and planned an integration of a candidate experience portal.

In 2024, Omnicell grew its brand presence on LinkedIn, Glassdoor, Indeed, and other social channels to engage potential hires. Overall engagement measured in clicks and new followers grew significantly, reflecting an upward trajectory for Omnicell's brand awareness. In particular, there was strong engagement growth (64% year-over-year) on Omnicell's LinkedIn page views and a 39% increase in followers.

Omnicell continues to invest in strategic memberships that ensure our open listings reach a diverse pool of potential applicants. There are over 225 sites that share our postings to their respective affiliations. We also performed an analysis of all Omnicell job descriptions to ensure basic and preferred qualifications are present. This initiative keeps us in compliance with applicable labor standards as an Equal Opportunity Employer and is intended to increase transparency in the hiring process.

Retention Through Recognition

Omnicell's <u>Guiding Principles</u> of Passionate
Transformer, Relationships Matter, Intellectually Curious,
Mission Driven, Entreprenuerial, and Do the Right
Thing are embodied as PRIMED. The PRIMED Awards
celebrate employees who go above and beyond their
daily duties while demonstrating our Guiding Principles.
All employees are eligible for nomination. The PRIMED
Awards were refreshed in 2024 to emphasize a highperforming culture. 2,196 PRIMED Awards were given in
2024, including 867 since the refresh in August.

Employee Engagement

In 2024, there were many examples that highlight employee engagement at Omnicell. From celebrations with food to communications initiatives, Omnicell employees came together to build connections and foster camaraderie.

At Omnicell, many different sites, teams, and groups determine their own ways to engage employees. Some examples include hosting birthday and holiday celebrations such as a Thanksgiving luncheon, a Memorial Day potluck, and a Lunar New Year celebration lunch with lucky red envelopes. There was also an International Women's Day celebration focused on personal branding — owning your voice, success, and unique perspectives.

Many teams and sites also gather around food — hosting and visiting food and coffee trucks, celebrating with Friday donuts, ice cream freezers, and pizza parties. One team organized and purchased sports equipment for the entire office to use on their breaks.

This year, an Omnicell Family Cookbook was created, featuring family recipes alongside heartfelt stories written by employees about why Omnicell's work matters to them. The cookbook honors employees' families, traditions, and the diverse nature of Omnicell as a company.

Nourish Your Brain, monthly sessions for remote workers, was launched in 2024. This program facilitates team connections in breakout rooms, and aims to mitigate challenges associated with cross-functional remote work.

The Accelerate Learning Series kicked off in 2024, which is an initiative stemming from employee requests for support and resources in professional development. This series, developed by and for Quality team members, provides opportunities to enhance career development. The series also aims to foster an environment where everyone can thrive and advance their career at Omnicell.



Company Connection Through Communication

In early 2024, Omnicell launched OmniHub, a company intranet platform available via mobile and desktop application. OmniHub features relevant information for employees, quick links to high-touch pages, a corporate calendar, and rotating news stories. The content is fully customizable by language, enhancing usage across the Omnicell global workforce. Since launch, OmniHub has seen a steady uptick in users and engagement, with 81% of full-time employees registered as of December 31, 2024.

Each quarter, Omnicell hosts global OmniHuddles, which are all-employee meetings that include priority updates, business updates, and any other relevant news. In the last OmniHuddle of 2024, nearly 2,330 employees attended or viewed the replay, representing an increase in overall engagement and viewership. Survey results indicate that OmniHuddle is a successful and well-received forum for employees that provides a productive space for engagement and reinforcing alignment with strategic priorities.

The Quarterly Message Playbook for Leaders was established in early 2024. This playbook aligns

Omnicell was founded because of family. It is the glue that ties it all together — and when we think of how we enjoy our time together as a family, there is usually food involved."

Excerpt from Omnicell Family Cookbook

leadership communication with organizational objectives while fostering engagement. Throughout 2024, Omnicell optimized playbook usage by expanding the audience for greater impact, moving content for easier access and tracking, publishing each quarter, and implementing an evaluation survey to better understand its usage and value.

In 2024, Omnicell introduced International Town Halls for employees based in non-United States locations. Throughout the year, at least one in-person meeting was hosted at each of our international locations. In 2025, we aim to grow this initiative and explore new opportunities to promote effective communication across the globe.

Ask Me Anything (AMA) sessions were created this year in response to Omnicell employees' requests for more open and transparent two-way conversations with leaders. AMA is a series of small-group conversations designed to promote effective and meaningful discussions, with the goal of ensuring all voices are heard and respected.

Learning and Development

Omnicell continues to use our Elevate Success Model, which aligns all employees to the behaviors critical to our organization's success. It is the foundation for how we recruit, assess, develop, recognize, and reward our employees. The model guides career development through workshops and training, and employees have reported positive feedback on the framework.

In 2024, we deployed a Career Development Guide and the Elevate Individual Development Planning Tool. In 2025, we hope to further boost awareness and utilization of these development tools.

The Elevate Learning Library in Omnicell University, Omnicell's online learning platform, supports all employees by providing learning activities focused on their development. In collaboration with LinkedIn, the Library provides 24,000+ courses that span a wide range of skills and training. In 2024, over 5,600 trainings were completed by approximately 1,300 Omnicell employees across almost 2,000 courses. The top

Omnicell

Omnicell's leadership team sharing business updates during the company-wide broadcast of a quarterly OmniHuddle.

three most completed courses included Leadership, Emotional Intelligence, and Collaboration.

As we look forward, we aim to continue to create greater awareness and accountability around tools and planning.

Leadership Development

Investing in our leaders is part of Omnicell's 2024
Strategic priority to Embed a Culture of High
Performance, Empowerment, and Accountability.
Throughout 2024, a number of programs and
experiences were offered to support the growth and
development of leaders across the organization, some
of which are further highlighted below.

In 2024, 21 new leaders completed the Lead Program, a five-week new manager development experience that brings together cohorts of rising employees to discuss leadership. During live sessions, leaders shared stories about failures and successes and the lessons learned from those experiences. The content from the 2023 Change Leadership initiative was also embedded into the Lead Program in 2024 to support leaders in engaging their teams during difficult times of change, ensuring that all new leaders are equipped with this important skill set.

All Omnicell employees at the director level and above in 2024 had the opportunity to participate in a leadership development experience, Leader as Coach. This experience has now expanded as an openenrollment offering for all employees at the supervisor level and above.

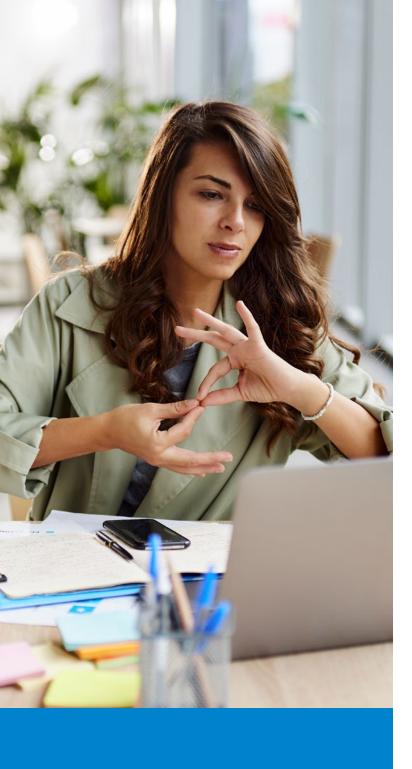
In 2024, 30 Omnicell leaders were selected by the CEO's staff to participate in the inaugural Development Circles Program, which seeks to strengthen leadership skills and foster a growth mindset. Leaders were selected for demonstrating a commitment to self-development and for being identified as Omnicell's Top Talent during recent talent reviews. Going into 2025, the program will continue with new cohorts.

This was a good session and a reminder of the importance of helping your team members arrive at conclusions themselves, rather than having the answers provided to them."

Omnicell Lead Program Participant

Performance Evaluations

In 2024, we further simplified our process for evaluating employee performance, increasing the efficiency and effectiveness of our performance evaluation process. Changes implemented include simplified forms and rating scale, as well as training focused on performance assessment and meaningful feedback. As a result of these changes, managers have been able to reduce time spent providing feedback by focusing more on the quality of the conversation rather than robust documentation. Over 99% of employees received performance reviews in 2024.



Diversity, Equity, Inclusion, and Belonging

At Omnicell, our goal is for all employees to feel a sense of belonging and have equal opportunities to thrive. In 2024, we continued our efforts to raise cultural awareness and foster a sense of belonging through programs, events, and activities, and by supporting community initiatives including lunch-and-learns, webinars, guest speakers, wellness activities, education and awareness sessions, and professional development and networking opportunities.

We seek to cultivate a culture of care that provides an engaging working environment in which every employee is welcome regardless of religion, age, race, ethnic origin, gender, sexual orientation, gender identity, veteran status, disability, or any other category protected by law. In 2024, Omnicell joined over 250 other organizations in signing the #StOpE initiative, which strives to stop sexism and sex discrimination in the workplace.

At Omnicell, we continue to investigate opportunities to foster a positive, supportive, and inclusive work environment, and we anticipate continuing to seek out new ways to advance these efforts in all aspects of our work.

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

SOCIAL SPOTLIGHT

Disability Awareness



Omnicell raised awareness of both visible and invisible disabilities during the month of November. An international Disability Awareness webinar was held for employees to learn more about the unique experiences and challenges faced by colleagues with both visible and invisible disabilities as part of our ongoing commitment to fostering an inclusive workplace. Over 90 Omnicell employees participated in the webinar. Throughout Disability Awareness Month, Omnicell communicated the availability of resources to provide support, workplace adjustments, and opportunities to connect with People Strategists. Omnicell is continuing to find opportunities to help disabled workers thrive in the workplace. An employee impact group has also promoted a supportive work environment by establishing peer networks and connecting employees with disabilities to mental health resources within and outside the organization.

Omnicell is dedicated to complying with all applicable requirements under the Americans with Disabilities Act and other relevant and applicable federal, state, and local laws. We seek to provide equal employment opportunities for qualified individuals with disabilities. As part of this, the Company works to ensure reasonable accommodations are provided to current employees or applicants with known disabilities. Additionally, Omnicell prohibits discrimination against any qualified employee or applicant based on their own disability or their association with a person with a disability.



Fair Working Conditions and Well-Being

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

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

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 United States employees and medically enrolled spouses. We also continue to provide an annual biometric screening incentive to reduce the cost of medical premiums for the employees and their spouses who elect to participate. 65% of enrolled employees and 62% of enrolled spouses were screened in 2024.

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, including exercise challenges, virtual workouts, and health coaching. In 2023, we began offering free virtual coaching through our wellness platform, which continued through 2024 and will be offered again in 2025. In 2024, Omnicell launched new initiatives such as Friday virtual yoga and a Lifestyle Spending Account (LSA). The LSA is an accessible and personalized wellness benefit available to all employees that allows for reimbursement up to a certain amount annually on a variety of wellness categories, such as gym memberships, fitness classes and subscriptions, home gym equipment, mindfulness programs, massages, and more. Almost 75% of employees utilized this LSA benefit in 2024.

Omnicell recognizes that mental health is equally as important as physical health and is essential to our employees' ability to thrive. Our medical plan covers mental health visits for out-of-network providers at in-network copay/co-insurance rates. In 2024, we reinforced the value of mental health during Mental Health Awareness Month by offering employees a range of interactive events, webinars, and resources.

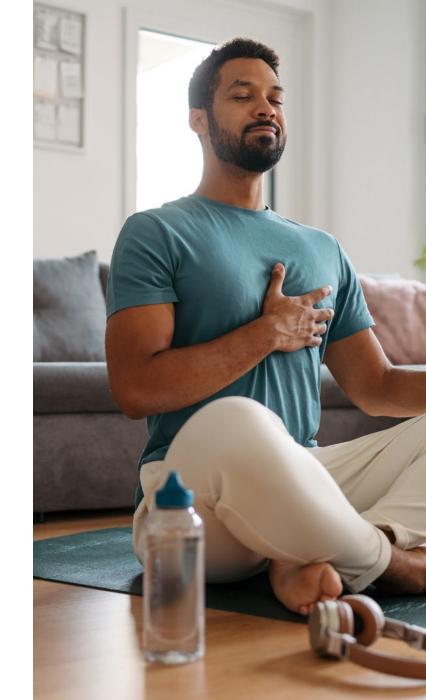
We continue to offer our Employee Assistance Program (EAP), which helps employees manage their family's total health — mental, emotional, and physical — at no cost. EAP offerings include 24/7/365 access to support and guidance from licensed professionals in areas

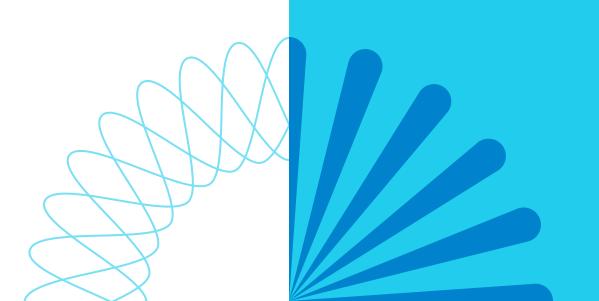
like mental health, legal support, and financial help. In 2024, we also enhanced support for issues such as finding childcare, community assistance with bills, and other areas to improve awareness and offer more comprehensive access to personalized care plans and resources.

In 2025, Omnicell plans to introduce two new enhancements to our United States medical coverage. The first is Lantern Specialty Care, which gives members access to board-certified surgeons for voluntary, pre-planned surgeries at significantly lower costs. The second enhancement is Hinge Health, providing a free digital clinic for joint and muscle care, offering personalized pain care and physical therapy. Both services have been added to our medical plan at no additional cost to our employees.

Flexible Work Arrangements and **Leave Policies**

Omnicell continues to offer flexible working arrangements embraced in 2020, standing by our belief that job effectiveness is determined by employee performance and results, not hours spent in the office. Employees are encouraged to have no on-camera meetings on Fridays and schedule fewer meetings before the weekend.





For regular, nonexempt, full-time United States-based employees, we typically provide 10–25 vacation days per year, based on years of service. For exempt United States employees, we offer no set guideline on the number of vacation days, with manager approval. In the United States, 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

Omnicell continues to provide salary support to employees who choose to be a living organ or bone marrow donor. We are a proud member of the American Society of Transplantation's Living Donor Circle of Excellence due to this policy.

Paid Volunteer Time Off

Omnicell continues to offer our Paid Volunteer Time Off (VTO) benefit in 2024, enabling employees in North America to give back to their communities and support nonprofits during work hours. In early 2024, the VTO benefit was extended to our international employees. All regular full-and part-time employees can volunteer up to two days per calendar year.

Paid Parental Leave

Omnicell continues to provide paid Parental Leave to eligible employees upon the birth, adoption, or placement of a child or children, giving parents additional time to bond and adjust to their new family situation. In 2024, we expanded our Parental Leave in the United States, increasing the number of weeks offered to support our employees during this time and aligning with a global standard. Our Maternity Leave includes this benefit in addition to eight weeks of short-term disability for women to recover from childbirth. Our parental and maternal leave offerings are above average for the United States.

OTHER TIME OFF AVAILABLE

Omnicell also offers the following time off and leave benefits for all United States employees:

Sick Leave

Bereavement Leave
Family and Medical Leave Act
Jury Duty and Witness Leave
Voting Time
Religious Observances Leave
School Activity Leave
Civil Air Patrol Leave
Emergency Rescue Personnel Leave
Veterans Day off for Veterans
Military Leave of Absence

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



Compensation, Retirement, and Financial Benefits

We continue to embrace a strong pay-for-performance total rewards philosophy, offering market-competitive base pay, comprehensive benefits, and a range of additional incentives. Our reward and recognition programs, which embed our Guiding Principles into our culture of care and everything we do, allow for peer-to-peer recognition, motivating our employees to continually work to advance our Promise, Purpose, and Guiding Principles.



Hourly employees receive overtime pay for additional hours worked beyond regular shift durations and for hours worked on non-scheduled weekends.

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

In 2024, total compensation provided to employees, including benefits, was \$511.4 million (USD). We also offer our United States employees a 401(k) plan with matching contributions, with approximately 92% of employees participating in 2024. Our international employees in certain countries receive retirement benefits in the form of pension plans.

Employees in the United States and Canada have the option to purchase Omnicell common stock at a discount by participating in our Employee Stock Purchase Plan (ESPP). An average of 53% of eligible employees took part in our ESPP across our two offerings in 2024.

Any United States employees commuting to Omnicell office locations are eligible for reimbursement for parking and transit expenses through our Commuter Reimbursement Account. With their commuter card, employees can now spend tax-free dollars when using local transit authorities, parking garages, and ride sharing services.

Omnicell understands how costly child adoption and surrogacy can be. In 2024, we expanded our existing adoption benefit to allow eligible employees to receive reimbursement of surrogacy-related expenses in addition to reimbursement for adoption-related expenses. We will look to continue this in 2025.

Employee Health and Safety

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

In 2024, we reinforced the significance of our health and safety standards globally, communicating our environmental, health, and safety (EHS) expectations to French and German worker councils and our Italian employees. We have taken a proactive approach to communicating that employee health and safety is a shared responsibility as we seek to expand our International Organization for Standardization (ISO) certifications globally.

We also continue to maintain our online suggestion box where employees can share their ideas and insights for enhancing health and safety, which fosters a culture of collaboration. All submissions are carefully reviewed and brought to appropriate teams for evaluation, ensuring that employee contributions are an integral part of driving improvements.

Disaster and Emergency Response

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

In the aftermath of two hurricanes that swept through Florida in 2024, we recognized an opportunity to further optimize our communication system to respond more effectively in emergency events and disasters. We adopted a platform at the end of 2024 focused on emergency communications, threat identification for office locations, and risk assessment for Omnicell travelers. This new platform is expected to allow the EHS team and site leaders to communicate with employees during threats through phone calls, email, and Short Message Service (SMS) messages. Using SMS messaging as a low-bandwidth communication method can be strategic during an emergency when cell towers are overloaded. Through this platform, Omnicell leaders should be able to monitor the results of all these communications in real time.

We also introduced a Disaster Relief Form as an avenue for employees directly impacted by the hurricanes to communicate needs and challenges to Omnicell. In response, Omnicell took a hands-on approach to support affected employees, offering hotel accommodations, temporary housing, and car rentals as needed.

Training and Development

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

All employees identified by the EHS team are required to take EHS training specific to their location. The EHS team works with each site's management to identify

the appropriate EHS training courses based on job titles and roles — a process already consistent across all United States sites. Additionally, all United States-based Omnicell employees and contingent workers are required to complete annual Occupational Safety and Health Administration (OSHA) trainings.

In 2024, Omnicell provided complimentary CPR and AED training onsite at our local facilities from certified instructors. Participants received hands-on practice with proper techniques and equipment usage. CPR and AED training equips individuals with life-saving skills and is intended to ensure employees can respond effectively and confidently during critical cardiac emergencies.





ISO Standards and Certifications

Our adherence to ISO standards and certifications highlights our ongoing dedication to occupational health and safety, and we believe is crucial to the wellbeing of Omnicell's employees, contractors, and visitors. In particular, the ISO 45001 standard is designed to improve employee safety, reduce workplace risks, and create better working conditions. We have integrated this standard into our global EHSMS, in an effort to ensure that we maintain high safety requirements across all our sites. Of note, recent updates to the ISO 45001 standard include considerations for climate change and the requirements of relevant interested parties, which we have also incorporated into our EHSMS. In 2024, we successfully maintained our ISO 45001 certification across five Omnicell sites across the globe. Read more about our ISO standards, certifications, and trainings, including ISO 14001, in the Environmental section.

Initiatives for Workplace Health and Safety

In 2024, Omnicell released a United Kingdom
Drivers Handbook to promote safe practices for our
employees when on the road. This handbook outlines
the standards for Omnicell Limited (United Kingdom)
employees regarding the use of company-owned
vehicles or any other vehicles used for company
business. It includes useful telephone numbers in the
event of an accident, best practices for safe driving, and
a Driver Code of Conduct.

Omnicell's Office Ergonomics Evaluation Policy sets guidelines with ergonomic control procedures for all onsite and remote workers. The policy aims to prevent and reduce musculoskeletal disorders associated with manual job tasks, and establishes procedures for ergonomic requests.

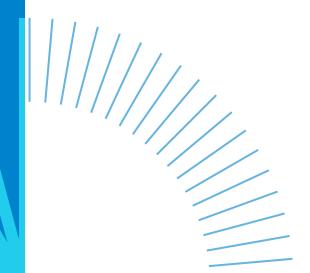
Omnicell is committed to workplace violence prevention as we seek to maintain a safe work environment free of all forms of violence, including verbal and physical threats, bullying, intimidation, abusive behavior, and harassment. Omnicell has a Workplace Violence Prevention Policy that aims to foster a culture of mutual respect for others and promote the safety and well-being of every Omnicell employee, contractor, consultant, customer, client, visitor, and guest. A wide range of resources are made available to employees, including a Workplace Violence Prevention Plan and guides for a safe and respectful workplace. All United States employees must also complete a multi-module Workplace Violence Prevention Program training course.

As a result of an ISO 14001 and ISO 45001 audit conducted in 2023, Omnicell implemented a system in 2024 to provide unrestricted access to safety data sheets (SDS) at three locations: St. Petersburg, Florida; Milpitas, California; and Warrendale, Pennsylvania. This single-sign-on system contains the full SDS library in multiple languages, in conveniently located kiosks for immediate access. This system is designed to lower employee risk and ensure that employees are well-informed about potential hazards and safety measures associated with the chemicals they handle. The system also helps Omnicell stay compliant with various applicable regulatory requirements.

of the environment and are deeply committed to employee health and safety. Our comprehensive EHSMS is designed to establish and maintain a healthful workplace for all. We use a continuous improvement approach as we aim to eliminate hazards, reduce risks, and align with laws and regulations."

STEPHANIE JOHNSON

Director, EHS and Climate Resilience



Health Access for All

Omnicell is committed to expanding access to care and improving health outcomes for everyone. To that end, we have created a number of programs and solutions that are focused on ensuring access to our products and services for underserved communities.

Omnicell Specialty Pharmacy Services

Our turnkey solution, Omnicell Specialty Pharmacy Services (OSPS), integrates technology, services, and expertise in an effort to assist hospitals and health systems in establishing, operating, and optimizing specialty pharmacies. OSPS is designed to enhance patient access to specialty medications, improve pharmacy outcomes through a clinical-based service model, and accelerate time-to-market with comprehensive support.

OSPS also addresses financial barriers to therapy initiation and adherence, deploying various strategies such as copay cards, 501(c)(3) foundations, client assistance programs, and manufacturer Patient Assistance Programs. In 2024, OSPS assisted over 65,000 patients in obtaining access to almost 95,000 prescriptions.

OSPS supports community health organizations and Federally Qualified Health Centers (FQHCs) across the nation in delivering medications to rural areas and offering multilingual and culturally competent care to underserved or marginalized communities. By managing pharmacy operations and working to optimize participation in the Federal Drug Pricing Program (340B), OSPS strives to empower these facilities to stretch every healthcare dollar further — enabling them to serve more patients and strengthen

community health. In 2024, Omnicell helped our 18 FQHC partners by filling more than 651,000 prescriptions for over 55,000 patients. These essential organizations also work to reinvest in community services and initiatives such as providing groceries, healthcare services, clothing, and other essentials to individuals experiencing homelessness.

Through the 340B savings, these FQHCs have also improved capacity to provide care for their patients. This includes expanded clinical offerings, medication programs, behavioral health programs, and other focused care initiatives.

In recent years, FQHCs have also increasingly worked to address the overdose crisis and treat opioid use disorder (OUD). Support from OSPS helps bolster FQHCs' integrated services as they seek to care for complex and chronic conditions like OUD. By aligning Omnicell's pharmacy expertise with the mission-driven goals of FQHCs and other community organizations, together we are helping to build a healthier world.



EnlivenHealth

EnlivenHealth, Inc. (EnlivenHealth) 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.

EnlivenHealth continues to seek new ways to improve health access for all by supporting the key role pharmacists play in meeting patients' healthcare needs, which includes addressing social determinants of health (SDOH) that have a significant negative impact on patients. EnlivenHealth supports community pharmacies with software that automates their SDOH screening and referral workflow so they can reach more patients and refer them to the resources and care they need.

In 2024, the number of SDOH screening encounters completed using our solution increased by 85%

compared to 2023. Leveraging our solution, pharmacists referred patients to community-based resources for a variety of SDOH barriers. The graphic below illustrates the top categories that made up more than 75% of all referrals in 2024.

TOP REFERRAL CATEGORIES, 2024



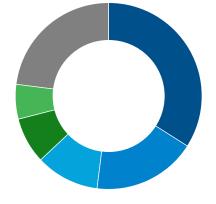
Food Insecurity: 18.1%

Unsatisfactory Living Conditions: 11.0%

Inadequate Clothing
Due to Limited Financial
Resources: 7.5%

Transportation Insecurity: 6.0%

Other: 23.6%



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

Medicare Match is a suite of tools for Medicare-eligible patients that is designed to assist them in choosing the best plan for their specific health and financial requirements. Patients enrolled in Medicare Match receive personalized guidance and helpful consultation from a dedicated pharmacist that empowers them to choose the best plan for their needs.

MedBill aims to streamline a wide spectrum of medical billing use cases, from durable medical equipment, vaccines, and clinical services to more complex cases, such as Pre-Exposure Prophylaxis treatment with 340B modifiers. Most pharmacies using this solution generally achieve a 90% success rate or greater for claim submissions and payments. This solution is intended to enhance patient access to critical preventive treatments while reducing the administrative burden on healthcare teams, which should allow them to focus on patient care.

Digital Medication Information Delivery (DMID) is a tool designed to enhance medication safety, adherence, and healthcare access for all by providing pharmacies and patients the opportunity to have their essential medication information delivered electronically instead of on printed paper. This includes multilingual support for diverse patient populations. By offering essential health information in patients' preferred languages, DMID should reduce language barriers and empower individuals to make informed decisions about their health. By handling over 100 million digital asset requests in 2024 for prescription and over-the-counter drug information, the use of DMID is designed to significantly minimize paper usage and toner cartridge waste. We believe this contribution supports our sustainability efforts as, based on our estimates from internal calculations, this solution should assist pharmacies in saving over 25,000 trees (nearly 70 per day) and prevent more than 84,000 printer toner cartridges from entering landfills, all while maintaining seamless access to critical health information.

Expanding Global Footprint

In 2024, Omnicell continued investigating potential areas of advancement in low- and middle-income countries and communities. We continue to explore expansion opportunities that promote greater access to care and allow us to further realize the industry vision of the Autonomous Pharmacy around the world.

As of 2024, Omnicell is delivering medication management solutions through our authorized distributors in over 30 countries across Europe, East Asia, the Middle East, South America, Australia, and Africa.

In addition, we have extended our Memorandum of Understanding (MoU) with the Ministry of Health in Saudi Arabia for a second year. This reflects our commitment to shaping the future of healthcare in the region and building sustainable and innovative solutions that benefit patients and healthcare providers alike. In brief, the MoU outlines the desire to establish a collaborative arrangement for the enhancement of supply and medication management across the Kingdom of Saudi Arabia.

SOCIAL SPOTLIGHT

Mercy Ships

In 2024, we continued our support for the global charity Mercy Ships, the largest non-governmental hospital fleet in the world. Mercy Ships sends out hospital ships filled with volunteer medical professionals to developing nations to provide life-changing, quality healthcare free of charge to people and communities who often have little or no access to medical care. Omnicell supports the work of Mercy Ships to deliver care to those most in need by donating innovative pharmacy care

solutions, strengthening the global healthcare infrastructure.

With the 2024 donation of XTExtend, Omnicell provided upgraded consoles for previously implemented XT Automated Dispensing Systems and Anesthesia Workstations, which are intended to further enhance security and improve the user experience.

Omnicell's continued support enables our volunteer hospital crew to provide high quality care to our patients by ensuring access to Omnicell's latest medication management technology. This partnership will forever impact the lives and communities of those we serve."

JONATHAN DYSON Senior Director of Strategy and Governance, Mercy Ships



Giving and Community Support

Omnicell was founded on a social mission to improve the lives of others. We seek to build stronger communities for the future as this aligns with our core Purpose. Through giving and community support efforts, our Guiding Principles extend beyond the workplace and into the broader community.

Omnicell continues to use a giving and volunteering platform as a tool for North American employees to create or find volunteer opportunities, create or support fundraisers, and make donations to nonprofit organizations. Within the platform, employees can also amplify eligible charitable contributions with our Corporate Matching Program. Omnicell employees across the globe have elected to use VTO for charitable efforts, individually and in teams, focusing on supporting causes that seek to stamp out homelessness, prevent domestic abuse, and provide hunger relief. Read more about our VTO benefit in Fair Working Conditions and Well-being.

Through Omnicell Cares, our charitable efforts program, Omnicell's culture of care comes to life through fundraising, volunteering, raising awareness, and creating positive change. Throughout 2024, we responded to the critical needs of communities by partnering with nonprofit organizations whose missions align with our focus of driving positive impact in four key areas: Improving Access to and Quality of Healthcare, Disaster Relief, Humanitarian Efforts, and Healthcare Technology.

Hurricane Disaster Relief

In 2024, Omnicell Cares created campaigns to support relief efforts for major disasters including Hurricane Beryl, Hurricane Helene, and Hurricane Milton, which affected millions of people across the United States. Employees raised over \$2,500 through fundraisers designated for the American Red Cross' relief efforts, with eligible contributions matched by Omnicell. Omnicell also made additional corporate contributions to the American Red Cross in the aftermath of each hurricane to further support relief efforts.

In an employee-led initiative, volunteers from the Compliance, EHS, and Risk department assembled hygiene kits for Project LINK, a community-driven initiative focused on the well-being of children and families in the Tampa Bay, Florida area. The kits were given to over 100 children, many of whom were directly affected by the hurricanes.

Read about how we supported our employees during the 2024 hurricanes in Employee Health and Safety.

Health Awareness and Support

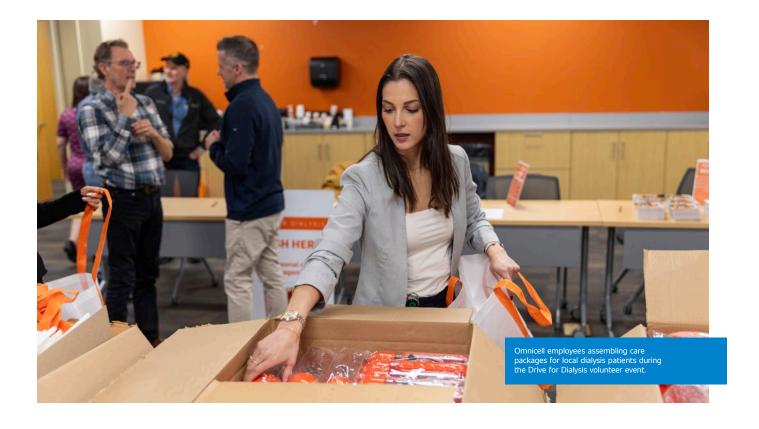
KIDNEY HEALTH AWARENESS

In 2024, Omnicell continued to raise awareness about kidney disease. Throughout the year, Omnicell sponsored events, including the Pittsburgh Kidney Walk and the National Kidney Foundation Golf Outing. During National Kidney Month in March, Omnicell shared educational resources, webinars, and promoted a kidney risk quiz for employees.

One of the highlights of the year was our first annual Drive for Dialysis event in November, where employees volunteered to assemble patient care packages for two local dialysis clinics in their communities. An Omnicell employee was the keynote speaker at the event, sharing his personal story with kidney disease. Employee volunteers also benefited from other educational segments, offering insights into kidney function, disease prevention, and organ donation.

HEART HEALTH AWARENESS

In February, Omnicell raised awareness for heart disease by promoting employee participation in Wear Red Day. Omnicell held an educational campaign with resources from the American Heart Association to inform employees about heart health and well-being. In November, OSPS employees at Temple Health also formed teams to participate in the 2024 Philadelphia Heart Walk. Donations from the event supported the American Heart Association's work.



BREAST CANCER AWARENESS

In October, Omnicell continued to promote breast cancer awareness, prevention, and health empowerment through events, educational resources, and employee-led initiatives. Throughout the month, specific dates were designated to raise awareness, including Metastatic Breast Cancer Awareness Day (October 13) and Men's Breast Cancer Awareness Week (October 17–23).

Employees participated in Breast Cancer Awareness Month events virtually and onsite. In 2024, there was a 34% increase in employee engagement in our Wear Pink Day campaign, where employees wear pink and post a picture of themselves on the company-wide enterprise messaging platform to raise awareness. Throughout the month, many employees used pink ribbons to spread awareness. Several used a pink ribbon as a status icon on the messaging platform and displayed it on virtual video meeting backgrounds. One employee impact group held a virtual event with a guest speaker who shared about her cancer journey to raise awareness and create a safe space for others navigating similar challenges. EnlivenHealth hosted an in-person Pink Out Party, where employees celebrated the remarkable journeys of several Omnicell employees diagnosed with breast cancer. All OSPS pharmacy locations held a Paint Omnicell Pink Day, where each employee was given a pink ribbon to wear to spread awareness.

DOMESTIC VIOLENCE AWARENESS

Omnicell employees showed support and raised awareness on National Domestic Violence Awareness Day by changing their status icon to a purple heart on Omnicell's company-wide enterprise messaging platform. Employees also shared resources, such as the domestic violence hotline.

BLOOD DONATION DRIVE

Omnicell employees based in India participated in a blood drive for Sakra World Hospital's Department of Transfusion Medicine for the first time. Eighteen employees met the eligibility criteria and donated blood.

Supporting Veterans and Their Families

Omnicell supports veterans and members of the military. In addition to giving all veterans the day off each year on Veterans Day, Omnicell encourages employees to donate time toward causes that benefit veterans and their families.

For the fifth consecutive year, in 2024, OSPS participated in the Veterans Day Letter Writing Project to write thank you letters to armed service veterans.

Omnicell's Product Engineering Organization (PEO) supported the Pittsburgh chapter of Honor Flight, a national organization that takes veterans to Washington, D.C. to see memorials built in honor of their service. The PEO team assisted with event setup, transportation, backpack assembly, and cleanup.

In 2024, Omnicell employees supported the nonprofit 9/11 Day in their mission to inspire and rekindle the spirit of unity, compassion, and service. A group of 10 Omnicell employees from Milpitas, California volunteered to pack meals, and was named the fastest table at the event, packing over 1,100 meals in just two hours.

Supporting Our Communities

In many instances throughout 2024, employees went above and beyond to support and give back to the communities where they live and work.

The Sustaining Engineers team assisted children in a mechanical design project where they built a structure to protect an egg from breaking when dropped from a high ladder.

Employees in Milpitas, California collected more than 35 gifts for families in need through the Salvation Army Angel Tree Program. Omnicell employees in the Pittsburgh, Pennsylvania region donated money and gifts via online registries for the Salvation Army's Western Pennsylvania Division.

Omnicell's Reconciliation team held a food drive in Fort Worth, Texas, to support the Community Enrichment Center (CEC) in providing free grocery assistance to low-income households in 12 surrounding counties. They collected monetary donations and numerous food and hygiene products to support CEC services, which include employment readiness, high school equivalency, financial coaching, safe housing, and helping families move from crisis to stability.

France-based Omnicell employees collected nonperishable food and hygiene items to donate to Banque Alimentaire, France's network of food banks. The group collected two pallets of food and also made financial contributions.

Omnicell employees based in England volunteered time with an anti-poverty charity, The Brick, which offers services to people who are at risk of or transitioning through homelessness, financial hardship, or crisis. The team worked to collect litter and clear an area to be used for a local shelter's classes.

During the holidays, Omnicell donated toys to pediatric patients at a hospital local to the Trieste, Italy office.

Looking ahead, we plan to explore new volunteer opportunities and continue to strengthen our charitable partnerships. We aim to continue engaging employees by incorporating their feedback to raise awareness of causes that resonate with them and their surrounding communities.

2024 NORTH AMERICA
GIVING AND VOLUNTEERING
AT A GLANCE*

\$383

Average Contribution Per Donor

个70% INCREASE

\$31,040

Total Employee Donations

↑ 109% INCREASE

1,088 hours

Total Paid Volunteer Time Off

↑39% INCREASE

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

In Brief: Social Performance

2024 Key Milestones

- Renewed our focus on employees through the establishment of a new strategic pillar: Unleash the Power of Our People
- Created a new Culture Statement and developed tactical tools for teams, managers, and leaders to outline norms for communication, team-building, and collaboration
- Established the Omni Culture Catalysts Program, an initiative helping define and cultivate a highperforming culture
- Refreshed the PRIMED Awards to emphasize a high-performing culture
- Launched OmniHub, a company intranet platform available via mobile and desktop applications
- Established the Quarterly Message Playbook for Leaders
- Created AMA sessions for open and transparent two-way conversations with leaders
- * Deployed the Career Development guide and the Elevate Individual Learning Planning Tool
- Launched programs to support leadership development, like the Lead Program, Leader as Coach, and the Development Circles Program
 - LOOKING FORWARD INITIATIVES IN 2023
 THAT WE ACCOMPLISHED IN 2024

- * Simplified our process for evaluating employee performance, including simplified forms and rating scale, and targeted training
- * Increased access to mental health and wellness resources, including Friday virtual yoga and a LSA
- * Extended the VTO benefit to our international employees
- * Expanded our Parental and Maternal Leave in the United States and our existing adoption and surrogacy benefit to allow eligible employees to receive reimbursement of related expenses
- Adopted a communication platform for emergencies and introduced a Disaster Relief Form as an avenue for employees directly impacted by disasters to communicate their needs for Omnicell for support
- * Provided complimentary CPR and AED training onsite at our local facilities from certified instructors
- Maintained our ISO 45001 certification at five sites across the globe
- Continued support for the global charity Mercy Ships by donating innovative pharmacy care solutions, strengthening the global healthcare infrastructure
- Raised awareness and generated community support among employees for numerous health issues, including kidney health, heart health, breast cancer awareness, domestic violence awareness, and more

Looking Forward

In 2024, Omnicell accomplished many significant goals as part of our unwavering commitment to people and communities. Our focus continues to center on caring for and developing our employees to their full potential, creating positive impact in local communities, and building a healthier world. Looking forward to 2025, we strive to build upon the success of the previous year by aiming to:

- Continue to expand on Unleash the Power of Our People as a key focus area, including energizing a culture of care, attracting and winning the right talent, and investing in and growing our people.
- Grow our International Town Halls and explore new opportunities to promote effective communication across the globe.
- Boost awareness and utilization of the Career Development Guide and the Elevate Individual Development Planning Tool.
- Welcome new cohorts to the Development Circles Program.

- Introduce enhancements to our United States medical coverage, including access to and financial assistance for surgeries, and support for joint and muscle care, personalized pain care, and physical therapy.
- Explore new volunteer opportunities, continue to strengthen our charitable partnerships, and incorporate employee feedback to raise awareness of causes that resonate with them and their surrounding communities.



Omnicell is committed to high standards of integrity as reflected in our efforts through responsible decision making, ethical and fair practices, and transparency with our workforce, suppliers, and all of our stakeholders. We continue to uphold our privacy and cybersecurity standards, cultivating an ethical and safe environment, as well as practice a comprehensive risk management strategy, designed to enhance our organizational resiliency and continuity. These practices and commitments build a foundation of trust with care providers, while shaping our future success.

2024 PERFORMANCE

TARGET

Continue to protect the data of our In 2024, Omnicell's employee phishing attack testing failure rate Maintain employee phishing employees and stakeholders while attack testing failure rate at increasing investments in network 10% or below year over year. Design our products to minimize Achieved in 2023. Please see our 2023 ESG Report for Develop plans by 2023 to environmental footprint while minimize the environmental more information. footprint for 100% of new maximizing patient outcomes. products.

Innovation for Health Outcomes

At Omnicell, innovation and entrepreneurship are core to our work. We aim to come up with innovative ways to solve problems, and then quickly and efficiently test out new ideas. Innovation is what drives Omnicell to develop solutions that aim to improve the quality and accessibility of patient care and help enable our customers to realize the industry vision of the Autonomous Pharmacy.

A Year of Progress

In 2024, we underscored our commitment to innovation by building a team dedicated to understanding unmet customer needs and delivering innovative and disruptive products to the market. As part of this commitment to innovation, during 2024, we launched XT Amplify, a multi-year innovation program that seeks to deliver innovative solutions that are designed to improve pharmacy and nursing efficiency, reduce medication errors and waste, enhance performance and security, extend item-level storage and tracking of temperature-controlled medications, improve the management of medical supplies, and ultimately maximize the value of our customers' XT Automated Dispensing System investment. In 2025, we are looking forward to increasing the team size, building an innovation partnership program with our customers, and continuing to develop additional innovative concepts that aim to solve our customers' greatest pain points.

Peer-to-peer networking opportunities help to drive innovation and best practices in new technology strategy implementation. In 2024, Omnicell hosted two User Group Summits, bringing together pharmacy, nursing, and C-Suite professionals along with subject matter experts to share learnings and provide feedback on Omnicell Points of Care and 340B solutions.

GOVERNANCE SPOTLIGHT 2024 Innovation Awards



2024 REX Technology and Automation Award Winner: EnlivenHealth

EnlivenHealth is a winner of the 2024 REX Award in the Technology and Automation category, for the third consecutive year. This prestigious award is given to companies who have made a difference in their industry, in categories such as innovative solutions, patient communications, or logistical efficiencies. The Drug Store News (DSN) team awards this to companies who DSN identifies as going above and beyond in assisting their retail partners.

2024 Stevie® Award for Technology **Excellence: IVX Station**

IVX Station earned a Stevie® Award in the Healthcare Technology category for Technical Innovation of the Year. Individuals and organizations across the globe are nominated for remarkable accomplishments in shaping the future of technology across any industry. In 2024, more than 150 professionals worldwide participated in judging the Stevie® Awards for Technology Excellence.

The goal of these summits aimed to create a professional community for idea and information sharing, in an effort to advance pharmacy and nursing care transformation through an outcomes-centric technology strategy.

Automations for Efficiency

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

Automated dispensing cabinets (ADCs), such as Omnicell's XT Automated Dispensing Systems, are designed to improve medication accuracy, reduce errors, and optimize inventory management. These systems automate the process of dispensing medications, ensuring that the right medication is administered to the right patient at the right time. This should reduce the time clinicians spend on manual tasks and allow them to focus on direct patient care.







Medication Management Technologies

Medication management technologies support real-time tracking of medication inventories, which we believe is critical to preventing shortages or overstocking. By automating inventory management, hospitals should be able to reduce medication waste and ensure that critical drugs are always available when needed. Omnicell, among other companies, provides comprehensive medication management solutions that integrate with electronic patient records (EPRs)

in an effort to further streamline these processes. We continue our commitment to advanced systems integration across all Omnicell products, working to ensure seamless communication between our solutions and healthcare records. In 2024, Omnicell partnered with other organizations to sponsor a Special Interest Group with the European Association of Hospital Pharmacists (EAHP) to drive the topic of hospital systems interoperability and provide safer, more efficient clinical workflows.

GOVERNANCE SPOTLIGHT

Automation in Action Across the United Kingdom



Chesterfield Royal Hospital in the United Kingdom embarked on an automation journey nearly 10 years ago by installing a range of Omnicell ADCs. Recently, they became the first hospital in the United Kingdom to incorporate the AMiS-PRO Smart Cart, an automated product that harnesses intelligent technology to combine a medication trolley with a computer on wheels with dedicated locking medication bins. Their key aim was to make their nursing team's workflow smarter, faster, and safer, as they did not believe their previous model, which incorporated a mix of both ADCs and patient bedside lockers, was enabling the technology to deliver to its full potential. The hospital conducted a two-week audit on all medicine administration rounds to better understand the timing and duration of each drug round and identify the increasing complexities of medicine regimens. They found that 80% of drug rounds experienced at least one interruption, and 50% had at least one medication missing. In order to gain consistency and reduce waste, the hospital began using the AMiS-PRO Smart Cart. According to the hospital, within just three months, the number of missed doses dropped by 28%. In addition, the hospital indicated that there was time savings of 30 minutes per drug round, equating to £2,000 in

staff time, totaling an estimated £16,000 in savings per ward. The hospital also noted that dispensed item restock values dropped by 20%, yielding savings equivalent to £1,000 per ward per month. Most importantly, the hospital found that nurses and staff were freed up to spend more quality time with patients.

The Sandwell and West Birmingham National Health Service (NHS) Trust in the United Kingdom is utilizing automated medication management at the newly opened Midland Metropolitan University Hospital in Smethwick. The hospital is equipped with 45 Omnicell ADC XT units, including one in the central pharmacy. In addition, there are 80 AMiS-PRO Smart Carts in use to dispense medications, integrated with MedXpert inventory management software. This setup is intended to streamline workflows, reduce manual processes, minimize drug errors, and save the NHS money. Omnicell's automated technology should provide a more efficient, closed-loop workflow to ensure the highest levels of patient safety. Looking ahead, we intend to continue partnering with the hospital in the next step of delivering a full closed-loop workflow with interoperability with the hospital's EPRs.

EnlivenHealth

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

EnlivenHealth's new Scope of Practice and Reimbursement Snapshot tools are designed to empower pharmacies to expand their clinical service offerings by providing essential, up-to-date information. In the summer of 2024, Omnicell launched these new tools to over 5,000 pharmacies across the United States. We believe this unique dataset of information is invaluable to pharmacists, pharmacies, and patients alike. For pharmacists, it should reduce the complexity of navigating regulatory and billing landscapes, enabling them to focus on delivering high-quality clinical services to patients. Pharmacies are anticipated to benefit from the ability to expand service offerings, increase business-sustaining revenue opportunities, and enhance their role as healthcare providers in their communities. Most importantly, as a result, patients gain improved access to essential care services, such as vaccinations, testing, and disease management, all delivered conveniently through trusted local pharmacies.

Going forward, EnlivenHealth seeks to continue to leverage artificial intelligence (AI) to assist pharmacies in a deeper personalization of patient interactions, optimize medication adherence programs, and streamline workflows such as prescription management and refills. EnlivenHealth is also committed to the responsible, secure, and compliant use of AI, incorporating guardrails and implementations for accountability as appropriate.

Medication Adherence

Omnicell's Medication Adherence single-dose consumables are intended to provide a reliable solution

for medication administration in skilled nursing and assisted living facilities. Thoughtfully designed to prioritize patient well-being, these consumables are expected to support medication administration and uphold the highest standards of care. By delivering high-quality, dependable products, Omnicell helps to ensure safe, efficient, and compassionate care, fostering a higher quality of life for elderly populations in senior living environments.

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

Collaboration

In 2024, Omnicell entered an agreement with Gollmann Kommissioniersysteme GmbH, a leading German manufacturer for pharmacy robotic storage and dispensing solutions, to offer Gollmann's cutting-edge technology in the United Kingdom as part of Omnicell's retail and central pharmacy solutions portfolio. Omnicell's central pharmacy software, HubXpert, combined with Gollmann's pioneering technologies, is expected to drive better medication management workflows. By streamlining real-time dispensing and loading activities, clinics should gain greater efficiency and improved outcomes. This collaboration aims to provide a seamless, end-to-end automation solution through a single, unified vendor relationship.

In 2024, Omnicell collaborated with Follett to bring powerful inventory management for temperature-sensitive medications. Standard medical-grade refrigerators provide temperature controls, but typically do not meet the safety and security standards required to manage batches of individual medications. Omnicell's

MedChill provides item-specific storage, access, and tracking in Follett refrigerators, a technology that provides the capabilities of automated dispensing cabinets for temperature-sensitive medications. Out-of-the-box integration with Follett MedChill is also available as a bundled offering with Follett refrigerators, providing another pre-integrated solution that is intended to simplify and accelerate installation.

In 2023, Omnicell and Long Island University (LIU) announced the opening of a Center for Innovative Medication Management, a state of the art laboratory designed to provide an immersive pharmacy technology and analytics experience for LIU pharmacy students. Together, Omnicell and LIU co-created a Pharmacy Automation curriculum for LIU PharmD students and Omnicell's Pharmacy Technicians. The certification aims to provide learners with prior knowledge of automation with the tools needed to ensure their transition to the workplace is efficient. In 2024, 39 Omnicell Pharmacy Technicians and 181 LIU students participated in the program.

Industry Events

Omnicell is committed to building awareness and community connections through educational initiatives and industry events. These events aim to help healthcare leaders understand the opportunity of technology to deliver clinical and business outcomes. Working closely with peer industry organizations like the American Society of Health-System Pharmacists (ASHP), the American Organization for Nursing Leadership, the National Association of Specialty Pharmacy, the American Society of Anesthesiologists, the Advanced Pharmacy Australia, EAHP, and others, Omnicell highlights the Company's outcomes-centric portfolio through hands-on demonstrations, educational presentations, and peer-to-peer networking events each year.

In 2024, Omnicell's Illuminate educational series drew hundreds of healthcare professionals who had the opportunity to see new Omnicell solutions and learn from healthcare peers who are realizing success in

The ASHP Midyear Clinical Meeting, the largest gathering of pharmacy professionals in the world, as an opportunity for Omnical teams to connect with industry leaders to understand their challenges and opportunities for technology-driven medication management.

transforming pharmacy care through technology. Held in key regional locations including Dallas, Texas and Brooklyn, New York, Illuminate provided a dynamic in-person experience for healthcare professionals to understand how robotics and smart devices, intelligent software, and powerful analytics, all optimized by expert services, can drive better outcomes and value for pharmacy operations. Illuminate featured live discussions and executive-level speakers.

Omnicell participated in the 2024 ASHP Midyear Clinical Meeting and Exhibition, the largest annual gathering of health system pharmacy professionals focused on improving patient care through the business of pharmacy. With the 2024 theme of "Expanding Outcomes," Omnicell demonstrated a focus on continuous innovation and delivering clinical and operational outcomes to transform pharmacy care through our exhibit booth, which recreated the continuum of care, showcasing our full portfolio of solutions and expected outcomes at each stage of the medication-use process. More than 1,600 attendees engaged with Omnicell representatives in demonstrations and conversations. Omnicell also hosted a new Innovation Suite at the event, where leaders interacted with next generation robotics and cloud-driven technology intended to help improve safety, efficiency, and user experience. Omnicell also sponsored a continuing education session focused on a comprehensive approach to implementing a pharmacy technology strategy. Many pharmacy leaders from key hospitals and organizations shared learnings about how this approach is driving significant results for the health systems they lead and manage.

Omnicell was also present at the 2024 Global Health Exhibition in Saudi Arabia, joining over 1,200 exhibitors and more than 100,000 attendees from 40+ countries. Our booth focused on the one-platform vision that connects hardware and software solutions in medication and medical supply management and emphasized Omnicell's role in supporting patients and helping pharmacists move toward the industry vision of the Autonomous Pharmacy.

We believe Omnicell is uniquely positioned to help our customers solve some of their greatest challenges. Our portfolio of solutions is driven by a commitment to innovation. The goal is to deliver meaningful outcomes that make a difference for our healthcare customers, and ultimately for the patients they serve."

LANI BERTRAND

Senior Director, Clinical Marketing and Thought Leadership

Responsible Design of Products and Technology

Omnicell is committed to processes that are intended to result in thoughtful and responsible use of materials in product design, considering the impact of resource use and identifying opportunities for circularity and efficiency. This commitment includes responsible and ethical development of technology and Al in products and services.

Product Lifecycle Process

Omnicell's Product Lifecycle Process (PLP) is the result of a multi-year strategy that began in 2022 to simplify and strengthen our cross-functional product design process by incorporating feedback and providing more effective guidelines that seek to improve product quality and reduce impacts and risks.

The functional areas listed below have been involved in PLP:

- Product/Program Management
- Operations
- Engineering
- Growth/Customer Success
- Professional Services
- Quality
- Marketing
- Legal
- Compliance
- Environmental, Health, and Safety
- Privacy
- Information Security

Many of the areas above created and implemented process guides in 2024.

Product and Technology Highlights

In 2023, we initiated a Life Cycle Assessment with the intention of establishing an environmental footprint baseline for one of our products. While this effort is currently paused as we reassess its feasibility, we remain committed to sustainability and the responsible design of our products.

In 2021, Omnicell's Medication Adherence team in Germany introduced SureMed Cup Consumables, a sustainably designed product that enables separation of its material components for improved recyclability. Specifically, the plastic blister can be easily separated from the paper-based barrier film, which should allow the plastic component to be recycled. We believe this highlights Omnicell's commitment to reducing environmental impact while delivering quality and value to customers.

Continuing our efforts to reduce the amount of RPET plastic used in the pill pack tray of specific United Kingdom Medication Adherence packaging, as disclosed in our 2023 ESG Report, we implemented a design change to optimize the plastic gauge thickness in one of our products in the Clear range, which saved approximately 43,000 pounds (20 metric tons) of

RPET in 2024. We are exploring similar reductions for additional Medication Adherence tray product lines.

In 2024, we transitioned the exterior panels of our XR2 Automated Central Pharmacy System from metal skins to thermoformed plastic skins. These skins can be recycled and we expect this change to reduce XR2 installation time. We began shipping XR2s with these plastic skins to customers in September 2024, with 8 shipped by year-end.

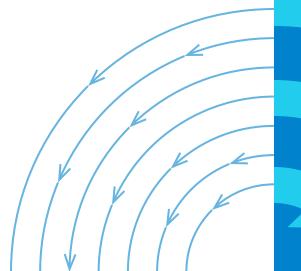
In addition, we are exploring mechanisms for responsible disposal of products at end of life, and aim to further incorporate ethical design principles such as user-centered design, sustainability, inclusivity, transparency, accountability, and safety. We continue to explore the use of alternative materials, Energy Star criteria, and the circularity of product components.

At Omnicell, we believe responsible design should consider both quality and sustainability. We work to drive the development of each Omnicell solution with a focus on contributing to a more sustainable future."

RYAN DESMARAIS

Senior Manager, Product Management





Product Quality and Safety

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

As part of our process improvement for PLP in 2024, Omnicell has further integrated cross-functional collaboration in identifying and mitigating potential hazards and risks associated with product design. This includes detailed risk assessments which allow for implementation of proactive measures that are designed to ensure product safety and compliance. We engaged a vendor in an effort to help us manage and improve our global materials compliance requirements for electronic products. In 2024, we continued to enhance our Quality Management System by improving our process for communicating potential hazards and mitigations put in place, which are intended to reduce risk in each product's Instructions For Use (IFU). Certain products also undergo testing for Declarations of Conformity in the European Union (EU), with XT Amplify receiving certification in 2024. We also finetuned our Global Potential Safety Concern/Injury Workflow for Reporting to include an escalation process for Environmental, Health, and Safety (EHS) in the instance there is an injury.

Omnicell achieved re-certification for ISO 9001 and ISO 13485 in September 2024 for all applicable non-medical and medical devices. We maintained the Product Safety Factory certification for Omnicell's XR2 Automated Central Pharmacy system, as well as established the Product Safety Factory certification for XT Amplify. Medchill Product Factory certification was also initiated in 2024.

Quality is at the core of how we think, act, and execute. We're building a quality-first culture that goes beyond fixing issues—it's about embedding excellence in everything we do. Because at the heart of every quality outcome is the customer."

TRALE MERZDirector, Product Quality

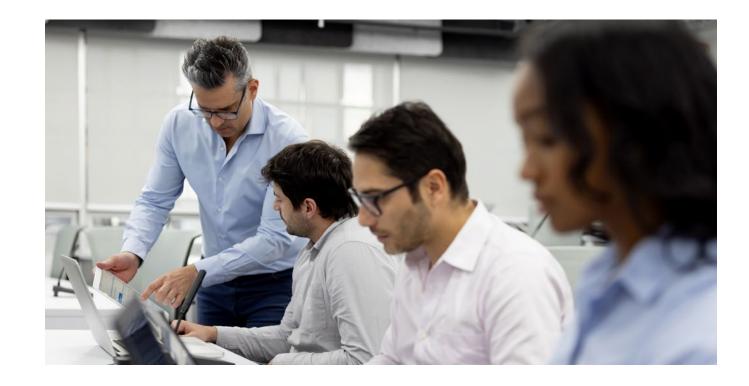
Customer Service and Experience

Customer success and satisfaction are key strategic imperatives for Omnicell. Our aim is to provide an exceptional customer experience at every touchpoint, from onboarding and product adoption through ongoing support and resourcing. We continue to focus on addressing customer needs as they arise in a timely and efficient manner and providing easily accessible support resources that are intended to ensure the successful use of Omnicell's products and services.

Customer Education Transformation

As of 2024, Omnicell customers now have access to virtual and classroom training for certain solutions at no additional charge for the life of their service contract. Providing these resources helps ensure our customers have access to the information they need to properly

use and achieve success with Omnicell's solutions. We also redesigned our customer education to be solution-focused rather than product-focused — a shift we believe will facilitate a more holistic use of Omnicell solutions in promoting better outcomes.





Professional Services Design Framework

Omnicell's implementation services are designed to assist customers to fully leverage their software and devices in an effort to help their pharmacy achieve optimized medication management outcomes. An implementation consultant reviews the pharmacy workflow with the customer to determine a current state and future state model; solutions are then designed to support identified goals. This revamped approach allows for a more customized and thoughtful Professional Services (PS) experience.

Our PS Design Framework establishes and promotes best practices for the use of Omnicell products and services, working with customers to support our solutions being used in the most efficient, ethical, and compliant manner. The design framework captures a customer's current state workflow and documents possible design and configuration improvements they can make. PS also offers a Project Sponsor Model to provide customers with a dedicated sponsor for issues that require additional assistance. Depending on the scope of the project, the sponsor level can vary from a frontline manager to a vice president.

We are committed to making it easier than ever to do business with Omnicell. That's why we are investing in our systems, processes, and people as we seek to truly transform our customer's experience."

BRENDA BARRY

Vice President, Customer Experience Transformation

Enhanced Customer Escalation Process

In 2024, Omnicell strengthened our commitment to customer success by implementing a well-defined escalation process for all customer-facing personnel. This structured approach aims to help facilitate escalations being addressed at multiple levels — individual, departmental, and cross-functional — allowing teams across the organization to swiftly collaborate and resolve customer concerns. By fostering a "swarm" approach, where experts from various functions come together to assess and resolve issues in real time, we aim to deliver accurate, timely solutions while minimizing wait times for our customers. This initiative reinforces our dedication to operational excellence and customer satisfaction.

Proactive Support and Monitoring

In 2024, Omnicell launched a pilot of a proactive monitoring tool designed to understand potential customer issues before they are noticed by the customer. This advanced system continuously tracks device performance, usage patterns, and software

versions, allowing us to identify anomalies and address potential concerns before they impact operations. By providing real-time insights into device utilization and system health, this tool enhances our ability to deliver timely support, minimize disruptions, and help to ensure optimal performance across our solutions. This initiative underscores our commitment to innovation, reliability, and a seamless customer experience. Development on this tool will continue in 2025. We are also exploring opportunities to further align our proactive support, monitoring, and maintenance initiatives with our ESG objectives, with a specific aim to reduce physical travel and onsite presence in hazardous environments as much as possible.

We also implemented a predictive workforce management tool that aims to align field service personnel with sites based on their geographical location and skill set with the goal of improving our support coverage, providing quicker response times, and reducing carbon emissions that result from travel to sites. This tool was developed to display coverage needs based on a rolling 12-month average of service and support.

Improvements to Product Maintenance

Omnicell continues to seek opportunities to streamline product maintenance and empower customers to perform self-service maintenance by increasing the availability of remote support. To that end, we are implementing a method of quickly identifying parts so that the customer can pinpoint the source of problems and make a clear report to customer service, which additionally can eliminate unnecessary in-person field service support. Going forward, we will also continue to seek out other ways to enable our customers to perform self-service maintenance while continuing to increase the availability of remote support.





Responsible Use of Products and Technology

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

Key updates to our base software in 2024 included the development of multiple guardrails in the next-generation software for our cabinets for points of care. The new software is updated every six months to assist customer processes in their effort to ensure patients receive the right medication, at the right time, in the right dose. We also issued a software update for products using our Bio-ID capabilities that allows customers to require all users, regardless of their state of residence and its regulations, to provide consent to their Bio-ID being used.



We created an IFU for each product, which outlines proper use. IFUs are updated as needed when new versions of the product are released. IFUs are also provided to customers when products are installed and new versions of IFUs are available via MyOmnicell.

On the training front, we enhanced Surface Sampling training for Omnicell technicians in accordance with United States Pharmacopeia (USP) compliance requirements. Newly hired technicians now receive training on robotics usage as part of their onboarding. We also began training our technicians on best practices around aseptic manual compounding. Additionally, each year, we perform an annual competency check and have our trainers visit customer sites to perform annual technician recertifications.

This year, we continued to enhance our Field Education program, which assists our PS and Technical Support and Services teams in obtaining required certifications and maintaining the highest level of knowledge and skill to support Omnicell solutions. As products are changed and updated, training is refreshed and re-offered to field employees. Certifications are continuously developed and enhanced to align with our product portfolio.

At Omnicell, we believe it is our role to manage risk and create safeguards to prevent misuse of solutions. We aim to equip clinicians to utilize our products responsibly, so they can focus on creating positive patient outcomes."

GEOFF BURCH

Director, Customer and Field Education

Data Privacy, Cybersecurity, and Network Resilience

Omnicell continues to maintain a proactive posture in areas related to privacy and security. Managing risks associated with business data use and informed consent, confidentiality, integrity, and availability of information, including protected health information, is of particular strategic importance as we increase our cloud-based offerings. We remain dedicated to maintaining reliable information networks for our cloud-based solutions and managing systemic risks and disruptions to service.

As part of our ongoing work to align with the best practices and legal requirements outlined by the Health Insurance Portability and Accountability Act (HIPAA), Omnicell conducted independent security risk assessments for Omnicell, EnlivenHealth, and Omnicell Specialty Pharmacy Services (OSPS) in 2024. Responsive measures were taken on privacy and security controls in response to these assessments. Omnicell continues to monitor and test our privacy and security programs with attention to effectiveness of controls.

In 2024, Omnicell's Privacy and Security teams collaborated on several key initiatives in an effort to strengthen our privacy and security posture and implemented new policies and procedures. We procured and introduced a data privacy management system that is intended to be used to simplify and automate various legally required privacy requirements and global industry practices and improve efficiencies as well as mitigate risk of noncompliance. The privacy management system will also allow cross-collaboration

with Security and other stakeholder teams to streamline risk assessments, automate manual tasks, and simplify changes to privacy notices.

As part of PLP updates, privacy and security by design components are intended to be incorporated into the product development process to better evaluate and minimize risk. As part of this initiative, an updated Privacy Impact Assessment (PIA) was rolled out. Additionally, a formal Security Impact Assessment was included as part of the PLP, incorporating standards around security hardening, encryption, threat modeling, application penetration testing, vulnerability management, and Software Bill of Materials.

As part of our efforts to proactively advance our cybersecurity controls, Security conducted a simulated cyberattack, known in the industry as a red teaming exercise, which tested and sought to strengthen our defenses. In the United Kingdom, we earned the Cyber Essentials Certificate of Assurance and completed the Cyber Essentials and Data Security Protection Toolkit (DSPT) accreditation required for ongoing compliance with the NHS digital and hospital strategy. Both frameworks focus on implementing fundamental security controls that are designed to mitigate the risk of common cyberattacks, such as phishing, malware, and denial-of-service attacks.

We also renewed the Health Information Trust Alliance (HITRUST) Common Security Framework i1 certification for Medication Management Systems and Remote



Customer Support (vSuite) and obtained HITRUST if certification for the EnlivenHealth 360 Platform. HITRUST is a gold standard certification in United States healthcare that we believe demonstrates a strong commitment to data security and privacy and helps strengthen our relationships with customers, partners, and regulators.

Trainings and Communication

In 2024, Omnicell required annual training on General Data Protection Regulation (GDPR) and HIPAA regulations, as well as quarterly Information Technology (IT) Security training for all employees and additional trainings for targeted groups. We issued new privacy trainings for employees in China and India with respect to local regulations. We also expanded our employee communications on cybersecurity and privacy by providing periodic updates and reminders outside of annual training on critical topics, such as reporting incidents and annual training requirements.

Al Steering Committee

The Al Steering Committee provides strategic guidance related to the use of Al by Omnicell. The Al Steering Committee's scope includes proposing policy frameworks, advising on responsible implementation, and promoting transparency and accountability. This cross-functional steering committee has representation from Engineering, Privacy, Security, Legal, IT Operations, and the People team.

Network Resilience

Omnicell has created product-specific downtime procedures embedded in our User and Administrator Guides for certain products as well as standalone guides that can be found on MyOmnicell. Product backup and downtime procedures are created in case automation is down or unavailable.

Business Ethics and Compliance

Omnicell 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 2023 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 fifth annual Compliance Week in 2024
centered around the theme "Compliance Has You
Covered," which aimed to strengthen compliance
culture and reinforce the importance of every
employee doing their part to uphold ethical standards

and adhere to regulatory requirements. For our international team members, Compliance Week highlighted the addition of EU Whistleblower initiative information to the Code of Conduct, which, among other enhancements, opens up our whistleblowing line to accept reports from third parties.

Throughout the year, we used #InsideOmnicell to share communications from leadership on compliance topics and notify employees about upcoming trainings. Leadership continues to stress the importance of compliance training with quarterly bonus payouts contingent on completion of compliance training.



Compliance continues to be an integral piece of Omnicell's New Employee Orientation. Omnicell employees are welcomed to the organization through our robust New Employee Orientation process, a multisession onboarding experience that includes segments on topics like Ethics, Compliance, Privacy, Information Security, and EHS. In 2024, we added training on Conflicts of Interest that includes real life examples of corporate fraud.

Omnicell continues to provide 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 (for relevant employees)
- Fraud, Waste, and Abuse (for relevant employees)

In 2024, Omnicell made a number of notable additions to compliance efforts, including:

- Implementing a regulatory notification system to enhance our Compliance team's ability to track regulatory changes and remain compliant
- Adding an evaluation of compliance related risks to our supply chain due diligence process
- Continuing development of a customer reference template for standardized practice along with a fair market value analysis and corresponding policies
- Sharing status updates on ongoing compliance projects internally in our Annual Compliance Report, which includes compliance goals for the upcoming year

In addition to the annual review of our Code of Conduct, we look to update it every five years with the help of outside counsel. Policies that impact the majority of the global organization, such as anti-corruption, anti-harassment, employee relations policies, travel policies, and privacy and security policies, are reviewed annually by the Compliance Committee. In 2024, we streamlined our Anti-Corruption Policy to make it globally applicable and easier to understand, which included translations into French, German, Italian, and Arabic. All changes to policies are communicated to employees and published in our policy library.

Omnicell Specialty Pharmacy Services

Every quarter, the Compliance Committee holds meetings specifically for OSPS, which are then communicated to Omnicell's Compliance team. The Compliance team has also been integrated into the operations of OSPS and participates in operations calls and provides training as questions arise, such as a session on preventing the theft and diversion of controlled substances. Compliance also presents on relevant compliance topics for a "Pharmacist in Charge." One-on-one training is also available for more urgent compliance matters.

After introducing a formal audit playbook and process for OSPS in 2023, Omnicell completed multiple internal audits in 2024. In 2025, we will work towards a risk assessment model for OSPS.

Supply Chain Due Diligence

At Omnicell, we work to uphold ethical and fair labor practices that are legally compliant, ethically minded, and free from discrimination, while safeguarding the health and safety of the environment and people. We extend this commitment to our relationships with suppliers and partners, and manage our procurement practices and processes in ways that support supplier compliance and supply chain resilience.

Supplier Code of Conduct and Due Diligence

Omnicell launched a Supplier Code of Conduct in 2024, which is now included in all supplier agreements and purchase orders. The Code of Conduct outlines a commitment to integrity and responsibility that is intended to ensure the safety and well-being of workers across the global supply chain. It outlines

compliance requirements, standards for working conditions and environmental protection, legal and regulatory compliance, and more. In addition, we launched a supplier portal to ensure that the Code of Conduct is accessible to suppliers.

This year, Omnicell worked with a third party to enhance supplier due diligence. Through this relationship, we sent out surveys to all our active suppliers about climate impact, human trafficking and slavery, labor rights, human rights, and resiliency. The surveys are administered through the third party, and results are collected and processed to provide Omnicell with metrics and a record of risk mitigation efforts. Also as a result of this relationship, we began implementing our Enhanced Supplier Screening (ESS). ESS is a solution that provides continual and objective monitoring of our suppliers using public data, adverse media, and denied party lists to help us proactively

manage supply chain risks. Our third-party vendor also assists specifically in the reporting on usage of Perand Polyfluoroalkyl substances, also known as "forever chemicals." With this relationship and other measures, we manage supplier compliance with applicable regulatory requirements.

In 2024, we also integrated our international distributors in the third-party platform for supply chain due diligence. Our distributors have also received a survey about their compliance approach, policies, and practices, and any ongoing investigations.

Omnicell implemented a new process to enhance compliance with Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act. This involves the use of a secure Software as a Service platform to manage our conflict minerals program. The platform provides comprehensive supply chain visibility, supplier development, and regulatory expertise, and includes a supplier portal, global support, education, risk assessments, and tools for collecting and managing supplier-provided Conflict Minerals Reporting Templates. Our top-spend suppliers were surveyed in their use of tin, tantalum, tungsten, and gold. Additionally, an onsite audit of our biggest supplier was conducted successfully in 2024.

Onboarding New Suppliers

In 2024, Omnicell streamlined our Supplier Onboarding Process using the Quality Audit Checklist. This checklist included a self-assessment of overall risk evaluation form and screening. Adding more assessments is intended to ensure that the Company is protected against fraud, bribery, extortion, embezzlement, other violations indicating a lack of business integrity and honesty, or violations of the Drug-Free Workplace Act. New suppliers are also scanned using ESS, as mentioned previously. Subsequently, a new supplier audit was fully and successfully completed in 2024 with this new checklist.

in closer proximity to our location. This is expected to reduce the distance of shipments to the Milpitas, California facility, which should reduce our carbon footprint for inbound transportation.

In addition, 100% of our paperboard suppliers are Sustainable Forestry-Certified. Paper used for our Medication Adherence product line is sourced from vendors certified by Sustainable Forestry standards.

Supply Chain Resiliency

Omnicell's Supply Chain personnel continue with their efforts to dual source and nearshore as we seek to reduce supply chain risk. In one example, in an effort to reduce supply chain and geopolitical risks, we worked with one of our biggest suppliers as they built a factory



In Brief: Governance Performance

2024 Key Milestones

- Launched XT Amplify, a multi-year innovation program designed to improve customers' pharmacy and nursing efficiency and reduce medication errors and waste
- Introduced EnlivenHealth's new Scope of Practice and Reimbursement Snapshot tools to over 5,000 pharmacies across the United States
- Collaborated with Gollmann to offer their cuttingedge technology in the United Kingdom as part of Omnicell's offerings
- Collaborated with Follett to bring powerful inventory management for temperature-sensitive medications
- Strengthened industry connections through educational initiatives and industry events such as Illuminate and ASHP Midyear Clinical Meeting
- Introduced redesigns to our Clear range tray products and XR2
- Maintained product quality and safety certifications, including ISO 9001 and Product Safety Factory Certifications
- Redesigned customer education to be solutionfocused to facilitate a more holistic use of Omnicell solutions
- LOOKING FORWARD INITIATIVES IN 2023
 THAT WE ACCOMPLISHED IN 2024

- Implemented an improved escalation process for addressing customer concerns
- Enhanced training for Omnicell technicians in accordance with USP compliance requirements and introduced training on robotics usage as part of onboarding for new hires
- Implemented updates to PLP and PIA and incorporated a formal Security Impact Assessment
- Earned the Cyber Essentials Certificate of Assurance and completed DSPT accreditation required for ongoing compliance with NHS digital and hospital strategy in the United Kingdom
- ** Renewed HITRUST i1 certification for Medication Management Systems and Remote Customer Support (vSuite) and obtained HITRUST i1 certification for the EnlivenHealth 360 Platform
- * Published a Supplier Code of Conduct and launched a Supplier Portal to ensure that the Code of Conduct remains accessible
- Enhanced supplier due diligence through surveys, screenings, and third-party media scanning
- * Surveyed our top-spend suppliers in their use of tin, tantalum, tungsten, and gold and successfully conducted an onsite audit of our biggest supplier
- * Streamlined our Supplier Onboarding Process using the Quality Audit Checklist, and used the checklist to successfully complete one new supplier audit

Looking Forward

Omnicell's mission to transform healthcare is rooted in our commitment to deliver outcomes-centric solutions that improve the quality and accessibility of patient care and help enable our customers to realize the industry vision of the Autonomous Pharmacy. In 2025, we look forward to continuing our efforts by aiming to:

- Enhance EnlivenHealth with Al solutions to assist pharmacies in offering more personalized patient interactions by optimizing medication adherence programs and streamlining prescription management.
- Expand our Medication Adherence multi-dose line to include a consumable specifically designed for use with nursing medication carts in senior living environments.
- Highlight the Company's outcomes-centric portfolio through hands-on demonstrations, educational presentations, and peer-to-peer networking events each year.
- Explore mechanisms for responsible disposal of products at end of life.

- Aim to further incorporate ethical, sustainable, and user-centric design principles.
- Explore the use of alternative materials, improved circularity of product components, and Energy Star criteria.
- Develop the proactive monitoring tool and further align proactive support, monitoring, and maintenance initiatives with the aim of reducing physical travel and onsite presence in hazardous environments as much as possible.
- Seek further enhancements to responsible product design and development processes that will empower customers to perform self-service maintenance with remote support.

Appendix: Data Tables

We have updated our Appendix to include additional data tables as we seek to provide increased transparency and better ease of use. We have also continued our efforts 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), by now presenting these disclosure tables separately.

For a comparison with prior year disclosures, please view our 2023 ESG Report.

Within the Appendix, you will find the following tables:

Material Topic Definitions

Environmental Data

Workforce Composition

GRI Index

SASB Index

Material Topic Definitions

MATERIAL TOPIC DEFINITION

Business Ethics and Compliance

The standards, principles, values, and norms that govern the actions of Omnicell employees and individuals involved in business relationships. These actions aim to prevent corruption, bribery, extortion, anti-competitive practices, and money laundering, along with other unethical or non-compliant activities.

Circularity of Products and Services

The optimization of resource use and minimization of waste related to products and services. Tactics for implementing circularity include lower input, energy, and material (or waste) re-use across the value chain. It also includes efforts to recover and regenerate materials at the end of each service life, seeking to realize the full business and environmental value of material inputs.

Climate Risk. Resilience, and Adaptation

The ability to respond to the potential impact of climate change on the business, including possible physical and transition climate risks. Physical risks may include Omnicell's resilience and adaptability to increased immediate risks (e.g. wildfires, flooding, earthquakes, hurricanes) and chronic risks (e.g. rising sea levels and temperatures). Transition risks may include Omnicell's ability to adapt to a shift to a lower-carbon economy (e.g. increased electrification) and support the development of new technologies. These potential risks may apply across Omnicell's value chain, including operations, supply chain, customers, and employees.

Customer Service and Experience

The ability of customers to receive support from Omnicell that is intended to help ensure the successful and proper use of Omnicell's products and services. This includes timely responses to customer needs, particularly in cases where urgent response is required to maintain quality patient care delivery. It also includes easily accessible support resources for customers and works to ensure a customer- and patient-service-oriented experience that is designed to provide responses to complaints and dispute resolution. This topic also encompasses grievance and remediation processes and expectations of business cooperation through legitimate processes.

Data Privacy, Cybersecurity, and Network Resilience

The protection of customer and employee privacy, the management of risks associated with business data use (including big data), and safeguards for informed consent, confidentiality, integrity, and availability of information (including protected health information) — particularly as Omnicell increases the use of cloud-based offerings. It also addresses cybersecurity risks related to potential unauthorized access or criminal use of networks, devices, and data, which may affect individuals and a societal right to privacy. Additionally, it focuses on maintaining reliable information networks for Omnicell's cloud-based solutions, supporting critical infrastructure and public goods, and managing systemic risks and disruptions such as programming errors or server downtime.

Fair Working Conditions and Well-being

The efforts intended to ensure direct employees receive a fair income, security in the workplace, and benefits that help enable them and their families to meet their basic needs. This includes providing for employees' social needs, such as initiatives that improve employee work-life balance, create a safe and inclusive work environment, and promote equal pay for equal work. The topic also includes freedom to express concerns, bargain collectively, and engage in peaceful assembly, as well as the right of employees to refrain from those activities.

** CONTENTS About Omnicell Our ESG Program Our Performance Appendix Omnicell, Inc.

Material Topic Definitions (Continued)

MATERIAL TOPIC DEFINITION

Greenhouse Gas Emissions and Energy

The greenhouse gas emissions generated from business operations and value chain activities, including direct emissions (from company facilities and vehicles — Scope 1), indirect energy consumption (purchased energy — Scope 2), and upstream and downstream value chain emissions (such as energy used in raw material procurement and product transportation — Scope 3). This topic includes energy consumption and efficiency along with renewable energy adoption throughout operations and the value chain in an effort to mitigate contributions to climate change.

Health Access for All

The efforts intended to ensure wide-reaching access to products and services, with a particular focus on addressing the needs of underserved communities. This topic also includes helping to ensure affordability of products, which is meant to increase access to products that are designed to enable improved health outcomes for all.

Innovation for Health Outcomes

The innovation and continuous development of solutions that are intended to improve quality and accessibility of patient care in the context of public health needs. This topic includes Company programs that are focused on cocreating positive patient outcomes, enhancing healthcare infrastructure, and improving collective health outcomes with Omnicell's products and solutions.

Product Quality and Safety

The efforts intended to ensure accuracy and accessibility of product- or service-related information, such as manuals and product labels, in order to avoid potentially damaging use of a product or service. This also includes working to safeguard the health, safety, and security of end-users (both technicians/clinicians and patients), seeking to ensure that products meet appropriate quality assurance standards, and managing risks associated with supply chain integrity and adulterated or counterfeit products.

Responsible Design of Products and Technology

The thoughtful and responsible use of materials, opportunities for circularity and resource efficiency in the design-stage of product development, and considerations of the impacts of resource use on renewable and nonrenewable resources. This also includes responsible and ethical development of technology and artificial intelligence for use in products and services.

Responsible Use of Products and Technology

The efforts intended to ensure responsible use of products and services, maintain integrity and transparency, and implement risk management processes designed to reduce the misuse of products and services by employees, customers, and others, including potentially non-compliant or illegal activity and transactions.

Talent Recruitment, Retention, Engagement, and Development

The efforts to recruit and retain direct employees with skills that we believe are critical to Omnicell's business. This also includes efforts to maintain and/or develop employee skills and knowledge that we think are relevant to the Company's business context, including on-site and virtual training and employee engagement opportunities. This topic also pertains to efforts intended to ensure that all recruitment, retention, engagement, and development initiatives are free from discrimination.

Environmental Data ¹				
GHG EMISSIONS AND ENERGY 2,3				
	UNIT	2022	2023	2024
Scope 1 GHG Emissions	metric tons of carbon dioxide equivalent (tCO2e)	475	392	335
Scope 2 Location-Based GHG Emissions	tCO2e	5,912	5,149	4,910
Total Scope 1 and 2 GHG Emissions	tCO2e	6,387	5,542	5,245
Emissions Intensity Ratio	total Scope 1 and 2 GHG emissions in tCO2e per million U.S. dollars of revenue	4.93	4.83	4.72
Total Energy Consumption	gigajoules (GJ)	62,945	53,305	50,103
Percentage of Energy That is Grid Electricity	percentage (%) of total energy consumption	87%	88%	89%
Energy Intensity Ratio	total energy consumption in GJ per million U.S. dollars of revenue	48.57	46.47	45.05
WASTE ⁴ AND WATER ⁵				
	UNIT	2022	2023	2024

WASTE ⁴ AND WATER ⁵				
	UNIT	2022	2023	2024
Total Waste Generated	metric tons	1,346	2,073	712
Non-Hazardous Waste Percentage Recycled	metric tons percentage (%) of total non-hazardous waste	1,345 77%	2,070 83%	712 70%
Hazardous Waste Percentage Recycled	metric tons percentage (%) of total hazardous waste	1.29 45%	2.56 43%	0.14 75%
Water Consumption	thousand cubic meters (m3)	23.54	21.50	18.08

- 1 In those instances where we do not have the information necessary to make an informed assumption, we typically exclude such site from our environmental figures, until such information may be available, as we believe including such data would imply a degree of precision that could be confusing or misleading.
- 2 Methodology: In reporting our data, we generally employ three 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; (ii) for a site where we may 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; and (iii) for data centers where we may lack electricity consumption data, we use the best available data, such as kilowatts or electrical load, assuming continuous 24/T usage throughout the year while accounting for known variations like changes in workload or equipment. We applied these assumptions to nine sites and data centers in 2022, eleven in 2023, and ten in 2024.
- 3 Restatements: We have chosen to restate the 2022 and 2023 figures for Scope 1 GHG Emissions, Scope 2 GHG Emissions, Total Scope 1 and 2 GHG Emissions, Energy Consumption, and Emissions Intensity Ratio to reflect 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.
- 4 We believe the decrease in waste from 2023 to 2024 is largely attributed to the closure of our Waukegan, Illinois facility which managed product repair, refurbishment, and decommissions.
- 5 For a site where we may lack water data for a particular reporting period, to the extent we have other data available from a different reporting period, we apply the average water usage for that same site. For other sites lacking water data, such as multi-tenant facilities, we calculate water consumption by using estimation guidelines provided by the U.S. Environmental Protection Agency (EPA).

Workforce Composition¹

GLOBAL GENDER²

YEAR	20)22	20	23	20	24
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Global Breakdown	61%	38%	60%	38%	60%	40%
Promotions by Gender	64%	36%	59%	41%	55%	45%
Terminations by Gender	56%	44%	55%	45%	55%	45%

GLOBAL GENDER IN MANAGEMENT ROLES ²						
YEAR	20)22	20	23	20	24
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Manager	63%	37%	58%	42%	56%	44%
Senior Manager	67%	33%	64%	36%	65%	35%
Director	67%	33%	68%	32%	67%	33%
Senior Director	77%	23%	75%	25%	74%	26%
Vice President	84%	16%	77%	23%	71%	29%
Senior Vice President	53%	47%	58%	42%	43%	57%
Executive Vice President	75%	25%	100%	0%	100%	0%

U.S. ETHNICITY			
YEAR	2022	2023	2024
White	60%	60%	59%
Asian	15%	15%	15%
Black/African American	11%	11%	11%
Two or More Races	2%	5%	8%
Hispanic or Latino	8%	6%	5%
Unknown	4%	2%	<1%
Hawaiian/Pacific Islander/ Native American/Alaskan	<1%	<1%	<1%

U.S. VETERAN HIRING ⁴				
YEAR	2022	2023	2024	
Benchmark ⁵	6%	5%	5%	
Yes	4%	3%	3%	
No	62%	86%	76%	
Prefer not to disclose	34%	11%	21%	

- 1 All data is as of December 31 of the applicable year, unless otherwise noted. Some metrics may not amount to 100% due to "unknowns" — employees who have not selfidentified a particular demographic.
- 2 Certain data related to gender attributes and categories is not captured in the table given representation below 1%.
- 3 This table represents the percentage of minorities that occupy each level of management from the total global population of that management level.

U.S. GENDER AND ETHNIC MINORITY IN GLOBAL MANAGEMENT POPULATION ³				
YEAR	2022	2023	2024	
Manager	40%	53%	60%	
Senior Manager	41%	39%	49%	
Director	46%	43%	46%	
Senior Director	37%	39%	44%	
Vice President	49%	45%	48%	
Senior Vice President	60%	67%	86%	
Executive Vice President	25%	33%	50%	

U.S. DISABILITY HIRING ⁴				
YEAR	2022	2023	2024	
Benchmark ⁶	7%	7%	7%	
Yes	4%	7%	11%	
No	7%	50%	81%	
Prefer not to disclose	90%	43%	8%	

- 4 Hiring data represents January 1 December 31 of the applicable year.
- 5 We utilize the National Annual Veteran Hiring Benchmark provided by the U.S. Department of Labor
- 6 We utilize the Utilization Goal Analysis for Individuals with Disabilities provided by the U.S. Department of Labor.

GRI Index

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

Omnicell has reported the information cited in this GRI Index for the period January 1, 2024 - December 31, 2024 with reference to the GRI Standards. We utilized GRI 1: Foundation 2021 with no sector specific standards.

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

STANDARD	INDICATOR	2024 REPORTING			
GRI 2: GENE	GRI 2: GENERAL DISCLOSURES 2021				
2-1	Organizational details	Available in the <u>About Omnicell</u> section of this report and further detailed in our Annual Report on Form 10-K for the fiscal year ended December 31, 2024 (" <u>Form 10-K</u> ") under Notes to Consolidated Financial Statements, Note 1. Organization and Summary of Significant Accounting Policies and the Part I, Item 2. Properties sections.			
2-2	Entities included in the organization's sustainability reporting	Available in the About This Report section of this report and further detailed in Exhibit 21.1 to our Form 10-K.			
2-3	Reporting period, frequency, and contact point	Available in the <u>About This Report</u> section of this report.			
2-4	Restatements of information	GHG emissions and energy data restatements are detailed in the <u>Environmental Data</u> tables in the Appendix of this report.			
2-6	Activities, value chain, and other business relationships	Available in our Form 10-K under the Part I, Item 1. Business section.			
2-7	Employees	Available in the Workforce Composition tables in the Appendix of this report.			
2-9	Governance structure and composition	Available in the <u>Governance Oversight</u> section of this report and further detailed in our <u>Proxy Statement</u> under Board and Corporate Governance Matters - Information Regarding Committees of the Board of Directors and Board and Corporate Governance Matters - Information about our Directors and Nominees sections.			
2-10	Nomination and selection of the highest governance body	Available in our <u>Corporate Goverance Guidelines</u> on our website and further detailed in our <u>Proxy Statement</u> under Board and Corporate Governance Matters - Proposal No. 1: Election of Directors section.			
2-11	Chair of the highest governance body	Available in the <u>Governance Oversight</u> section of this report and in our <u>Proxy Statement</u> under Board and Corporate Governance Matters - Information about our Directors and Nominees section.			
2-12	Role of the highest governance body in overseeing the management of impacts	Available in the Governance Oversight section of this report.			
2-13	Delegation of responsibility for managing impacts	Available in the Governance Oversight section of this report.			
2-14	Role of the highest governance body in sustainability reporting	Available in the <u>Governance Oversight</u> and <u>Double Materiality</u> sections of this report.			
2-18	Evaluation of the performance of the highest governance body	Available in our <u>Corporate Goverance Guidelines</u> and <u>Committee Charters</u> on our website.			
2-19	Remuneration policies	Available in our <u>Proxy Statement</u> under Executive Officers - Executive Compensation and Board and Corporate Governance Matters - Director Compensation sections.			

GRI Index	(Continued)	
	INDICATOR	2024 REPORTING
GRI 2: GENE	RAL DISCLOSURES 2021	(CONTINUED)
2-20	Process to determine remuneration	Available in our <u>Compensation Committee Charter</u> on our website and further detailed in our <u>Proxy Statement</u> under Executive Officers - Executive Compensation.
2-21	Annual total compensation ratio	Available in our Proxy Statement under Executive Compensation - CEO Pay Ratio.
2-22	Statement on sustainable development strategy	Available in <u>A Note From Our Founder</u> in this report.
2-23	Policy commitments	Available in our Code of Conduct on our website and additional policies in the Investor Relations section of our website.
2-24	Embedding policy commitments	Available in our <u>Code of Conduct</u> on our website and further detailed in the <u>Business</u> <u>Ethics and Compliance</u> section of this report.
2-26	Mechanisms for seeking	Available in our <u>Code of Conduct</u> on our website.
2-27	advice and raising concerns Compliance with laws and	The relevant material legal proceedings and related financial affects would be disclosed in
	regulations	the Company's filings with the SEC, as required, which are available at www.sec.gov and in the lnvestor Relations section of our website.
2-28	Membership associations	Available in the Engaging Stakeholders section of this report.
2-29	Approach to stakeholder engagement	Available in the Engaging Stakeholders section of this report.
	engagement	
201: ECONO	MIC PERFORMANCE 201	6
201-1	Direct economic value generated and distributed	Available in Part IV of our <u>Form 10-K</u> .
201-2	Financial implications and other risks and	Available in the Climate Risk, Resilience, and Adaptation section of this report.
	opportunities due to	
201-3	climate change Defined benefit plan	Available in the Fair Working Conditions and Well-being section of this report and in our
	obligations and other retirement plans	Form 10-K under Notes to Consolidated Financial Statements, Note 15. Employee Benefits and Share-Based Compensation section.
201-4	Financial assistance received from government	Government assistance that the Company reasonably expects would have a material impact on its business, operations, or financial results would generally be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the
		Investor Relations section of our website.
205: ANTI-C	ORRUPTION 2016	
205-2	Communication and training about anti-corruption policies and procedures	Available in the <u>Business Ethics and Compliance</u> section of this report and further detailed in our <u>Anti-Corruption Policy</u> on our website.

GRI Index (Continued)				
STANDARD	INDICATOR	2024 REPORTING		
403: OCCUP	ATIONAL HEALTH AND S	SAFETY 2018		
403-1	Occupational health and safety management system	Available in the Employee Health and Safety section of this report.		
403-5	Worker training on occupational health and safety	Available in the Employee Health and Safety section of this report.		
403-6	Promotion of worker health	Available in the Fair Working Conditions and Well-being section of this report.		
404: TRAINI	NG AND EDUCATION 20	16		
404-2	Programs for upgrading employee skills and transition assistance	Available in the <u>Talent Recruitment, Retention, Engagement, and Development</u> section of this report.		

405: DIVERSITY AND EQUAL OPPORTUNITY 2016

Percentage of employees receiving regular

performance and career

development reviews

405-1	Diversity of governance	Available in the Workforce Composition tables and in the Investor Relations section of
	bodies and employees	our website.

this report.

416: CUSTOMER HEALTH AND SAFETY 2016

416-2 concerning the health and

safety impacts of products and services

programs

404-3

Incidents of non-compliance Available in the SASB Index under Product Safety in the Appendix of this report.

Available in the Talent Recruitment, Retention, Engagement, and Development section of

417: MARKETING AND LABELING 2016

417-1 Requirements for product and service information

and labeling

Available in the Responsible Use of Products and Technology section of this report.

418: CUSTOMER PRIVACY 2016

418-1 Substantiated complaints concerning breaches of

of customer data

Material cybersecurity incidents would be disclosed in the Company's filings with the SEC, as required, which are available at <u>www.sec.gov</u> and in the <u>Investor Relations</u> section of customer privacy and losses our website.

SASB Index

RT-EE-150a.1

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

Omnicell has reported the information cited in this SASB Index for the period January 1, 2024 - December 31, 2024, utilizing disclosures from the following industry standards: Medical Equipment and Supplies (HC-MS), Software and IT Services (TC-SI), Health Care Delivery (HC-DY), Drug Retailers (HC-DR), Biotechnology and Pharmaceuticals (HC-BP), and Electrical and Electronic Equipment (RT-EE).

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

STANDARD	INDICATOR	2024 REPORTING		
ENVIRONMENTAL FOOTPRINT				
TC-SI-130a.1	Energy consumption	Available in the Environmental Data tables in the Appendix of this report.		
TC-SI-130a.2	Water consumption	Available in the Environmental Data tables in the Appendix of this report.		
HAZARDOUS WASTE MANAGEMENT				

USER PRIVACY				
TC-SI-220a.1	Policies and practices for user privacy	Available in the <u>Privacy Notice</u> section of our website.		
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	The relevant material legal proceedings and related financial affects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the		

Available in the **Environmental Data** tables in the Appendix of this report.

PATIENT PRIVACY AND ELECTRONIC HEALTH RECORDS

Hazardous waste

HC-DY-230a.2	Policies and practices to secure customers' protected health information records and other personally identifiable information	Available in the <u>Data Privacy, Cybersecurity, and Network Resilience</u> section of this report.
HC-DY-230a.4	Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	The relevant material legal proceedings and related financial affects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the lnvestor Relations section of our website.

DATA SECURITY TC-SI-230a.1 Data breaches and impact Material cybersecurity incidents would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the lnvestor Relations section of

our website.

SASB Index (Continued)				
STANDARD	INDICATOR	2024 REPORTING		
DATA SECURITY (CONTINUED)				
TC-SI-230a.2	Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Available in the <u>Data Privacy, Cybersecurity, and Network Resilience</u> section of this report.		
ACCESS TO I	MEDICINES			
HC-BP-240a.1	Description of actions and initatives to promote access to health care products	Available in the <u>Health Access for All</u> and <u>Innovation for Health Outcomes</u> sections of this report.		
PRODUCT SAFETY				
HC-MS-250a.1	Product recalls	There were no recalls initiated in 2024 for Omnicell products.		
HC-MS-250a.2	Products listed in any public medical product safety or adverse event alert database	No Omnicell products were listed in any public medical product safety or adverse event alert database in 2024.		
HC-MS-250a.3	Number of fatalities related to products as reported in the Food and Drug Administration (FDA) Manufacturer and User Facility Device Experience	There have been no fatalities identified or reported for the Omnicell IVX Station, IVX transfer tubing sets, i.v.STATION, XT Anesthesia Workstation, and other nonregulated products.		
HC-MS-250a.4	FDA enforcement actions	There were no FDA enforcement actions taken on Omnicell products in 2024.		
MANAGEMEI	NT OF CONTROLLED SU	BSTANCES		
HC-DY-260a.1	Description of opioid diversion strategy	Available in the <u>Health Access for All</u> and <u>ESG Strategy</u> sections of this report.		
PATIENT HEALTH OUTCOMES				
HC-DR-260b.2	Description of policies and practices to prevent prescription dispensing errors	Designing proper control measures that are intended to help eliminate dispensing errors is the basis of many of Omnicell's products. Omnicell's processes and Global Quality Management System are designed to ensure patient safety is always our first priority. Generally, Omnicell's processes and products are tied back to, or incorporates risk management practices, that are designed to meet International Organization for Standardization (ISO) 14971 standards. This is meant to establish a framework for the analysis, evaluation, control, and review of risk from the beginning of a design through the product's lifecycle.		
HC-DR-260b.3	Total amount of monetary losses as a result of legal proceedings associated with prescription dispensing errors	The relevant material legal proceedings and related financial affects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in the lnvestor Relations section of our website.		

SASB Index (Continued)				
STANDARD	INDICATOR	2024 REPORTING		
EMPLOYEE ENGAGEMENT AND WORKFORCE COMPOSITION				
TC-SI-330a.2	Employee engagement	Available in the <u>Talent Recruitment, Retention, Engagement, and Development</u> section of this report.		
TC-SI-330a.3	Workforce composition	Available in the Workforce Composition tables in the Appendix of this report.		
SUPPLY CHAIN MANAGEMENT				
HC-MS-430a.1	Percentage of Omnicell facilities (with the exception of Satellite Sales Offices) participating in thirdparty audit programs for	Each of Omnicell's manufacturing facilities is ISO certified and 100% of them are audited annually by a third party. The facilities have the following ISO certifications in 2024: (i) ISO 13485: Milpitas, California; Warrendale, Pennsylvania; and Trieste, Italy (ii) ISO 9001: Milpitas, California; St. Petersburg, Florida; Cranberry, Pennsylvania; Warrendale, Pennsylvania; and Irlam, United Kingdom.		

schedule of Tier 1 suppliers.

sections of this report.

BUSINESS ETHICS HC-MS-510a.1 Total amount of monetary The relevant material legal proceedings and related financial affects would be disclosed in losses as a result of legal the Company's filings with the SEC, as required, which are available at www.sec.gov and in proceedings associated with the <u>Investor Relations</u> section of our website. bribery or corruption **HC-MS-510a.2** Description of code of ethics Available in our <u>Code of Conduct</u> on our website. governing interactions with health care professionals

COMPETITIVE BEHAVIOR

TC-SI-520a.1

Total amount of monetary losses as a result of legal anti-competitive behavior regulations

manufacturing and product quality

1 suppliers' facilities

participating in thirdparty audit programs for manufacturing and product quality

management of supply

HC-MS-430a.1 Percentage of Tier

HC-MS-430a.2 Product traceability

HC-MS-430a.3 Description of the

chain risks

The relevant material legal proceedings and related financial affects would be disclosed in the Company's filings with the SEC, as required, which are available at www.sec.gov and in proceedings associated with the <u>Investor Relations</u> section of our website.

35% of Tier 1 suppliers were audited in 2024, helping us keep pace with our planned audit

Available in the <u>Customer Service and Experience</u> and <u>Supply Chain Due Diligence</u>

Available under Part I, Item 1A. Risk Factors in our Form 10-K.



