

## 2022 Corporate ESG Summary Supplemental Data Bloomberg Gender-Equality Index Survey Responses

### Section 1: Leadership

Question	Answer (2022 Data)	Supplementary Information
Percentage of women on company board	38%	3 of our 8 Board Directors identify as female.
Chairperson is a woman	No	
Gender balance in board leadership	25%	1 of our 4 Board Committees are chaired by a board member who identifies as female.
Chief executive officer (CEO) is a woman	No	
Woman chief financial officer (CFO) or equivalent	No	
Percentage of women executive officers	25%	1 of our 4 Named Executive Officers identifies as female.
Chief diversity officer (CDO)	No	

### Section 2: Talent Pipeline

Question	Answer (2022 Data)	Supplementary Information
Percentage of women in total management	28%	7 women out of 25 total management positions.
Percentage of women in senior management	25%	2 women out of 8 Senior Management positions.
Percentage of women in middle management	29%	5 women out of 17 middle management positions.
Percentage of women in non-managerial positions	67%	18 women out of 27 non-managerial positions.
Percentage of women in total workforce	48%	25 women out of 52 total employees.
Percentage of women total promotions	14%	1 woman out of 7 total promotions.
Percentage of Women IT/Engineering	25%	1 of our 4 employees with IT and/or Engineering responsibilities is a woman.
Percentage of new hires are women	67%	In 2022, 3 employees were hired, of which 2 were women.
Percentage of women attrition	50%	In 2022, 2 employees left the company, of which 1 was a woman.
Time-bound action plan with targets to increase the representation of women in leadership positions	No	
Time-bound action plan with targets to increase the representation of women in the company	No	

\* The data provided represents 100% of our company workforce. As of December, 2022, Omega had 52 employees.

### Section 3: Pay

Question	Answer (2022 Data)	Supplementary Information
<b>Adjusted mean gender pay gap</b>	N/A	We do not calculate an adjusted mean gender pay gap, as we have fewer than 100 employees. See below for the average raw gender pay gap analysis.
<b>Global mean (average) raw gender pay gap</b>	43%	We disclose the ratios of compensation, at each level of the company, by gender and race/ethnicity within our <a href="#">2022 ESG Summary Report</a> (see page 12).  Omega regularly conducts pay equity reviews as we seek to ensure women and men, on average, at various roles and levels of the Company, are paid equitably for their roles and contributions to our success. When a difference is uncovered in total compensation (across base, bonuses and equity), we seek to remediate the gap in order to achieve pay parity.
<b>Time-bound action plan to close its gender pay gap</b>	No	
<b>Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)</b>	No	

### Section 4: Inclusive Culture

Question	Answer (2022 Data)	Supplementary Information
<b>Number of weeks of fully paid primary parental leave offered</b>	12 weeks	
<b>Number of weeks of fully paid secondary parental leave offered</b>	12 weeks	
<b>Parental leave retention rate</b>	100%	
<b>Back-up family care services or subsidies through the company</b>	Yes	Omega provides an HRA (Healthcare Reimbursement Arrangement) for all employees who chose medical coverage through Omega's plan. Omega also provides a Hospital Indemnity plan that is in addition to any coverage provided by medical.
<b>Flexible working policy</b>	Yes	Omega provides flexible working hours and location for employees.
<b>Employee resource groups for women</b>	No	
<b>Unconscious bias training</b>	Yes	100% of employees receive mandatory unconscious bias training.
<b>Annual anti-sexual harassment training</b>	Yes	100% of employees receive mandatory harassment prevention training.

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