

Human Capital Support & Development

As of April 20, 2022

The success we have achieved as a company is based on the focused passion and dedication of our people. Our employees' commitment to Omega provides better service to our tenants and stakeholders, creates an inclusive and collegial working environment and generates long-term value for our shareholders and the communities which we serve.

In order to continue this successful relationship, Omega invests significant time and resources in supporting and developing our employees.

- **Benefits:** Omega provides an extremely competitive benefits program including Medical, Dental and Vision coverage, a 401k with a 7% employer match, 12 weeks of paid parental leave to all employees upon the birth or adoption of a child, Flexible Spending Accounts, Employer-funded life and disability insurance, hospital indemnity, and supplemental long-term disability insurance, generous personal time off, flexible working hours and location, mother's room (breast-feeding/lactation facility), and corporate discounts. Healthcare insurance covers fertility services, contraception and gender reassignment services.
- **Training and Education:** Omega's culture values continuous learning and improvement. This allows our employees' skills to remain current and to adapt to new responsibilities and emerging market needs. As well as providing internally-administered online training programs, Omega provides financial support for continuing education credits, tuition reimbursement, and support to attend conferences and seminars. We encourage employees to work with their managers to identify learning opportunities that will contribute to their career goals and to Omega's success.
- **Employee Engagement:** Omega conducts a comprehensive survey of employees each year. This allows us to measure employee engagement and satisfaction and, when necessary, change procedures and implement initiatives to address recurring areas for improvement. In addition, Omega hosts all-employee meetings twice a year, providing both a general business update and allowing employees to ask questions and provide feedback to management.
- **Philanthropic Support:** As well as corporate donations to local, regional and national non-profit organizations, we support our employees in their philanthropic efforts, providing a generous dollar-for-dollar matching program.