



Corporate Responsibility Report

FISCAL YEAR 2020



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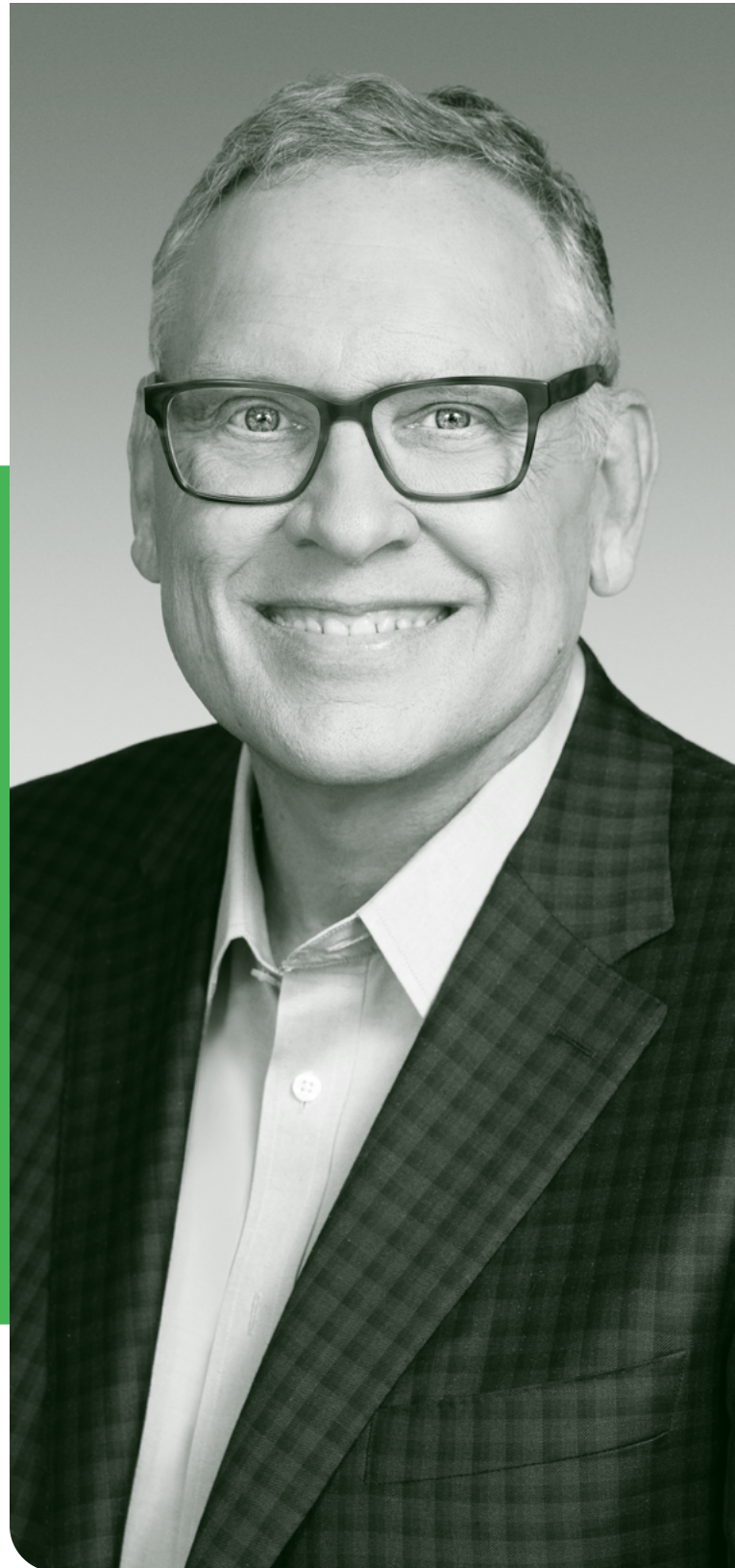


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About
Omnicell

A Note From Our Founder

Reflections on 2020



In the 29 years since founding Omnicell, I've witnessed every surprise, success, challenge, and opportunity that any business could face.

Until 2020.

Amidst the crises of COVID-19, climate change-fueled disasters, and reckonings around racial inequities, it's never been clearer that our guiding principle of A Better Way is both urgently needed and entirely possible. Our collective lives and livelihoods underwent repeated, dramatic—and sometimes traumatic—transformations in 2020, as did the roles we all play in each others' lives. We have been humbled by the smallest acts of kindness and watched in horror as injustice and violence played out in our communities.

Just as we as individuals stepped up to meet the challenges of our times, it is time for Omnicell as a company to honor our Purpose to create A Better Way. Our commitment to sustainable, responsible business practices will continue to drive us to do better: continuing to develop innovative solutions to combat the opioid crisis and improve healthcare outcomes, serving as responsible stewards in our operations and product offerings, recognizing the strength and beauty of diversity, equity, and inclusion for all, and working hand-in-hand with employees, partners, suppliers and stakeholders to ensure we all thrive together and manage the future of our work, sustainably.

By publishing this, our first sustainability report, Omnicell is stepping into a new era—we formally recognize how much work there is ahead of us as well as the immense contributions others have already made in this field that we are able to learn from and build upon. We are at the start of this journey, and we are counting on you to ensure we stay the course, and continue to create A Better Way, together.

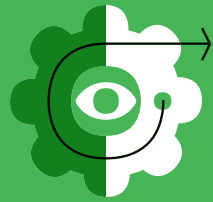
RANDALL LIPPS

CEO and Founder,
Omnicell

A Better Way

Omnicell's Strategic Approach to Corporate Responsibility

Environmental, Social and Governance (ESG) disclosure and performance information aligned to SASB and TCFD guidelines



Innovation

Accelerating for Perfection

- Solution-driven meaningful outcomes in the areas of safety, financials, efficiency, compliance, and people
- Predictive analytics to help pharmacies manage inventory and improve performance
- Advanced robotics provide sorting, preparation, compounding, and dispensing solutions
- Effective medication adherence solutions and tools for improved patient outcomes



Environment

Innovating for Energy Efficiency

- We design our products to be more energy efficient
- Currently working with the EPA to receive Energy Star certification for our products
- Headquarters is LEED Platinum certified and includes a 151 kW solar array
- Company-wide ISO certification of our Environmental Management System



Social

Every Voice Counts

- 77% employee satisfaction score (ahead of 73% industry benchmark)
- Launched new Learning and Development Strategy and Talent Development curriculum in 2020
- Risk-based supplier management, auditing and oversight to ensure responsible sourcing



Governance

Acting With Integrity

- Strong business ethics oversight and compliance
- All of our manufacturing facilities are ISO quality certified and audited
- Robust cybersecurity and data privacy programs
- The Board of Director's Governance Committee is responsible for ESG, including oversight of setting targets and measuring outcomes

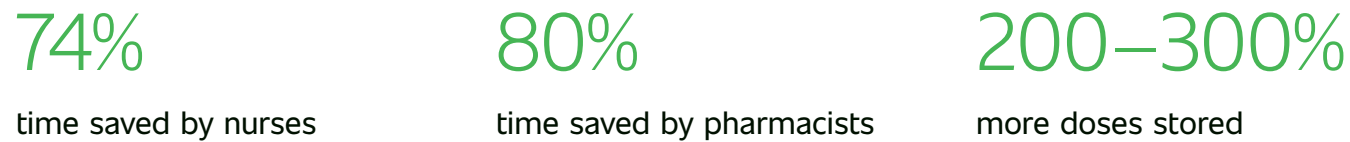
Company Profile, Mission, Vision and Values

Omniceil is a leading provider of solutions targeting patient safety and operational efficiency in healthcare facilities. From the point at which a medication arrives at the receiving dock to the time it is administered, Omnicell systems store, package, barcode, order, issue, and charge it. We have earned industry accolades for our data-driven, automated medication management and adherence solutions that enable health systems, hospitals, and pharmacies worldwide to play a more pivotal role in patient care and population health.

Our vision is to transform the pharmacy care delivery model through automation designed to replace manual, error-prone processes, combined with a single, cloud-based platform and advanced service offerings. We believe our connected devices, products, and solutions, which unite automation, intelligence and services, will help our customers harness the power of data and analytics, and deliver improved patient outcomes.

Omniceil's Solutions Deliver Results

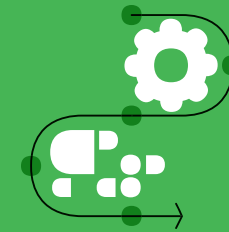
Statistics below are based on Omnicell customer outcomes, Omnicell estimates.



Medication Management Challenge	Omniceil Improvements
Safety	99.999997% accuracy with full medication barcode scanning
Financial	66% reduction in IV costs insourcing vs. outsourcing
Efficiency	200–300% more doses stored
Compliance	Greatly increased data visibility
People	80% time saved by pharmacists

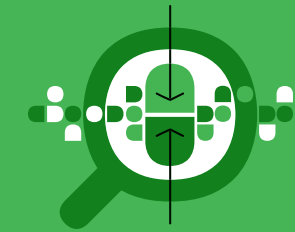
Omniceil's commitment to deliver on the vision of the Autonomous Pharmacy will lead to a better standard of care for everyone.

The Autonomous Pharmacy integrates a comprehensive set of solutions across three key areas to realize our Vision to accelerate pharmacy to perfection:



Automation Solutions

Designed to digitize and streamline workflows.



Intelligence

Provides actionable insights to better understand medication usage and improve pharmacy supply chain management.



Technology Enabled Services

Supports improved efficiency, regulatory compliance, and patient outcomes.

Core Values

Our Core Values represent what we stand for as a company and reflect the expectations Omnicell employees have for one another.



Passionate Transformer



Mission Driven



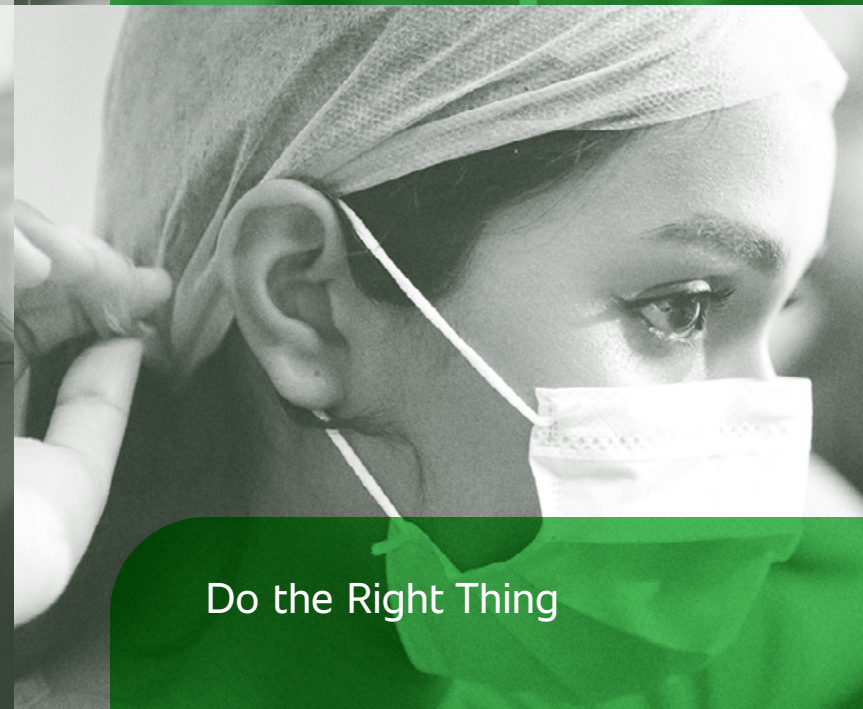
Relationships Matter



Entrepreneurial



Intellectually Curious



Do the Right Thing

Guided by these core values and our founding principles, as well as our commitment to creating positive change, we will deliver A Better Way—of doing business, of enabling our customers’ success, of engaging our employees, and of supporting the communities where we live and serve.

Number of Employees

Approximately

2,860

employees worldwide as of December 31, 2020



Global Geographic Presence

We are proud to serve more than 7,000 facilities worldwide with our solutions, as well as more than 50,000 institutional and retail pharmacies across North America and the United Kingdom that leverage our innovative medication-adherence and population health solutions.

Headquartered in Mountain View, California, Omnicell has a global presence with approximately 2,860 employees worldwide (as of December 31, 2020). In addition to our headquarters in the United States, we have offices in Australia, China, France, Germany, Italy, the United Arab Emirates, and the United Kingdom.

FY 2020 Annual Revenue and Bookings

\$892M

in total revenues

\$1.002B

in product bookings

Building on Our Track Record of Delivering Shareholder Value

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

Omicell's Total Shareholder Return

Time Period	Omicell (OMCL)	S&P Healthcare (XLV)	Outperformance
1 Year	+ 47%	+ 13%	+ 34%
3 Year	+ 147%	+ 45%	+ 102%
5 Year	+ 286%	+ 72%	+ 214%
10 Year	+ 731%	+ 328%	+ 402%

Omicell outperformed the S&P Healthcare Index on all timeframes

Brands & Subsidiaries

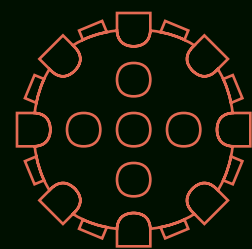
The following are trademarks or registered trademarks of current Omnicell products/brands:

EnlivenHealth™ is a division of Omnicell

Omicell®
the Omnicell logo
Omicell One™
PakPlus-Rx™
Fulfill-Rx™
OmniLinkRx™
i.v.STATION™
AcuDose-Rx®

XT Anesthesia Workstation™
Anywhere RN™
SinglePointe®
OmniCenter®
Connect-Rx®
Autobond™
Autogen™

MTS-350™
MTS-500™
AccuFlex®
PillVue™
Opti-Pak™
SureMed®



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Responding to COVID-19

April 15, 2020



During this extremely trying time of COVID-19 chaos and tragedy, it is already impressive and admirable that an expert physically came on site with no hesitation in order to support our CPM (Central Pharmacy Manager) Go-Live, especially since New Jersey has ranked 2nd in the nation for COVID-19 cases. I cannot express how thankful we are that [he] was here to assist us—as well as his trainee. We've utilized them as best as we could for two weeks on site while allowing remote support for the remaining weeks to reduce both our staff and their exposure. Both were here early every day at the requested times, ready to train and support our staff with no fear or reluctance due to the current situation.

I feel that we didn't just pull off an amazing feat by the skin of our teeth—although it feels like it—we had a successful accomplishment and we couldn't have done it without this incredible team. I would work with [the team] again in a heartbeat, and they have reinstalled my confidence in what we expect from Omnicell. They are great representatives of the company and deserve accolades!”

MEDICAL SYSTEM

New Jersey

Our Employees

When the coronavirus pandemic hit, our immediate priority was ensuring the safety and well-being of our workforce and their loved ones. At the same time, recognizing our critical role in the healthcare industry, we expedited our efforts to ensure we could safely maintain our operations, working collaboratively to ensure high-quality healthcare while doing our part to limit spread of COVID-19. As a result, the current rate of our global workforce who have tested positive is substantially below the U.S. adult average.



Our Response

Early implementation of response plan in February 2020 supports our customers, operations and employees



Supporting Our Customers

- Provided new rapid response Point of Care systems and support services
- Offered virtual online training
- Supported implementation and solved technical issues through video-conferencing and our vSuite™ remote diagnostics tool
- Helped customers in the field implement critical automation systems while applying safety procedures, including PPE
- Provided data analytics that helped customers predict and understand significant changes in medication use and manage those changes during surges in cases



Monitoring Business Operations

- Enacted business continuity plans throughout our manufacturing and supply chain
- Accelerated our business operations as an essential service to ensure continued delivery of care
- Pandemic Response Team established protocols and procedures designed to mitigate risk of exposure to the virus



Prioritizing Employee Health and Safety

- Prohibited non-essential travel
- Leveraged remote communication technology and suspended in-person group meetings and events
- Implemented flexible work arrangements and alternative scheduling procedures
- Continuously monitoring CDC guidelines to self-monitor
- Mandated work from home for all employees whose roles did not require them to be onsite in an Omnicell facility or customer site

Products & Services

As our customers began rapidly expanding bed capacity and supporting infrastructure in response to the pandemic, Omnicell quickly provided new tools and support services to improve patient care and pharmacy operations, while maintaining safety protocols. Among our first actions was the launch of the Rapid Response Connect platform, a new online forum highlighting technology best practices, Omnicell and industry resources, and responses to FAQs about COVID-19. Our new Rapid Response Point of Care systems supported the need for immediate pharmacy infrastructure at COVID-stressed facilities. We rapidly converted our in-person training on our Point of Care systems to an online learning environment and expanded our support to include DIY installation and Remote Support options. We also developed the Rapid Response Visibility program, which provided summarized, ready-to-use inventory data and analytics to customers to help them understand and predict significant shifts in medication use due to surges in COVID-19 cases.

As the COVID-19 vaccine rollout expands across the globe, Omnicell's CareScheduler™ application, available through EnlivenHealth™, is assisting with vaccine scheduling in the United States, and we will continue to support our employees and our customers globally until the resolution of the pandemic.

Rapid Response Visibility

Generic Name	Inventory	Usage	Days on Hand
acetaminophen 1,000 mg/100mL (10 mg/mL) 100.0 ML VIAL (ML) INTRAVENOUS	300	53.78	5.58
acetaminophen 120 mg SUPPOSITORY, RECTAL RECTAL	110	1.28	85.94
acetaminophen 160 mg/5 mL (5mL) 5.0 ML SUSPENSION, ORAL (FINAL DOSE FORM) ORAL	283	32.17	8.8
acetaminophen 160 mg/5 mL 120.0 ML SUSPENSION, ORAL (FINAL DOSE FORM) ORAL	18	1.90	9.47
acetaminophen 325 mg SUPPOSITORY, RECTAL RECTAL	105	0.40	262.5
acetaminophen 325 mg TABLET ORAL	5466	1336.39	4.09
acetaminophen 500 mg TABLET ORAL	5304	143.56	36.95
acetaminophen 650 mg SUPPOSITORY, RECTAL RECTAL	364	5.96	61.07
acetaminophen 80 mg TABLET, CHEWABLE ORAL	47	0.00	-
acetaminophen/diphenhydramine HCl 500 mg 25 mg TABLET ORAL	62	1.42	43.66
...	102	1.89	53.97
...	581	112.03	5.19
...	12	0.22	54.55



I.V. Compounding Robot

INNOVATION

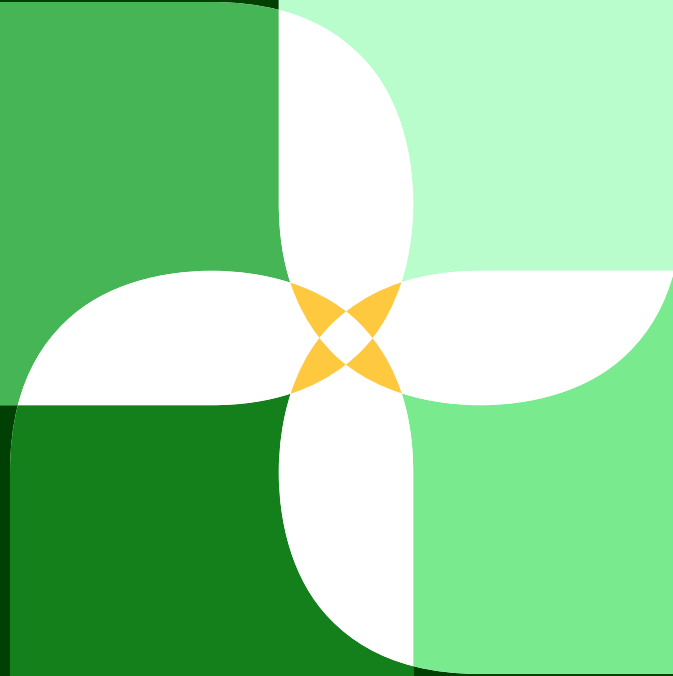
SOCIAL

3

Our
Approach

ENVIRONMENTAL

GOVERNANCE



Sustainability Strategy

At Omnicell, Corporate Responsibility is fundamental to our mission, vision, and values. We aim to be the clinician’s most trusted partner for medication management, which means our products and services must live up to expectations—and when our products deliver, we improve healthcare systems’ performance as well as patient health outcomes.

Corporate Responsibility (CR) is central to our values of creating A Better Way of doing business, and has guided our business operations since long before the formal creation of our CR team in 2020, when we consolidated our Corporate Compliance, Privacy, Risk Management, Environmental Health and Safety (EHS), and Business Continuity functions under one executive to strengthen protections against legal and regulatory pitfalls. Omnicell takes a comprehensive view of risk and risk management, a philosophy that shapes everything from our company-wide ISO 14001¹ certification to our focus on continuous innovation in product performance that builds trust with our stakeholders, including a Quality Management System (QMS) that is both ISO 13485 and ISO 9001² certified. The Governance Committee of the Board of Directors maintains oversight of Omnicell Environment, Social Impact, and Governance (ESG) reporting, providing guidance and authority to the Omnicell Corporate Responsibility function to set targets and measure outcomes across the enterprise.

We define our CR approach through Innovation, Environmental, Social, and Governance pillars in order to meet stakeholders’ expectations on performance. This provides Omnicell the opportunity to more closely link our sustainability progress with our business success while addressing climate change and business strategy risks.

Since early 2020, we have been creating the building blocks of our CR strategy, when a team of cross-functional senior leaders came together under our vice president of corporate responsibility to map the current state of sustainability and CR efforts across our operations. This preliminary effort revealed

the longstanding, organic growth of CR practices within Omnicell—many of which sprouted from our rich heritage of Innovation—and provided further incentive for us to bring these activities under one umbrella and advance our CR efforts.

The formal rollout of our CR strategy honors our purpose to find A Better Way through Innovation, paired with robust ESG practices. We have completed our gap assessment to ensure our data collection aligns with the ESG issues defined by the industry-specific standards of the Sustainability Accounting Standards Board (SASB) and completed our first round of data collection to determine the feasibility of disclosing these data in line with SASB requirements. In December 2020, Omnicell articulated our [initial CR strategy](#), charting the course for this first CR report.

These steps are just the beginning, and we recognize that a great deal of work still remains to complete our formal CR strategy. Among the most important goals we have set is to complete a full materiality assessment in 2021–2022. With a materiality assessment completed, we will be able to set robust, meaningful, and relevant targets to conduct business in A Better Way, optimizing our impact as well as the value Omnicell provides to our stakeholders.

Our long-term focus on CR will require us to continually improve our metrics to best inform our continued reporting. We are committed to revisiting our material issues and goals as risks change over time and to ensure the greatest positive impact as we continue on our journey.


1. ISO 14001 is the international standard that specifies requirements for an effective environmental management system (EMS). It provides a framework that an organization can follow, rather than establishing environmental performance requirements

2. ISO 13485 is certification for the design, production, installation and servicing of medical devices and related services, and 9001 is certification for the manufacture of non-medical devices

Risk Management Components



Environment, Social & Governance Components



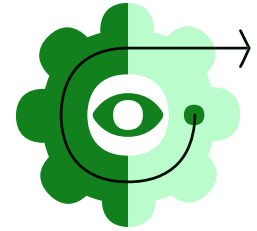
While we are just formally starting our CR initiatives, we expect to receive some interpretive guidance along the way, especially from our stakeholders—our customers, our investors, and our employees. We are a company with a social mission, focused on revolutionizing the pharmacy care delivery model. That mission drives us to be innovative, entrepreneurial, and strive for continual improvement in Environmental, Social, and Governance concerns at the enterprise level. It is my privilege and honor to help blaze the trail for this fantastic journey.”

ROXANNE TURNER

Vice President,
Corporate Responsibility

Omniceil

Our Program



Innovation

Innovation is at the heart of what Omnicell does; our suite of products and solutions gives us an unparalleled, 360-degree view of our customers' needs and how we can best meet them. Our spirit of entrepreneurship and innovation supports how we leverage cutting-edge technology to improve operating efficiencies and patient health outcomes, and include data-fueled robotics tools, workflow automation, our opioid diversion strategy, and our medication therapy management approach.

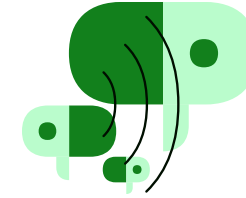
Our CR program is built around four strategic pillars: Innovation, Environment, Social, and Governance. Below, we provide an overview of how we view each of those pillars at Omnicell.



Environment

Omnicell has long prioritized reducing our environmental impacts—investments in energy efficiency, clean energy, and waste reduction benefit our bottom line as well as our ecological footprint. We prioritize the use of recycled materials and reduced packaging in our products, clean energy, and LEED and ISO certification for our facilities.

Omnicell is governed by a diverse and independent Board of Directors comprised of nine highly qualified directors, seven of whom are independent and a third of whom come from diverse backgrounds. The diversity of our Board members reflects our continuing efforts to achieve a diversity of viewpoints, experiences, and knowledge, as well as ethnicities and gender.



Social Impact

From our facilities to the communities where we live and work, we prioritize the social aspects of our CR strategy. Starting from our founder's purpose to provide A Better Way and guided by our core value of Relationships Matter, we emphasize employee health and safety across our workforce. We are committed to a journey of increasing diversity, equity, and inclusion at every level of our company, and we have built a culture of ethical operations and compliance throughout the company.



Governance

Omnicell has developed a holistic, informed approach to Corporate Responsibility that combines the most critical functions under one senior executive. Relying on the robust COSO Framework to effectively identify, assess, and manage risk, we define our strategy and goals and measure outcomes with a view for CR success and in alignment with the TCFD. This includes a Privacy by Design approach to data security, as well as core operational focus on product safety and quality assurance.



We extend these commitments to include our products, sourcing only conflict-free minerals and following the OECD's due diligence guidelines for responsible sourcing of raw materials.

As we strive to Accelerate Pharmacy to Perfection, Omnicell is committed to upholding the highest ethical and professional standards consistent with our values.

The relationship between Omnicell and its suppliers is an important component to achieving high performance in our business. Our Procurement Policy which supplements the Omnicell Code of Conduct sets forth the standards and practices that Omnicell Suppliers are required to uphold.

In addition, we continue to update our Quality Audit checklist to ensure it includes elements of Social Supplier Standards. Omnicell is committed to helping its suppliers comply with these standards. In turn, Omnicell expects its suppliers to apply these standards to their suppliers.

Our Risk-Based Approach to Climate Change

Omniceil recognizes that climate change poses risks to our business, from extreme weather events to sea level rise to water scarcity. Leveraging our Risk Management (RM) strategy to address climate risk, we can be nimble and innovative in addressing material climate risks to our business. Our annual risk assessments and risk-mitigation exercises provide an opportunity for every Omnicell business unit to present real or potential risks to our RM team, as well as the opportunity to rank those risks according to their likelihood and severity.

Our RM team then prioritizes and develops a mitigation strategy, in collaboration with the affected business units, to address those risks. Our global EHSMS certifies environment, health, and safety at every Omnicell location, coupled with our business continuity plan's integration of environmental impacts and hazards. While there is an opportunity to include climate in the robust risk-assessment process that we already conduct, with Board oversight of our Corporate Responsibility initiatives and the organizational risks we feel amply prepared to anticipate and manage climate-related risks our business may face now and in the future.



Engaging Stakeholders

We regularly engage our internal and external stakeholders in order to understand how Omnicell is living up to current expectations and how we can continue to improve our performance to exceed those expectations. We gauge our employee satisfaction and engagement through regular surveys and facilitate their sharing of ideas and concerns. We are in active conversations with our investor stakeholders to continue to educate them about our business strategy and our positive impacts. Our customer stakeholders count on us to live up to their expectations to improve their efficiency and efficacy, and our customer-centric approach to product quality and innovation helps them achieve their own goals, providing them with their own Customer Success executives.

As we advance our sustainability journey, our first goal is to complete a full materiality assessment, including internal as well as external stakeholders, which will shape our approach to CR in the coming months and years. We will also continue our partnership with Sustainable MBA students at Duquesne University and our various stakeholders, as well as subject matter experts to identify ESG opportunities, and work with the investor community to ensure that they understand our CR approach and how it will strengthen our company over the long term. While we cannot guarantee that our goals and targets for CR will not differ, perhaps substantially, from those we set out in this first report, it is important to understand that this is the beginning of our journey and we anticipate course corrections from time to time as we mature in this undertaking.



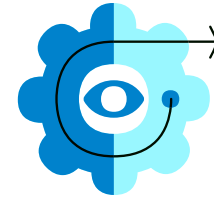
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Our Performance

In 2020, we began our journey of creating a comprehensive Corporate Responsibility strategy that includes our four pillars of Innovation, Environment, Social, and Governance. Although we are still in the earliest stages, we have achieved a number of milestones to date, and established preliminary goals to help guide our progress going forward.

Innovation

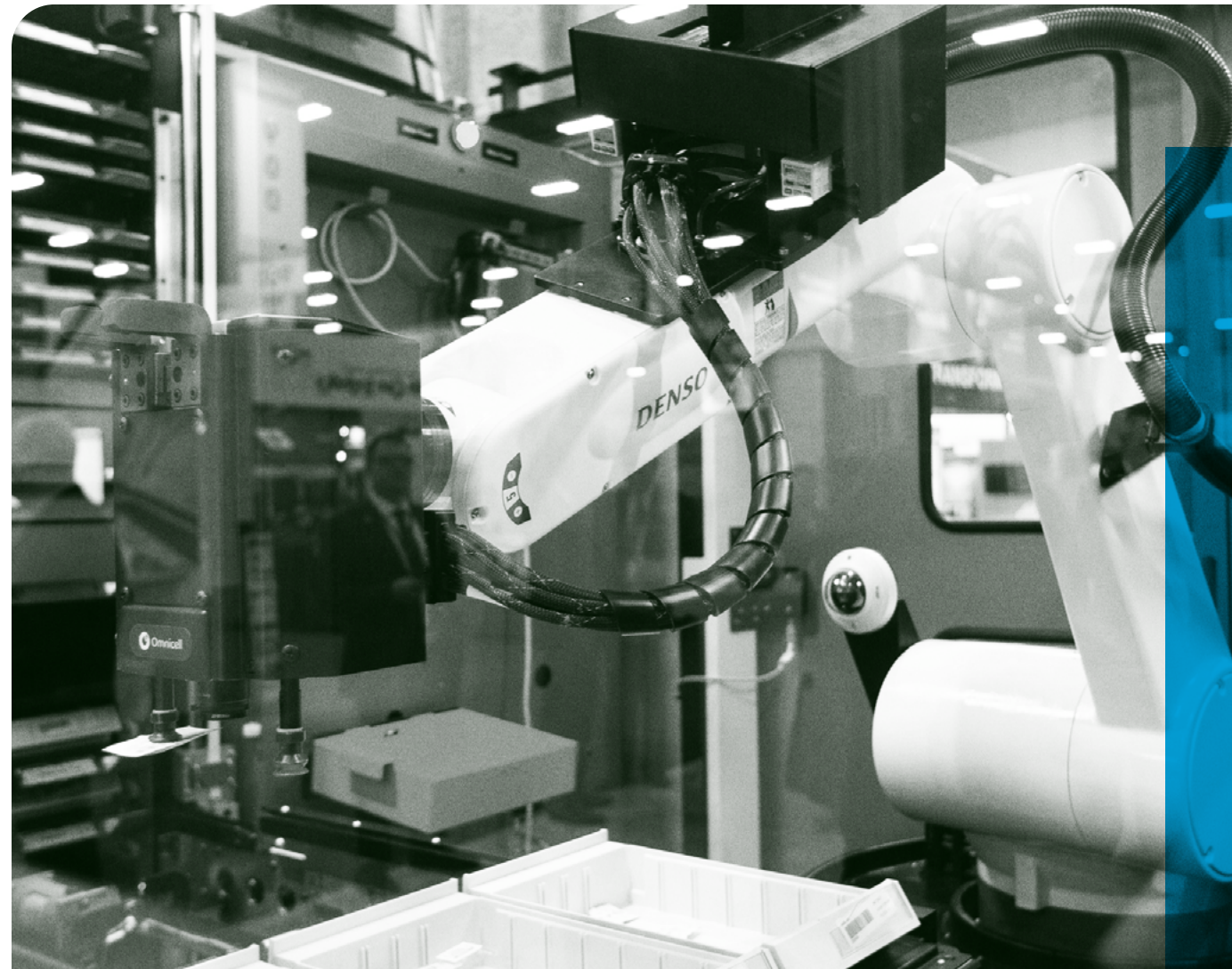
Accelerating for Perfection



THE STARTING LINE

Our solutions drive meaningful outcomes in the areas of safety, financials, efficiency, compliance, and people—patients as well as clinicians. Using data intelligence with predictive analytics, we help pharmacies manage inventory and improve performance. Our workflow automation tools give clinicians safe, efficient, secure access to the right medication at the right time. Data-fueled advanced robotics provide sorting, preparation, compounding, and dispensing solutions. We use innovative solutions for our customers to engage and communicate with their patients, and provide effective medication adherence tools for improved patient outcomes. We believe this underscores the positive impact our innovative solutions have on social determinants of health.

Dedicated Information Security personnel who are tasked with protected health information (PHI) data protection report into the company's Privacy Officer. These personnel conduct supplier and contractor vetting for software and contracted services, and maintain the policies, procedures, and controls we rely upon to secure our customers' PHI. Additionally, we do extensive assessments, including Privacy Impact Assessments, threat modeling, and risk assessments during product development to ensure that security controls are implemented and tested prior to product launch as part of our Privacy by Design initiatives. We also rely on third-party SOC2 Type 2 testing on an annual basis to validate that our program is working as intended. We deploy external consultants to review our security profile before launching products in our cloud platforms. Omnicell maintains robust HIPAA policies and procedures to protect, detect, and ensure correct internal use of customer PHI records, including periodic HIPAA risk assessments. All employees receive annual trainings on privacy, HIPAA, and information security principles. We have specific policies and procedures relating to customer hard drives with chain of custody documentation, a Security Incident Response Team (SIRT), and post-market Cybersecurity Incident Procedures to address real or perceived product vulnerabilities after release to market.



Intelligent inventory solutions lead to \$425K savings in less than three months

Changing their mindset to view medication inventory holistically across the health system has led to increased cost savings, operational efficiency improvements, and enhanced patient safety. Pharmacy leaders sought a holistic, systematic approach to inventory management to provide full visibility across locations and to optimize inventory, manage shortages, increase turns, and reduce drug spend.

To achieve these goals, the health system implemented Omnicell® Intelligence Solutions. In less than three months, pharmacy leaders realized medication inventory savings of nearly \$425,000.

They also experienced a 39% reduction in days on hand and a 59% improvement in inventory turns.

Key Milestones in 2020

- Launched Omnicell One, a predictive pharmacy intelligence solution that optimizes pharmacy outcomes and includes [BlueSight® for Controlled Substances](#) to assist customers with planning and executing an effective opioid diversion strategy. This marked a major advancement in our opioid diversion strategy, allowing us to automate the management of controlled substances and provide tools and insights for health systems to combat the opioid crisis
- Achieved HiTRUST standards for HIPAA compliance for Cloud-Hosted OmniCenter and Omnicell One
- Completed the development of our ISO-certified Global Quality Management System (QMS)
- Implemented a Fast-Track simplified Quote to Cash process for Rapid Response Point of Care Systems
- Developed Augmented Reality solution to provide remote assistance to customers by Sales and Service use cases
- Implemented automated solutions for skills-based dispatch of service technicians
- Implemented Multi-Factor Authentication (MFA) for access to vSuite, the system used by Omnicell to remotely support Omnicell assets deployed at customer sites
- Introduced Data Loss Prevention (DLP) in our email infrastructure for critical business units
- Completed third-party SOC2 Type 2 testing with no findings, and no recommendations for improvement at EnlivenHealth

Looking Forward

In 2021, Omnicell will continue to strengthen our focus on innovation, with a particular focus on our opioid diversion strategy, improving patient health outcomes, privacy by design, quality management, and IT innovations.

The launch of Omnicell One in 2020 marked a major advancement in our opioid diversion strategy, allowing us to automate the management of controlled substances and mitigate the impacts of the opioid crisis on patients and pharmacies. In 2021 we will continue our partnership with Kit Check's Bluesight for Controlled Substances product to use with our comprehensive inventory management data to increase visibility throughout the supply chain. We will apply advanced AI to detect possible diversion incidents and develop and distribute workflows to support onsite users in managing complex investigations into possible abuse or diversion.

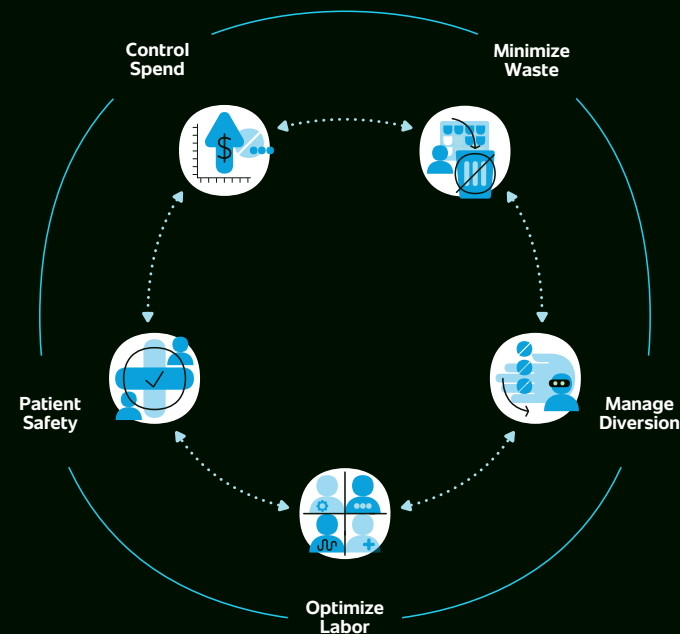
For our focus on improving health outcomes, we will continue our pursuit of being the premier platform on which pharmacies depend to manage their patient relationships. We aim to expand our EnlivenHealth data-gathering and processing capabilities beyond pharmacy data to medical claims data, allowing pharmacies to document and bill for services. We will expand our portfolio of Quality Measure interventions beyond medication adherence.

We will continue to expand our adoption of Privacy by Design practices into our Product Phase Gate Methodology (PPGM) and our product design strategy. In 2021, we will further refine and apply the Omnicell Privacy Framework and Privacy Strategy as we move to more cloud-based services; enhance use of threat modeling tools for privacy and information security threat analysis during the product-development phase; and continue to engage external consultants to validate our HiTRUST readiness prior to product launch.

We will implement a fully integrated e-commerce portal for consumables and improve our customers' experience and increase their self-service capabilities. We will define the standard configurations for our XT Automated Dispensing Systems and fully implement our Quote to Cash to Service solution to reduce order-fulfillment time and improve customer satisfaction. We will implement an updated HR system to provide self-service capabilities for employees and managers, and define scalable business processes for our advanced services business.

As we advance our Quality Management System, we will fully adopt our Global QMS that we implemented in 2020 that integrated and improved our existing quality system processes across the company. Over the course of 2021 and 2022, our focus will be on process performance to achieve high quality product and services for our customers.

Omnicell One Solves Connected Pharmacy Problems



Environment

Innovating for Efficiency



THE STARTING LINE

Through energy-efficient manufacturing processes, our engineers diligently design products that are more energy efficient, less costly, and more environmentally friendly. Our XT Automated Dispensing Systems use a lower-wattage power supply than earlier products, which increases the efficiency rating and uses less energy. Our engineers are continuously developing power management features in our products, such as automatic wake-from-standby mode. Our headquarters building is LEED Platinum certified and includes a 151-kilowatt solar panel array on the parking lot. The interior finishes are environmentally friendly and were sourced locally where possible. We continuously work to ensure that our products and facilities are following regulations related to power

consumption, clean air, waste, and other environmental factors. We have implemented specific policies to reduce, reuse, recycle, and reclaim materials.

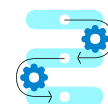
Every EHSMS under which all of our U.S. facilities operate has been certified to the ISO 14001 standard (with the exception of our recently acquired Texas location for 340B), and we routinely audit all certified facilities for ISO compliance. Globally, our United Kingdom facility in Irlam is ISO 14001 certified, and we will be seeking certification for our Trieste, Italy, operations in 2021, with a plan for all company locations to be ISO 14001 certified by the end of 2022.

Our VP CR is the executive with oversight over our EHS program, and our EHSMS is fully operational for all locations, including:



Policies

We have developed our environmental policy, identified the scope, and determined Omnicell's interested parties.



Processes

Internal, external, and outsourced processes have also been defined within our EHSMS.



Aspects

We have identified our environmental aspects and determined their significance.



Monitoring & Reporting

We ensure that all our legal and compliance requirements are being met and environmental objectives have been assessed and set through annual audits and routine monthly monitoring.



Training

We ensure any training requirements have been determined, implemented, and reviewed, and employee training is completed annually.

TCFD Metrics and Targets: Scope 1, Scope 2

In 2020, our net greenhouse gas (GHG) emissions were 244,795 tons of CO₂, representing a decrease of 20.01%, down from 306,045 in 2019. Our 2020 consumption data was affected by the work-from-home mandates we implemented at Omnicell for employee safety during the pandemic.

Aspect	Tonnes CO ₂ e	2018 [#]	2019 [#]	2020 [#]
Emissions from activities for which the company owns or controls, including the combustion of fuel and operation of facilities. Direct GHG emissions (Scope 1)	Global (All locations)	N/A*	N/A*	N/A*
Emissions from the purchase of electricity, heat, steam, and cooling purchased for our use. Indirect GHG Emissions (Scope 2), location-based	Global (All locations)	235,384 (Partial data available)	306,045	244,795
Total GHG Emissions	Global (All locations)	235,384 (Partial data available)	306,045	244,795
Energy consumption used to calculate emissions (kWh)	Global (All locations)	10,215,001 (Partial data available)	14,905,683	13,619,309
Intensity Ratio (total GHG emissions per \$M revenue)	Global (All locations)	0.299	0.341	0.274

*Not available at this time

Reported in tonnes

We purchase electricity for all of our energy needs from national grids, with the exception of Texas. We used an estimated 2,228,103 kWh of renewable energy in 2020, equivalent to an estimated 16.36% of all of Omnicell's energy use. By location, we sourced the following quantities of renewable energy in 2020: 47% (U.K.), 44% (UAE), 17% (USA), 16% (Italy).

We do not anticipate that emissions from other facilities will have a material impact. We have used the GHG Protocol corporate accounting and reporting standard (revised edition) utilizing the operational control approach and emission factors from the U.K. Government's GHG Conversion factors for company reporting in 2019. We report our emissions on a carbon dioxide equivalent basis. We have no emissions of Sulphur hexafluoride or nitrogen trifluoride, Carbon Dioxide, Methane, Nitrous Oxide, hydrofluorocarbons or perfluorocarbons.

Key Milestones in 2020

- Enhanced our internal risk-management approach that builds on the COSO enterprise risk management framework to include climate-related risks in our assessment process
- Formalized Board of Directors oversight of our climate commitments
- Reassessed how and where we work as a result of the COVID-19 pandemic, with long-term positive impacts anticipated for our environmental footprint in the coming years
- Completed testing of new consumables materials for our St. Petersburg Consumables products that use 90% recycled plastic, reducing our reliance on virgin plastic by three million pounds per year
- Minimized the need for cardboard boxes across our XT Shelf Accessory Kits and cabinet product lines, saving \$1.6 million in annual costs and reducing our cardboard box usage by 92.5%
- Determined the EHS Strategy for the next three years, starting with streamlining our EHSMS management systems into a single global system, improving our ability to track environmental metrics across the enterprise with common standards and terminology
- Performed eight (8) ISO audits with no material findings

Looking Forward

In 2021, we will continue to define and advance our environmental commitments. We intend to re-envision the ways Omnicell works in order to ensure inclusion while also reducing our carbon footprint, maintaining productivity, and increasing employee satisfaction. We anticipate changes to our office footprint needs as we provide employees with more flexibility between working from home and working in a central office hub. We will also continue to expand our distance-learning tools to provide our employees opportunities for personal and professional growth, no matter where they work. These actions will facilitate development of our strategy for climate-related risks, in line with the Task Force on Climate-related Financial Disclosures (TCFD) guidance.

Our St. Petersburg Consumables business will implement a new recycled-plastics product line, replacing 3 million pounds of virgin plastic each year with recycled plastic. In addition to the 150 SKUs we are planning to transition to the new packaging, we will explore additional ways to improve the environmental performance of our packaging. With our light

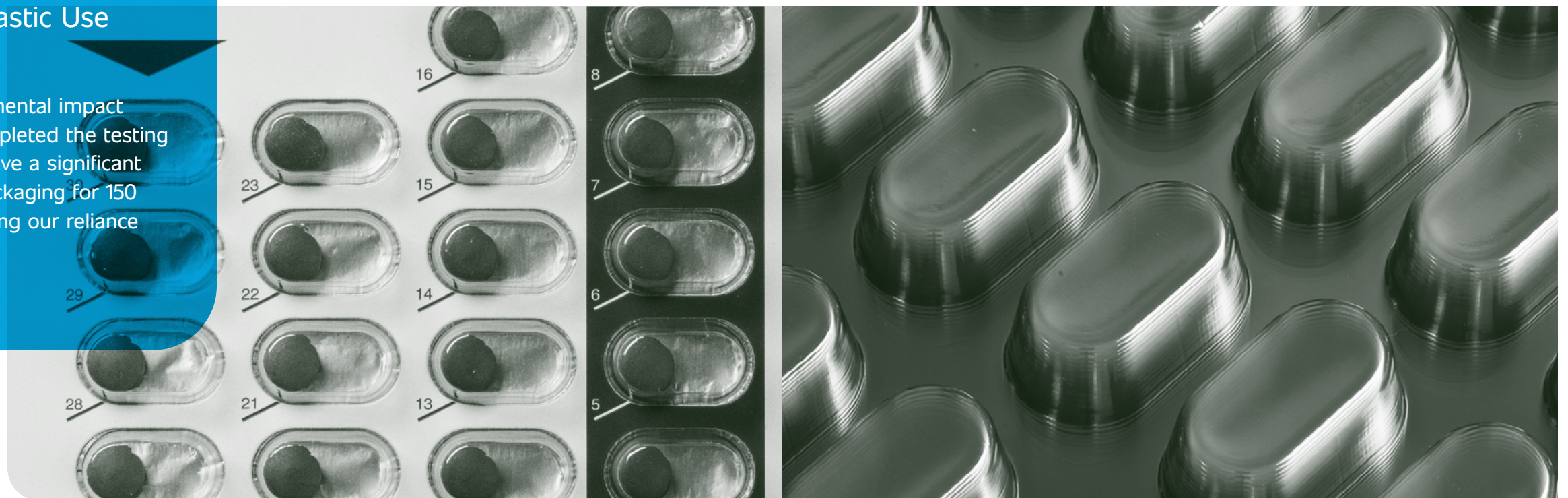
manufacturing operations already robust recycling efforts in place, we believe our best approach to managing and reducing waste is to focus on our consumables products and materials used in our core product lines.

As part of our overall environmental strategy, Omnicell will quantify our water usage and determine if there are opportunities to optimize our water footprint, and will begin to assess Scope 1, Scope 2, and Scope 3 emissions in our upstream and downstream overall energy consumption. We will continue to seek ISO 14001 certifications for those facilities yet to be certified, and will continue our integration of all EHS documentation to one set of standardized processes.

Upon completion of our materiality assessment, we will continue to shape our climate strategy, working with internal and external stakeholders to define the most material and high-impact issues for our customers and communities, and develop aspirational targets for Omnicell to positively address risks associated with climate change.

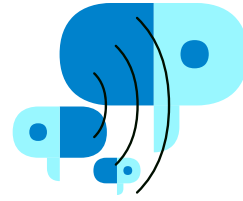
St. Petersburg Consumables Reduces Plastic Use

Omnicell is continually looking to reduce the environmental impact and economic costs of our products. In 2020, we completed the testing for new materials for our blister pill-packs that will have a significant benefit to both. Our team was able to update the packaging for 150 SKUs to use recycled rather than virgin plastic, reducing our reliance on virgin plastic by three million pounds per year.



Social Impact

Every Voice Counts



THE STARTING LINE

As a healthcare technology company, Omnicell is committed to equal and fair access to quality, affordable healthcare options for all of its employees. Omnicell annually holds a benefits enrollment event for our employees. Those employees located in jurisdictions with nation-sponsored healthcare programs (outside of the United States) are automatically enrolled with their national coverage options (at no or low cost), with the option to enhance their national coverage through our benefits enrollment process. All full-time (30 hours/week) employees are entitled to company-subsidized medical, dental, and vision care coverage, which includes single, spousal/partner and family/dependent options, as well as low- and high-cost deductible options. Employees are enrolled (at no cost) for short-term disability coverage, and have the option of purchasing subsidized long-term disability coverage, critical illness coverage, as well as no cost life insurance coverage equal to 1.5x their annual salary up to a maximum of \$250,000. We also provide access to Flexible Spending accounts, Health Savings Accounts, and paid time-off for life events such as birth of a child, adoption of a child, and Family Medical leave to care for self or dependent family members with health/home care needs. In 2020, we enabled COVID-19 sick leave to ensure any employee who needed time off due to COVID-19 illness would be paid for the time needed to recover and/or quarantine away from their work duties. Our annual spend on healthcare access for our employees was \$32 million US dollars.

Omnicell is committed to a culture of equality and inclusion for all people, and does not tolerate discrimination of any kind. In the wake of the death of George Floyd, Omnicell's CEO, Randall Lipps, reinforced this, citing Omnicell's Core Value Relationships Matter, with a communication to employees. As a global citizen, we have contributed to society at large in numerous ways, such as equipment and financial contributions to Mercy Ships to provide access to healthcare for those regions served by the Mercy Ships fleet; employee participation in charitable giving, including company matching program, to organizations such as the American Red Cross, Direct Relief Fund, American Nurses Association, Public Health Solutions and the CDC Foundation for COVID Relief Efforts, as well as the American Heart Association's Go Red For Women

campaign. We also have our Omnicell Cares program; raising money for prominent charities such as Habitat for Humanity; participating in walk-a-thons for healthcare-related causes and helping with collection drives for families in need; disaster relief programs to donate equipment and assist in recovery efforts after life-changing natural disasters such as hurricanes, tornados, and floods; and most recently, our immediate pandemic response efforts, which have effectively mitigated our employee risks of exposure for those working in the field in "hot zones" around the globe.

Omnicell provides comprehensive job and leadership skills training through its training platform, Omnicell University. The job skills program includes technical, writing, and management skills for all employees to help them manage their career at Omnicell. Each new employee historically has been invited to our corporate headquarters for an in-depth orientation program lasting two to three days, with key segments delivered by company executives, including our founder and CEO, Randall Lipps. This personal approach to onboarding new employees supports our strong culture and value of "Relationships Matter," providing employees with a deep overview of key policies such as our Ethics & Compliance, quality, privacy, security, environmental health & safety, and travel, as well as Subject Matter Expert (SME) insights into our product lines and services. Our talent rewards program is competitive, including a quarterly Management by Objective (MBO) program that awards bonus compensation on a quarterly basis for successful completion of stretch goals by employees. This robust onboarding, training, development and compensation approach assures our employees of the investment we make in their success at the organization, providing a high level of employee engagement.

Omnicell conducts anonymous all-employee surveys each year, administered by an independent third party, to help us measure the overall engagement and satisfaction of our teams. In 2020, Omnicell consistently achieved an Employee Satisfaction (eSat) score above industry benchmark indicating that our employees believe in Omnicell and their mission and would recommend it as a great place to work.

These surveys have been invaluable in understanding the experience of our employees by providing insights on what is working well and what we need to improve. As well, they enable us to ensure our workplace culture is motivating, fun, inclusive and rewarding.

All of Omnicell's facilities operate under an Environmental, Health and Safety Management System (EHSMS). The EHSMS provides a structure for identifying and mitigating Omnicell's health and safety risks. By systematically identifying significant risks and impacts, implementing controls, measuring performance, and setting improvement objectives ensures that Omnicell continues to operate in a safe and responsible manner.

Critical elements of the EHSMS under which all facilities operate include:

- Regular compliance audits
- Leadership and Employee Participation
- Monthly monitoring and routine risk assessments
- Improvement activities
- Employee training
- Currently, our St. Petersburg facility is the only location certified to the ISO 45001 standard; ongoing certification for additional facilities is on our roadmap for the future



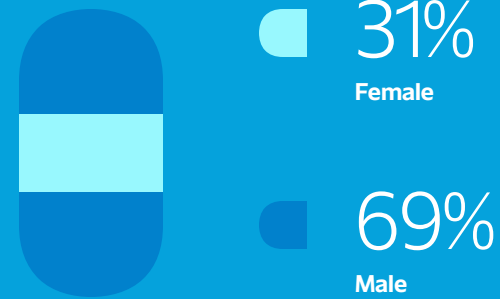
Omnicell's Workforce

Omnicell is founded on caring for people. We are committed to elevating the human experience and we support an equitable and inclusive work environment that values human dignity and equality of opportunity. Omnicell's purpose is to create a better way, not only for our customers and shareholders, but for our people. We believe equity and inclusion are basic human rights and that we are enriched by diversity of thought, culture, backgrounds, experiences and perspectives at every level of our company. We embrace diversity, equity and inclusion as key elements of our business strategy and strive to provide a culture and work environment where authenticity is encouraged and fair treatment, respect and equal opportunity abound.

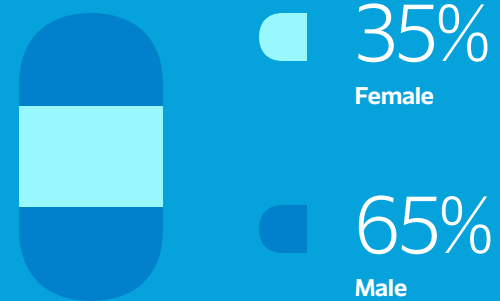
We are currently evaluating data to determine gap areas, measuring employee sentiment, and establishing a Diversity Governance body that will collaborate to define the strategy in Q1 2021. Currently, our goals are by category for our locations with required EEOC goals.

As of Q4 2020, our ethnic diversity breakdown is as follows: Omnicell's executives are 20% Asian, 80% white, and 100% male. In 2021, Omnicell will begin to go beyond the required reporting, publicly presenting new goals and details about what diversity means to us as a company, and how we plan to create a culture of diversity, equity, and inclusion.

Global Gender



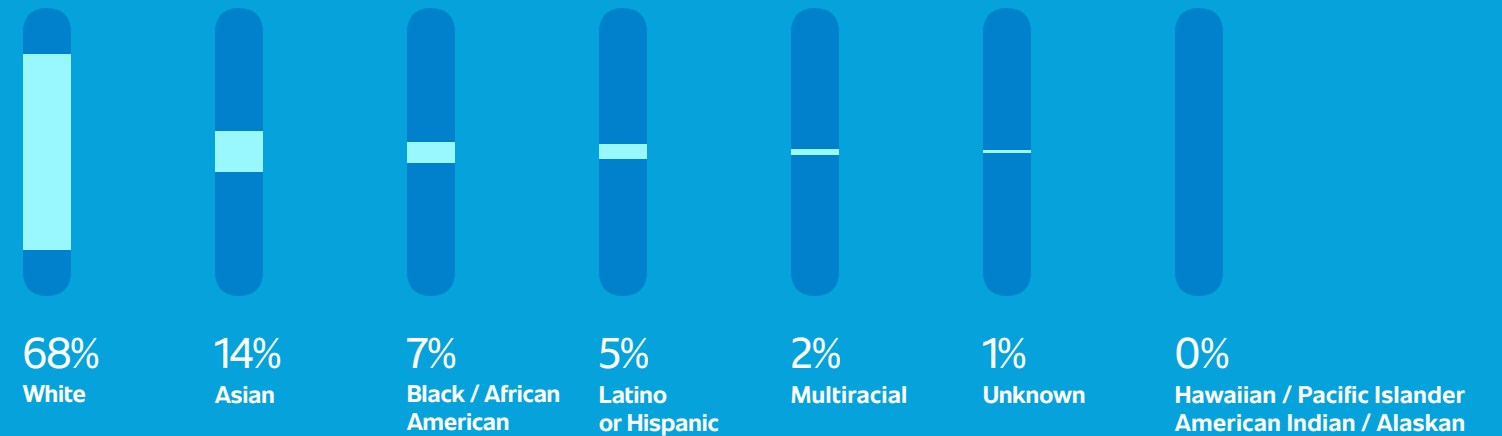
U.S. Promotions by Gender



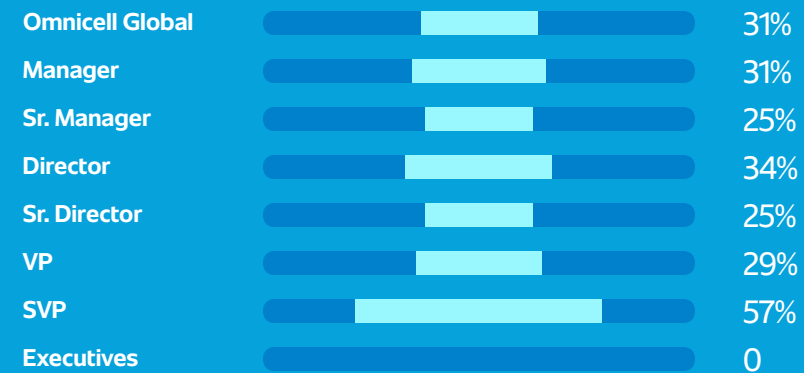
U.S. Terminations by Gender



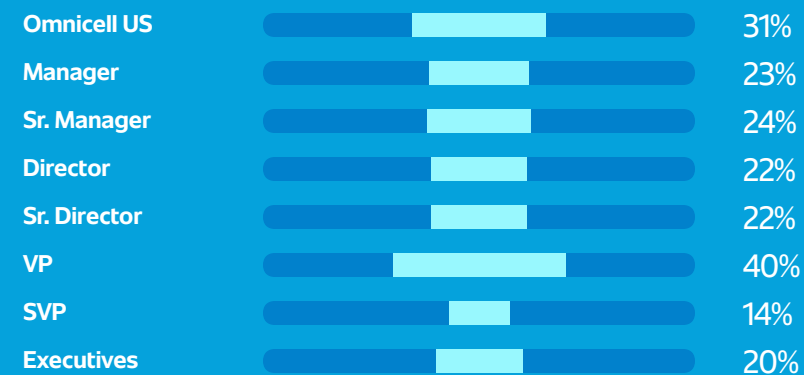
US Ethnicity



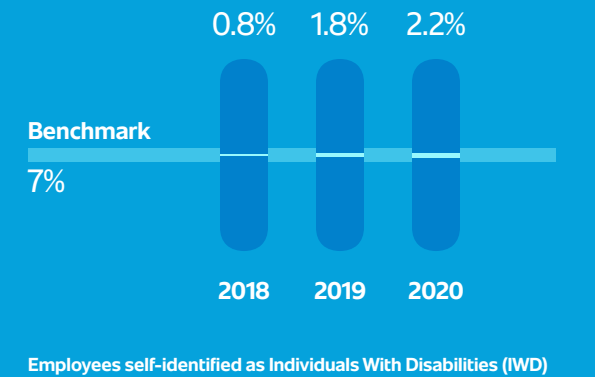
Global Management Female Population



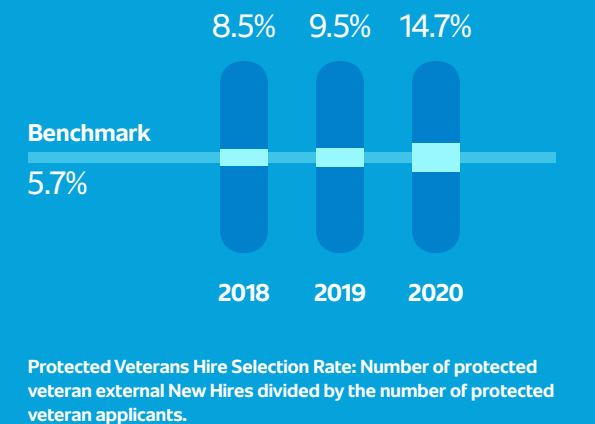
US Management Minority Population



US Disability

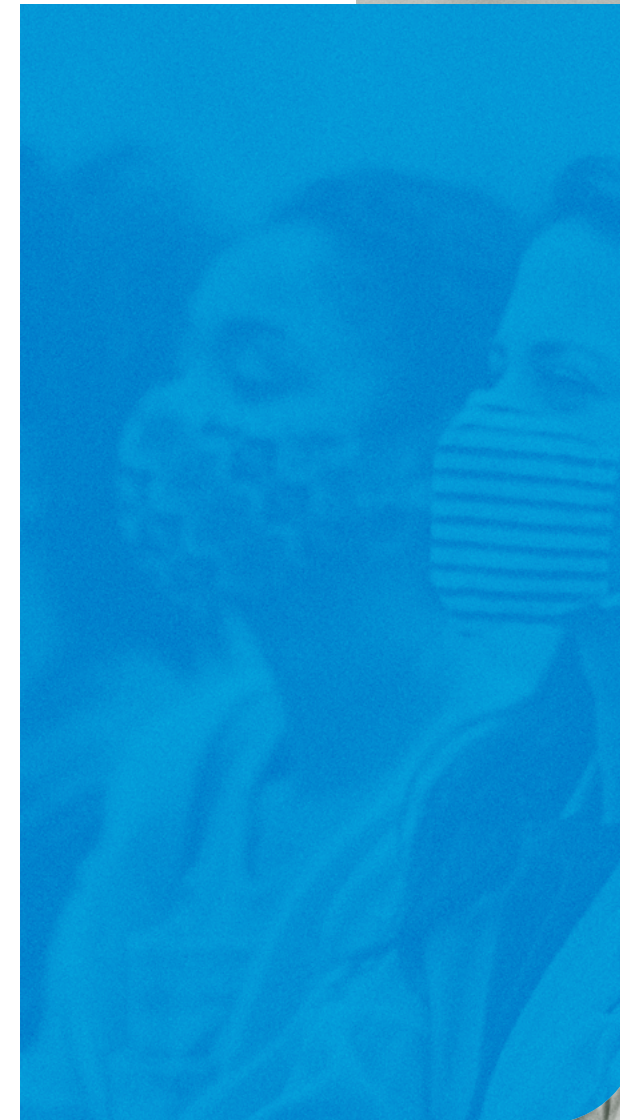


Protected Veterans Hiring



Key Milestones in 2020

- Developed a Learning and Development Strategy
 - Launched Talent Development curriculum for all managers and supervisors. Our employees now have a clear path to build their management and leadership capability pivotal to their, and Omnicell's, success
 - Launched Learning and Development SharePoint site for ease of access to L&D opportunities across the company
 - Launched instructor-led program "Leading @ Omnicell" (as part of Talent Development Curriculum). This was successfully converted from a classroom to virtual classroom program due to COVID, and also included sessions accessible to our global workforce
 - Field Enablement organization launched "Omnicell Foundations"—online content for Omnicell Basic, Industry and Product-related content
 - Continued to deliver a New Employee Orientation (NEO) program to all new hires. Shifted from corporate headquarters classroom experience to a fully virtual experience. Content delivered by CEO Randall Lipps, key executives and functional subject matter experts
 - Enabled NEO auto-enrollment; adjusted delivery schedule to include international employee participation
 - Launched global employee satisfaction survey using a new third party vendor
 - Achieved an Employee Satisfaction (eSat) score of 77, a 16% increase since 2018 and three points higher than industry benchmark based on 2020 employee engagement survey
 - Conducted Diversity, Equity and Inclusion survey
 - Refreshed Omnicell's Core Values to reflect how the company has evolved and developed mechanisms to embed them into Omnicell's culture, including the PRIMED award for employees demonstrating our Core Values in Action
 - Established a Diversity Governance body and appointed an executive head of Diversity & Inclusion to guide our 2021 progress
 - Evaluated our Board and workforce diversity, which we define as the varied backgrounds, experiences, beliefs, and abilities that make every person unique. In 2020, 33% of our Board members come from diverse backgrounds, 32% of Director-level and above employees are women, and 27% of all employees are women
 - Updated our work-from-home policies to better reflect our new understanding of employee preference for balancing flexibility and productivity
- [🔗 Read more about our COVID-19 response here](#)
- Implemented additional regulatory and operational compliance items to our supplier audits to enhance responsible sourcing
 - Included global Anti-Slavery statements on our public website after Governance Committee Board Approval





Looking Forward

As a federal contractor, Omnicell is legally required to follow federal Equal Employment Opportunity mandates, including Affirmative Action, which the government uses to help to ensure equal employment opportunity for minorities, women, veterans, and individuals with disabilities. Oftentimes organizations and leaders make the mistake of treating diversity as a compliance-only issue and they check the box after hiring a few women and minorities. At Omnicell we will focus on an approach that includes broader categories than those addressed by Affirmative Action. We will work to embed diversity and inclusion into the business strategy and culture and create inclusive leaders who will foster a work environment in which all talent can bring their best selves to work and be treated fairly, respectfully, and have equal opportunity for success.

In 2021, we will continue our Diversity, Equity & Inclusion (DEI) journey, by establishing a Diversity Council and Advisory Board consisting of 21 Senior Directors and above from across the enterprise that includes global and diverse ethnicities and is representative of our workforce. We will launch a Diversity and Inclusion learning plan for all employees through LinkedIn Learning, including mandatory unconscious bias training for all employees in 2021, as well as evaluating the potential and impact of employee resource groups as a means of driving greater inclusivity across the enterprise.

In 2021, as part of our significant commitment to DE&I, we will be setting ambitious, but attainable goals and implementing targeted actions to drive greater female and diverse representation within technical roles. On an ongoing basis, we will provide updates on our progress against these goals and other projects.

We will continue with our social mission of improving health outcomes in the communities in which we live and work. We will continue to contribute to causes that align with our mission and our values as an organization. We will answer the call when disaster strikes—whether hurricanes, floods, tornados, wildfires, or pandemics—or when an employee’s loved one is stricken with a life-threatening illness. Omnicell Cares will continue to step up to the challenges presented to our colleagues and friends, even without being asked.

Omnicell makes a difference in our communities through charitable donations, volunteerism, and other means. In 2020, Omnicell continued to support the National Kidney Foundation (NKF), a patient-centric organization dedicated to the awareness, prevention, and treatment of kidney disease in the U.S. Since 2017, Omnicell has provided \$20,500 in corporate sponsorships and other events to NKF, providing much-needed funding to support access to kidney disease treatment options and support services, and in 2020 Employees donated more than \$6,000 to our COVID-19 Relief Campaign.

Governance

Acting With Integrity



THE STARTING LINE

We expect our employees to demonstrate honesty and truthfulness at work, hold themselves and others to the highest standards, keep commitments, follow our processes, always act with integrity, and never compromise our values for business reasons. We demonstrate our strong Governance practices and our commitment to acting with integrity through our track record of no losses or fines relating to data breaches, no fatalities related to products, no FDA enforcement actions against our products, no violations of Good Manufacturing Practices, no regulatory citations for non-compliance with various privacy regulations—including the California Consumer Privacy Act (CCPA) and the E.U.’s General Data Protection Regulation (GDPR)—and no monetary losses as a result of bribery, corruption, or other unethical business practices. We annually require Foreign Corrupt Practices Act (FCPA) certification for colleagues who may be exposed to bribery opportunities, and annually require conflict of interest compliance from our Board members. We deploy a Risk-Based Supplier Management program, with Tier 1 suppliers audited every three years.

Our commitment to product quality and safety is documented in and implemented through our Quality Management System (QMS), which aims to ensure that we consistently produce high-quality products that meet or exceed our customers’ requirements. We achieve this through the preparation and effective implementation of documented procedures, instructions, and internal/external reviews.

Omniceil’s four manufacturing facilities are all operated under our QMS; each is ISO certified and audited annually by an independent third party. The facilities have the following relevant ISO quality certifications:

- ISO 13485: Milpitas, CA and Warrendale, PA
- ISO 9001: St. Petersburg, FL and Bochum, Germany

Omniceil’s comprehensive corporate compliance program is designed to help maintain the highest professional and ethical standards. The Office of the Vice President, CR, is supported by our Internal Audit and Legal departments, and ensures that we perform regular reviews and audits across our organization to assess compliance with our Code of Conduct, Anti-Corruption Policy, and all related ethics policies. We have a global Compliance Steering Committee that meets quarterly, comprised of senior officers of the company, as well as regional compliance committees. The VP, CR reports at least annually to the governance and audit committees of the Board on compliance initiatives and risk management assessments.

We conduct proactive Code of Conduct and Anti-Corruption Policy compliance assessments each year across all business operations. The Office of the Vice President, Corporate Responsibility, maintains and implements formal risk-assessment procedures for intermediaries, consultants, and suppliers. We use technology and automated tools to monitor and report on compliance matters.

All Omniceil employees receive training on the Code of Conduct when they join the company as well as annually thereafter, and are required to provide annual sign-off to confirm they have read the Code. We expect our employees to understand and abide by the requirements in the Code to ensure ethical business practices and compliance throughout our organization.

Data privacy and security governance practices include providing cybersecurity updates to the Board of Directors and senior executives, establishing and leveraging Executive and regional Privacy and Security Councils, and integrating cyber-related efforts into broader enterprise risk-management practices. In addition, all new hires and contractors must undergo data privacy and information security awareness training.

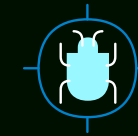
We regularly take measures to strengthen our enterprise-wide cybersecurity program, including:



A defense strategy using multiple security measures to protect the integrity of the company’s information. The strategy aligns to the ISO-27001 standards providing preventive, detective, and responsive measures that collectively protect the company.



Maintaining comprehensive data security policies and systems that are assessed and tested at least annually. Our program is also evaluated annually by an independent external third-party auditing firm including technical and penetration testing reviews to assess and test our defenses.



Strengthening defenses against malicious software; advancing identity and access management practices; enhancing network security monitoring and data loss prevention capabilities; and standardizing third-party security management processes.



Testing on an annual basis a detailed response plan to ensure timely and accurate resolution in the event of a cybersecurity incident.

Key Milestones in 2020

- Aligned our privacy, EHS, compliance and risk management functions under one executive to ensure a cohesive approach to risk management
- Updated our Code of Conduct to include regulatory references as well as align with our core values
- Updated our Enterprise Risk Management policy to include impacts on the environment
- Completed a Compliance and Risk Management maturity assessment
- Added environmental-impact questions to supplier surveys to increase our capabilities to cascade our commitment to the environment to our downstream supply chain
- Strengthened data privacy and security programs to include mobile device management, two-factor authentication for critical business segments and customer access, and improved data-loss prevention (DLP) for email communications
- Continued information-security penetration testing and vulnerability management
- Updated product development requirements to capture all applicable product privacy and security standards and regulations
- Added product development requirements to capture all applicable critical materials that could have an environmental impact or provide challenges to business continuity
- Established several goals for 2021 around responsible sourcing and business continuity, including to gather and classify more than 1,000 suppliers into Approved/Maintain/Exit categories by Q3 2021
- Established a strategic framework for supplier optimization and dual sourcing utilizing internal quality management systems

Looking Forward

In 2021, Omnicell will continue to emphasize data privacy, product safety, risk management, and responsible sourcing. We will deploy a Cloud Security Access Broker (CSAB) to enforce security policies for cloud-based services, and institutionalize a Security Operations Center to provide around-the-clock monitoring, detection, and response to security events. We will automate user provisioning and deprovisioning for cloud-based services and upgrade our IT helpdesk system to improve asset tracking and ticket management.

We will continue our focus on product safety, with a goal of maintaining our zero defect and complaint rate for serious injury related to the use of our products. We will also capture product safety standards and regulations for new regions and markets and incorporate those into the product-development process.

We will launch best-in-class ethics and compliance training in 2021, with targeted training based on identified risk areas, to ensure we are properly prioritizing our workforce training

time and attention to issues that present the greatest risk to the organization.

We will build on the risk-management work we began in 2019 by enhancing our controls and processes to meet the 20 principles of the COSO Enterprise Risk Management standard to reduce non-compliance and mitigate risk, as well as increase our ability to address risks related to climate change.

For responsible sourcing, we will continue to monitor Omnicell's ability to source critical materials from dual-source providers, and will establish tighter external controls to ensure we can continue to source critical materials in our supply chain.

We will continue execution on supplier optimization and dual sourcing with a long term goal to significantly increase dual sourcing and audit the top 70 suppliers in 2021 in compliance with Omnicell quality management systems and SASB.

The relationship between Omnicell and its suppliers is an important component to achieving high performance in our business. Our Procurement Policy which supplements the Omnicell Code of Conduct sets forth the standards and practices that Omnicell Suppliers are required to uphold.

In addition, we continue to update our Quality Audit checklist to ensure it includes elements of Social Supplier Standards. Omnicell is committed to helping its suppliers comply with these standards. In turn, Omnicell expects its suppliers to apply these standards to their suppliers.



IN CLOSING

As we complete our materiality assessment over the course of 2021 and 2022, we will have a much clearer assessment of the climate-related risks and opportunities we face over the short, medium, and long term. Understanding the most pressing risks will allow us to direct our strategy and planning to mitigate those risks and their potential impacts to our business and operations. Our ongoing engagements with our stakeholders will serve to chart the future direction of Our Purposeful Journey.

XR2



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Appendix:
Data Tables

Innovation

Indicator	Unit	2020 Initiatives	Standard
Products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Description	<p>1. The Omnicell i.v.STATION and i.v.STATION ONCO products are listed as NEP, Pharmacy Compounding Device, under regulation 21 CFR 880.5440. Omnicell is established as a registered manufacturer under Operator 10059398 for the Omnicell i.v.STATION and i.v.STATION ONCO product and therefore are listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.</p> <p>2. The Omnicell Anesthesia Workstation product is listed as BRY Anesthesia Cabinet, under regulation 21 CFR 868.6100. Omnicell is established as a registered manufacturer under Operator 10059398 for the Anesthesia Workstation product and therefore is listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.</p> <p>In 2020, no safety alerts were issued for Omnicell products.</p>	HC-MS-250a.2.
Opioid Diversion Strategy	Product Differentiators	As a response to medication management problems, Omnicell launched Omnicell One in 2020, a tech-enabled service that leverages BlueSight for Controlled Substances as a partner for our Opioid Diversion solution. Omnicell One solves several core issues (including controlled substance dispense analytics) facing health system pharmacies today. Omnicell offers other solutions to minimize the occurrence of drug diversion in inpatient and long-term care facilities, and provides an Opioid Mitigation solution that helps retail pharmacists prevent opioid abuse and misuse in the patients they serve.	SASB (HC-DY-260a.1)
Improving Health Outcomes	Locations Served by Solutions	Prevention of prescription dispensing errors is the foundation of Omnicell's Vision of "Accelerating Pharmacy to Perfection." It is core to Omnicell's business and product value, e.g., Omnicell XT Automated Medication Dispensing Systems. Omnicell continually monitors the Institute for Safe Medication Practices (ISMP) for any relevant recommendations, as safety is of utmost importance.	SASB (HC-DR-260b.2)

Environment*

Indicator	Unit	2020 Initiatives	Standard
Energy Use			
Total energy consumption (Electricity, Heating, Cooling, Steam)	Total energy consumed (metric tons of CO2)	<p>2020: Gas: 1,259,094 kWh Electricity: 12,360,215 kWh</p> <p>2019: Gas: 1,582,064 kWh Electricity: 13,323,608 kWh</p> <p>2018: Gas: 1,221,480 kWh Electricity: 8,993,520 kWh</p>	SASB (TC-SI-130a.1)
Water			
Water Consumption	Million cubic meters	<p>2020: Water Used: 13,337 m³</p> <p>2019: Water Used: 15,311 m³</p> <p>2018: Water Used: 11,810 m³</p>	SASB (TC-SI-130a.2)
Waste			
Waste by type and disposal method	Million MT	<p>2020: Hazardous waste generated: 1.302 Tonnes Non-hazardous waste generated: 9,532.664 Tonnes</p> <p>2019: Hazardous waste generated: 2.3590 Tonnes Non-hazardous waste generated: 1,282.6269 Tonnes</p> <p>2018: Hazardous Waste generated: 1.405 Tonnes Non-Hazardous waste generated: 694.019 Tonnes Hazardous waste recycled by waste contractor/Omnicell combined: 1.3 Tonnes Non-hazardous waste recycled by waste contractor/Omnicell combined: 8,409.8200 Tonnes</p>	SASB (RT-EE-150a.1)
Recycling by type	Million MT	Hazardous waste recycled by waste contractor / Omnicell combined: 43% Non-hazardous waste recycled by waste contractor / Omnicell combined: 98%	SASB (RT-EE-150a.1)
Strategy to reduce the environmental impact of packaging throughout its lifecycle	Description	Currently, Omnicell is exploring ways to reduce packaging both from the supply chain (packaging in) and the sales side (packaging out) as part of our continuous improvement philosophy for product design and development. We are also investigating ways to reduce shipments of refurbished and/or recyclable parts post installation at the customer site.	HC-DI-410a.1.

*It is important to note that our 2020 consumption data was affected by COVID-19, as we mandated work from home commencing mid-March 2020 for all employees not directly supporting manufacturing or field service operations. This has naturally reduced our energy needs at all of our office facilities.

Social

Indicator	Unit	2020 Initiatives	Standard
Employee engagement	e-Sat scores	First GLINT survey: Omnicell employee satisfaction (e-Sat) score = 77% GLINT benchmark employee satisfaction score = 73%	SASB (TC-SI-330a.2)
Role of diversity in organization's strategy	Not yet defined	Omnicell established a Diversity and Inclusion role last quarter. The company is currently a) evaluating data to determine gap areas, b) measuring employee sentiment, and c) establishing a Diversity Governance body that will collaborate to define the Strategy Q1 2021.	1. Diversity Strategy
Diversity goals Role that diversity plays in the firm's broader human capital management practices and long-term strategy	Not yet defined	Currently, Omnicell's goals are by category for those of its locations with required EEOC goals/progress. In 2021, Omnicell will begin to go beyond the required reporting into what this means to them as a company.	2. Diversity Goals
Racial/ethnic and gender diversity	Racial/ethnic representation for management, technical staff, and all other employees	Breakdown of gender and ethnicity at Omnicell as of 12/31/2020. In the U.S., Omnicell employs 31% females and 69% males. Omnicell International employs 23% females, and 77% males. Omnicell global employs 27% females, and 73% males. (Figure 1) Omnicell Board of Directors has 9 members, including the CEO. Of those, two are female and one is African American. For more detailed ethnicity figures for the U.S. on total and management level, see Figure 2 & Figure 3. Full global ethnicity metrics not available at present.	SASB (TC-SI-330a.3) (3. Metrics)
Board Level Diversity characteristics, including racial and ethnic makeup, of the board of directors	Racial/ethnic representation for Board level	Omnicell's executive layer (EVP), ethnicity information: 20% Asian, 80% White. Omnicell's executive layer (EVP), gender information: 100% male, 0% female	4. Board Composition Strategy
Goals and strategy related to racial and ethnic representation at the board level	Not yet defined	We continuously strive to ensure that our Board reflects diverse perspectives as well as expertise in areas that are material to our business, such as automation, governance, finance, and the investment community.	4. Board Composition Strategy
Board oversight related to diversity and inclusion	Not yet defined	Specific role of the Board of Directors is not yet established. After the company strategy is finalized in Q1 2021, this will be further defined.	5. Board Diversity Oversight

Governance

Indicator	Unit	2020 Initiatives	Standard
Policies and practices relating to behavioral advertising and user privacy	Description	Omnicell's privacy approach includes: - Privacy by Design* in the Product Phase Gate Methodology - Privacy Threat Analysis/Model - Privacy Impact Assessments - InfoSec/Privacy Risk Management Plans - Incident Reporting and Response plans - End of Life Evaluations - Pre-and Post-market Cyber Security management standards *Privacy by Design includes defined Omnicell Privacy Framework, Formalized Privacy Strategy on a product-by-product basis, Software Quality Standards for Information Security, and Omnicell Security Rule standards. Omnicell's Privacy Notice discloses our Privacy Practices with respect to our customer information, and a prohibition against the sale of user information.	TC-SI-220a.1.
Policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII).	Description	All PHI is encrypted in transit and at rest. Omnicell has robust HIPAA policies and procedures to protect, detect, and correct internal use of customer PHI records, including periodic HIPAA risk assessments. Employees are trained annually on HIPAA, as well as information security principles. We have specific policies and procedures relating to customer hard drives with chain of custody documentation, a Security Incident Response Team (SIRT), and post-market Cybersecurity Incident Procedures to address real or perceived product vulnerabilities.	HC-DR-230a.1.
Total amount of monetary losses as a result of legal proceedings associated with user privacy	Amount of money	Omnicell tracks security and privacy incidents. No data breaches in 2020, no individuals or customers impacted. No monetary losses associated with user privacy.	TC-SI-220a.3. HC-DY-230a.3.
Data breaches pertaining to (a) personally identifiable information (PII) or (b) protected health information (PHI)	Number of data breaches, number of individuals and/or customers affected in each category	Omnicell tracks security and privacy incidents. Omnicell has examined incidents in 2020, there was a total of 103 security incidents, most of which did not include PHI, and none which amounted to a breach.	TC-SI-230a.1.
Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Description	Omnicell's privacy framework is a combination of privacy and security standards derived from NIST, GDPR, and CCPA. Omnicell strives to select the highest applicable standard pertaining to each privacy and/or security principle, such as notice, consent, least privilege access, etc. For product launches that require the use of PHI, we conduct a thorough privacy and information security analysis during our PPGM process that includes a privacy impact assessment, a security threat analysis, and ongoing risk assessments and analyses to determine whether the standards required for safe and secure transmission of data are met with each step in the PPGM process and subsequent commercial releases.	TC-SI-230a.2.

Governance

Indicator	Unit	2020 Initiatives	Standard
Product safety	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	There have been no fatalities identified or reported in 2020 related to the use of the Omnicell i.v.STATION, i.v.STATION ONCO and Anesthesia Workstation in the FDA Manufacturer and User Facility Device Experience.	SASB (HC-MS-250a.3)
Product safety	Number of FDA enforcement actions	<p>Omnicell has 2 products classified as medical devices.</p> <ol style="list-style-type: none"> The Omnicell i.v.STATION and i.v.STATION ONCO is by regulation considered a Class II, 510(k) exempt medical device. The Omnicell Anesthesia Workstation is by regulation considered a Class I medical device, the lowest risk category. <p>For 2020 there have been no FDA enforcement actions taken for Omnicell products, since there have been no violations of current Good Manufacturing Practices.</p>	SASB (HC-MS-250a.4)
Product Recalls	Number of recalls issued, total units recalled	For 2020 there have been no product recalls issued.	SASB HC-MS-250a.1.
Business ethics	Monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	None during reporting year 2020.	SASB (HC-DI-510a.2)
Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Description	Omnicell's privacy framework is a combination of privacy and security standards derived from NIST, GDPR, and CCPA. Omnicell strives to select the highest applicable standard pertaining to each privacy and/or security principle, such as notice, consent, least privilege access, etc. For product launches that require the use of PHI, we conduct a thorough privacy and information security analysis during our PPGM process that includes a privacy impact assessment, a security threat analysis, and ongoing risk assessments and analyses to determine whether the standards required for safe and secure transmission of data are met with each step in the PPGM process and subsequent commercial releases.	TC-SI-230a.2.

Sourcing

Indicator	Unit	2020 Initiatives	Standard
Critical material risks	Not yet defined	Omnicell's Quality Management System (QMS) includes a Risk Management Process (QSP-8) that spans all products and the product life cycle (product concept to product end of life) that addresses all risks that include, but are not limited to, the use of critical materials. The purpose is to ensure that Omnicell has a process to assess and evaluate risk to ensure there are mitigations in place to reduce risks to acceptable levels.	SASB (HC-MS-430a.3.)
Tier I suppliers' facilities participating in third-party audit programs for manufacturing, FCPA, and product quality	% of Suppliers	Omnicell has a Risk Based Supplier Management Program. High Risk Tier I suppliers are audited at a minimum of once every three years. Medium and Low Risk Tier I suppliers are subject to audit at any time. This process is laid out in QMS WI-21.12 "Measuring and Monitoring Suppliers." Tier 1 suppliers are audited once every three years.	SASB (HC-MS-430a.1.)
Omnicell facilities (with the exception of Satellite Sales Offices) participating in third-party audit programs for manufacturing and product quality.	% of Facilities	<p>Each of Omnicell's Manufacturing Facilities is ISO certified and 100% are audited annually by TUV Rhineland. The Facilities have the following ISO Certifications:</p> <ol style="list-style-type: none"> ISO 13485: Milpitas, CA and Warrendale, PA ISO 9001: St. Petersburg, FL and Bochum, Germany 	SASB (HC-MS-430a.1.)

About this Report

Omniceil publishes two main reports: the Annual Report on Form 10-K, which targets the financial and investor audience, and this Corporate Responsibility report, which targets a wide internal and external stakeholder audience. Published on April 8, 2021, this report covers Omnicell's corporate responsibility performance from January 1 to December 31, 2020. It includes all Omnicell businesses and operations that are financially consolidated in our 2020 Annual Report, available at:

<https://ir.omnicell.com/financials-filings/annual-reports-and-proxies>

Additional corporate responsibility content, technical details and definitions are available on our corporate responsibility page:

<https://www.omnicell.com/corporate-social-responsibility-esg>

To guide the selection of report content and improve report quality, we align our internal reporting with the Sustainability Accounting Standards Board. We also draw inspiration from the Global Reporting Initiative (GRI) Standards and the Task Force on Climate Related Financial Disclosure (TCFD).



TCFD | TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES



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