AMN Healthcare

EMPOWERING THE FUTURE OF CARE



2023

Sustainability & Social Impact Report

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A Letter from Our President and Chief Executive Officer

> “We are uniquely positioned to impact and drive innovation and improvements for our clients, healthcare professionals and, ultimately, in health equity and patient outcomes. We are fueled by the knowledge that what we do matters.”

Dear Fellow Stakeholders,

At AMN Healthcare, we are passionate about our mission to Empower the Future of Care by serving as a trusted, innovative, and strong partner to healthcare organizations nationwide. The work we do every day is fueled by the profound understanding that our impact translates to an elevated quality of care, deeper compassion, and better access for millions of patients across the country.

In 2023, AMN Healthcare continued its steadfast commitment to strong governance and corporate responsibility, both of which are vital to furthering our mission.

This report—our 10th annual—charts our progress on a full range of governance, social impact, and sustainability programs. I am pleased to highlight the strategies and core principles that make these programs successful in guiding our decisions, inspiring our team members, and creating shared value.

Driven by Business Strategy

Operating responsibly is fundamental to and fully consistent with our strategic priorities:

Addressing healthcare industry challenges. Delivering equitable, person-centered, culturally sensitive care for all is a primary focus for healthcare. This goal becomes more achievable when the diversity of the healthcare workforce and leadership reflects that of the communities they serve. AMN Healthcare plays an impactful role in helping our clients drive health and wellness for millions of patients every year. For example, our Physician and Leadership Solutions division helps organizations find high-quality diverse candidates, and our Language Services group deploys 4,000+ medically qualified interpreters to break down language barriers for patients with limited English proficiency or who are deaf or hard of hearing, driving better health outcomes for patients and better business outcomes for our clients.

Total talent management. Faced with growing patient demand, workforce shortages, and financial constraints, our clients are seeking a range of total talent solutions to deliver on their mission of care and are attracted to AMN Healthcare’s portfolio of broad, technology-enabled solutions. Healthcare organizations value the fact that our recruiting, staffing, and other services encompass a strong orientation to diversity, inclusion, and social responsibility. Combined with our experience and integrated and flexible solutions, this focus has made AMN Healthcare a valued partner to our clients in addressing their most pressing workforce needs, elevating the patient experience, and supporting health equity.

Agility and change. Agility is essential in a rapidly transforming healthcare industry. An important factor in our ability to move quickly and innovate is the diversity of perspectives in our workforce. Our commitment has resulted in an AMN Healthcare team that is currently 69% female (including 52% of executives) and 39% Black, Indigenous, and People of Color. We also aspire to being a catalyst for industry change, and invest in novel ways to build the healthcare talent pipeline to ensure needed quality care can be delivered well into the future. That investment includes contributions totaling more than $2 million in 2023 to advance the diversity, resilience, and pipeline of the healthcare workforce. This encompasses support for scholarships, faculty, and student success for historically underrepresented nursing and allied health students at a range of colleges and universities, including community colleges, Historically Black Colleges and Universities (HBCUs), and Hispanic Serving Institutions (HSIs).

Sustainability. We are committed to doing our part to accelerate sustainability. We measure and look to mitigate our environmental footprints. In response to requests from stakeholders, in 2023 we submitted our first CDP Climate Change Questionnaire. We also baselined our Scope 3 GHG emissions and are submitting long-term emissions reduction targets, which include Scopes 1, 2, and 3 emissions, for validation by the Science Based Targets initiative.

Guided by Embedded Principles

Four principles animate our impact initiatives.

We succeed by doing good, meaningful work every day. As the leader in technology-centric, healthcare total talent solutions, we are uniquely positioned to impact and drive innovation and improvements for our clients, healthcare professionals and, ultimately, in health equity and patient outcomes. We are fueled by the knowledge that what we do matters.

We put people first. Responsible and responsive action starts with our AMN Healthcare team members, who are at the heart of making a positive impact. That is why we prioritize their well-being and support their mental, emotional, and physical health. We work hard

A Letter from Our President and Chief Executive Officer

> **“We are committed to sustaining our leadership in corporate responsibility by understanding our clients’ evolving needs and swiftly adapting to the dynamic healthcare landscape.”**

to maintain an inclusive workplace where all can bring their whole selves to work and thrive. Our culture of inclusion, belonging, and transparency is reflected in our high Team Member Engagement Survey participation rate and scores; as well as having nearly half of our team members participate in one or more of our Employee Resource Groups. Our Hardship Fund issued 122 grants totaling $417,000 in 2023 to financially assist team members experiencing extreme difficulties, and our Caring for Caregivers Fund provided $219,000 to healthcare professionals dealing with financial hardships. We also foster professional growth through formal training and voluntary learning opportunities. We want AMN Healthcare to be the place where team members and healthcare professionals come to achieve all their professional aspirations.

We are outcomes-focused. We actively track metrics, many of which are presented in this report. Throughout 2023 we advanced our goals in key areas underlying our commitment to operating responsibly. Our strong performance is recognized by external organizations. This includes receiving the top rating by ISS Governance QualityScore and AAA status in MSCI ESG ratings. Additionally, in 2023 AMN Healthcare was recognized by the Bloomberg Gender-Equality Index, the Human Rights Campaign Corporate Equality Index, and again by Newsweek as one of America’s Most Responsible Companies, and by Becker’s Healthcare as one of the Top 150 places to Work.

We are good stewards. Strong governance and social responsibility have been embedded throughout AMN Healthcare from our earliest days. Our values and practices are intrinsic to our business performance. They motivate our strategies and inform our daily interactions with stakeholders. Our diverse Board of Directors guides our strategic direction and sets the tone for our commitment to our values, ethics, compliance, sustainability, and social impact. AMN Healthcare is an industry leader in business ethics and compliance, and was recently recognized by Ethisphere for our exemplary program.

Empowered by Change

We are committed to sustaining our leadership in corporate responsibility by understanding our clients’ evolving needs and swiftly adapting to the dynamic healthcare landscape. This leadership comes from the core values shared by every AMN Healthcare team member. They guide our work—both what we do and how we do it—as we fulfill our mission to empower the future of care. Our constant innovation ensures we will remain at the forefront, driving exceptional outcomes across the healthcare ecosystem. Our abiding commitment is essential to healthcare, sought by our customers, expected by our stakeholders, and valuable for our company and its communities.

Sincerely,



Cary Grace
President and Chief Executive Officer



2023 Highlights

Patient Care

200K+
placements of
148K+
unique healthcare professionals in temporary & permanent positions

20M
patient encounters where
4K+
interpreters bridged language barriers

$2M+
invested in healthcare workforce resilience and diversity

Diversity, Equity & Inclusion

Women	BIPOC*	Other
69% of team members	**39%** of team members	**3.26%** LGBTQ+
63% of all leaders	**30%** of all leaders	**2.82%** Disabled
52% of executives	**16%** of executives	**2.45%** Veterans
56% of Board of Directors	**33%** of Board of Directors	**$580M** in spend with small and/or diverse businesses

Responsible Business Practices

Compliance Leader Verification earned from Ethisphere

Enterprise Artificial Intelligence Adoption Committee established

Vendor and Supplier Code of Conduct enhanced to clarify expectations for our business partners

Climate Impact

Set Science-Based Targets for Scopes 1, 2, and 3 GHG emissions

100%
renewable energy for our operations, and offset remaining Scopes 1 & 2 emissions

Impressively scored a **B– in our first CDP Climate Change Questionnaire** submission

* In this report, we are using "BIPOC" as an umbrella term that includes historically underrepresented racial and ethnic groups, including people who identify as Black, Hispanic/Latinx, Asian, Native Hawaiian or Other Pacific Islander, Native American or Alaskan Native, Two or More Races, and Other.

ESG Ratings

GOVERNANCE QUALITYSCORE 1 — HIGHEST RANKED BY ISS ESG

SOCIAL QUALITYSCORE 2 — ISS ESG

ENVIRONMENTAL QUALITYSCORE 3 — ISS ESG

MSCI ESG RATINGS AAA
CCC | B | BB | BBB | A | AA | AAA

SUSTAINALYTICS 17.2 Low Risk

Negligible	Low	Medium	High	Severe
0 - 10	10 - 20	20 - 30	30 - 40	40+

Recognitions

Gold Seal of Approval® from the Joint Commission (2006–2024)

NCQA Corporate Certification (2011–2024)

Newsweek's List of America's Most Responsible Companies (2020–2024)

Newsweek's List of America's Greatest Workplaces for Diversity (2024)

Forbes Best Employers for Women (2020, 2023)

Bloomberg Gender-Equality Index (2018–2023)

Women's Forum of New York, Corporate Champion Honoree for Over 40% Female Board Representation (2017–2023, biennial)

Human Rights Campaign Foundation Corporate Equality Index (2018–2023)

Forbes America's Best Temporary Staffing Firms (2023)

Modern Healthcare Top Executive Search Firm (2020–2023)

Barron's 100 Most Sustainable Companies (2022)

National Association of Corporate Directors (NACD) Diversity, Equity & Inclusion Award (2022)

Becker's 150 Top Places to Work in Healthcare (2016–2019, 2023)

Western Regional Minority Supplier Development Council Prime Supplier of the Year for work with Minority-Owned Businesses (2022)















Other recent third-party recognitions of AMN Healthcare can be found here.

A Decade of Impact

Our Environmental, Social, and Governance ("ESG") strategy is focused where we see the most meaningful opportunities for impact on our business, within our industry and in society. It is designed to solidify our business resilience, increase opportunity, and reduce risk. Our strategy is premised on the core belief that supporting the health and wellness of team members and healthcare professionals, as well as the broader communities in which we live and work, provides us with a competitive advantage by improving stakeholder engagement, supporting talent acquisition and retention, and driving innovation and cost savings. We strive to provide a safe and equitable work environment that enables our team members and healthcare professionals to achieve their personal and professional goals and respects and values their humanity. For nearly 40 years, we have worked to embed these principles into our value proposition to position AMN Healthcare as the employer and strategic partner of choice.

As the leader in technology-centric total talent solutions for the healthcare sector in the United States, our business is uniquely positioned to drive innovation and improvements to address an increasingly interconnected set of challenges, from fostering the diversity and resilience of the healthcare workforce to supporting our clients' efforts to tackle persistent health inequities. Our continued investment in technology platforms helps our clients and healthcare professionals provide improved patient access to quality care. Our leadership, team members, healthcare professionals, and clients comprise an ecosystem that works to develop and provide long-term solutions for the delivery of ever-more accessible healthcare.

The foundation of our impact continues to be our unwavering commitment to ethics, transparency, and good governance.

This foundational commitment and the importance of its contribution to our business have been transparently disclosed and recognized by leading organizations and indices over the last 10 years.

2013
First medical volunteer trip to Guatemala

2014
AMN Healthcare publishes its first Corporate Social Responsibility Report

2016
Acquired HealthSource Global to help ensure patients receive continuity of care during labor disruption events

2018
PAVE, AMN Healthcare's first Employee Resource Group, founded

2019
Honored with American Staffing Association Care Award for Best Social Responsibility Program in U.S. Staffing and Recruiting Industry

2020
Acquired Stratus Video to expand footprint to language interpretation—lowering barriers to healthcare for people with limited english proficiency

2021
Created the AMN Healthcare Team Member Hardship Fund

2022
Launched the Caring for Caregivers Fund to support clinicians facing hardships

2023
Published 1st footprint for our Scope 3 (value chain) GHG emissions

2024
Set near and long term Science-based climate targets for our Scopes 1, 2, and 3 GHG emissions

2013 · 2014 · 2016 · 2018 · 2019 · 2020 · 2021 · 2022 · 2023 · 2024

2018
First partnered with DAISY Foundation to recognize outstanding nurses

2019
Acquired Advanced Medical Personnel Services to expand healthcare staffing into schools

2021
Instituted "Rooney Rule" to drive Board diversity

2022
Published our 1st GHG emissions footprint for Scopes 1 & 2 emissions

2023
Joined the Healthcare Leadership Council's Health Equity Pledge

For other ways in which AMN Healthcare has innovated around health and wellness since its earliest days, see here and here.

About This Report

We are proud to share our 2023 Sustainability & Social Impact Report—our 10th annual report—which details our efforts to advance a healthy, just, and sustainable world. We chose Environmental, Social & Governance (ESG) as the title for our upleveled 2021 report to better align with stakeholder expectations. While terminology continues to evolve, investors remain interested in sustainability and social disclosures and data to inform their investment decisions. Our other key stakeholders, including clients, team members, and suppliers, continue to value sustainability and impact as well. We continue to use ESG to describe our framework and strategy and have evolved this report's title to "Sustainability & Social Impact" to more clearly communicate how AMN Healthcare's purpose drives value.

The information presented in this report covers the activities and accomplishments in our fiscal year ending December 31, 2023, unless otherwise noted. Where appropriate, descriptions of our practices, policies, and programs may reflect more current information. Topics addressed and terms used in this report may be different from those terms used in the context of filings with the U.S. Securities and Exchange Commission (SEC). Issues deemed relevant for the purpose of this report or our ESG stakeholder assessment may not be deemed material for SEC filings. While we believe that our Sustainability and Social Impact disclosures and methodologies reflect our business strategy and are reasonable at the time made or used, as our business or applicable methodologies, standards, or regulations develop and evolve, we may revise or cease reporting or using certain disclosures and methodologies if we determine that they are no longer advisable or appropriate or if we are otherwise required to do so. While corporate social responsibility remains a priority for our business, our assessments have led us to conclude that our environmental impacts and risks are not material to our business at present. We include these issues in this report in the interest of transparency and to respond to interest from our stakeholders, but do not intend the characterizations in this as above, including that certain environmental issues are being considered in our business decisions, to indicate that the issue is material for the purposes of securities regulations.

In crafting this report, we have considered the recommendations of certain disclosure frameworks and standards, including: Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (UN SDGs). We disclose according to those recommendations as appropriate and reasonable for our business. While we may provide disclosures relating to a certain topic or recommendation, providing the disclosure, in and of itself, does not indicate that AMN Healthcare considers the topic or recommendation material to AMN Healthcare's business for the purpose of securities regulations.



About AMN Healthcare

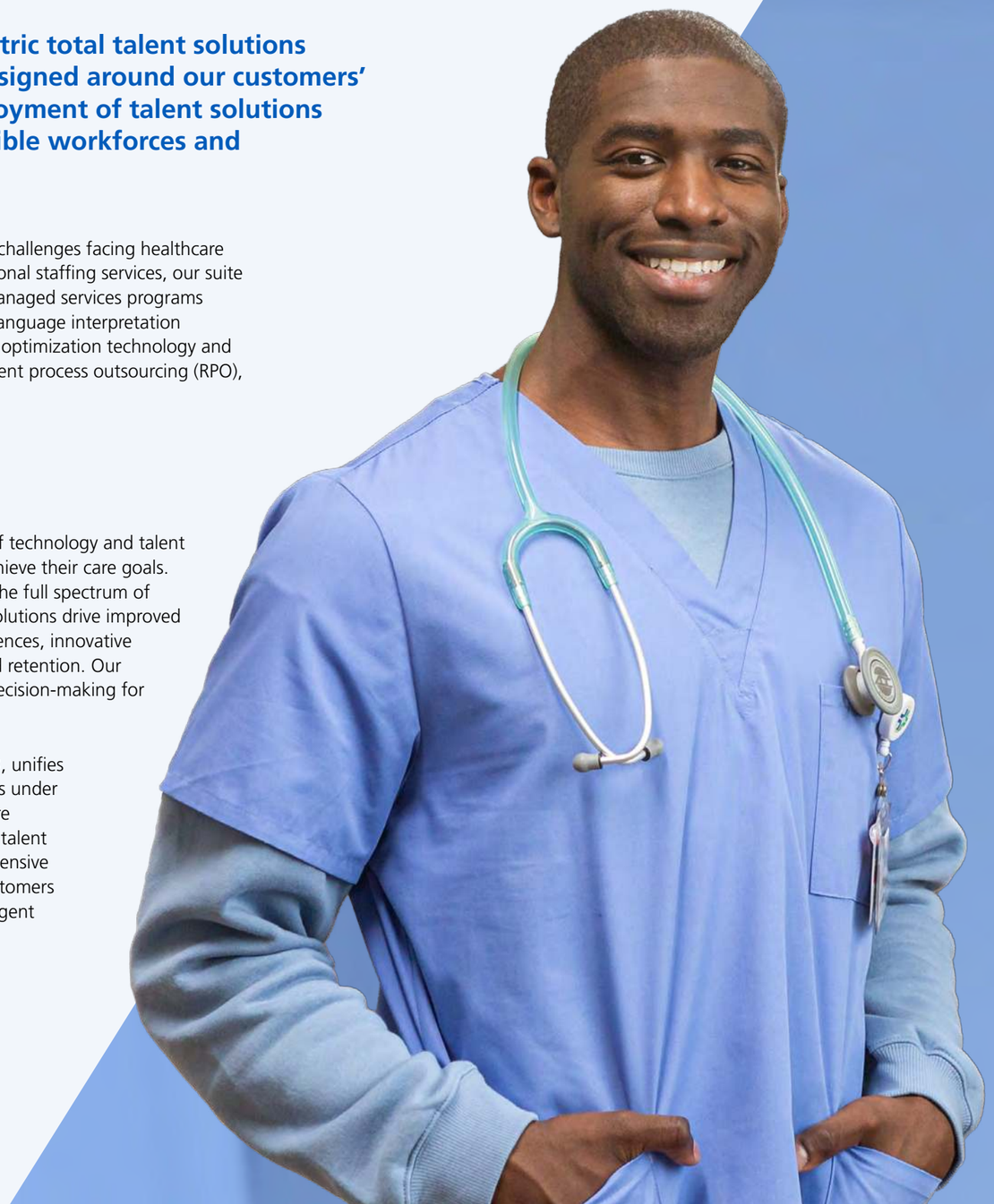
AMN Healthcare is a tech-centric total talent solutions company. Our services are designed around our customers' needs to drive seamless deployment of talent solutions that enable high quality, flexible workforces and care delivery.

We focus on addressing the most significant challenges facing healthcare organizations today. In addition to our traditional staffing services, our suite of healthcare workforce solutions includes managed services programs (MSP), vendor management systems (VMS), language interpretation services, predictive labor analytics, workforce optimization technology and consulting, clinical labor scheduling, recruitment process outsourcing (RPO), and revenue cycle solutions.

OneAMN

AMN Healthcare has built a team and suite of technology and talent solutions to help healthcare organizations achieve their care goals. We help clients assess, acquire, and engage the full spectrum of talent, from clinical staff to leadership. Our solutions drive improved efficiency and flexibility, better patient experiences, innovative care models, and workforce engagement and retention. Our data, insights, and analytics drive informed decision-making for improved patient satisfaction and outcomes.

Our OneAMN initiative, which began in 2023, unifies our different company identities and solutions under the powerful, market-leading AMN Healthcare brand experience. It also crystallizes our total talent management approach, underscoring the extensive menu of integrated solutions we bring to customers to meet their permanent, flexible, and contingent talent needs.



Empowering the Future of Care

Broaden access by getting healthcare professionals where they need to be to deliver care	Remove any challenges in getting people to the right place at the right time to deliver care
Enable efficiency, expertise & compassion at the point of care delivery	Automate work tasks related to care delivery through process and technology
Accelerate decision-making & actions by leading with integrated technology	Deploy technology that integrates multiple steps of a journey to ease the burden and improve the outcome
Expand the realm of possible for healthcare professionals to work how, where, and when they want	Create flexible work opportunities and career choice for healthcare professionals
Develop the next generation of workforce and capabilities	Build, develop, and retain the healthcare workforce through upskiling and personalization

2023 Business at a Glance

39 years
as a leader in healthcare total talent solutions

$7.6 billion
spend under management through VMS and MSP solutions

3,585
team members

200K+
healthcare professional placements

Thousands
of clients served

$3.8B
Revenue

AMN Healthcare invests through internal development and strategic acquisitions to expand the tech-centric total talent solutions we offer our clients. In 2023 we directed nearly 50% of capital expenditures to new and enhanced digital programs—such as mobile applications, our data analytics platform, augmented human intelligence, and other tools to provide our clients and healthcare professionals a personalized digital experience. Since 2013, we have completed 15 strategic acquisitions to grow and expand our capabilities in both technology and talent solutions.

Our services and solutions are structured in three business areas:

Workforce Technology



Talent Planning & Acquisition



Staffing & Search



To learn more about AMN Healthcare, please visit www.amnhealthcare.com.

Approach to Sustainability and Social Impact

We seek to drive and amplify positive impacts throughout our business, industry, and the communities we serve. Our approach to sustainability and social impact is embedded in how we **Empower the Future of Care**.

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Sustainability & Social Impact Strategy

Our Sustainability & Social Impact strategy is designed to drive impact and value for our business, our stakeholders, the communities we serve, and our planet. The focus of our ESG strategy, Health and Wellness for All, manifests in three pillars—Health, DEI, and Sustainability—and is built on a foundation of Responsible Governance.

Vision

Empowering the future of care to promote a healthy, just, equitable, and resilient world where all can thrive.

Aspiration

We strive to do good, meaningful work every day, driving outsized shared value.

Approach

- Focus and set ambitious goals
- Reduce our footprint and increase our positive impact
- Collaborate with client and industry partners to accelerate change
- Align and embed sustainability and social impact in the core of our business
- Drive accountability through strong governance

HEALTH AND WELLNESS FOR ALL

Health

Advance health and wellness for our team members, healthcare professionals, and communities.

2024 Priorities

- Continue to provide comprehensive health and wellness programs for our team members and healthcare professionals
- Support access to healthcare for communities through our business solutions
- Help clients optimize talent management to improve patient experience and outcomes

DEI

Drive diversity, equity, and inclusion at AMN Healthcare and throughout our value chain and industry.

2024 Priorities

- Equity in compensation and promotion
- Corporate workforce reaching racial & ethnic parity with U.S. Labor Statistics
- Create and share a DEI Compass

Sustainability

Catalyze a sustainable and regenerative future.

2024 Priorities

- Source 100% renewable energy & offset remaining Scopes 1 & 2 emissions*
- Seek validation of Scopes 1, 2, and 3 GHG emissions science-based targets by SBTi
- Evaluate water and waste reduction goals
- Create and share a sustainability blueprint

* For more detail see **Environment Section**.

Responsible Governance

Maintain commitment to corporate governance excellence through robust oversight, focus on transparency and disclosure and educational programs for stakeholders

Alignment with UN SDGs



Health Is at Our Core

As a national leader in tech-centric total talent solutions, we help our healthcare clients ensure that they have the talent they need when and where they need it most. Our healthcare professionals deliver high-quality care to millions of people in communities across the country through our wide array of talent solutions. For more on our efforts, see **Patient Care**.



Gender Equality Leader

We are committed to advancing gender equality and equity for our workforce, our healthcare professionals, and our communities. We have pioneered research on gender pay equity for physicians and invested in other programs. For more on our efforts, see **People and Culture**.



Workforce Is Our Business

We deploy thousands of healthcare professionals every year and prioritize and invest in the health and wellness of our corporate and healthcare workforces. For more on our efforts, see **People and Culture**.



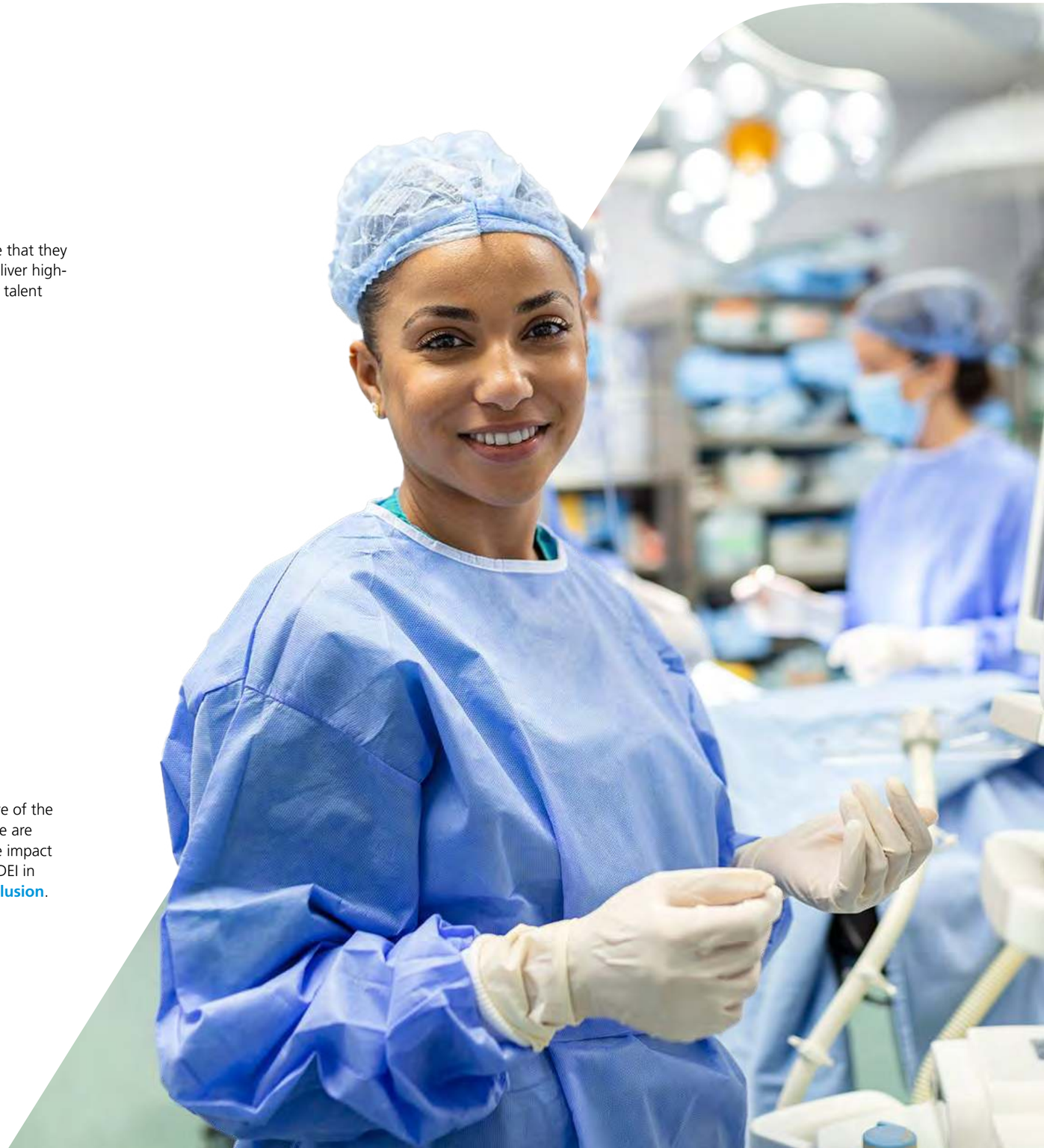
DEI Is in Our DNA

We strive to build a diverse, equitable, and inclusive culture at AMN Healthcare that is reflective of the communities in which we operate, and in which every one of our people feels they belong. We are collecting data on the diversity of the healthcare professionals we place to further advance the impact we make on healthcare delivery, and are partnering with our clients and suppliers to advance DEI in the staffing and healthcare industries. For more on our efforts, see **Diversity, Equity, and Inclusion**.



Catalyst

We aspire to accelerate the sustainability of the healthcare sector by doing our part to actively measure and manage our own footprint, including our full climate impact (Scopes 1, 2, and 3) and have set science-based targets. For more on our efforts, see **Environment**.



ESG Priorities Assessment

We conducted our first **ESG stakeholder assessment** in 2022. This process, carried out by a third-party expert, considered the impact of key internal and external factors on our company, as well as our impact on society and the environment. It enabled us to better understand risks and opportunities, and to determine the issues that matter most to our stakeholders.

The assessment provided important context and led to a list of priority topics and issues for AMN Healthcare to address in our business and strategy development.

Continuing Evolution

As part of our commitment and journey to doing good, meaningful work every day, we seek to improve our performance based on ongoing feedback from stakeholders. We continue to engage with our stakeholders to understand their perspectives on key ESG topics and strive to meet and exceed their expectations by continuously improving our performance and disclosure. For the various ways we engage with our stakeholders, see **page 19** of this report.



Our People and Culture

Governance

Financial Performance

Health and Wellness

Environmental impact

Governance and Ethics

How we do business matters. Championed by our Board of Directors and executive leadership, responsible governance is the foundation on which our impact is built.

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2023 Governance & Ethics Highlights

Independent Chairperson of the Board

75%

of the Committee Chairs on our Board of Directors are women or BIPOC

Maintained award-winning Board diversity of

56%

women, along with

33%

BIPOC

Earned the Compliance Leader Verification

from Ethisphere in recognition of AMN Healthcare's commitment to achieving a best-in-class Ethics and Compliance program

Conducted a voluntary privacy assessment

based on the framework of the National Institute of Standards and Technology (NIST)

Priority Topics

- Corporate Governance
- Ethics
- Information Security and Privacy
- Public Policy Advocacy Aligns with ESG Priorities
- Risk Preparedness and Management
- Transparency and Disclosure
- Workplace Health and Safety

Corporate Governance

Strong corporate governance is essential to advancing our purpose and goals, and to ensuring a culture of ethical behavior and transparency. Our corporate governance program encompasses oversight processes, comprehensive policies and procedures, diligent risk management, and robust stakeholder engagement.

Board of Directors

Our Board sets the tone for our commitment to values, ethics, compliance, and DEI initiatives and comprises a diverse group of seasoned executives with a broad collective skill set including experience in healthcare, finance and audit, mergers and acquisitions, government and policy advocacy, human capital management, risk management, and digital and technology.



Douglas D. Wheat
Independent
Chairman of the Board
Director since 1999



Jorge A. Caballero
Independent
Director since 2021



Mark G. Foletta
Independent
Director since 2012



Teri G. Fontenot
Independent
Director since 2019



Cary Grace
President and Chief Executive Officer
Director since 2022



R. Jeffrey Harris
Independent
Director since 2005



Daphne E. Jones
Independent
Director since 2018



Martha H. Marsh
Independent
Director since 2010



Sylvia Trent-Adams
Independent
Director since 2020

Executive Committee	**Chair**				✓	✓		
Corporate Governance & Compliance Committee	**Chair**				✓	✓		✓
Audit Committee	✓ (Financial Expert)	✓ (Financial Expert)	**Chair** (Financial Expert)			✓		
Talent and Compensation Committee		✓			✓		**Chair**	✓

Board Composition and Diversity

A diverse Board of Directors fosters innovation and more effective risk oversight, leading to more successful outcomes.

Over the last six years, AMN Healthcare has welcomed five new Board members, including our President and CEO. Currently, 56% of the members of our Board of Directors are women and 33% are Black or Hispanic/Latinx. We evaluate the composition of our Board on a regular basis to ensure it possesses diversity of skills, perspectives, and backgrounds, and the level of engagement needed to serve the best interests of our shareholders. Our Board has committed to the "Rooney Rule," whereby when considering candidates to fill an open seat, the pool of candidates from which the Board nominees are chosen includes candidates from historically underrepresented communities.

Board Diversity

Race/Ethnic Diversity



Gender Diversity



Age Diversity



ESG Oversight

The Board oversees AMN Healthcare's ESG strategy and the integration of ESG objectives into decision-making and operations. Climate-related considerations are scoped into the Enterprise Risk Management process and addressed in our Crisis Management Plan, both of which are formally presented to the Board annually. In December 2022, all Board members received training from the Conference Board ESG Center on their role in identifying and addressing ESG risks and opportunities.

The Board's committees are tasked with specific oversight responsibilities relevant to their areas of focus and receive regular updates on progress against goals at their meetings.

Our program includes a team responsible for Governance, Sustainability, and Social Impact that reports up through the Chief Legal Officer (CLO). Together, they regularly share updates with management on our objectives and progress. This team is responsible for advising on and further developing ESG strategy and ensuring alignment of activities across the organization. Several executive management members throughout the organization also apply their subject area expertise to ESG matters.

Board of Directors

Oversees ESG and Enterprise Risk Management (ERM) strategies (including crisis management plan)

Corporate Governance and Compliance Committee

- Integrates overall ESG strategy into the business and exercises active oversight of the execution of ESG initiatives
- Provides oversight of Corporate Governance practices
- Receives regular ESG progress reports from management
- Identifies and oversees the management of risks related to social impact and sustainability (including climate change risk)
- Oversees Ethics and Compliance and Privacy programs
- Is responsible for Board member refreshment

Talent and Compensation Committee

- Provides oversight of human capital management (including employee wellness and DEI initiatives)
- Conducts a quarterly review of workforce trends

Audit Committee

- Oversees our ERM program and addresses key risks, risk capacity, and risk appetite levels that provide the foundation for overall business strategy and annual goals
- Assists in identifying, and oversees the management of, financially material ESG risks
- Oversees technology-related risks, including cybersecurity
- Receives regular updates on our information security program, including any significant cybersecurity incidents or risks and related mitigation activities

Management and ESG Team

- Executive Committee and senior management are responsible for identifying and managing ESG priorities
- Cross-Functional Councils comprised of senior leaders from across the organization that execute strategy in priority ESG areas
- Sustainability and Social Impact team

Champions Programs

- Appointed by executive leadership
- Team members across the organization serve as "Champions" for the following areas: Ethics, Records/Privacy, Wellness, Diversity, Community, Learning, and Sustainability, among other areas

To learn more about AMN Healthcare, please visit **our Proxy Statement**.

Executive Compensation

At AMN Healthcare, 30% of the target annual cash incentive bonus awarded to the company's senior executives is based on achieving the strategic goals that will fuel our long-term success and create long-term value, including the achievement of ESG-related objectives. To learn more about our executive compensation practices, visit our **Proxy Statement.**

Stakeholder Engagement

AMN Healthcare believes that building productive working partnerships with our stakeholders is a core element of being a responsible and responsive partner. Engagement provides the foundation for building trust with our clients, team members, healthcare professionals, shareholders, supplier partners, and the communities we serve. We seek to engage our stakeholders in an open and constructive dialogue and to develop opportunities, programs, and solutions in response to their input.

AMN Healthcare engages stakeholders through channels relevant to each audience:

STAKEHOLDER GROUP	ENGAGEMENT METHODS
Team Members	• Engagement surveys • Company intranet • Newsletters • Company presentations (colleagues and leaders) • Team member roundtables with executives
Healthcare Professionals	• Focus groups • Advisory committees • Surveys • RN.com • Mobile apps, e.g., AMN Passport • Learning Management System • Social media • Industry events/forums • Podcasts
Clients	• Focus groups • Advisory committees • Procurement standards • Quarterly business reviews • Client and industry summits • Sustainability and social impact updates (as requested) • Social media • Podcasts • White Papers
Local and Federal Government	• Public policy interaction with local, state, and federal government on healthcare and employment, regulatory, and legal matters, led by dedicated government affairs and regulatory services functions
Suppliers/Vendors	• Industry conferences • In-person meetings • Surveys • Supplier summits • Vendor Development Program
Shareholders/Investors	• Quarterly and annual earnings calls • Investor presentations and conferences • Annual shareholders meeting • Formal shareholder engagement program and informal engagement throughout the year
Media/NGOs	• Ongoing healthcare research and insights • Ongoing communication throughout the year led by dedicated social impact and communication functions



Business Ethics and Compliance

As a trusted partner in healthcare, our commitment to ethics and transparency has never been more critical. These foundational values are business imperatives that underpin our every action and decision. At AMN Healthcare we understand that ethical conduct and unwavering integrity are the bedrock of trust and credibility among our clients, team members, healthcare professionals, and other stakeholders. We establish and communicate policies and procedures that clearly outline our ethical standards, as well as our expectations of our Board, teams, vendors, and partners.

Code of Conduct

Our Code of Conduct provides guidance to team members and healthcare professionals regarding our expectations and responsibilities for conducting business, including issues such as ethical decision-making, confidentiality, retaliation, human rights, DEI, discrimination and harassment, environmental and social impact, political activity, workplace health and safety, conflicts of interest, data security, privacy and accuracy, integrity, appropriate uses of company assets, fair competition, client interaction, doing business with the government, and anti-bribery and anti-corruption. AMN Healthcare's Code of Conduct applies to our Board of Directors, all full-time and part-time team members, agents, and officers, as well as interpreters, consultants, and healthcare professionals assigned to work with AMN Healthcare customers. All new team members receive the Code of Conduct during orientation and onboarding, and the information is reinforced through ongoing training and communication.

AMN Healthcare's Code of Conduct reflects our core values:

Customer Focus
At AMN Healthcare, we put people first, whether the customer is internal or external. We strive to go above and beyond in what we bring to every professional relationship, not just meeting, but exceeding expectations at every turn.

Respect
We value everyone's unique contribution and, as such, we treat everyone with the highest level of personal and professional courtesy, consideration, and care.

Trust
Our relationships are honest, authentic, and open. We pride ourselves on the fact that we keep our commitments. Our word is our promise.

Passion
We love what we do—and it shows. Passion makes the difference between just doing something—and doing it well. It's the fire that drives our purpose and our daily lives.

Continuous Improvement
We know that even our best efforts and our most robust solutions can always be better. We never settle for "good enough" and constantly seek opportunities and proactively embrace changes to improve.

Innovation
At AMN Healthcare, innovation is a mindset. We work to stay future-focused and committed to bringing new ideas to life that generate differentiated value for everyone.

Governance

AMN Healthcare's Ethics and Compliance program is overseen by our Board of Directors and Chief Legal Officer. The Board's Corporate Governance and Compliance Committee receives updates at each of its meetings on topics including third-party assessments, risk mitigation profiles, privacy, regulatory matters, and reports of potential ethics misconduct or violations. A presentation of these issues is made to the full Board annually. Key written policies and procedures are regularly reviewed by the Board and its committees to ensure that they encompass best practices that support our values and goals.

Our **Ethics in Action program** manages compliance training and the development and completion of department operational compliance audit plans. As part of this, our leadership appoints **Ethics Champions** and **Records Champions** to serve as ambassadors of ethics and compliance values and requirements. Ethics Champions and program leaders meet at least quarterly and engage in monthly compliance and ethics office hours. Each quarter has a designated risk, ethics, and compliance focus such as: fraud prevention, audit plan fundamentals, policies, the Code of Conduct, and Speak Up. During their one-year appointment, Champions are provided with training, relevant resources, and clearly defined expectations of their role.

Speak Up Policy

AMN Healthcare has established a Policy on Reporting Misconduct that we refer to as "Speak Up." It aims to facilitate the reporting of misconduct or violations of our Code of Conduct by describing the responsibility of each team member and healthcare professional to report suspected violations, the process for making a report, and the procedure that will be followed to investigate and follow up on reports received. Reports can be made through one of many channels, including a confidential hotline (available 24/7), and can be made anonymously. We make clear that all investigations are impartial, competent, honest, fair, timely, thorough, and confidential. Our goal is vigorous, efficient investigation and response to all potential or suspected violations, including proper discipline, which can include reprimand, demotion, reduction in pay, suspension, or termination. Our Speak Up policy specifies that we do not tolerate retaliation against anyone for making a good faith report, and it outlines a course of action in the event of suspected retaliation. In 2023, all new leaders received Speak Up training through the new leader training program.

WAYS TO SPEAK UP & REPORT ETHICAL MISCONDUCT

ETHICAL QUESTION OR DILEMMA?

- **Your Manager**
- **HR/Employee Relations**
- **Legal Department**
- **AMN Ethics in Action**

SUSPECTED VIOLATION OF THE LAW OR CODE OF CONDUCT

- **Chief Legal Officer**
  (by letter, phone, or email)
  ChiefLegalOfficer@amnhealthcare.com
- **Confidential Hotline**
  (866) 264-5474
- **Email Speak Up in Outlook**
  SpeakUp-DL@AMNHealthcare.com
- **AMN Confidential Reporting Form (Connections)**

Vendor and Supplier Code of Conduct

Anchored in our core values, our Vendor and Supplier Code of Conduct expresses the expectations we have of our vendors, including suppliers, contractors, partners, agents, or any company delivering products and services to or for AMN Healthcare. We choose our vendors carefully and seek to work with those who share our values and commitment to ethical business practices and legal compliance. In 2023, we expanded, reorganized, and refreshed our Vendor and Supplier Code of Conduct to make it more approachable to all readers through simplified language and examples. We also occasionally audit vendors to confirm compliance with our Vendor and Supplier Code of Conduct, and we prescribe corrective actions in cases of non-adherence to our expectations.

Our Vendor and Supplier Code of Conduct covers issues such as anti-bribery and anti-corruption, conflicts of interest, gifts and entertainment, competition and anti-trust, reputation management, insider trading, document integrity, privacy and data protection, and regulatory compliance. Our Vendor and Supplier Code of Conduct also sets our expectations for the protection of people in the workplace and in communities: labor and human rights, DEI, and environmental impact mitigation.

3rd-Party Risk Management

At AMN Healthcare we have established a 3rd-Party Risk Management program that evaluates third-party vendors prior to doing business with AMN. This program ensures that risks related to our vendor relationships are appropriately identified and managed. This process includes representatives from Legal, Privacy, IT, Risk Management, Information Security, and Enterprise Risk Management to evaluate risks from their respective domains. The process includes industry-standard information security and technology assessments delivered within our Governance Risk Compliance (GRC) system.

Human Rights Policy

Our Human Rights Policy describes how we conduct business with the highest standards of ethics and compliance with laws, and how we strive to respect and promote human rights in all our relationships. The policy is applicable to our team members and healthcare professionals, as well as our vendors and suppliers.

Our approach to human rights is guided by the **International Labor Organization Declaration on Fundamental Principles**, the **Universal Declaration of Human Rights**, and the **United Nations Guiding Principles on Business and Human Rights**.

Training, Awareness, and Audits

We provide training programs and activities that outline expectations and responsibilities and serve as a guide for our daily decisions and actions. Our training is provided through two tracks: (1) specialized training for healthcare professionals; and (2) training for our corporate workforce.

AMN Healthcare Training Tracks

Healthcare Professionals

- Managed by our **Clinical Education Solutions** team, which oversees a learning management system (LMS) to ensure training compliance
- Tailored training through **The Workplace Safety Module** (TWSM) is required before healthcare professionals can be placed on assignment. TWSM provides training for clinical and non-clinical roles, and includes, among other topics:
  - > Workplace safety
  - > Professional practice (patient rights, ethical care, inclusive care, caring for diverse populations, anti-harassment training)
  - > Accountability training (reporting obligations)

Corporate Workforce

- Guided by the **corporate compliance and ethics program**, the **AMN Learning Hub** assigns compliance courses to team members according to the requirements of their position in the company. Training courses that must be completed by all team members include:
  - > Cybersecurity training (annually)
  - > Code of Conduct training and acceptance (review and acknowledgment annually with interactive training every two years)
  - > Harassment prevention and discrimination training (varies according to law)

We also assign an inclusive communications course (including unconscious bias training) and an interactive health and safety training program to all team members. We monitor and measure the overall effectiveness of our training through comprehension quizzes, tabletop exercises, and safety drills.

Policy Links

- Code of Conduct and Speak Up Policy
- Code of Conduct for Vendor and Supplier Partners
- Human Rights Policy
- Privacy Policy
- Corporate Political Activity Policy

Compliance and Ethics training program

97%

of corporate workforce, an increase from the year before.

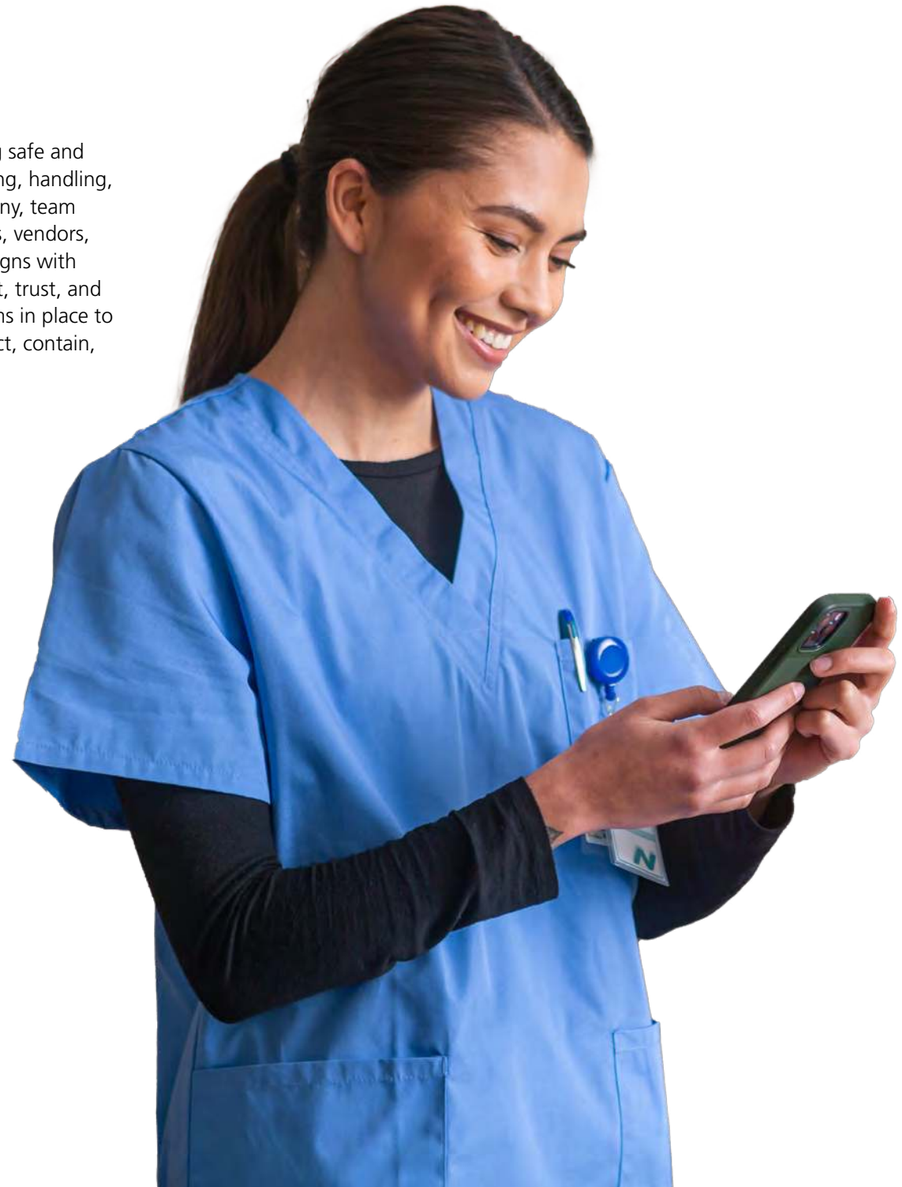


AMN Healthcare participates in an **annual National Corporate Compliance and Ethics Week**, providing education and resources to team members on topics such as privacy, fraud, our Speak Up Program, our Code of Conduct, department audit plans, and compliance and ethics training.

Data Privacy and Information Security

Approach

AMN Healthcare is committed to ensuring safe and secure systems for creating, receiving, using, handling, and storing information about our company, team members, healthcare professionals, clients, vendors, partners, and others. This commitment aligns with our core values of customer focus, respect, trust, and continuous improvement. We have systems in place to safely receive and store information, detect, contain, and respond to data security incidents.



Governance

Information security and data privacy are components of our company's ERM program. The Board of Directors has ultimate oversight responsibility through the Board committees and management; however, everyone at AMN Healthcare plays a critical role in information security and data privacy.

Policies and Adherence to Industry Standards

Our **Privacy Policy** defines what information we collect, how we use it, how long it is kept, how it is disclosed, how we protect and store information, and individual privacy rights. We continually update our external and internal policies to adhere to laws and evolving best practice, including the General Data Protection Regulation and California Consumer Privacy Act, as amended by the California Privacy Rights Act.

We use the NIST's Cybersecurity and Privacy Frameworks to improve our awareness, management, and reduction of our cybersecurity and privacy risk and to safeguard our networks and data. We have allocated resources and technology to comply with the changing data privacy regulatory requirements. We routinely evaluate and update our internal policies and procedures to make sure they match industry standards such as ISO 27001.

In 2023, we conducted a voluntary **NIST cybersecurity assessment.** The assessment is based on the five trust service principles of the NIST framework: identify, protect, detect, respond, recover. Similarly, in 2023 we also launched the complementary **NIST privacy assessment**, which is structured on these five principles: identify, govern, control, communicate, and protect.

Application of the NIST Privacy Framework provides us with an analysis and current benchmark of where AMN Healthcare's privacy program stands, including understanding the successes achieved to date and identifying opportunities for improvement. Through a series of workshops, we mapped vital data across departments and assessed privacy practices and needs.

For 2023, AMN Healthcare has also achieved SSAE18 SOC 2 Type 2 certifications for six of our consumer-facing talent solutions applications including: Language Services, ShiftWise Flex, B4Health, and Smart Square. SSAE18 SOC 2 Type 2 is the U.S. information security industry standard technology for commercial service providers. Certification procedures include attestation of an independent third-party review to an industry-leading information security–related framework.

Readiness

AMN Healthcare conducts business continuity tabletop exercises with participants from the Board, executive leadership, and team members from across the business. These proactive exercises are designed to simulate real-life cybersecurity and data privacy threats, and to provide opportunities to practice crisis response plans. The overall aim is to engage frontline executive- and board-level leadership to ensure organizational readiness.

The exercises have led to the implementation of a technology tool to improve business continuity plans and crisis communication channels for clients, healthcare professionals, and team members. We also formalized and reviewed a crisis notification and Board engagement framework, which includes escalation processes based on issue type and incident severity.

We also have an IT Risk Management Program with dedicated resources to handle technology risks and technology-related compliance requirements. Our team creates and updates, and reviews yearly information and technology policies that follow industry-standard frameworks (e.g., ISO 27001 & NIST Cybersecurity). These include access control policy, data inventory maintenance, a third-party risk assessment policy, logging and monitoring policy with a risk-based approach for all incidents. We use a leading GRC (Governance, Risk, and Compliance) commercial technology platform to manage risk to our technology assets; conduct and organize risk assessments; perform vendor risk assessments; and provide risk reporting to AMN executives.

Information Safety across Our Operations

Across our business operations, we use a combination of industry-leading tools, technologies, and best practices to protect AMN Healthcare and the personal information we maintain. We operate a Managed Detection and Response (MDR) program to identify and assess risk. Our information security team works to understand evolving threats and industry trends. We proactively share information and collaborate with federal authorities and organizations across different industries to fight cybercrime and advance capabilities in these areas.

As we assess the risks and changes in the cyber environment, we dynamically adjust our programs and investments as appropriate. These assessments have led us to establish:

- Proactive measures such as system patches, updates, and firewalls
- A series of training activities including cyber week (see Training and Education section)
- An enterprise incident response plan—tested via tabletops—enabling agile response times

Beyond our in-house capabilities we engage with security and technology vendors to assess our programs and test our technical capabilities. Penetration tests are conducted multiple times a year and any findings are remediated. We maintain insurance coverage to limit our exposure to certain events, including network security matters. Threats to cybersecurity are constantly evolving, and the company has faced cyber threats resulting in immaterial cyber incidents during the year. See the **3rd-Party Risk Management** section for a description of how we manage third-party information security and technology risks.



AMN Healthcare is not aware of any data breach of material impact during 2023.

Data Minimization

We have an enterprise-wide initiative that includes initial and ongoing efforts to minimize data and incorporate privacy by design. Our teams have implemented a formal data minimization plan that prioritizes the highest-risk systems. We seek to process only the minimum amount of data needed to conduct business. We do not collect personal data from third parties (except when required by law) and are committed to deleting data after reasonable, prescribed periods of time.

Complete minimization is an extensive, ongoing process that ultimately aims to align AMN Healthcare data practices with legal obligations, regardless of jurisdiction. We continually work to adhere to industry-standard data minimization guidelines.

Training and Education

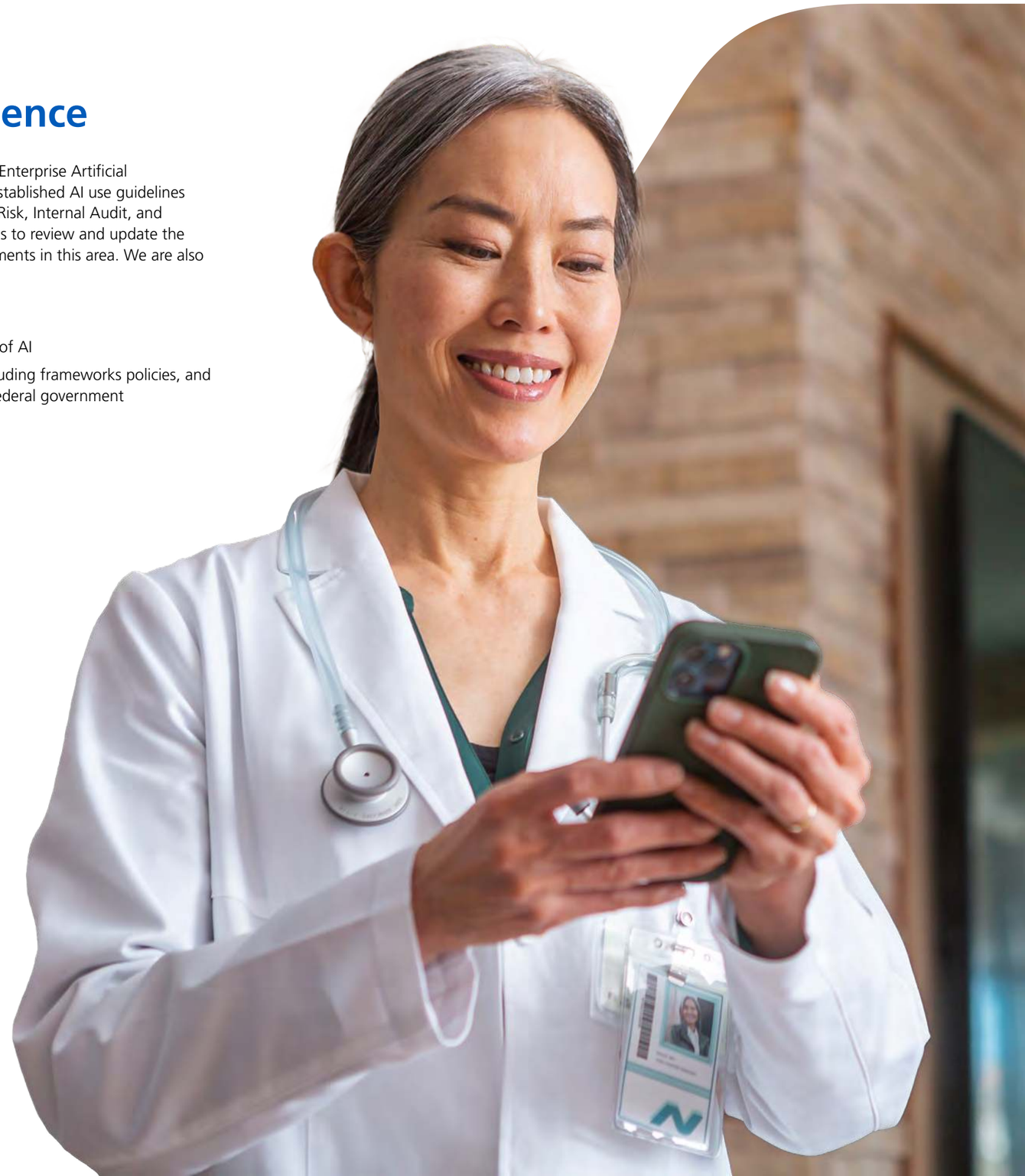
All team members must complete a course on information security annually. This includes training to understand how to protect company and personal information. Following is a synopsis of training courses and activities we offer to our team members:

- **Suspicious activity training**: Ongoing practice and education are provided for team members to recognize activity that may lead to compromise.
- **Phishing:** Since phishing, and its related targeting methods such as smishing, is a gateway to compromise, we regularly conduct phishing education and prevention campaigns. Users who fail the phishing tests must complete a refresher course.
- **Records champions**: Play a key role in educating colleagues about good data stewardship and ensuring compliance with records policies.
- **Senior Leadership Forum**: Includes a periodic executive brief where key partners present the latest security outlook and best practices.
- **National Cybersecurity Awareness Month**: Every October, we host various educational workshops and sessions for both technical and nontechnical team members, covering topics such as how to develop secure code and detect email from malicious sources.

Artificial Intelligence

At AMN Healthcare we have established an Enterprise Artificial Intelligence (AI) Adoption Committee that established AI use guidelines for the company. In partnership with the IT, Risk, Internal Audit, and Legal departments, the Committee continues to review and update the guidelines based on the fast-paced developments in this area. We are also pursuing the following actions:

- Assess business opportunities for AI
- Evaluate risk and potential bias in the use of AI
- Monitor the developing AI landscape, including frameworks policies, and recommendations from local, state, and federal government



Workplace Health and Safety

We care about and are committed to the health, wellness, and safety of our team members and healthcare professionals. People are the engine of our impact and their health and safety are key to our business longevity and growth.

Following are some of the principal elements of our Health and Safety program and activities.

Hazard inspection, identification, and mitigation

- AMN Healthcare complies with Federal OSHA and respective State Plans monitored by OSHA.
- Our Health & Safety Supervisor coordinates periodic onsite inspections of facilities with the Facilities or Risk Management teams to ensure worksites are free from recognizable hazards.
- Worksite inspections are required when new conditions are introduced into the workplace, when new hazards are recognized, and/or whenever workplace conditions warrant.
- An outside-loss control consultant identifies and recommends actions to minimize occupational health exposures.
- When hazards are identified, corrective actions are documented and assigned to an appropriate party with completion dates for remediation.
- Team members are encouraged to report any health and safety hazards and remove themselves from work situations that could cause personal injury or illness. Concerns can be reported through various channels, including:
  - > Directly using one of the following methods:
    1. Contact an AMN Healthcare leader
    2. Submit a "Workplace Hazard Facilities" ticket through our service request portal
    3. Contact the Risk Management department
    4. Contact AMN Healthcare's Human Resource Service Center
  - > Anonymously using one of the following methods: (1) call the AMN Healthcare Compliance Hotline (2) email the Speak Up program (3) submit a Reporting Misconduct Form found on the "Speak Up" link on AMN Healthcare's internal website
  - > Retaliatory action against any team member who reports a safety concern in good faith is strictly prohibited.

Workplace health services

- Facilities have first-aid kits and are equipped to treat minor injuries.
- Procedures are in place for addressing more significant injuries.

WELL building attributes

- Biophilic design elements
- Oxygenating plants throughout the offices to improve air quality
- Communicating stairwell that encourages movement throughout the day
- Well-being rooms
- Sit/stand workstations
- Acoustic elements and other elements that contribute to privacy

Team member involvement

- Intranet is updated continuously and includes resources on workplace health and safety, ergonomics, and emergency response, as well as mechanisms to report workplace hazards.
- Health & Safety Committee, comprised of representatives from Risk Management, Legal, Compliance, Human Resources, Facilities, Clinical Operations, and Housing and Travel meets to discuss relevant health and safety topics, injury and illness trends, and evolving legislation.
- Emergency Response Team is made up of team members certified in first aid , CPR, and AED and trained in fire evacuation, weather emergencies (earthquakes, hurricanes, tornadoes, etc.), medical emergency, and workplace violence.

Promotion of worker health and well-being

- Comprehensive and leading benefits and well-being programs for team members. Please see a summary of benefits in the **Health & Wellness for All** section of this report.

Team member training

- Training is mandatory for all team members, and covers workplace hazard prevention and reporting, ergonomics, infectious disease control, and emergency and crisis response.
- Training is scheduled and tracked through the AMN Healthcare Learning Management System.

Healthcare professional health and safety

- Our commitment to health and safety extends to our healthcare professionals. AMN Healthcare's Clinical Education Solutions team supports them from the time they apply, through their entire journey. Our healthcare professionals complete assigned courses, including courses related to workplace safety. Healthcare professionals cannot be placed on an assignment unless they have completed their required assigned courses. AMN Healthcare also has policies that provide procedures for healthcare professionals to follow in the event they contract a communicable disease.

In 2023, there were 440 work-related injuries and illnesses reported for healthcare providers, and 10 work-related injuries and illnesses were reported for team members.

Work-Related Injuries

450

For all employees

0

- The number and rate of fatalities as a result of work-related injury
- The number and rate of high-consequence work-related injuries

10/0.2

The number and rate of recordable work-related injuries

Repetitive motion and slip/trip/falls

The main types of work-related injury

AMN Healthcare's 2023 OSHA incident rate* was 0.2, which is lower than the industry's incident rate of 1.0.

* The Incident Rate represents the number of injuries and illness per 100 full-time workers. It is calculated as Number of Injuries and Illness X 200,000, where 200,000 is the base for 100 equivalent full-time workers (working forty hours per week, 50 weeks per year). AMN Healthcare's OSHA Incident Rate is for corporate team members, and is based on 11,787,182 hours worked.

Enterprise Risk Management

AMN Healthcare conducts an annual enterprise risk management (ERM) exercise that identifies the risks most likely to impact our financial and strategic objectives. We build mitigation measures into strategic planning objectives, resulting in a formalized risk appetite framework. The determination of our risks and risk appetite informs how we operate as a business, including how we allocate resources and make strategic and operational decisions.

The company's Executive Risk Management Committee (ERMC) meets at least annually to review the ERM framework, including the working committee structure, with an emphasis on the following risk areas:

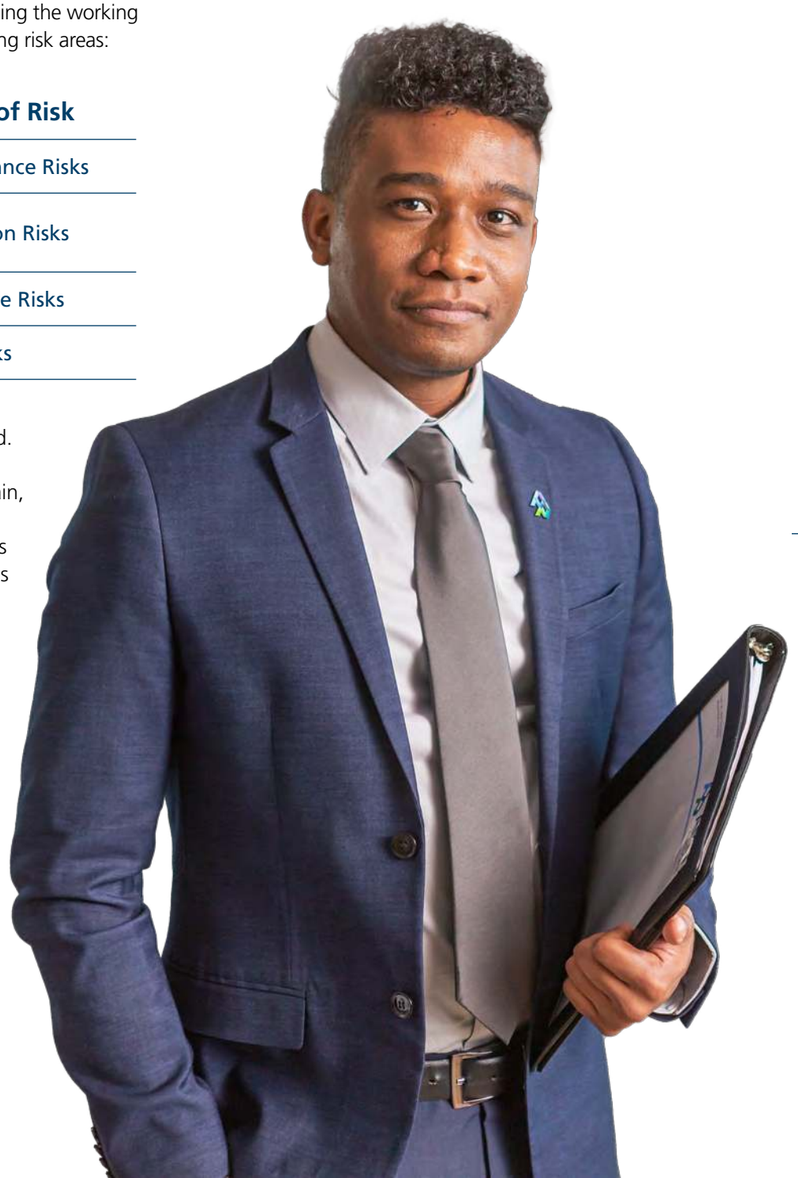
Key Risk Areas	Types of Risk
Client Engagement	Compliance Risks
Healthcare Professional & Supply Engagement	Litigation Risks
Competitive Positioning	Insurable Risks
Information Technology	ESG Risks

In 2023, ESG was added as one of the risks reviewed. The evaluation of ESG risk encompasses insurable, regulatory, litigation, market, reputational, value chain, and operational risks. And although ESG remains a priority for our business, our assessments have led us to conclude that our environmental impacts and risks are not material to our business at this time, or material for the purposes of securities regulations.

Governance

The Board oversees our enterprise wide risk management program and how the identified risks impact long-term strategies. At a minimum, the Board annually reviews the ERM program and Crisis Management Program.

In addition, we have designed and maintain internal processes and an internal control environment that further facilitate the identification and management of risks. This includes response-readiness processes such as planning, disaster recovery, and business continuity.



Business Model Resilience

Outlines how to navigate a disruption to our operations, and those of our clients and partners. It involves: (1) crisis response, (2) business continuity, and (3) IT disaster recovery. Detailed playbooks provide guidance based on the category and severity of disruption.

Crisis Management Program

To quickly minimize the effects of any disruption, our Crisis Response team launches key decision-making activities on issues with significant impact to company performance. A Crisis Response Resources page is available on our intranet for team members to access up-to-date information and a third-party tool is maintained to enhance communication.



Crisis Response Program

Disaster Recovery Program

There are mechanisms in place to enable information processing to resume quickly to support critical business processes. Our framework has built-in redundancies and additional standby capacity, and we regularly monitor and test for data backups.

Business Continuity Program

Each functional area has unique, written business resumption plans, which are updated every six months. The plans emphasize the areas that are particularly business-critical, such as payroll, communications, and information technology. The plans are tested annually and newly acquired businesses are added to the program as part of our integration process.

Government Relations and Political Activity

AMN Healthcare focuses on public policy issues that affect our business and participates in industry trade organizations representing the interests of healthcare. We comply with all laws regulating lobbying and the activities of corporations in the political process. We are guided by our mission and values, as well as our Corporate Political Activity Policy, which outlines our process.

The majority of our advocacy work focuses on expanding the Nurse Licensure Compact to increase flexibility for the healthcare workforce and access to care, and on advancing health equity. AMN Healthcare is a member of the Healthcare Leadership Council (HLC), a group that represents all sectors of the American healthcare industry. In 2023, we joined our fellow HLC members in committing to the Health Equity Pledge to advance health equity in the United States. The Health Equity Pledge encompasses principles and actions targeting the elimination of health disparities.



Political Contributions

In 2023, AMN Healthcare did not make any contributions to candidates, political parties, party officials, or to any Political Action Committees. See our **Corporate Political Activity Policy** for details on our approach.

Sharing our expertise on Capitol Hill

In 2023, our advocacy was exemplified by our team's testimony on Capitol Hill. Our team testified in a joint oversight hearing related to the Veterans Health Administration's (VHA's) recruitment and retention of healthcare workers.

This was the third time AMN Healthcare was invited to speak in front of a congressional subcommittee. We **presented insights** based on our experience in providing pathways to a long-lasting workforce in a post-pandemic environment. We were represented by our Vice President of Solution Design and Implementation, who not only spoke about staffing challenges, prolonged recruitment processes, a lack of competitive compensation, and an outdated strategic staffing and recruitment model, but also discussed opportunities for improvement. These are all issues that currently strain VHA facilities.

Health and Wellness for All

Our team members and healthcare professionals are the heart of our impact, helping our clients drive health and wellness for millions of patients every year. Our commitment to DEI and to our people is holistic and helps us empower the future of care.

30 Patient Care
37 People and Culture
43 Diversity, Equity, and Inclusion (DEI)

2023 Health & Wellness Highlights

$2M+
invested through organizations, colleges, and universities
to advance healthcare workforce pipeline, diversity, and resilience

Millions
of patients were able to access high-quality care from the
148K
healthcare professionals we placed across the country

Employee Stock Purchase Plan launched
to provide eligible team members and healthcare professionals the opportunity to purchase AMN stock at a discounted rate

Priority Topics

- DEI
- Economic Development and Impact
- Health Equity
- Impact on Access and Affordability
- Philanthropy and Volunteering
- Recruitment, Retention, and Engagement of Team Members and Healthcare Workers
- Responsible Supply Chain

Patient Care

Our Approach

AMN Healthcare provides healthcare organizations with the tools and means to improve affordability, access, and overall health equity. As healthcare systems changed their approach to contingent labor after the pandemic, our solutions help reduce costs, streamline processes, improve efficiencies, and enable our clients to focus on providing the best possible care to, and outcomes for, their patients.

Structured to provide optimal patient care:

Where We Are

Innovative Staffing and Total Talent Solutions Partner

- Strategic partner to major health systems
- Top 30 MSPs use average of 9 AMN solutions
- Full spectrum of workforce technology, staffing, and search solutions

Where We Are Going

- Provider of **comprehensive total talent solutions**
- Creating new, tech-enabled solutions for an **industry that needs innovation** to cost-effectively manage persistent labor challenges
- **Enhanced digital experience** for clinicians and clients

Client Impact and Thought Leadership

Our tech-centric total talent solutions enable high-quality, flexible workforces and care delivery for our clients.

Solutions range from traditional staffing to holistic workforce management platform
Available for all healthcare settings
Talent network includes all roles
Easy to use for talent: reliable, fast, and transparent
Entire spectrum of workforce resources available
Seamless integration of technology, enabling flexible deployment across healthcare spectrum

The impact of our solutions includes:

- Enabling clients to **centralize and better utilize contingent staffing**
- Ensuring **flexibility in labor planning** to drive efficiency
- **Accelerating time to hire** and **providing healthcare professionals** where and when needed
- Maintaining or improving **high quality of care**, enabling consistently positive patient experiences
- Increasing visibility and **efficiency for our healthcare professionals**
- Providing **career alternatives** for healthcare professionals to help reduce burnout and exodus from the field, which further impacts access, quality, and patient experience
- Providing the **solutions** that help our clients **advance health equity**

Highlights

24%
increase in language services minutes provided 2023 vs 2022

Held first in-person client summit
since the pandemic, allowing an opportunity for AMN Healthcare to meet with clients and share trends and best practices

AMN Passport
(an app nurses and allied health professionals use to find, book, and manage career opportunities) surpassed

220,000
users, has a **4.7** rating, and is the most downloaded app of its kind

Language Services

Our Language Services team supports healthcare access across the patient journey by providing remote and in-person options that break down language barriers. In addition to improving patient satisfaction, health outcomes, and health equity, our Language Services team ensures that Limited English Proficient (LEP) and deaf and hard-of-hearing patients receive the level of care they deserve.

Providing Language Services at the Seattle/King County Clinic

For four days in April 2023, AMN Healthcare facilitated **1,861** medical encounters for **3,066** LEP patients and logged **25,109** interpreter minutes at the Seattle/King County Clinic, nearly **five** times the average number of interpretation minutes AMN had provided since the clinic opened. The sessions were conducted in **45** languages. The annual clinic in Seattle, Washington, has provided uninsured and underinsured patients with free health care, vision, dental and follow-up care since 2014. The Clinic's aim is to address the growing health disparities in the region.



The need:

LEP patients are **less likely** to have insurance, see a doctor, and obtain high-quality care than their English-proficient counterparts.[1]

LEP patients are

40%

more likely to experience physical harm associated with an adverse event than English-speaking patients.[2]

20%

of LEP patients admit to not seeking healthcare services for fear of not understanding.[3]

Our work:

2,700
hospitals

4,000+
medically qualified interpreters

45+
languages offered via video

250+
languages offered via audio

20M+
patient interactions

Outcomes:

LEP patients with interpretation at admission and discharge have a

39%
lower likelihood of readmission within 30 days than LEP patients with no interpretation[4]

1.5 days
shorter length of stay for LEP patients who receive medically qualified interpreting services[4]

We make a difference:

Eliminating language barriers reduces patient harm, increases quality, and reduces liability risk.

Lowering hospital readmission rates, reducing unnecessary diagnostic testing, and reducing length of stay improves patient experience and health outcomes, and reduces cost.

Improved patient satisfaction, increased preventive screenings, better adherence to follow-up care, and fewer missed appointments are advantages of our solutions.

Our Language Services solutions comply with complex healthcare standards required by the Joint Commission, Centers for Medicare & Medicaid Services, DNV Healthcare Standards for Hospital Accreditation, Office of Civil Rights, The Americans with Disabilities Act, and the Affordable Care Act.

1 Borders T, Brannon-Goedeke A, Arif A, Xu K. Parents' reports of children's medical care access: are there Mexican-American versus non-Hispanic white disparities? Med Care. 2004;42:884–92. doi: 10.1097/01.mlr.0000135818.47100.8c.
2 Chandrika Divi et al., Language Proficiency and Adverse Events in U.S. Hospitals: A Pilot Study, 19 Int'l J. Qual. Health Care 60 (2007).
3 Wilson E, Chen AH, Grumbach K, Wang F, Fernandez A. Effects of limited English proficiency and physician language on health care comprehension. J Gen Intern Med 2005. Sep;20(9):800-806. 10.1111/j.1525-1497.2005.0174.x
4 **Promoting Health Equity Through Language Access**

Driving Health Equity for LEP Hispanic and Latinx Patients

In 2023 AMN Healthcare interpreters broke down language barriers by providing more than **170M** minutes of interpretation to millions of Spanish-speaking LEP patients and their families.

Driving Access for Deaf and Hard-of-Hearing Patients

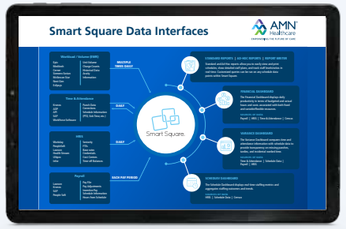
In 2023 our interpreters provided more than **6M** minutes of ASL interpretation, driving greater access and health for hundreds of thousands of deaf and hard-of-hearing patients and their families.

Job Access With Speech (JAWS) for Blind and Low-Vision Interpreters

Language Services has implemented JAWS as part of our strategy to broaden access to the tools and services AMN Healthcare brings to clients and communities. Through this program, a computer screen reader program for blind and low-vision people is incorporated seamlessly into the existing company platform. This setup enables language-qualified blind and low-vision professionals to work with LEP patients. New tools and services like JAWS not only help the patients we serve, but also allow us to bring new employment opportunities to all individuals, including blind and low-vision communities.

Technology Solutions

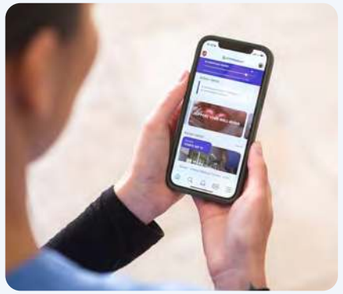
We are increasingly adding integrated technology to our solutions to accelerate decision-making and to increase the effectiveness of our work and the services we provide to our clients. Our aim is to deploy technology that integrates multiple steps of a process to increase efficiency for our clients and healthcare professionals, resulting in improved outcomes for patients.



Our **Smart Square® Healthcare Staff Scheduling Software** solution, which is SOC 2 compliant, combines workforce demand forecasting with robust and customizable scheduling capabilities and business intelligence tools, including predictive analytics. Beyond the technology, our consultative advisors partner with our clients to automate their strategic labor plans.



ShiftWise Flex is a Vendor Management System (VMS) exclusively designed for healthcare organizations to manage their unique total talent needs—clinical and nonclinical—across healthcare settings. It provides a modern experience that makes it easy to manage a flexible workforce.

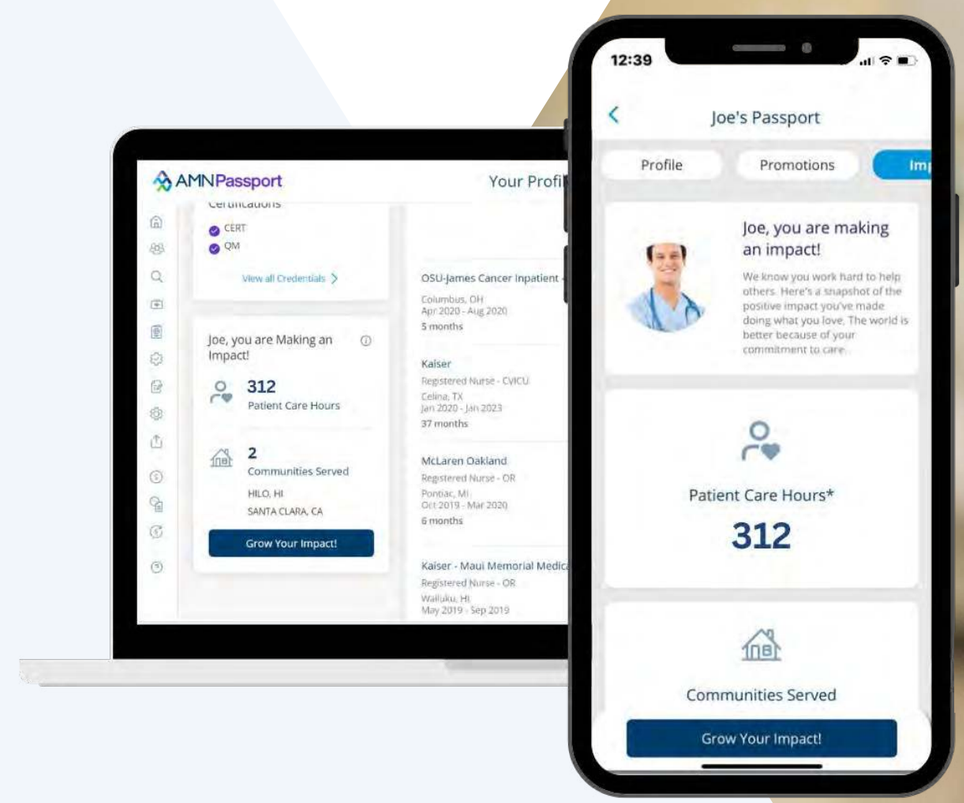


AMNPassport

Another of our tech-enabled solutions is the **AMN Passport** mobile app and web platform, designed for nurses and allied health professionals to find, book, and manage career opportunities. AMN Passport is the most downloaded app of its kind. In 2023, AMN Passport surpassed 220,000 downloads from registered healthcare professionals and holds an impressive 4.7 rating in the app store with over 16,000 reviews.

AMN Passport has revolutionized the way healthcare professionals connect and thrive in their careers. The app provides a self-service platform that makes job searching and assignment management easy for clinicians. It enables direct access to a large healthcare talent network and a multitude of job opportunities, clinician-driven AI-powered job match technology, compliance ease, and self-service credentialing.

A new feature of AMN Passport is the **Impact Tracker**, which allows healthcare professionals to follow their personal impact in the communities they serve, based on the number of communities and patient care hours they log, leading to an overall impact score.



Client Support

As an industry leader and innovator in healthcare total talent solutions, we engage actively throughout the year with our clients and peers to discuss trends in our industry, and to share best practices.

In 2023, we held our Talent and Innovation Client Summit, **Elevate 2023**, after a break due to the pandemic. The program was structured around formal presentations, roundtable discussions, and opportunities to network with peers across the healthcare ecosystem. Speakers included AMN Healthcare senior leaders and other healthcare experts who covered topics such as market trends, workforce challenges, retention strategies, technology and innovation in workforce planning, and strategies for optimizing the financial aspects of staffing. The summit provided attendees the ability to learn about and interact with the latest healthcare workforce solutions technology through live demonstrations conducted by our innovation team.

We also sponsored the District of Columbia Hospital Association's (DCHA's) **Patient Safety & Quality Summit,** whose theme in 2023 was "Moving Beyond Crisis: Harnessing Change to Advance Innovation in Healthcare." The sessions during the one-day event covered a broad range of healthcare topics including equity, diversity, and inclusion; workforce support; infection prevention; maternal and child health; value-based purchasing; patient safety and quality; and technology and artificial intelligence in healthcare.



Thought Leadership

AMN Healthcare's Center for Workforce Research generates a broad range of thought leadership resources that provide insight into current healthcare workforce trends and delivery models. The Center produces surveys, white papers, statistical data, and other thought leadership resources pertaining to healthcare workforce trends, innovation, and solutions. Some of those resources include:



Survey of Registered Nurses

examines the impact COVID-19 had on the career plans, job satisfaction, and mental health and wellness of more than 18,000 RNs. It also provides insights into collaborative solutions that need to be engaged by many sectors of the healthcare industry, professional organizations, and government. For a summary of the findings, see the **Healthcare Professional Engagement** section on page 36.

Enhancing Healthcare Executive Retention Through Clinical Staff Retention

explores the oft-overlooked connection between retention of healthcare executives, physicians, nurses, allied professionals, and other clinical staff, and outlines methods for enhancing retention.

Ethics in Healthcare

webinar explored the four principles of medical ethics and the process to address ethical issues in medicine.

Survey of Public School Healthcare Staffing Trends

looks at the healthcare professional staffing needs and practices at public school districts nationwide and is used as an informational resource for school administrators, policy makers, journalists, and others who follow healthcare staffing trends.

Forecasting Patient Demand: The Key to Effective Nurse Staffing Predictive Analytics

examines innovative tools and systems to increase efficiency and reduce cost of nursing staff.

Elevate Care

is a dedicated podcast series hosted by AMN Healthcare that discusses healthcare innovation and transformative breakthroughs. It features conversations with industry thought leaders focused on elevating the standard of care and discussing the technology and strategies used by top-performing healthcare organizations.

Healthcare World Languages Index

tracks the growing diversity of world languages used in patient/provider encounters and underscores the importance of clear communication and cultural understanding to positive healthcare outcomes.

Increasing the Number of Women Leaders in Academic Medicine

examines practical steps academic medical centers can take to enhance leadership opportunities for women.

Trends and Insights

Podcast participation in 2023 covered topics such as talent management strategies to build resilience and proactive strategies to build a balanced workforce.

Healthcare Trends Survey

reveals trends in healthcare delivery as identified by healthcare facility CEOs and other leaders nationwide.

White Papers | **Webinars and Podcasts** | **Surveys**

Healthcare Professional Development

People are at the heart of our business. Our ability to deliver the high quality of service and care our clients deserve and expect from us, directly impacting patient care, hinges on our ability to attract qualified and diverse healthcare professionals. Strong professional development and continuing education programs are key. We invest in numerous resources for healthcare professionals to promote and support their ongoing learning, which is a differentiator for AMN Healthcare.

Healthcare Workforce Investments

Making good on our commitment to empower the future of healthcare in the United States entails collaboration with many organizations and institutions in the academic sphere. We support a number of institutions through targeted initiatives.

Our workforce investment initiatives prioritize **health equity** and ensuring **an adequate supply of trained professionals along the healthcare continuum**.

In 2023, AMN Healthcare invested $1.8M through organizations, colleges, and universities **to advance healthcare workforce pipeline, diversity, and resilience**. Among these is **Columbia University's PLAN**.

In response to the current healthcare climate and the findings of our **2023 Survey of Registered Nurses**, this year we supported **nursing and allied education** through both faculty and student support, and by also focusing on nursing workforce resilience programs. AMN Healthcare funding was allocated to **10 academic institutions** and **two nonprofits** focused on healthcare professional resiliency across the United States.

Investments in Healthcare Workforce Diversity and Resilience

Our contributions have supported four key areas:

Faculty	to address teaching staff shortages in nursing programs
Scholarships	to enable access for students facing economic barriers, and to support successful completion of nursing and allied programs
Student Success	to increase nursing and allied student completion rates and help remove barriers to graduation, especially for historically underrepresented individuals and those facing economic barriers
Healthcare Workforce Resilience	to support the well-being and resilience of healthcare professionals through mental health resources and professional recognition



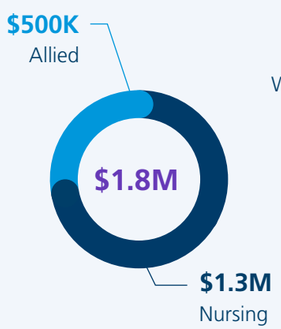
> **"The healthcare workforce does not, as it stands, fully reflect the brilliant diversity of the communities and patients it serves. Improving representation helps drive health equity. There is a critical need for more healthcare professionals across the care continuum. AMN Healthcare's investments in workforce diversity, resilience, and wellness are a key example of how we make important changes that will improve the health outcomes for everyone in this country."**
>
> **Cary Grace**
> President and
> Chief Executive Officer

$1.8M
in total funds invested

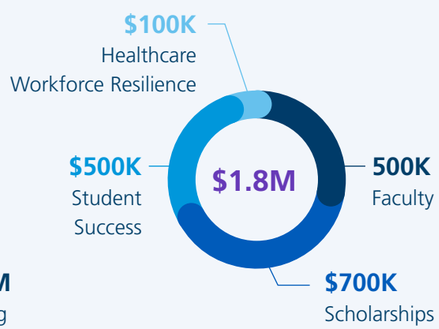
10+
colleges & universities supported

2
nonprofits focused on healthcare workforce resilience

By Discipline

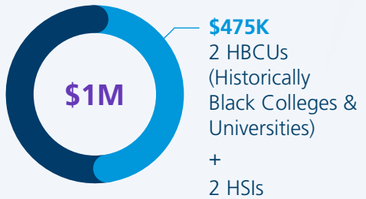


By What Was Supported



In support of historically underrepresented healthcare professional pipeline

Specifically focused on supporting the success of historically underrepresented nursing and allied students



Columbia University's PLAN

In 2023, AMN Healthcare made a significant investment in Columbia University's School of Nursing to fund nursing scholarships and holistic support at the master's and doctoral degree levels as part of the recently created Pathways to Leadership and Advancement in Nursing (PLAN) program. The foundational components of PLAN are financial, academic, emotional, and professional support services. The objective of the program is to create opportunities for historically underrepresented students and those facing significant economic barriers to degree completion, which will enable healthcare organizations to better represent the communities they serve.

AMN becomes Member Organization of Nurses on Boards Coalition (NOBC)

AMN Healthcare joined NOBC as a Member Organization. NOBC's mission is to improve the health of communities through the service of nurses on boards and other governance bodies. As an NOBC member, AMN will contribute to NOBC's objective of targeting board placements where nurses can influence policies regarding the social determinants of health to advance social justice and equity at the community level.

The DAISY Award: Recognizing Nursing Excellence

AMN Healthcare participates in and supports the DAISY Award for Extraordinary Nurses. Founded in 1999, the DAISY Foundation's worldwide awards program recognizes nurses for their superhuman work and positive impact. Since 2018, AMN Healthcare, in partnership with the DAISY Foundation, has recognized numerous of our outstanding healthcare professionals for the extraordinary, skillful, compassionate care they provide patients and families. In 2023, AMN Healthcare recognized 21 nurses. In addition, over the past two years we have contributed $100,000 to continue to grow and further the DAISY Foundation's mission of expressing gratitude to nurses around the world.

Healthcare Professional Education

AMN Healthcare is the leading provider of American Nurses Credentialing Center (ANCC) continuing education. We invest in RN.com, an AMN Healthcare website that advances the quality of healthcare training. RN.com delivers online clinical education to nursing professionals and provides free resources such as webinars, reports, and a nursing radio show. The site features more than 150 courses and has more than 160,000 paid members. Hundreds of healthcare facilities across the U.S. have made use of RN.com to improve job performance, delivery of care, and patient outcomes.

Our healthcare professionals also have free access to additional learning platforms that focus on a range of clinical topics and an opportunity to receive a continuing education tuition discount (offered at 14 universities).

Healthcare Professional Training

AMN Healthcare's Clinical Education Solutions team supports our healthcare professionals throughout their journey with our company. This team oversees our learning management system (LMS) to ensure training compliance for any given healthcare system including state licensure requirements. Healthcare professionals complete assigned courses through The Workplace Safety Module, which provides training for both clinical and nonclinical roles. Essential aspects of the module are workplace safety, professional practice, and accountability training. Other topics include protection of patient information, patient rights and ethical care, inclusive care and caring for diverse populations, reporting obligations, and anti-harassment training. Assigned courses vary depending on job description, regulations, and client requirements. Healthcare professionals cannot be placed on an assignment without having completed their required assigned courses.



"At a young age my mother was sick with heart issues and on her bad days I wanted to do everything I could to make her have a better day. She passed away when I was 9 years old. And at that age, I used to wonder what I could have done to make her last days feel like her best days. This was the start of me wanting to be in healthcare. My goal is to make a safe space in my patients' times of need, whether that's providing education, being a listening ear, or advocating for their care."

Ashley May
Daisy Award winner

"I started as a Licensed Practical Nurse who had worked in various skilled nursing facilities before deciding to go for my Registered Nurse degree. I started my RN career as an ICU nurse. However, there was one time that I had to float over to the ER to help with staffing. This forced me to adapt quickly to new tasks and juggle multiple assignments and I fell in love with being an ER nurse. Being a good nurse is about being altruistic, knowing how to work with healthcare team members, and bringing a positive outlook. I love being a nurse because I can help people in their most vulnerable and unexpected moments."

Jayson Nolasco
Daisy Award winner

Healthcare Professional Engagement

Regular engagement with our healthcare professionals is critical to understanding the challenges and barriers they face while on assignment. That is how we ensure the quick and effective resolution of issues that may arise. To that end, we conduct regular surveys to seek input. Feedback, incorporated into our business decisions and strategy, helps us set priorities in our advocacy for healthcare professionals, and guides the solutions we co-create with our partners.

Click here to see the infographic from the 2023 Survey of Registered Nurses results

2023 Survey of Registered Nurses

We regularly conduct executive onsite visits and pulse surveys, as well as a larger biennial survey of registered nurses (most recently conducted in January 2023, available **here**) to assess engagement issues across the healthcare workforce. Findings of the 2023 AMN Healthcare Survey of Registered Nurses include:



80%
of nurses say they experience a great deal or a lot of stress,

up 16 points
from 2021, with concerns that their job is affecting their health

94%
of respondents agree there is a severe or moderate shortage of nurses in their area, with

1/2
of nurses saying the shortage is severe

80%
of nurses expect the shortage to get much worse or somewhat worse in the next five years, with

1/2
of nurses saying the shortage will get much worse

Survey responses and the insights they enable serve as a guide for structuring development and support activities for our healthcare workers.

AMN Healthcare actively supports and encourages career growth and development for healthcare workers. A review process is included as part of each nursing and allied healthcare professional assignment.

Healthcare Professional Benefits and Well-being

We offer several resources and benefits to promote health, well-being, and work-life balance for our healthcare professionals. AMN Healthcare's Clinical Operations team partners with corporate Human Resources to provide benefits and well-being programs. These include medical, dental, and vision coverage, a 401(k) plan, an Employee Assistance Program (EAP), and a virtual telehealth service that provides mental health and physical health support. Clinical managers have been cross-trained in crisis care management and a centralized team is available for high-risk cases.

Caring for Caregivers Fund

Our Caring for Caregivers Fund supports healthcare professionals experiencing hardships.

$3 million
invested to launch the fund in 2022, and in 2023,

$219,000
awarded to

72
recipients

People and Culture

Highlights

3,585
team members

788
team members promoted or internally transferred

Recognitions

Becker's 150 Best Places to Work in Healthcare (2023)

Newsweek's List of America's Most Responsible Companies (2020–2024)

Newsweek's List of America's Greatest Workplaces for Diversity (2024)

Bloomberg Gender-Equality Index (2018–2023)

Human Rights Campaign Foundation Corporate Equality Index (2018–2023)

Forbes Best Employers for Women (2023)

Talent Acquisition and Retention

Delivering results for our clients requires a strong group of engaged team members responsible for sourcing exceptional talent with diverse skill sets and backgrounds. Our ability to attract, develop, engage, and retain top-tier talent is key to our business success, longevity, and growth. We seek people from various backgrounds with a broad range of expertise who can evolve and grow as professionals along with our company. To incentivize our team members, and to ensure that we attract the best talent, we offer competitive benefits and opportunities to build meaningful relationships with colleagues and clients. Our talent strategy also encompasses development programs for both personal and professional growth and well-being.

Talent Development and Workforce Engagement

Our team members work to advance the health and wellness of people across the country. We are dedicated to ensuring that they have the necessary tools and support as they propel our success in empowering the future of healthcare.

Professional development for our team members is managed through AMN Healthcare's Learning and Talent Development (LTD) program. The program includes four Leadership Development Roadmaps based on leadership seniority levels:

Leadership Development Roadmap

Leading the Business
- 360 Degree Assessments
- Executive Coaching
- Leader Lounge

Leading Leaders
- LEAD
- Leading Performance
- Sponsoring Change
- Leader Lounge

Leading Others
- LEAD
- From Me to We
- Leading Performance
- Leading Teams through Change
- Behavior-Based Interviewing
- Leader Lounge

Leading Self
- Taking Charge of Your Development
- Change Management Team Member Orientation
- Emerging Leader

In addition to the Leadership Development Roadmaps, the LTD program offers training at all levels, across multiple divisions, targeted to support team members wherever they are in their professional journey. The bulk of the training programs available to our team members include:

Program	Content	2023 Participation
LinkedIn Learning Platform	Most popular courses: mentoring, Microsoft Excel, career management, leadership, interpersonal communication, diversity and inclusion, time management, accountability	**12,899** hours and **9,947** courses completed with **2,546** people viewing content
Summer Associate Program	Interns were assigned to jobs under leaders in Human Resources, Legal, Finance, Sales, IT, Language Services, and Marketing and Communications	**32** positions in an eight-week cohort
AMN Mentorship Program (AMP)	Now in its second year, it is an influential avenue for engagement	Expanded to a broader group of team members in 2023 with **308** mentors and **605** mentees
Emerging Leaders Program	Designed to help high-potential team members make the transition from individual contributor to leader. This is a three-month course built on three modules: (1) knowing self, (2) building relationships, and (3) getting results.	**38** hours of coursework and **114** participants
Executive Coaching Program	This program is delivered through partnerships with LHH and Ezra (digital coaching) with primary objectives on the topics of managing, leading, and finding strategies to cope with challenging situations.	**313** hours of coursework and **26** participants
The E-Cornell Certificate Program	Certificate program consisted of 5 to 7 two-week-long online courses.This program was targeted to senior/ executive leadership across a dozen management subjects and several tracks. Recommended tracks included Change Management, Project Management, Leading Remote Teams, Executive Leadership, and DEI programs.	**247** course enrollments and **14** certificates awarded
LEAD	AMN Healthcare's flagship leadership program, targeted to leaders at all levels. The three-part program focuses on leading people and managing teams. **Module 1—Leadership Awareness:** expectations, culture and engagement, communication style **Module 2—Leader as Coach:** building relationships, setting expectations and goals, accountability, AMN coach model and practice, leading to prevent burnout **Module 3—Leadership Integrity:** ethics in action, change management, individual development plan.	**11** sessions of **21** hours each, for a total of **209** participants and more than **4,000** hours of training

Our talent development offering also includes a **Learning Champions initiative**, comprised of volunteers from each department who are passionate about promoting development within their spheres of influence. The Learning Champions participate in our AMN Learning Lounge chat channel, attend and facilitate bimonthly informational and training sessions, and act as liaisons between their departments and the Learning and Talent Development team.

AMN Healthcare actively supports and encourages career growth and development for team members through our annual **Performance Success Plan** review process. Annual reviews are provided at least once a year to 100% of our team members who have been employed for at least three months at year-end. Leaders are encouraged to conduct check-ins, provide feedback, and support team development throughout the year. These conversations lead to broader career development planning in our Individual Development Plan, where team members can incorporate the feedback provided by leaders within the context of their larger career trajectories.

AMN Healthcare offers a **tuition reimbursement program** of approved expenses at nationally recognized or accredited institutions of higher learning. The program aims to underwrite expenses that our team members incur in pursuing educational opportunities to build their careers with AMN Healthcare.

"My mentor exceeded my expectations."

"Getting a point of view from a leadership perspective has been invaluable."

"My mentor has provided me with resources to continue leadership growth."

Mentee Quotes

I feel I was able to support my mentee in meeting her goals for this experience."

"I have enjoyed our conversations and opportunities to discuss ways to enhance DEI at AMN."

Mentor Quotes



Culture

At AMN Healthcare, we strive to build a diverse, equitable, and inclusive culture, grounded in our **six core values of customer focus, trust, respect, passion, continuous improvement, and innovation**. We seek to hire team members and healthcare professionals who share our values and who positively contribute to a welcoming workplace culture.

Values in Practice (VIP) Award

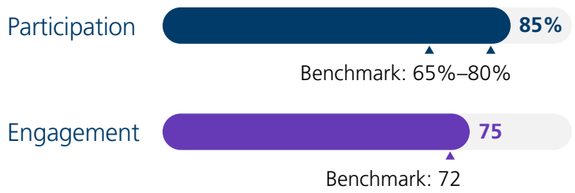
Our annual Values In Practice (VIP) awards are given to team members nominated for demonstrating excellence across our six core values. In 2023 we had 550 nominations and 24 VIP Award recipients. This year, one of our International Search Operations Coordinators was recognized for his excellence in Customer Focus for helping hundreds of internationally educated and trained nurses to relocate to the United States to serve an important need for our clients.

Engagement

In 2023, we continued to develop ways to engage our team members through a variety of formats, including presentations by and roundtables with our CEO, as well as other senior executives. We intentionally created virtual and in-person connection initiatives such as watch parties, town halls, and celebrations. Additionally, we enhanced our existing Employee Listening Program when we conducted our annual company-wide engagement survey by developing resources for leaders to support efforts to address opportunity areas.

The results from our July 2023 **Team Member Engagement Survey** reflect our team members' connection and commitment to our company and our enterprise goals.

2023 Team Member Engagement Survey



The benchmark for companies with 1,000+ employees is 65%-80% participation. An 85% enterprise participation rate tells us that our team members care deeply about their workplace and AMN Healthcare's overall success. Our high score coupled with high participation indicates that we have a robust culture of transparency.



2023 Team Member Engagement Survey: Top-rated Factors

TOP 3 SCORES	WHAT IS MEASURED
Future of Work	To what end does hybrid & remote work enable: • Career growth • Role success • Effective collaboration Shows that we have found effective ways to collaborate remotely and continue to leverage technology to maintain meaningful relationships and productivity
Social Connection	Perceptions on AMN Healthcare's positive impact on people and the planet Shows that our team members resonate with our Social Impact, DEI, and Sustainability efforts
Management	The extent to which team members' direct leaders: • Provide useful performance feedback • Update & share critical information • Express role model expectations • Welcome differing opinions Shows that direct leaders have a critical role in ensuring that team members feel valued and supported

To demonstrate how much we value open and honest feedback, AMN Healthcare's senior management held opportunities to engage directly with our executives around themes that emerged in our survey analysis:

- **Cascading messages to engage team members**
- **Staying connected in a hybrid work environment**
- **Leading engaging and purposeful staff meetings**

We also established an Engagement Hub where leaders can access resources on our intranet site to help them follow up on team member feedback.

For more on leader resources and training opportunities, please see **Talent Development** section above.

Benefits and Well-being

AMN Healthcare's comprehensive benefits package includes medical, dental, vision, long- and short-term disability insurance, and a matching program for retirement account contributions. In 2023 we further supported our eligible full-time and part-time team members' financial wellness by launching an Employee Stock Purchase Program. As of January 1, 2024, we have also launched a Roth 401k plan.

Our wellness program supports mental, emotional, and physical health through resources such as meditation tools, exercise classes, and our weekly mindfulness sessions Zen @ AMN. Other Wellness Programs we provide to our team members include:

Quit for Life

A free tobacco cessation program, available to team members, their spouses or domestic partners, and adult dependents.

Livongo Diabetes Management Program

Includes advice and tips, health-monitoring devices, personalized health signals, physician-based care, expert coaching support, and a step-by-step action plan.

Rally by Optum Interactive Wellness Platform

Provides incentives and tracking for physical activity and healthy eating.

AMN Wellness Champions program

Encourages a culture of health through leadership, enthusiasm, and support.

Empower Financial Wellness

Offers tools and resources based on individual interests around topics such as budgeting, paying for college, managing debt, and other financial well-being issues.

SupportLinc Employee Assistance Program (EAP)

Beginning in 2024, our EAP will offer confidential, in-the-moment support from a licensed clinician, free of charge, and will be available every day of the year. We also offer webinars for team members, addressing a range of topics.

Domestic Violence Support program

To ensure team members have a safe, supportive, and flexible work environment so they can take control of their lives.

AMN Healthcare's Hardship Fund

AMN Healthcare's Hardship Fund provides financial support to our team members experiencing extreme financial hardship, which could include serious or life-threatening illnesses, natural disasters, funeral costs, or other events causing financial strain. The Hardship Fund goes above and beyond our standard benefits and employee assistance programs and is in place to support our team members' resilience.

In 2023, the fund approved

122

grants, distributing over

$411,000

to support our team members in times of crisis.



Giving

In 2023, we launched a Social Impact strategy to guide our philanthropic approach to **Empower the Future of Care**. The overall goal of our impact strategy is Health and Wellness for All, and specifically, our aim is to combat systemic inequities in health, particularly as they affect historically underrepresented groups, both as healthcare providers and as patients.

Social Impact Strategy & Approach

Sustainable & Diverse Healthcare Workforce	**Grow & Diversify the Healthcare Professional Pipeline**
	Healthcare Professional Resilience
Access to Health	**Accessible Quality Healthcare Services**
	Closing Gaps in Health Outcomes

To guide our choice of initiatives, we created an analytical framework to arrive at the intersection of where the greatest needs meet our ability to have the most significant impact, in line with our philanthropic priorities. We strive to focus on activities where we can drive shared value.

Finding Focus to Drive Shared Value





Our Social Impact framework encompasses three areas of engagement for the philanthropic activities and programs we support.



$300K
Social Determinants of Health and other causes

$700K
Access to Health



$2M
Healthcare Professional Workforce Pipeline, Diversity, and Resilience

$500K
faculty

$700K+
scholarships

$500K
student success

$340K
healthcare professional resilience

Including
$219K
distributed from our Caring for Caregivers Fund to healthcare professionals experiencing significant financial hardships

Philanthropy and Volunteerism

Giving Back in Guatemala

AMN has sponsored volunteers, physicians, and other clinicians on medical trips to Guatemala since 2013. In 2017, we began a partnership with the International Esperanza Project (IEP) on medical and community development engagements.

To date,

21K+
patients treated

1,125
surgeries performed

224
volunteers, including

89
clinicians

772
clean cookstoves and water filtration systems installed in homes, improving indoor air quality and health

Helping Close to Home

AMN Healthcare also looks to make an impact in the communities where our team members and healthcare professionals live and work. Some of our highlights this year include collaborating with the University of North Texas Health Science Center, where we supported Remote Area Medical (RAM), a nonprofit that provides pop-up clinics offering free medical, dental, and vision services to underserved and uninsured people in need in communities across the country.

377
patients

$1.5M
private care value

$1M
donated to the Alzheimer's Association at the local and national levels since 2019

Our team members have also raised thousands of dollars in their local areas to support the annual Walk to End Alzheimer's.

Disaster Relief

$18K+
to Hawaii Fire Relief, of which

$6K+
was raised by team members.

Additionally, through Direct Relief International, we donated

$22K
to Turkey in the wake of the devastating earthquake suffered in that region



Diversity, Equity, and Inclusion (DEI)

Highlights

69%
of our team members are women

39%
self-identify as BIPOC. BIPOC representation is approaching parity with U.S. Bureau of Labor statistics on race and ethnicity.

$580M
spend with small and/or diverse businesses

Of our $3M+ in giving in 2023:

$1M
to driving a healthcare workforce pipeline that better reflects the communities and people being served (including nearly $500K to support scholarships and student success at HBCUs and HSIs).

$900K+
was contributed to nonprofits working to advance health equity via access to healthcare, DEI, and other social determinants of health.

DEI Strategic Pillars

Diversity, Equity, and Inclusion at AMN Healthcare is structured around three pillars: Workforce, Workplace, and Marketplace.

Workforce
The rich diversity of the team members who make up our workforce—and efforts to ensure we reflect the communities we serve.

Workplace
The interpersonal, cultural, and structural inclusiveness of our working environment—and equity in opportunity, compensation, and treatment.

Marketplace
DEI through an external lens, addressing key areas: Healthcare Professional DEI, Supplier Diversity, and Catalyzing DEI excellence in our value chain.



At AMN our **DEI outlook is grounded in our values, and in the belief** that we should respect all voices, seek diverse perspectives, and succeed together as a positive force for humanity. We can influence each other, our industry, and our communities by fostering a diverse and inclusive team. We continue to further embed DEI into our core business and decisions.

AMN Healthcare is an equal opportunity employer and makes all employment decisions on a nondiscriminatory basis and in compliance with all applicable laws.

Diversity
Embracing the ways we are similar and different such as race, ethnicity, gender, economic status, sexuality, age, religion, disability, neurodiversity, and other experiences and perspectives.

Equity
Fair and just treatment; **ensuring everyone has access to opportunities** to participate, advance, succeed, and thrive.

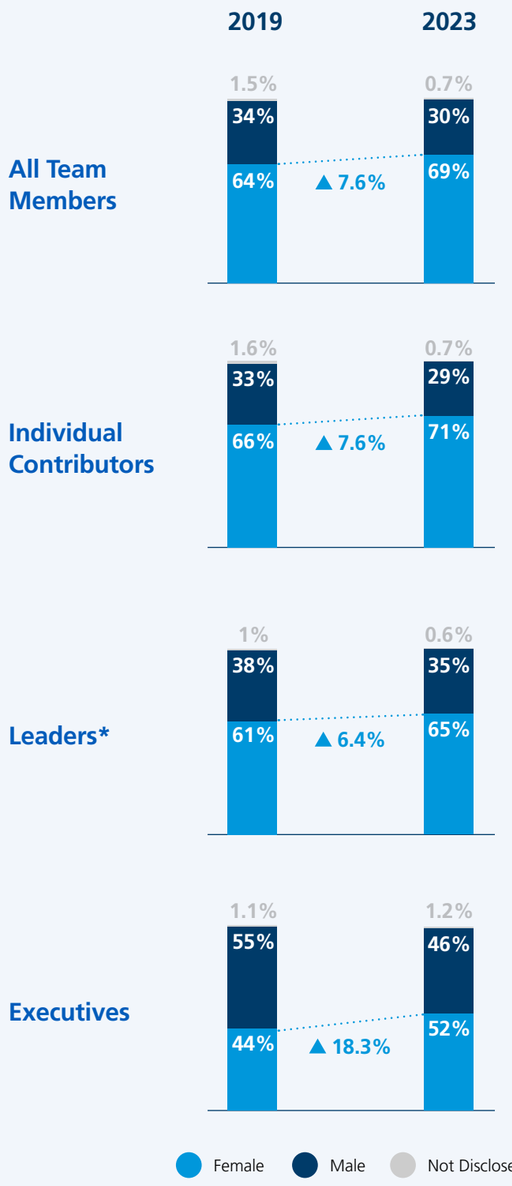
Inclusion
Actions that create a welcoming and affirming environment where everyone experiences a sense of belonging and connection.

Our Diverse Footprint

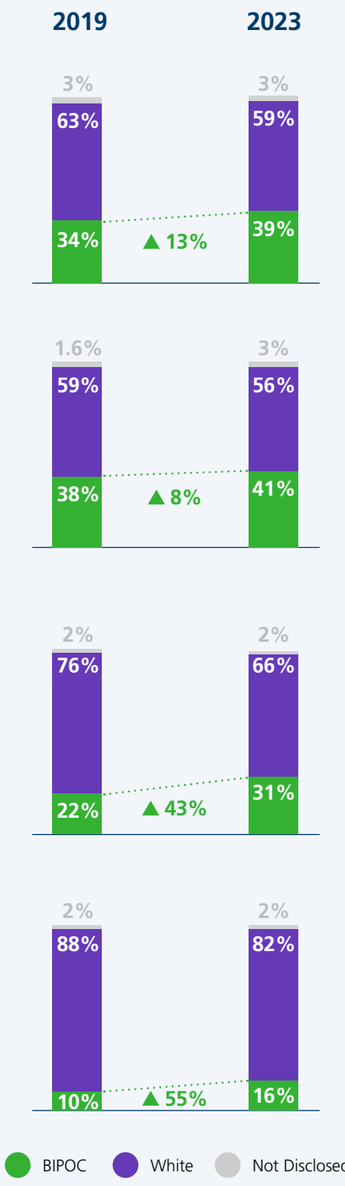
Demographic compositional data allows us to understand our unique workforce. We submit our diversity data to the U.S. Equal Employment Opportunity Commission in categories mandated by regulation. See our EE0-1 survey results here. Beyond EEO-1 reporting, we look at demographic composition through the lenses of gender, race and ethnicity, LGBTQ+ identity, veteran status, physical ability, and neurodiversity—as well as the intersectional identities that inform the richness of our collective diversity. In this report, we are using "BIPOC" as an umbrella term that includes historically underrepresented racial and ethnic groups, including people who identify as Black, Hispanic/Latinx, Asian, Native Hawaiian or Other Pacific Islander, Native American or Alaskan Native, Two or More Races, and Other.

	2019	2020	2021	2022	2023
Female	64%	65%	67%	69%	69%
Male	34%	34%	32%	30%	30%
Not Disclosed	1.5%	1.0%	1.2%	1.3%	0.7%
BIPOC	34%	33%	37%	41%	39%
White	63%	64%	60%	57%	59%
Not Disclosed	2.7%	2.8%	2.7%	2.6%	2.6%
LGBTQ+	2.5%	2.6%	3.1%	3.4%	3.3%
Veterans	2.4%	2.3%	2.2%	2.6%	2.5%
Disability	2.1%	2.2%	2.7%	3.0%	2.8%

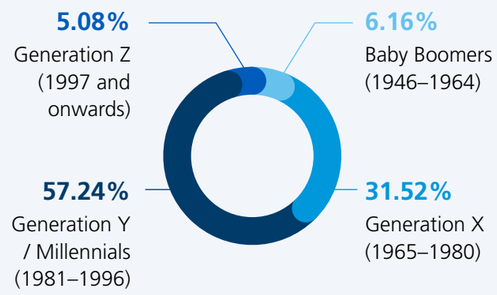
2019 vs 2023 Gender by Organizational Level



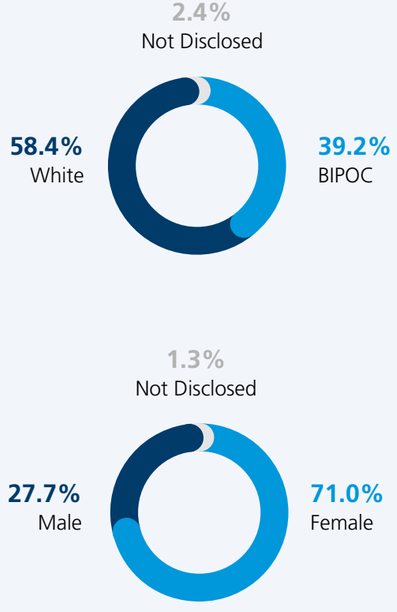
2019 vs 2023 Race & Ethnicity by Organizational Level



Total Workforce by Generation



In 2023, AMN Healthcare Supported 790 Internal Transfers and Promotions

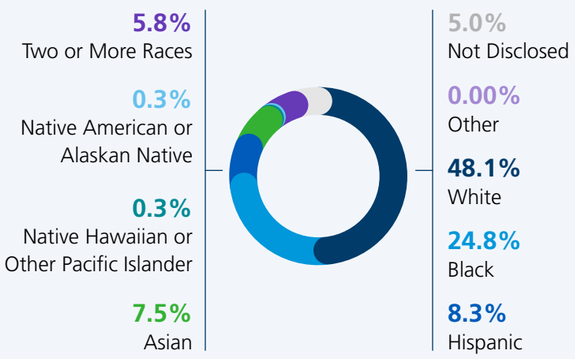


* For these demographics, Leaders includes all leaders except Executives, who are shared here as a distinct population.

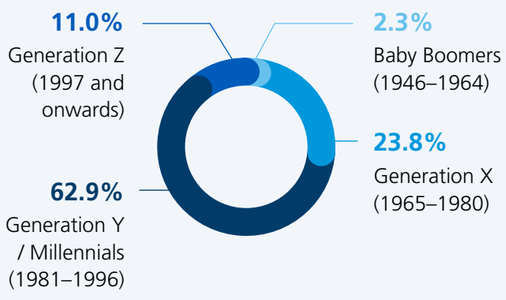
External New Hires By Gender



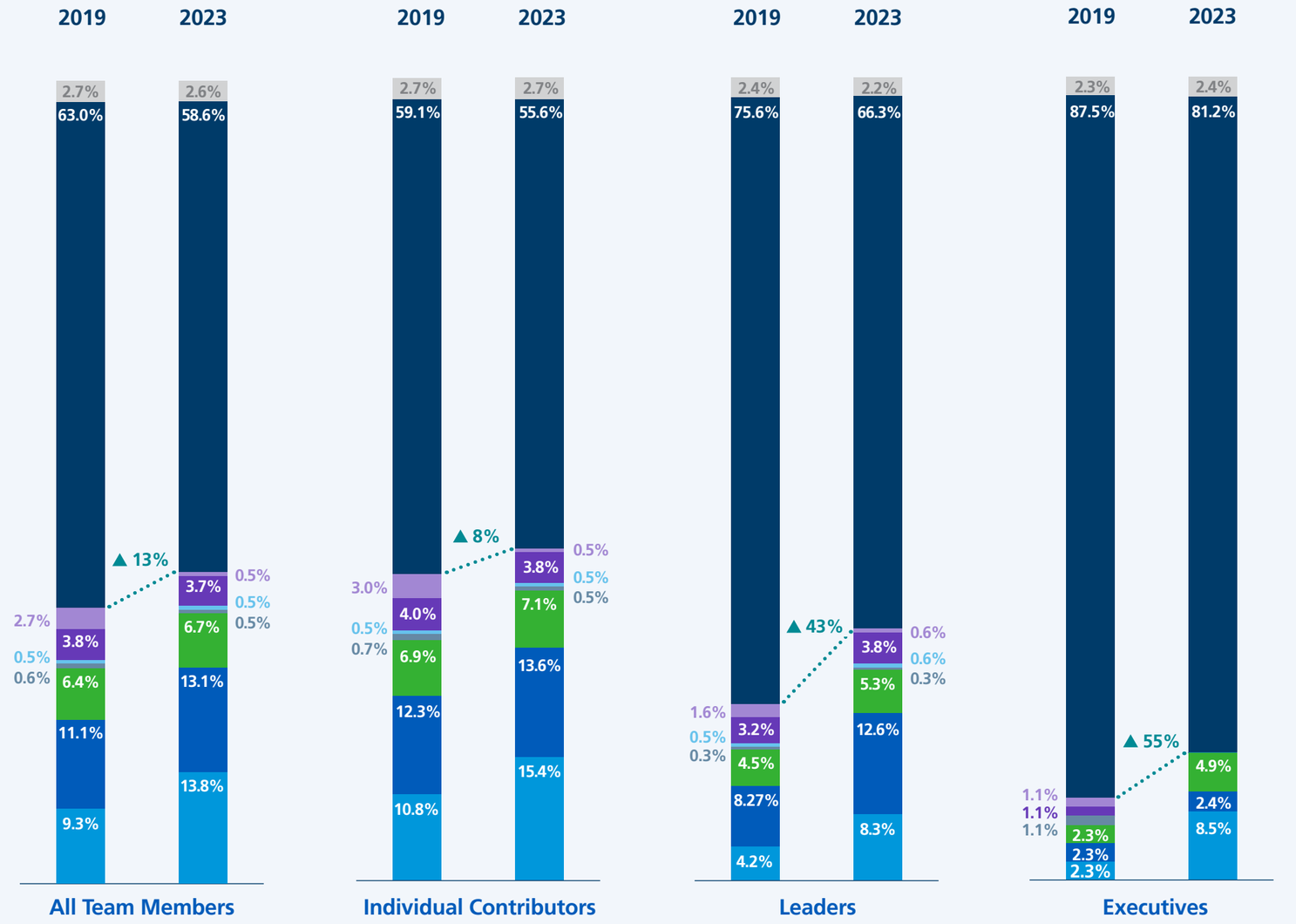
2023 External New Hires by Race & Ethnicity



2023 External Hires by Generation



Full Race & Ethnicity by Level



Workforce

We recruit and cultivate a workforce with diverse cultural backgrounds, skill sets, and experiences, which drives innovation and supports our success while aligning with our DEI values, resulting in inclusive representation across our company. We believe that a diverse corporate workforce helps us drive a more diverse healthcare workforce for our clients, well-versed in culturally informed care, which ultimately drives better patient outcomes. Together, we can advance health equity.





Workplace

AMN Healthcare strives to create an inclusive work environment at all levels of our company—we believe that inclusion means everyone feels they belong. We have found that diversity drives better business results, and that a sense of belonging enhances performance and engagement. Our diverse workforce supports our clients and healthcare professionals every day.

Inclusion initiatives that help us foster a welcoming work environment include:

DEI Education:

- AMN Healthcare's Workplace Diversity Senior Manager facilitates live workshops that focus on foundational DEI knowledge and skills to help team members self-reflect on how biases may impact our relationships with clients and colleagues.
- DEI modules and micro learnings are embedded in trainings to educate on nondiscrimination policies and inclusion expectations. We review these in our New Team Member Orientation as well as in our Inclusive Leadership courses.

Impact of DEI Training & Education

Enhances our capacity to navigate challenging topics and builds skills for modern leaders to effectively manage diverse teams.

Promotes self-reflection and analysis of how our biases may affect our relationships with clients and colleagues.

Fosters workplace inclusivity by enhancing our awareness of diverse human experiences.

Employee Resource Groups (ERGs):

Our ERGs are a network of team members who connect around a shared experience or background. Serving as ambassadors for inclusion, ERGs help foster a sense of belonging at AMN by providing opportunities for team members to learn about diverse experiences and cultures. ERGs create spaces to cultivate positive workplace relationships and build community across differences, both in person and online.

Our **10 Employee Resource Groups (ERGs)** and **100+ Diversity Champions** (appointed team members who champion DEI across the company) help us nurture a culture of respect where everyone can bring their full authentic selves to work, feel that they belong, and thrive.





Promoting inclusion through our ERGs

Our first ERG was created in 2018, and AMN has continued to invest in expanding this program. Nearly half of AMN Healthcare's team members engaged in one or more group. Each ERG is supported by an executive sponsor and coordinated by our Workplace Diversity Senior Manager.

44%
of team members engaged

13%
year-over-year increase

69%
increase from 2021 engagement

2023 ERG activities included cultural events, guest speaker series, wellness events, panel discussions, book clubs, happy hours, "Chatter That Matters" dialogue series, and cross-ERG partnerships, as well as community service efforts such as beach cleanups and volunteering at homeless shelters.

ERGs collectively hosted
100+ member events
including participating in Pride parades across the country.

6th Annual Multicultural Fair

In a remote/hybrid environment, coordinating engagement efforts for geographically distributed team members can be a challenge. AMN Healthcare's Diversity Champions and ERGs work to foster opportunities for team members to connect with one another, celebrate their cultural background, and build positive workplace relationships. The 6th Annual Multicultural Fair hosted at our offices in Dallas, San Diego, and Boca Raton, as well as virtually for our remote team members, allowed us to learn about the rich diversity that exists all around the world. We encouraged team members to wear their cultural garments with pride and show up authentically. We supported small and diverse businesses by sourcing authentic cultural cuisine for team members to enjoy.



Pay Equity

We have moved forward in our work to establish a formal job architecture, enabling us to advance toward our commitment to pay equity and transparency. In 2023, we conducted a pay equity audit. This audit has provided us with a foundational structure that will enable us to remediate any inconsistencies or pay gaps that may be identified. We have also continued to include compensation ranges in all job postings nationally and locally, which is a key ingredient to advancing pay equity.

Marketplace

Healthcare Professional DEI

In support of our clients needs and health equity goals, we invest in growing and diversifying the healthcare talent pipeline, strive to increase our placements of historically underrepresented healthcare professionals, and prepare the clinicians we place to deliver culturally informed care that drives cultural safety for all patients.

We are helping to lead in the collection of EEO-1 data on contingent labor and have been piloting EEO-1 data collection in our Leadership Search business. In 2023 AMN Healthcare Leadership Solutions placed 260 candidates that self-identified as members of at least one of the following groups: women, BIPOC, disabled, LGBTQ+, or a protected veteran. Out of 224 permanent leadership roles filled with clients where candidates completed the survey, 114—50.9%—were filled by individuals that self-identified as members of at least one of these demographics.

We are equally committed to advancing pay equity for all healthcare professionals. As a thought leader and consultative resource for our industry, AMN Healthcare shares the data we collect through our research and surveys regarding compensation in the healthcare sector, including our pioneering study on physician compensation conducted in 2018 and again **in 2022** conducted on behalf of MedChi, the Maryland State Medical Society. We consider this part of our commitment to advance pay transparency and pay equity across the healthcare industry.

We also support a range of organizations and universities, including the National Black Nurses Association and the National Association of Health Services Executives. See the **Healthcare Workforce Investments** section for further information.

Supplier Diversity

AMN Healthcare actively engages diverse suppliers and identifies opportunities to support and grow small and minority-, women-, LGBTQ+-, and veteran-owned businesses.

We continue to view our supplier diversity programs as one of the most direct ways to invest in and drive economic development in the communities we serve. This aligns with one of our priority United Nations Sustainable Development Goals: "Decent Work and Economic Growth." It also makes business sense, as diverse suppliers open new pipelines of economic growth and health in the communities they serve, while also driving innovation and efficiency.

Our Vendor Development Program offers resources to help diverse and small businesses learn how to do business with AMN Healthcare, and to demonstrate the value of certification as a diverse-owned supplier. We created a mentorship program for Black-owned suppliers. We are committed to funding Minority Business Enterprise Certification for 100 minority-owned businesses, including 50 Black-owned businesses. We also engage in partnerships with minority businesses through the National and Regional Minority Supplier Development Councils, as well as with the Women's Business Enterprise National Council (WBENC).

Catalyzing DEI Excellence

As part of our endeavor to catalyze DEI excellence, AMN Healthcare is developing a **Diversity, Equity, and Inclusion Compass** to provide a roadmap for organizations in the healthcare ecosystem in the beginning stages of their DEI journeys. We hope that the Compass will be useful to other healthcare staffing agencies in our value chain.



Environment

Environmental challenges are impacting human health and exacerbating health inequities. As a provider of healthcare total talent solutions, our environmental footprint is relatively small—but as a key partner in the healthcare industry, it is important that we transparently report on our efforts to manage and reduce our footprints and those of our value chain.

52 Climate Strategy
54 Climate Action
55 Environmental Data
57 Managing Our Climate Impact, Risks, and Opportunities

2023 Environmental Highlights

100%
Renewable Energy
We have procured EACs (Energy Attribute Certificates) to ensure that our 2023 purchased electricity is from renewable sources*

100%
of our remaining 2023 Scopes 1 & 2 greenhouse gas (GHG) emissions have been offset with Gold Standard improved cooking stove carbon credits

Measured and disclosed full Scopes 1, 2, and 3 GHG emissions
for the last four years

Set near- and long-term GHG emission reduction targets
for full value chain (Scopes 1, 2, and 3) in line with climate science and Science Based Target initiative (SBTi) Net-Zero Standard**

Proudly scored a B– in our first
CDP Climate Questionnaire submission

* See **our TCFD report** for more details.

** Submitting to Science Based Target initiative (SBTi) for review and validation

Priority Topics

Manage and Reduce Environmental Footprint Across Operations and Value Chain

While our footprint as a company is small and our environmental impacts and risks are not material to our business for the purpose of securities regulations, we recognize the potential of inspiring our team members, healthcare professionals, clients, and suppliers to make sustainable decisions, and we believe in reporting transparency to respond to interest from our stakeholders.

Climate Strategy

Climate change is negatively impacting human health. Many environmental determinants of health are connected to climate change. Deteriorating air quality, water scarcity, and the growth and alarming intensification of natural disasters (including storms, flooding, droughts, wildfires, extreme temperatures, and landslides) exacerbate existing health inequities, as they disproportionately impact the health and well-being of the most vulnerable people and communities. Impacts include rising levels of heat-related illness, respiratory disease, malnutrition, vector-born disease, and mental health disorders. Combating climate change is a priority for ensuring a global future that offers health and well-being for all.

The healthcare sector accounts for approximately 8.5% of U.S. GHG emissions, according to the National Academy of Science.* Although AMN Healthcare's Scopes 1 and 2 emissions are low, it is imperative that all organizations, large and small, do their part to avert the worst impacts of a warming planet.

We have a role to play in supporting our healthcare professionals, team members, clients, shareholders, and communities impacted by the climate crisis. As leaders in the provision of innovative total talent solutions for healthcare organizations across the nation, there is an opportunity for us to help the healthcare industry do its part in developing an impactful climate strategy. We are a key supplier to thousands of healthcare organizations, and as such, we continue to partner with many clients for whom addressing climate change is a priority. As of November 2023, more than 130 healthcare organizations, representing over 1,150 federal and private sector hospitals (or more than 15% of U.S. hospitals), have committed to a 50% reduction in their Scope 1 and Scope 2 emissions by 2030, and further, to achieving net-zero emissions by 2050.

To capture this opportunity, we are invested in improving sustainability throughout our value chain, from our vendors to our clients. We have focused on measuring our carbon footprint (Scopes 1, 2, and 3) to set an emissions baseline and enable us to set science-based targets aligned with keeping the global increase in temperature under 1.5 degrees Celsius. Additionally, we submitted our first climate questionnaire response to CDP in 2023, enhancing our climate reporting, furthering our commitment to transparency, and addressing the growing demand for more robust climate disclosures by investors and healthcare organizations. As this was our first response, we are proud of our B– rating, which is higher than the Global, North American, and Commercial & Consumer Services sector averages.

Our Sustainability Culture

For our team members:

- We strive to **embed sustainability into our business, processes, and culture**. Our Sustainability Champions, who are appointed by executive leadership, help foster a sustainability mindset by leveraging behavioral design and education to encourage our team members to learn and adopt the principles of sustainability at work and in their personal lives. The Champions help build a sustainability culture across AMN Healthcare and aim to have an impact beyond our company.
- We effect **small but practical and broad-based changes in our workplaces,** such as making water bottle fillers available, using coffee machines with recyclable pods, replacing bottled and canned products with fountain drink dispensers, purchasing office products with lower environmental impact (32% of 2023 spend was on products with green attributes or an ecolabel), using electronic signatures for documents to reduce printing and paper use, and providing onsite battery and cell phone recycling.
- We implement larger decisions in **our real estate footprint and the sustainability attributes in our new office spaces**. We prioritize sites that are energy conscious, including those that possess Energy Star and LEED certifications, such as our office in Boca Raton, Florida, or engage in practices with reduced environmental impact, such as those detailed below in our Dallas, Texas, headquarters. See the **Workplace Attributes** section of this report for more information on the sustainability features of our offices.

Throughout our value chain:

- Our **Vendor and Supplier Code of Conduct** stipulates that in addition to adhering to all applicable environmental laws and regulations, we expect our suppliers to share our commitment to sustainability and to actively manage, set goals, and strive to reduce their (and their suppliers) impact on the planet, including climate, energy, water, and waste—and to keep us apprised of their progress.
- We are conducting a **Supplier Environmental Maturity Mapping** exercise to help identify the highest leverage opportunities to engage and support the sustainability strategies of our suppliers.
- We are committed to developing a **Sustainability Blueprint** to share with our value chain to help catalyze and accelerate their journeys.



* Eckelman, Matthew J., et. al., "**Health Care Pollution And Public Health Damage In The United States: An Update.**" Health Affairs, Vol. 39, No. 12.

Our Sustainability Journey

Our climate strategy is informed by our sustainability commitments:

1	By 2024, source **100% renewable electricity** for our operations, and offset our remaining Scopes 1 & 2 emissions*	**Achieved**
2	**Set science-based targets (SBTs)** for Scopes 1, 2, and 3 GHG emissions by 2024	**Achieved**
3	Evaluate **water and waste reduction goals** by 2024	**In Progress**
4	Create and share a **sustainability blueprint to catalyze** our value chain by 2024	**In Progress**

* This is a clarification of our previously stated intent to reduce our operational footprint to zero in market-based CO_2 emissions by 2024. Please see **Managing Our Climate Impact** for more detail.

In line with the demand from our clients and other stakeholders, we have accelerated our progress along our climate journey over the last three years.

2021

- Completed first carbon footprint measurement of Scopes 1 and 2 GHG emissions (based on 2019 emissions)
- Created new role of Director of Sustainability & Social Impact, who recommends climate and social impact strategy and elevates sustainability and climate-related matters within the company
- Published first TCFD Report

2022

- Recalculated 2019 base year for Scopes 1 and 2 GHG emissions to reflect updated methodology
- Engaged a leading global consultancy to identify opportunities for improvement in climate risk mitigation and reporting
- Committed to reducing or offsetting Scope 1 and Scope 2 GHG emissions by 2024
- Began measuring our current and prior two years' water and waste footprints
- Partnered with Green Standards, a workplace decommissioning company, to sell, repurpose, donate, and recycle office materials

2023

- Committed to submitting targets to Science-Based Targets initiative
- Full GHG footprint (Scopes 1, 2 and 3) measured for the last four years
- Performed more detailed scenario analyses on critical sites to analyze and understand exposure to both physical and transition climate related risks (e.g., extreme weather hazards)
- Submitted climate questionnaire to CDP
- Developed SBTs for Scopes 1, 2, and 3 GHG emissions
- Developed an abatement strategy

What's Next?

- Develop a transition plan that outlines the steps necessary to achieve our science-based targets
- Map our suppliers' sustainability maturity related to GHG emission measurements and disclosures and create a sustainability blueprint to help educate our suppliers
- Continue to achieve 100% renewable energy by procuring Energy Attribution Certificates (EACs)
- Continue to offset the remainder of our Scopes 1 and 2 GHG emissions by purchasing high-quality offsets

Climate Action

To address climate change, we have launched several initiatives and target-setting activities.

Science-based targets

In our 2022 ESG Report, we committed to setting science-based targets (SBTs) for our Scopes 1, 2, and 3 GHG emissions by the end of 2024, adhering to current best practices in establishing emissions reduction targets. We believe this is an important step that highlights our commitment to mitigating our climate impact.

We set **near- and long-term reduction targets and are submitting them to the Science Based Targets initiative (SBTi) for validation.**

- **Our near-term target** is to reduce our absolute Scopes 1, 2, and 3 emissions by **42% by 2030** from a 2022 base year.
- Our long-term target is to reduce our absolute Scopes 1, 2, and 3 emissions by **90%** to facilitate achieving net-zero emissions **by 2050** from a 2022 base year.

We are working toward creating actionable plans to achieve these goals through various emissions reduction strategies across our operations and value chain.

Abatement strategy for Scopes 1 and 2 GHG emissions

AMN Healthcare is committed to reducing Scopes 1 and 2 GHG emissions through a mix of approaches, including the adaptation of our leased office space footprint to match the needs of our hybrid work model. We prioritize sustainability in the selection of new leased office space. Our screening process focuses on partners with environmental and social amenities, including LEED/Energy Star certifications, fitness centers, and walking trails, and who are aiming to decrease energy consumption and procure renewable energy.

We purchase Energy Attribute Certificates, commonly referred to as "RECs" in the United States. RECs are claims on generated renewable electricity. AMN Healthcare has partnered with Agendi Consulting, a Green-e® certified REC broker, to guarantee the quality, transparency, and credibility of our REC transactions.

We have sourced U.S. Green-e Texas-sited 6,310 MWh RECs to source environmental attributes of renewable energy in the location where we have our largest office. We have also purchased 267 MT CO_2e Gold Standard improved cooking stove carbon credits in India to offset our 2023 Scope 1 emissions. These cooking stoves provide cleaner indoor air quality and reduce GHG emissions, positively impacting human health and climate health.

For a comprehensive discussion of our strategies to reduce our GHG emissions, please see **Managing Our Climate Impacts** and **TCFD** in this report.

Transition Plan

We are in the early stages of developing a transition plan with the help of a third-party advisor. This plan is expected to outline our short-term and interim sustainability targets and an action plan with opportunities for how we can meet these goals, as well as model any related financial impacts. Our transition plan will help us identify costs and risks, but it will also help map opportunities for AMN Healthcare to thrive in a decarbonized world.

This plan provides guidance for working with internal and external stakeholders throughout our value chain to help meet our objectives. The plan will also assess the oversight and implementation of our transition strategy.

As we continue to evolve and enhance our management and disclosure of climate-related risks and opportunities, we intend to further quantify and integrate their potential impact into our financial planning. To date, these risks and opportunities have not reached a minimum financial materiality threshold.

Supplier Maturity Mapping

In 2023, we began assessing our suppliers' GHG emissions measurement and reporting maturity. We are surveying our suppliers to understand their current emissions sources, reduction initiatives, and climate disclosures. For more advanced suppliers, we will look to see if they are setting SBTs and if they also have a supplier engagement strategy. This assessment is the first step to understanding how we can best support them, whether by improving their understanding of their current emissions sources, identifying reduction opportunities, or guiding their target-setting.

Environmental Data

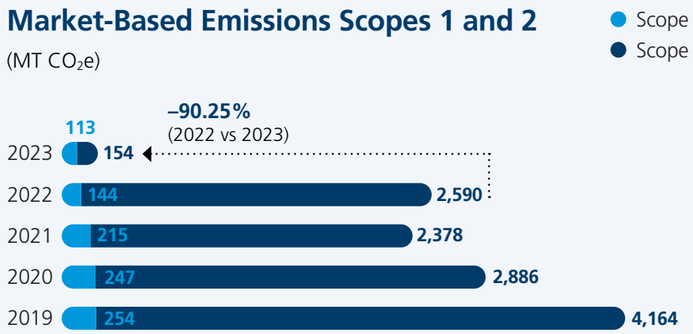
As was the case for many companies, our use of office space changed during the pandemic. Over the last three years we have reduced our real estate footprint (all of which is leased) to align with the proportion of team members working remotely or on hybrid schedules. Significant drivers of reductions in many of our environmental metrics include our transition to close to fully remote during the height of the pandemic and the reduction of our leased office footprint. Likewise, as we have gradually and increasingly returned to the office, as expected, we have seen an increase in many of our environmental metrics. Further, our market-based Scope 2 GHG emissions have been significantly reduced by our procurement of Green-e Certified Renewable Energy Certificates (RECs).

Where we use estimation factors (in lieu of primary data availability) we are conservative in our assumptions. As we continue to improve our ability to capture primary data, we expect to increase the quality of our data and improve our performance. Please see our **TCFD Report** for definitions and for details on methodologies and assumptions.

GHG Emissions

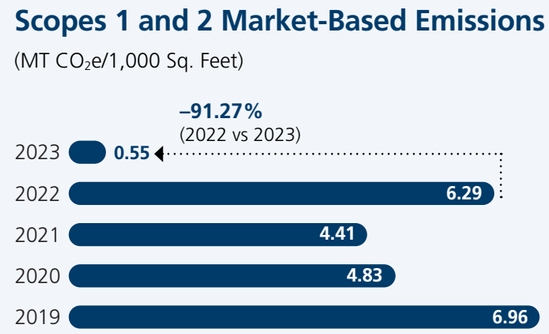
Market-Based Emissions Scopes 1 and 2

(MT CO_2e)



Scopes 1 and 2 Market-Based Emissions Intensity

(MT CO_2e/1,000 Sq. Feet)

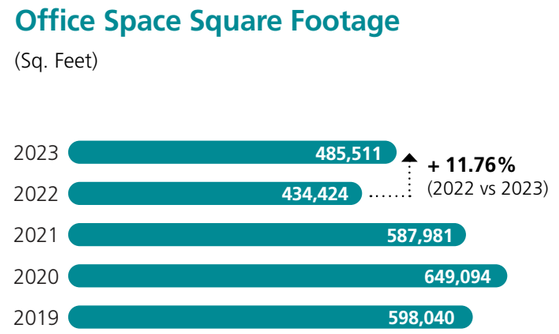


Increasing the energy efficiency of our buildings helps decrease our Scopes 1 and 2 GHG emissions, and we have purchased renewable energy in the form of EACs, enabling us to significantly reduce our Scope 2 market-based emissions.

Intensity Driver

Office Space Square Footage

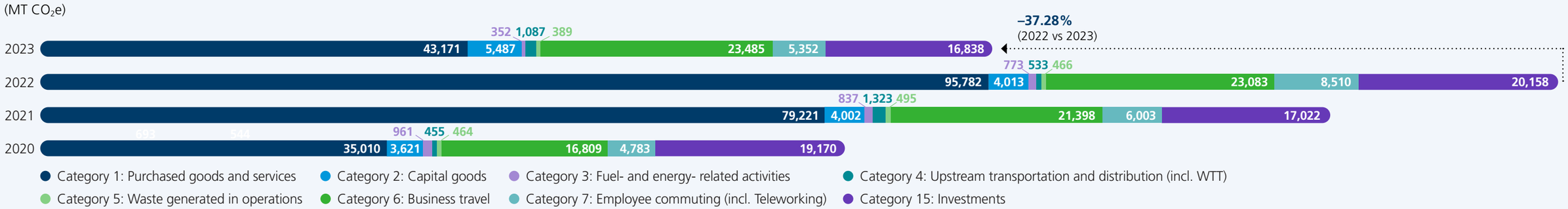
(Sq. Feet)



Both our old and new Dallas offices were open in 2023. In 2024 we will only have the new office.

Scope 3 Emissions

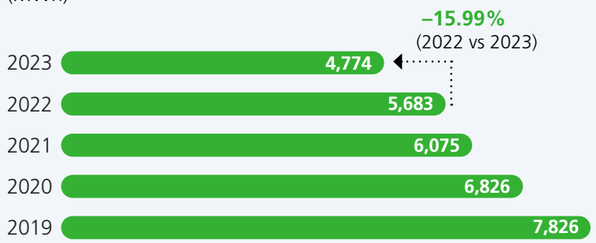
(MT CO_2e)



Energy

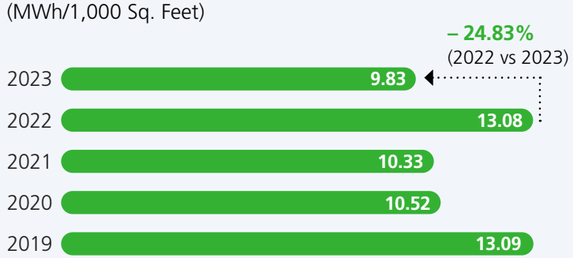
Total Energy Consumption

(MWh)



Energy Consumption Intensity

(MWh/1,000 Sq. Feet)

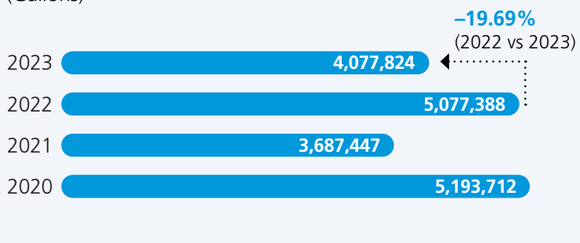


We strive to conserve energy, and to use all natural resources as efficiently as possible.

Water

Total Water Consumption

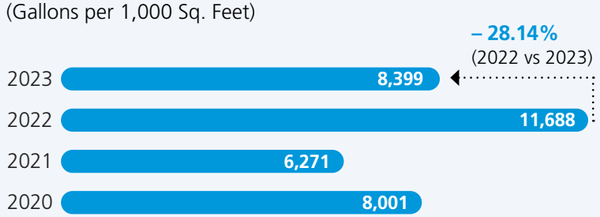
(Gallons)



We aim to conserve water to the extent possible, but because we lease our facilities and share water meters with other tenants, all consumption figures are estimates.

Water Intensity

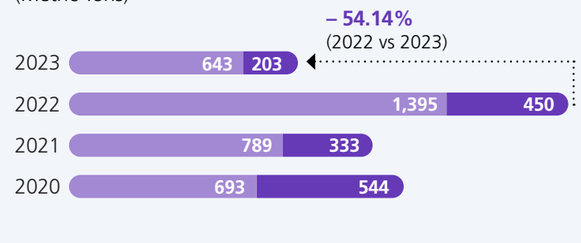
(Gallons per 1,000 Sq. Feet)



Waste

Total Waste Disposed

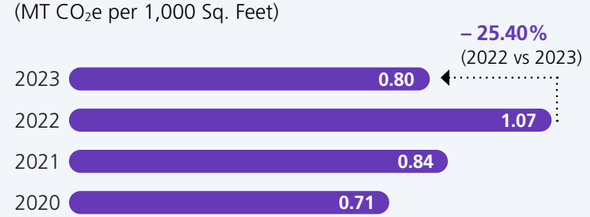
(Metric Tons)



We have recycling programs in place, and various strategies for reducing waste sent to landfills.

Waste Generation Intensity

(MT CO_2e per 1,000 Sq. Feet)



Managing Our Climate Impact, Risks, and Opportunities

In our 2022 ESG Report, we shared our commitment to achieving operational carbon neutrality by reducing AMN Healthcare's market-based Scopes 1 and 2 GHG emissions to zero by 2024. When we made that commitment, what we intended was to source 100% renewable electricity for our operations, and offset our remaining Scopes 1 & 2 emissions with high-quality carbon offsets. We are proud to share that we achieved this goal a year ahead of schedule.

Reducing Our Operational Emissions

The opportunity areas for reducing our direct operational environmental impact revolve largely around minimizing waste and energy consumption and maximizing efficiency in our use of natural resources. Our objective is to procure as much renewable energy as is reasonable and feasible, and we make every effort to accomplish this by leasing buildings that use renewable sources. In situations where our leased buildings do not use renewable energy sources, we look to purchase EACs and/or RECs to reduce our market-based Scope 2 GHG emissions to zero. To offset the remainder of our Scopes 1 and 2 emissions, we have purchased high-quality Gold Standard improved cooking stove carbon credits.

Because AMN Healthcare leases office space within buildings, we have limited control over the green practices of the buildings in which we operate. Nevertheless, in 2023 we implemented several sustainability initiatives in our offices in Dallas and San Diego. These initiatives include paper, glass, alkaline battery, and aluminum recycling programs. We aim to continue to find ways to improve the sustainability of our largest offices in Dallas, San Diego, and Boca Raton, as well as our other locations.



We manage our environmental impact across four dimensions:

Culture	• Utilizing the Sustainability Champions program and other corporate initiatives to educate and drive engagement across our workforce. • Setting expectations for our vendors and suppliers through our Vendor and Supplier Code of Conduct. • Climate is addressed at the highest levels of AMN Healthcare's governance.
Real Estate	• Prioritize leasing office space in buildings that are LEED-certified and/or have high Energy Star scores. • Reduction of real estate footprint to align with the proportion of team members working remotely or on hybrid schedules.
Resource Efficiency and Renewable Energy	• Minimize waste and energy consumption. • Maximize efficiency in our use of natural resources. • Procure 100% renewable electricity directly or through EACs/RECs.
Circularity	• Recycling programs for paper, glass, alkaline batteries, and aluminum. • Minimizing waste during our office decommissioning.

Real Estate Reduction

Since the pandemic, a significant number of our team members have continued to work remotely or have adopted hybrid work schedules. We have established a work model to reflect and leverage this reality by defining our team members as in person, hybrid, or remote workers, with the hybrid population representing the largest number of team members. This model reduces commuting and associated emissions, and has most significantly enabled us to:

- Reduce our office footprint, with our leased real estate decreasing by 112,529 square feet since 2019
- Select office space that supports our sustainability goals, encouraging us to prioritize buildings that use and provide health and wellness options
- Prioritize leasing buildings that are designed with the intent to drive sustainability, that use renewable energy, are Energy Star or LEED certified, have recycling programs, and include biophilic features and environmentally friendly materials and practices. As examples, our offices in Dallas, San Diego, and Boca Raton include features such as Energy Star appliances; controls for lighting, heating, ventilation, and air conditioning (HVAC); low-flow toilets; and touchless water faucets.

Office Decommissioning

In transitioning to a workplace that accommodates fewer team members in our offices, we have taken a minimal-waste approach to office decommissioning. We partner with **Green Standards** to ensure a better decommissioning outcome. Green Standards uses charitable donation, resale, and recycling to keep workplace furniture and equipment out of landfills, while generating positive local community impact.

In 2023, with Green Standards' help, AMN Healthcare was able to divert **95.8%—or 343 tons**—of its office decommissioning waste from landfills, equivalent to 1,207 tons of avoided emissions, and made in-kind donations worth over $150,000 to support 26 community organizations. Among the organizations that benefited from the program in 2023:

- The **Cindy Ramsey Center in Fort Worth**, Texas, is a food distribution center that helps neighbors in need. The furniture donated by AMN Healthcare was used to furnish part of the organization's new resource center.
- **The Western States Cancer Research (WSCR-NCORP)** makes cancer clinical trials and research studies available to physicians and patients in their own communities. The Green Standards project donated AMN Healthcare's standing desks and computer monitor arms, enabling a more flexible work environment than would have otherwise been possible.

In the past two years, our partnership with Green Standards has enabled us to prevent **886 tons** of waste from ending up in a landfill—equivalent to **3,097 tons** of avoided emissions, or equal to offsetting **electricity use from 428 homes for one year**.

Workplace Attributes

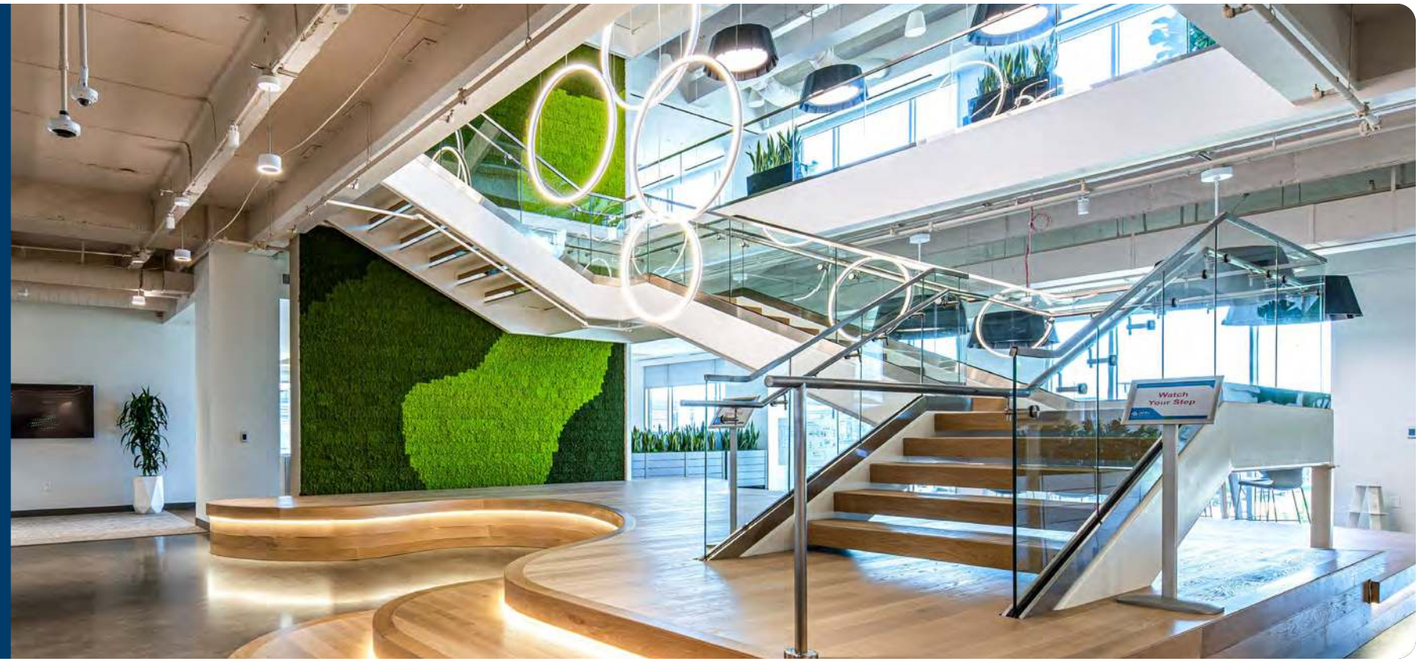
We prioritize sites that share our commitment to sustainability. Our new Boca Raton location is LEED Silver certified and has an Energy Star score of 85. Our Dallas location has the Energy Star designation and is powered by 100% wind energy.

We also strive to integrate energy efficiency improvements such as automated lighting and plan to retrofit our San Diego office with eco-friendly alternatives such as LED lighting.

Dallas Headquaters

Our Dallas headquarters represents the quality of office space and environment we aim to provide for our team members. It includes important sustainability features, while also offering a number of health and wellness attributes. Designed to accommodate our largely hybrid workforce, the AMN Healthcare offices are housed in a 10-story multi-tenant building, of which we occupy three floors. The facilities include infrastructure with lesser environmental impact and services such as EV chargers, 100% wind-powered energy, and recycled water for irrigation. The offices also include several biophilic design elements: oxygenating plants throughout to improve air quality and provide sound masking; material, color, and design selections that replicate nature; and a large three-story open central stairwell with a 30-foot-tall live moss wall to provide an inviting alternative to the elevator. We also offer sustainable beverage options in the form of Bevi® water dispensers that enable the reduction of one-time-use plastic water bottles.

Furnishings include sit/stand workstations for all, a working-lounge, and spaces that support several modalities of work so that team members can make use of engaging spaces that suit their technological needs and styles of working. The offices also include several security features. The location will be directly connected to the Dallas Area Rapid Transit system in 2026.



Scope 3 Emissions

In 2023, we measured our full Scope 3 emissions for the first time. This measurement was carried out for the years 2020, 2021, and 2022. With the support of our climate specialist external consultants, we have now also measured our 2023 Scope 3 emissions, focused on the most relevant elements for us, which include categories 1–7 and category 15. Scope 3 emissions represented ~98% of our total 2023 emissions, the most significant drivers include:

- Purchased Goods and Services (Category 1) 44.8% of our total emissions
- Business Travel (Category 6) 24.4% of our total emissions
- Investments (Category 15) 17.5% of our total emissions

To reduce our Scope 3 emissions, we must assess and proactively engage with our value chain. We are in the process of assessing the climate maturity of the suppliers who represent the largest portion of our expenditures. This is a crucial first step in the journey to capture and reduce the actual climate impact of our purchased goods and services. We are also developing a sustainability blueprint to catalyze the climate journeys of our suppliers. We intend to provide more information on our Scope 3 reduction efforts in future disclosures, subject to evaluation and feasibility. We may revise or cease reporting or using certain disclosures and methodologies if we determine that they are no longer advisable or appropriate, or are otherwise required to change.

Water and Waste

We began measuring our water and waste footprints in 2022. Since then, we have attempted to collect a series of metrics on our water consumption and intensity, waste generation intensity, the amount of waste that goes to landfills, and the amount that is recycled. Because we lease shared office space, we are only able to obtain estimates of our water consumption and waste footprints, nevertheless, we are leveraging the data that we do receive to evaluate water and waste reduction goals in 2024.

To ensure broad-based support, we continue to create consciousness among our team members about environmental steps they can take at work and in their personal lives. We approach this primarily through the actions of our Sustainability Champions, and through other activities such as AMN Learning Lounge presentations. Specific tips are provided to team members for increasing their awareness and actions to live more sustainably.

Biodiversity

Our consulting partners have helped us analyze sites leased in or next to protected areas and areas of high biodiversity value in close proximity to six of our facilities. Our San Diego office is adjacent to Torrey Pines State Reserve, a protected area targeted for conservation with terrestrial and maritime ecosystems.

Our analysis has established that activity in the San Diego office does not negatively affect biodiversity. As such, we have determined that the management of biodiversity is not material to AMN Healthcare's operations at present.

Managing Our Climate Risks and Opportunities

AMN Healthcare is currently focused on understanding our climate risk baseline—namely sources of risk and their potential magnitude—to assess possible consequences for the company and our current capabilities to mitigate those risks, or leverage the opportunities they may provide.

Our company relies on numerous levels of review to identify and assess climate-related risks, including business continuity and disaster recovery planning, site emergency action planning, crisis management planning, and resilience.

The process for identifying climate-related issues is centered around our yearly TCFD reporting, engaging departments across the enterprise to collect qualitative insights on potential climate-related risks and opportunities. This yearly analysis feeds into AMN Healthcare's structural ERM process, sharing both qualitative and quantitative risk exposures, as identified by the scenario analyses and interviews.

As medium- and long-term climate related risks and opportunities are explored, AMN Healthcare will continue to take the findings into account and incorporate them into risk management protocols as we further evolve our approach.

For all of the potential risks identified, AMN Healthcare looks for opportunities to mitigate and reduce exposure. For example, for the potential exposure to physical risks, AMN Healthcare will integrate prevention measures into facility processes. At this time our assessments lead us to conclude that no climate risks are material to our business for the purposes of securities regulations.



9,538
plastic bottles were saved in 2023 through implementation of Bevi® machines in our offices in Dallas, Boca Raton, and San Diego

Low flow toilets and touchless faucets
reduce water use and are included at our primary locations

Disclosures

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GRI Content Index

This report is informed by the Global Reporting Initiative (GRI) standards. GRI is a framework for disclosing on economic, social, and environmental impacts, which facilitates transparency and accuracy. The index below outlines our 2023 GRI disclosures. In addition to our 2023 Sustainability and Social Impact Report, some GRI disclosures can be found in our 2023 10-K/Annual Report (10-K) and in our 2024 Proxy Statement (Proxy). Below is a mapping of how our latest disclosure aligns with the framework.

Statement of use:

AMN Healthcare has reported the information cited in this GRI content index for the period January 1, 2023, to December 31, 2023, with reference to the GRI standards.

Disclosure	Location
General Disclosures	
GRI 2: General Disclosures 2021	
2-1 Organizational details	**Name of the organization:** AMN Healthcare Services, Inc. (NYSE: AMN) **Ownership and legal form:** AMN Healthcare was incorporated in 1985 **Location of headquarters:** Dallas, TX **Location of operations:** United States of America 2023 Sustainability & Social Impact Report: **About AMN Healthcare.** 2023 Form 10-K: **Cover**
2-2 Entities included in the organization's sustainability reporting	2023 Form 10-K: Exhibit 21.1 contains the entities included in our sustainability reporting except for certain data points for our sustainability reporting relating to the acquisition of MSI Systems Corp. and DrWanted.com, LLC (MSDR). which are not included in our sustainability reporting this year. AMN Healthcare updates its sustainability reporting as a result of mergers or acquisitions during the applicable integration period.
2-3 Reporting period, frequency and contact point	**Sustainability reporting period:** January 1, 2023, through December 31, 2023 **Reporting cycle**: Annual **Financial reporting period:** January 1, 2023, through December 31, 2023 **Reporting cycle:** Annual **Publication date of the report:** March 5, 2024 **Contact point for questions regarding the report: esg@AMNHealthcare.com**
2-4 Restatements of information	In 2023 we submitted the climate questionnaire to CDP for the first time. In the process of preparing our submission, we identified opportunities to improve the accuracy and completeness of our Scope 3 GHG emissions. In this report we have corrected an overstatement of our 2022 Category 1 (Purchased Goods and Services) emissions, and added in our Category 15 (Investments) emissions to our previously shared 2020, 2021, and 2022 calculations. More details are available in the **Environment** and the **TCFD** sections of this report.
2-5 External assurance	While this ESG Report has not been externally assured, the information within has been quality reviewed for completeness and accuracy by our dedicated internal resources.
2-6 Activities, value chain and other business relationships	2023 Sustainability and Social Impact Report: **About AMN Healthcare**; **Stakeholder Engagement**; **Patient Care**; **Supplier Diversity**. 2023 Form 10-K: Item 1: **Business – Overview of Our Company and Business Strategy**, (pages 1–2); **Our Services**, (pages 4–6); **Our Geographic Markets and Client Base**, (page 6); **Our Industry**, (pages 6–8).
2-7 Employees	2023 Sustainability & Social Impact Report: **People and Culture**; **Diversity, Equity, and Inclusion.** 2023 Form 10-K: Item 1: **Business – Human Capital Management**, (page 2–4). **AMN Healthcare EEO-1 Report.** As of December 31, 2023, AMN Healthcare had: **Corporate Team Members** 3,585 full- and part-time corporate team members (FTE = 3,554, PTE = 31); we had 47 temporary workers in 2023. **Healthcare Professionals** During the fourth quarter of 2023, we had an average of the following working for us: • 11,869 nurses, allied, and other healthcare professionals • 293 executive and clinical leadership interim staff • 2,479 medically qualified interpreters This does not include independent contractors, such as our locum tenens and contract interpreters, who were not our employees in 2023. AMN Healthcare does not report on employee data by region and does not track non-guaranteed hours employees. We also do not report separate gender percentages for temporary employees.

Disclosure	Location
General Disclosures	
GRI 2: General Disclosures 2021	
2-8 Workers who are not employees	**1,598 Contract** • 16 Agency Temps • 93 Independent Contractors • 1,489 SOW Consultants 1,790 Contract Interpreters 2023 Form 10-K: Item 1: **Business – Human Capital Management**, (page 2).
2-9 Governance structure and composition	2023 Sustainability & Social Impact Report: **Corporate Governance**. 2024 Proxy Statement: **Directors at a Glance** (pages 15–17); **AMN Healthcare Board of Directors** (page 15); **Director Independence** (page 24); **Director Biographies** (pages 18). Further details on the AMN Healthcare Board of Directors can be found on the AMN Healthcare Corporate Governance **website**.
2-10 Nomination and selection of the highest governance body	2023 Sustainability & Social Impact Report: **Board Composition and Diversity**. 2024 Proxy Statement: **Director Nomination Process- Evaluation of Board Composition**, (page 23); **Board Refreshment**, (page 26); **Director Independence**, (page 24); **Director Biographies** (pages 18).
2-11 Chair of the highest governance body	2023 Sustainability & Social Impact Report: **Board of Directors**. 2024 Proxy Statement: **Board & Committee Structure**, (page 43).
2-12 Role of the highest governance body in overseeing the management of impacts	2023 Sustainability & Social Impact Report: **ESG Oversight**. 2024 Proxy Statement: **Our Corporate Governance Program – Shareholder Engagement**, (pages 27–28); **Our Strategic Approach to Sustainability and Social Impact**, (page 33–34). Additional information can be found in our **Corporate Governance and Compliance Committee Charter.**
2-13 Delegation of responsibility for managing impacts	2023 Sustainability & Social Impact Report: **ESG Oversight**. 2024 Proxy Statement: **Our Corporate Governance Program – Our Strategic Approach to Sustainability and Social Impact**, (page 33–35). Additional information can be found in the Board committee charters on the AMN Healthcare **Corporate Governance website**.
2-14 Role of the highest governance body in sustainability reporting	The AMN Healthcare Board of Directors actively engaged in our 2022 ESG priorities assessment, helping to inform and approve priority ESG topics that drive our strategy and our disclosure and reporting. The Board reviews and approves our annual **Form 10-K**, which includes information about our Human Capital Management, and reviews and, it or through its relevant committees approves, then applicable sections of our **Proxy Statement**, which includes an overview of our ESG program, reporting, and goals.
2-15 Conflicts of interest	2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**; **Code of Conduct**; **Vendor and Supplier Code of Conduct**. 2024 Proxy Statement: **Policies and Procedures Governing Conflicts of Interest and Related Party Transactions** (page 42); **Certain Transactions** (page 42). AMN Healthcare is not aware of any conflicts of interest with shareholders of more than 5% of the company's equity.
2-16 Communication of critical concerns	2023 Sustainability & Social Impact Report: **Stakeholder Engagement**; **Speak Up Policy**; **Data Privacy and Information Security**. 2024 Proxy Statement: **Shareholder Engagement** (pages 27–28); **Information Security, Cybersecurity, and Data Privacy** (pages 30–31); **Enterprise Risk Oversight** (pages 29–31). 2023 Form 10-K: Item **1-C: Cybersecurity**

Disclosure	Location
General Disclosures	
GRI 2: General Disclosures 2021	
2-17 Collective knowledge of the highest governance body	2023 Sustainability & Social Impact Report: **Board Composition and Diversity**. 2024 Proxy Statement: **Board and Committee Self-Evaluation Process** (pages 25); **Our Strategic Approach to Sustainability and Social Impact – Corporate Governance** (pages 33–34).
2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement: **Board and Committee Self-Evaluation Process** (page 25). Corporate Governance Guidelines: VI: Expectations of Directors – **E: Assessing the Board and Committee Performance** (page 7); IX: Leadership Development – **B. Chief Executive Officer Evaluation** (page 9). Frequency of the evaluations: annual basis. In response to our evaluations last year, we enhanced our focus on digital strategy and cyber security, including risks and related controls, and long-term strategy, including company-specific artificial intelligence initiatives.
2-19 Remuneration policies	2023 Sustainability & Social Impact Report: **Executive Compensation**. 2024 Proxy Statement: **Director Compensation and Ownership Guidelines**, (pages 50–52); **Compensation Committee Report on Executive Compensation**, (page 58); **Compensation Discussion and Analysis**, (page 61–73).
2-20 Process to determine remuneration	2024 Proxy Statement: **Compensation Discussion and Analysis** (page 72–73); **Roles and Responsibilities** (page 72); **Response to 2023 Say-on-Pay-Vote** (page 12); **Shareholder Engagement** (page 27).
2-21 Annual total compensation ratio	2024 Proxy Statement: **CEO Pay Ratio** (page 95).
2-22 Statement on sustainable development strategy	2023 Sustainability & Social Impact Report: **A Letter from Our President and Chief Executive Officer**; **Sustainability & Social Impact Strategy**. 2024 Proxy Statement: **A Letter from Our CEO and Independent Board Chairman** (page 3–4).
2-23 Policy commitments	2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**; **Code of Conduct**; **Vendor and Supplier Code of Conduct**; **Human Rights Policy**. • AMN Healthcare **Code of Conduct** is approved by the Corporate Governance & Compliance Committee of the Board of Directors. • AMN Healthcare **Code of Ethics for Senior Financial Officers** is reviewed and recommended by the Audit Committee and Corporate Governance Committee and approved by the complete Board of Directors. • AMN Healthcare **Corporate Political Activity Policy** is reviewed and approved by Executive Management and the Board of Directors. • AMN Healthcare **Human Rights Policy** is approved by the Compensation Committee of the Board of Directors.
2-24 Embedding policy commitments	2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**.
2-25 Processes to remediate negative impacts	2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**. See our **Code of Conduct**.
2-26 Mechanisms for seeking advice and raising concerns	2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**. See our **Code of Conduct**, **Human Rights Policy**, and **Vendor and Supplier Code of Conduct**.
2-27 Compliance with laws and regulations	There were no significant or material instances of non-compliance with laws or regulations during the reporting period and any significant or material instances would be reported in our regular reporting to the U.S. Securities and Exchange Commission.

Disclosure	Location
General Disclosures	
GRI 2: General Disclosures 2021	
2-28 Membership associations	AMN Healthcare participated, to various degrees, in a number of associations and organizations, including, but not limited to: • Advisory Board • Alliance for Ethical International Recruitment Practices • American Academy of Addiction Psychiatry • American Association of Critical Care Nurses • American Association of International Healthcare Recruitment • American Case Management Association • American Health Information Management Association (AHIMA) • American Hospital Association (AHA) • American Nurses Credentialing Center (ANCC) • American Organization of Nurse Executives • American Psychiatric Nurses Association • American Staffing Association (ASA) • Association of California Nurse Leaders • Association of Corporate Counsel (ACC) • Association of Pediatric Hematology/Oncology Nurses • Association of Perioperative Registered Nurses • Association of Rehabilitation Nurses • Biocom • California Health Information Association (CHIA) • California Staffing Professionals • Clinical Laboratory Management Association • Connecticut Healthcare Human Resources Association (CHHRA) • DC Hospital Association • Dallas Citizens Council • Dallas Regional Chamber • Economic Research Institute • Healthcare Financial Management Association (HFMA) • Healthcare Leadership Council (HLC) • HR Policy Association • Medical Group Management Association (MGMA) • Mid-Atlantic Physician Recruiter Alliance • National Association for Home Care & Hospice (NAHC) • National Association of Business Resources • National Association of Clinical Nurse Specialists • National Association of Community Health Centers • National Association of Corporate Directors (NACD) • National Association of Health Services Executives (NAHSE) • National Association of Travel Healthcare Organizations (NATHO) • National Committee for Quality Assurance (NCQA) • National Minority Supplier Development Council (NMSDC) • Nebraska Hospital Association • New Mexico Organization of Nurse Leaders • Ohio Hospital Association • Oncology Nursing Society • San Diego Coastal Chambers of Commerce • San Diego Organization of Healthcare Leaders (SOHL) • San Diego Regional Chamber of Commerce • Staffing Industry Analysts (SIA) • Texas Organization of Nurse Executives • Texas Organization of Rural & Community Hospitals (TORCH) • The Conference Board ESG Center • Western Regional Minority Supplier Development Council • Wisconsin Hospital Association • Women Business Leaders of the U.S. Health Care Industry Foundation (WBL) • Women Corporate Directors (WCD) • Women's Business Enterprise National Council (WBENC)
2-29 Approach to stakeholder engagement	2023 Sustainability & Social Impact Report: **Stakeholder Engagement**. 2024 Proxy Statement: **Shareholder Engagement** (page 27). Also, see our **Insights page** for our latest studies, white papers, and research.
2-30 Collective bargaining agreements	Due to the nature of their work, teams executing AMN Healthcare business strategy from office locations in the United States are not affiliated with or covered by collective bargaining agreements. Additionally, the AMN Healthcare **Human Rights Policy** provides for freedom of association, which respects team members' right to join, form, or not join a labor union without fear of retaliation, intimidation, or harassment.

Disclosure	Location
Material Topics	
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	2022 ESG Report: **Materiality Assessment** (page 22). 2024 Proxy Statement: **Shareholder Engagement** (page 27).
3-2 List of material topics	2023 Sustainability & Social Impact Report: **ESG Priorities Assessment**.
Economic Performance	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Details on our management of material sustainability and social impact topics can be found throughout the 2023 Sustainability & Social Impact Report. Also see the 2022 ESG Report, **Materiality Assessment** (page 22), for a description of our latest materiality assessment. 2024 Proxy Statement: **Our Strategic Approach to Sustainability and Social Impact**, pages (34–35).
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	2023 Form 10-K: **Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operations – Overview of Our Business**, (page 24–25). AMN Healthcare does not report separately for regional or market levels.
201-2 Financial implications and other risks and opportunities due to climate change	2023 Sustainability & Social Impact Report: Disclosures – **TCFD Report**.
201-3 Defined benefit plan obligations and other retirement plans	AMN Healthcare offers corporate team members Deferred Compensation plan and 401(k) retirement savings options (and Roth 401(k) as of 01/01/2024). Team members elect to contribute to these plans up to the maximum allowed by law. All liabilities and assets for retirement plans are valued on a daily basis per market rates. At the time of this report all plans were fully funded. AMN Healthcare offered an employer match of 50% on team member contributions up to 6% of their compensation and 100% of the next 4% of contributions. In 2023, 992 team members participated in the Deferred Compensation Plan out of 1,178 of team members that are eligible to participate and 92% of eligible corporate team members participated in the company's 401(k) retirement plan. AMN Healthcare also contributed an additional $3,300 in employer contribution for participants in both retirement plans in 2023. 2023 Form 10-K: **Item 8. Financial Statements and Supplementary Data – Notes to Consolidated Financial Statements – Note (9), Retirement Plans**, (page 63).
201-4 Financial assistance received from government	In 2023, AMN Healthcare received approximately $107,398 in Employee Retention Tax Credits related to COVID-19. AMN Healthcare also received approximately $3,636,201in Federal and State Research and Development Tax Credits in 2023. No other financial assistance or incentives were received from any government or Export Credit Agencies during the reporting period. AMN Healthcare primarily operates in the United States and the above benefits were from the U.S. government. No government is present in AMN Healthcare's shareholding structure.
Market Presence	
GRI 3: Material Topics 2021	
3-3 Management of material topics	AMN Healthcare regularly reviews wages and compensation packages across all levels of the organization and by gender to ensure employment options with the company are competitive and fair to local market conditions. AMN Healthcare also participates in the Bloomberg Gender-Equality Index. 2023 Sustainability & Social Impact Report: **Diversity, Equity, and Inclusion – Workplace – Pay Equity**. 2024 Proxy Statement: **Our Strategic Approach to Sustainability and Social Impact**, pages (34–35); **Diversity, Equity, and Inclusion – Progress in 2023**, (page 38).
GRI 202: Market Presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	AMN Healthcare does not track and report this information.
202-2 Proportion of senior management hired from the local community	AMN Healthcare does not track and report this information

Disclosure	Location
Indirect Economic Impacts	
GRI 3: Material Topics 2021	
3-3 Management of material topics	See GRI 203-2 below.
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	2023 Sustainability and Social Impact: **Patient Care**; **Language Services**; **Technology Solutions**; **Giving**; **Marketplace**.
203-2 Significant indirect economic impacts	As a significant provider of healthcare staff in the United States, AMN Healthcare placed more than 148,000 healthcare professionals (nurses, physicians, allied, and other professionals) in temporary and permanent positions in the healthcare sector in 2023. Our employment opportunities included nurses, physicians, allied and other clinical professions, executive and clinical leadership, interim staff, and medical coding and case management professionals, among others. The indirect economic impacts of our business include the opportunities afforded to the healthcare professionals we place, and the significant indirect economic impact of the care they deliver and the improved health of the patients our clients and healthcare professionals serve. Our spend with small and diverse businesses also drives significant indirect economic impact. 2023 Sustainability & Social Impact Report: DEI – **Supplier Diversity**.
Procurement Practices	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: DEI – **Marketplace**.
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	AMN Healthcare does not track and report this information on local suppliers.
Anti-Corruption	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**. See **Code of Conduct**, **Code of Ethics for Senior Financial Officers**, **Human Rights Policy**, and **Vendor and Supplier Code of Conduct**.
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Per the company's Global Anti-Corruption Policy, AMN Healthcare regularly assesses operations for instances of corruption. The total number of incidents related to corruption in our operations in 2023 was zero. We have assessed all of our operations for risk related to corruption and focus our efforts where there is the greatest risk: our international recruitment business and contracts with other international vendors. All of our contracts are screened for anti-corruption risk, and there are escalation points that trigger a full vetting process. This is a very low risk area for AMN Healthcare. There are currently no significant risks in this area.
205-2 Communication and training about anti-corruption	100% of our governance body members receive communication on our anti-corruption policies and procedures. AMN Healthcare communicates our anti-corruption policy to all of our international vendors and 100% have received the policy and provided certification to their compliance with our anti-corruption policy. Our anti-corruption policy applies to all employees and is communicated in our policy library. AMN Healthcare trains all team members across the company's divisions and geographic locations annually on anti-corruption policies and procedures. 2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**; **Code of Conduct**; **Vendor and Supplier Code of Conduct**.
205-3 Confirmed incidents of corruption and actions taken	See GRI 205-1 a above. AMN Healthcare had no confirmed incidents of corruption.
Anti-competitive Behavior	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**; **Code of Conduct**.
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2023, AMN Healthcare had no legal actions in these areas.

Disclosure	Location
Tax	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Form 10-K: **Item 8. Financial Statements and Supplementary Data - Notes to Consolidated Financial Statements**.
GRI 207: Tax 2019	
207-1 Approach to tax	2023 Form 10-K: **Item 8. Financial Statements and Supplementary Data - Notes to Consolidated Financial Statements**.
207-4 Country-by-country reporting	AMN Healthcare does not report this information.
Energy	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Environment**.
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	2023 Sustainability & Social Impact Report: **Environmental Data**.
302-2 Energy consumption outside of the organization	AMN Healthcare does not track this information but does report relevant Scope 3 emissions that are related to energy consumption. 2023 Sustainability & Social Impact Report: **Environmental Data**.
302-3 Energy intensity	2023 Sustainability & Social Impact Report: **Environmental Data**.
302-4 Reduction of energy consumption	2023 Sustainability & Social Impact Report: **Environmental Data**.
Water and Effluents	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Approach to Sustainability and Social Impact**; **Environment – Water and Waste**; **Environmental Data**. 2024 Proxy Statement: **Our Strategic Approach to Sustainability and Social Impact**, pages (34–35).
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	AMN Healthcare is evaluating water-related goals.
303-3 Water withdrawal	AMN Healthcare does not track and report this information.
303-4 Water discharge	AMN Healthcare does not track this information and does not believe it is material to our operations.
303-5 Water consumption	2023 Sustainability & Social Impact Report: Environment – **Environmental Data**.
Biodiversity	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Our consulting partners have helped us look into areas of high biodiversity value in close proximity to some of our primary facilities. This is not material to our operations.
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	• San Diego Office (12400 High Bluff Dr., Suite 500 & 600) adjacent to Torrey Pines State Reserve: a protected area targeted for conservation with terrestrial and maritime ecosystem. • Clearwater Office (17757 U.S. Highway 19 North, Suite 160) adjacent to Marine Protected Area: designated an aquatic preserve with maritime ecosystem. We are in the process of decommissioning this office.
304-2 Significant impacts of activities, products, and services on biodiversity	This is not material to our operations.
304-3 Habitats protected or restored	This is not material to our operations.
304-4 IUCN Red List species and national conservation list species with habitats in affected areas by operations	AMN Healthcare does not track this information and does not believe it is material to our operations.

Disclosure	Location
Emissions	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: Environment: **Approach to Sustainability and Social Impact**; **Environmental Data**. 2023 Sustainability & Social Impact Report: Disclosures – **TCFD Report**. 2024 Form 10-K: Item 1A: **Risk Factors**, (page 14).
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	2023 Sustainability & Social Impact Report: **Environmental Data**; Disclosures - **TCFD Report**.
305-2 Energy indirect (Scope 2) GHG emissions	2023 Sustainability & Social Impact Report: **Environmental Data**; Disclosures - **TCFD Report**.
305-3 Other indirect (Scope 3) GHG emissions	2023 Sustainability & Social Impact Report: **Environment**; **Environmental Data**; Disclosures - **TCFD Report**.
305-4 GHG emissions intensity	2023 Sustainability & Social Impact Report: **Environmental Data**; Disclosures - **TCFD Report**.
305-5 Reduction of GHG emissions	2023 Sustainability & Social Impact Report: **Climate Strategy**; **Climate Action**; **Environmental Data**; **Managing Our Climate Impact, Risks, and Opportunities**.
305-6 Emissions of ozone-depleting substances (ODS)	AMN Healthcare does not track and report this information because it is not material to our operations.
305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	AMN Healthcare does not track or report this information because it is not material to our operations.
Waste	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Approach to Sustainability and Social Impact**; **Climate Strategy**; **Climate Action**; **Environmental Data**.
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	AMN Healthcare does not track or report on this information.
306-2 Management of significant waste-related impacts	AMN Healthcare does not track or report on this information.
306-3 Waste generated	2023 Sustainability & Social Impact Report: **Environmental Data**.
306-4 Waste diverted from disposal	2023 Sustainability & Social Impact Report: **Office Decommissioning**; **Environmental Data**.
306-5 Waste directed to disposal	2023 Sustainability & Social Impact Report: **Environmental Data**.
Supplier Environmental Assessment	
GRI 3: Material Topics 2021	
3-3 Management of material topics	See **Vendor and Supplier Code of Conduct**.
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	2023 Sustainability & Social Impact Report: **Supplier Maturity Mapping**.
308-2 Negative environmental impacts in the supply chain and actions taken	2023 Sustainability & Social Impact Report: **Environment – Managing Our Climate Impact – Real Estate Reduction**. We have identified our travel vendors, e.g., airlines, rental car companies, and delivery services companies as suppliers that have negative environmental impacts.

Disclosure	Location
Employment	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Approach to Sustainability and Social Impact**; **People and Culture**; **Workplace**. 2023 Form 10-K: Item 1: **Business – Human Capital Management**, (pages 2–4); **Our Healthcare Professionals**, (page 6).
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	2023 Sustainability & Social Impact Report: **People and Culture**. The voluntary turnover rate for 2023 was 13.05%. The involuntary turnover rate for 2023 was 14.61%.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Sustainability & Social Impact Report: **Benefits and Well-being**. AMN Healthcare offers a comprehensive and cost-effective benefits package for regular full time and part time team members working at least 24 hours per week and their families. We regularly benchmark benefit programs to ensure the company is offering comparable benefits programs that meet, and in some cases exceed local guidelines and industry standards. Benefits can include Medical, Perscription, Health and Flexible Savings Accounts, Dependent Care, Wellness Incentives, Dental, Vision, Long- and Short-Term Disability, Life and Accidental Death & Dismemberment Insurance, Retirement Programs (401k and Roth 401k) and Executive Deferred Compensation, Training and Development, Paid Time Off (including Volunteer Time Off), Tuition Reimbursement, Leadership/Professional Development, Adoption Assistance, Reproductive Health Care Assistance, and Health and Wellness initiatives. Some of these benefits are also available to our temporary employee healthcare professionals on assignment with AMN Healthcare. Our benefits program also includes holistic approach to health and wellness. Discounted medical premiums are provided to team memebers when they complete annual wellness incentives. AMN Healthcare offers free tobacco cessation programs and free medical services such as flu shots and biometric screening to our team members. AMN Healthcare team members and healthcare professionals on assignment are also able to access free, confidential emotional support, work life solutions, financial resources, mental health and legal counselling and online support through the company's Employee Assistance Program (EAP). We also provide our full time temporary team members with a preventive healthcare plan and access to our 401k plan. **2023 Benefits Participation** Benefit Program / Corporate / Healthcare Professional Medical 72% 40% Dental 73% 35% Vision 67% 29% 401K 92% 22%
401-3 Parental leave	AMN Healthcare offers paid leave that adheres to local standards and regulations for new parents by birth, adoption, or foster care placement. The figures below do not include our employees that are on AMN Healthcare's Flex Time off plan. **2023 Parental Leave Data** Female / Male / Not Specified Total Eligible 2,793 1,145 10 Total Used 195 15 0 % Used 6.98% 1.30% 0% Total Returned of LOA 190 15 0 % RLOA 97.44% 100% 0%
Labor Management Relations	
GRI 402: Labor/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	AMN Healthcare does not have a policy on the minimum number of weeks' notice provided to employees prior to implementation of significant changes.

Disclosure	Location
Occupational Safety	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Workplace Health and Safety**. 2023 Form 10-K: Item 1: **Business – Health and Safety**, (page 3).
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	2023 Sustainability & Social Impact Report: **Workplace Health and Safety**.
403-2 Hazard identification, risk assessment, and incident investigation	2023 Sustainability & Social Impact Report: **Workplace Health and Safety**.
403-3 Occupational Health Services	First aid kits are available in each AMN Healthcare facility for team members for any quick, on-site treatment of minor injuries to prevent complications and aid in recovery. In the event of a workplace injury or illness, AMN Healthcare partners with a national network of occupational health facilities and will arrange for transportation to a facility through a third party. AMN Healthcare maintains the confidentiality of team members' personal health-related information if they participate in any occupation health services provided.
403-4 Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability & Social Impact Report: **Workplace Health and Safety**.
403-5 Worker training on occupational health and safety	2023 Sustainability & Social Impact Report: **Workplace Health and Safety**.
403-6 Promotion of worker health	2023 Sustainability & Social Impact Report: **Health and Wellness for All – Benefits and Well-being**.
403-7 Prevention and mitigation of occupational safety impacts directly linked by business relationships	2023 Sustainability & Social Impact Report: **Health and Wellness for All – Benefits and Well-being**.
403-8 Workers covered by an occupational health and safety management system	AMN Healthcare implements many elements of an occupational health and safety management system, which is crucial to ensuring the well-being of our team members. AMN Healthcare employs a Health & Safety Supervisor who oversees all aspects of the health and safety program and is responsible for the development and implementation of safety policies and procedures, including, but not limited to, injury and illness prevention, emergency and crisis response, COVID-19 prevention, and workplace violence prevention. AMN Healthcare has an active Environmental Health and Safety (EHS) Committee, which is comprised of representatives from various departments, including Corporate Risk Management, Facilities, Human Resources, Legal, Compliance, Clinical Operations, and Housing and Travel. The EHS Committee serves as a collaborative forum for promoting and maintaining a safe and healthy work environment for our team members. The EHS Committee evaluates and enhances team member safety by implementing policies and safe work practices to ensure alignment with relevant regulatory requirements, responds to team member reports of potential workplace hazards, and drives continuous improvement of AMN Healthcare's health and safety program. Periodic workplace inspections are conducted regularly at our offices to proactively identify potential safety and health hazards, use of hazardous materials, and enforce safe work practices to prevent unsafe working conditions from developing and ensure the effectiveness of our health and safety program. If any hazards are identified, corrective actions are documented and implemented. Additionally, incident investigations are conducted to identify root causes of unsafe conditions and prevent future incidents from occurring. All team members are provided with comprehensive health and safety training in accordance with applicable regulatory requirements, which covers hazard identification, safe work practices, and emergency procedures. Training records are tracked and maintained in a Learning Management System. AMN Healthcare also partners with an outside loss control consultant to help identify exposures and provide recommendations for exposure mitigation when necessary.
403-9 Work-related injuries	2023 Sustainability & Social Impact Report: **Workplace Health and Safety**. In accordance with OSHA's guidance and injury and illness recordkeeping requirements, AMN Healthcare's temporary employees have been excluded from the calculations, as host employers are responsible for recording injuries and illness of temporary workers.
403-10 Work-related ill health	2023 Sustainability & Social Impact Report: **Workplace Health and Safety**. AMN Healthcare does not track work-related ill health for workers who are not employees. AMN Healthcare Client facilities are not controlled by AMN Healthcare. See GRI 403-9 above.

Disclosure	Location
Training and Education	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**; **Talent Development and Workforce Engagement**. 2023 Form 10-K: Item 1: **Business – Learning and Professional Development**, (page 3) .
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	See GRI 3-3 above. AMN Healthcare tracked a total of 48,866 hours that team members spent across various learning programs. AMN Healthcare does not track and report this data by gender or employee category.
404-2 Programs for upgrading employee skills and transition assistance programs	2023 Sustainability & Social Impact Report: **Talent Development and Workforce Engagement**. 2023 Form 10-K: Item 1: **Business – Learning and Professional Development**, (page 3).
404-3 Percentage of employees receiving regular performance and career development reviews	2023 Sustainability & Social Impact Report: **Talent Development and Workforce Engagement**.
Diversity and Equal Opportunity	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **DEI Strategic Pillars**. 2023 Form 10-K: **Item 1: Business – Diversity, Equality, and Inclusion**, (pages 3–4). See **Code of Conduct**, **Human Rights Policy**, and **Vendor and Supplier Code of Conduct**.
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	2023 Sustainability & Social Impact Report: **Board Composition and Diversity**; **Our Diverse Footprint**; **DEI- Workforce**. 2023 Form 10-K: Item 1: **Business – Human Capital Management** (page 3–4). 2024 Proxy Statement: **Director Nominee Snapshot**, (page 15); **Diversity, Equity, and Inclusion**, (page 38–39).
405-2 Ratio of basic salary and remuneration of women to men	Women comprise 54% of AMN Healthcare top 10% compensated team members. Additionally, women comprise 56% of the top pay quartile, 69% of upper middle pay quartile, 72% of lower middle pay quartile, and 72% of lower pay quartile. AMN Healthcare reports gender pay data through the **Bloomberg Gender-Equality Index**, included as an appendix to our 2023 Sustainability & Social Impact Report.
Non-Discrimination	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Approach to Sustainability and Social Impact**. 2024 Proxy Statement: **Diversity, Equity, and Inclusion – Workforce**, (page 39). See **Code of Conduct**, **Human Rights Policy**, and **Vendor and Supplier Code of Conduct**.
GRI 406: Non-Discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	AMN Healthcare had zero reports of systemic workforce discrimination during the reporting year.
Freedom of Association and Collective Bargaining	
GRI 3: Material Topics 2021	
3-3 Management of material topics	Due to the nature of their work, teams executing AMN Healthcare business strategy from office locations in the United States are not affiliated with or covered by collective bargaining agreements. Additionally, the AMN Healthcare **Human Rights Policy** provides for freedom of association, which respects team members' right to join, form, or not join a labor union without fear of retaliation, intimidation, or harassment. See **Code of Conduct**, **Human Rights Policy**, and **Vendor and Supplier Code of Conduct**.

Disclosure	Location
Child Labor	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Business Ethics and Compliance**. See **Code of Conduct**, **Human Rights Policy**, and **Vendor and Supplier Code of Conduct**.
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	The AMN Healthcare **Human Rights Policy** holds a zero-tolerance policy for child labor for both the company as well as our vendors. We have assessed our operations and they do not pose a significant risk for incidents of child labor. AMN Healthcare continually evaluates our vendor onboarding process and makes improvements as necessary in the process to contribute to the abolition of child labor.
Forced or Compulsory Labor	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: Business Ethics and Compliance. See **Code of Conduct**, **Human Rights Policy**, and **Vendor and Supplier Code of Conduct**.
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The AMN Healthcare **Human Rights Policy** details our zero-tolerance policy for forced labor, slavery, or human trafficking for both the company as well as our vendors. AMN Healthcare has enhanced its Vendor Management review process during the reporting period.
Security Practices	
GRI 3: Material Topics 2021	
3-3 Management of material topics	AMN Healthcare does not employ security personnel.
GRI 410: Security Practices 2016	
410-1 Security personnel trained in human rights policies or procedures	AMN Healthcare does not employ security personnel.
Rights of Indigenous Peoples	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: Business Ethics and Compliance. See **Code of Conduct**, **Human Rights Policy**, and **Vendor and Supplier Code of Conduct**.
GRI 411: Rights of Indigenous Peoples	
411-1 Incidents of violations involving rights of indigenous peoples	AMN Healthcare has not had any incidents of violating rights of indigenous peoples in 2023 or in the history of operations.
Local Communities	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Approach to Sustainability and Social Impact**; **Patient Care**; **Giving**; **Philanthropy and Volunteerism**; **DEI – Marketplace**.
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	2023 Sustainability & Social Impact Report: **Patient Care**; **Giving**; **Philanthropy and Volunteerism**; **DEI – Marketplace**.
413-2 Operations with significant actual and potential negative impacts on communities	AMN Healthcare does not track and report on this information.

Disclosure	Location
Supplier Social Assessment	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **DEI – Supplier Diversity**. 2024 Proxy Statement: **Diversity, Equity, and Inclusion – Marketplace**, (page 41). See **Vendor and Supplier Code of Conduct**.
GRI 414: Supplier Social Assessment	
414-1 New suppliers that were screened using social criteria	2023 Sustainability & Social Impact Report: **DEI – Supplier Diversity**. See **Vendor and Supplier Code of Conduct**.
Public Policy	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Government Relations and Political Activity.** 2024 Proxy Statement: **Political Activity and Trade Associations**, (page 42). See **Code of Conduct** and **Corporate Political Activity Policy**.
GRI 415: Public Policy 2016	
415-1 Political contributions	2023 Sustainability & Social Impact Report: **Political Contributions**.
Customer Health and Safety	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Patient Care**.
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Every healthcare provider within the AMN Healthcare network undergoes rigorous screening, referencing, and quality control processes that adhere to the same stringent standards as hospitals and healthcare facilities, including credential review, background checks and drug tests, and health screening standards that meet and often exceed Joint Commission and National Committee for Quality Assurance (NCQA) standards. AMN Healthcare screens 100% of physicians and clinicians against the National Practitioner Data Bank (NPDB), an electronic database created by the U.S. Congress in 1986 to document payments in connection with liability judgments and settlements, as well as peer review actions affecting licenses, clinical privileges, and other factors. AMN Healthcare is Joint Commission certified through its Healthcare Staffing Services Certification Program.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	AMN Healthcare had no incidences of serious or willful noncompliance concerning the health and safety impacts of our products and services in 2023.

Disclosure	Location
Marketing and Labeling	
GRI 417: Marketing and Labeling 2016	
417-2 Incidents of non-compliance concerning product and service information and labeling	AMN Healthcare received no incidences of serious or willful non-compliance or non-compliance concerning product and service information and labeling in 2023.
417-3 Incidents of non-compliance concerning marketing communications	AMN Healthcare ensures accuracy and truthfulness in marketing communications. In 2023, AMN Healthcare received no substantiated incidents of non-compliance concerning marketing communications.
Customer Privacy	
GRI 3: Material Topics 2021	
3-3 Management of material topics	2023 Sustainability & Social Impact Report: **Information Safety across Our Operations**; **Data Minimization**. 2024 Proxy Statement: **Information Security, Cyber Security and Data Privacy**, (page 30). See **Privacy Policy** and **Ad and Cookie Policy**.
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Based on the information at hand, no Indicator of Compromise or evidence of a data breach of material value or impact has been identified or substantiated by AMN Healthcare for the period of January 1 to December 31, 2023. AMN Healthcare received no complaints from regulatory bodies in 2023.

SASB Content Index

This report is informed by the Sustainability Accounting Standards Board (SASB) framework. SASB is an independent nonprofit organization that sets standards to guide the disclosure of financially material sustainability information by companies to their investors. SASB Standards identify the subset of environmental, social, and governance issues most relevant to financial performance by industry. AMN Healthcare reports to SASB Standards for the Professional & Commercial Services Industry.

CODE	METRIC	CATEGORY	RESPONSE AND/OR LOCATION
Data Security			
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	Across our operations, we use a combination of industry-leading tools, technologies, and best practices to protect AMN Healthcare and the personal information we maintain. We operate a Managed Detection and Response (MDR) program to identify and assess risk. Further, all AMN Healthcare team members and contractors receive annual cybersecurity training. **Governance and Ethics – Data Privacy and Information Security**
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	Our **Privacy Policy** defines what information we collect, how we use it, how long it is kept, how it is disclosed, how we protect and store information, and individual privacy rights. **Governance and Ethics – Data Privacy and Information Security**
SV-PS-230a.3	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	AMN Healthcare is not aware of any data breaches of material impact during 2023. **Governance and Ethics – Data Privacy and Information Security**
Workforce Diversity & Engagement			
SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (2) all other employees	Quantitative	41% of individual contributors, 31% of non-executive management, and 16% of executive management are BIPOC. 71% of individual contributors, 65% of non-executive management, and 52% of executive management are women, including our CEO. **2023 Highlights and Recognitions** **Health and Wellness for All – Diversity, Equity, and Inclusion (DEI)**
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	The voluntary turnover rate for 2023 was 13.05%. The involuntary turnover rate for 2023 was 14.61%. In 2023, AMN Healthcare supported 788 internal transfers and promotions. **Health and Wellness for All – People and Culture**
SV-PS-330a.3	Employee engagement as a percentage	Quantitative	Our 2023 Team Member Engagement Survey yielded an 85% participation rate and a score of 75 for engagement. **Health and Wellness for All – People and Culture**

CODE	METRIC	CATEGORY	RESPONSE AND/OR LOCATION
Professional Integrity			
SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	AMN Healthcare has adopted written policies and procedures, including a Code of Conduct and the other policies listed below, to provide clear and consistent guidance to all team members regarding their responsibilities. **Governance and Ethics – Business Ethics and Compliance** **Code of Conduct** **Code of Ethics for Senior Financial Officers** **Vendor & Supplier Code of Conduct** **Human Rights Policy** **Corporate Political Action Policy**
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	AMN Healthcare does not report this because it is confidential information.
Activity Metric			
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	**GRI Content Index – GRI 2–7 and 2–8**
SV-PS-000.B	Employee hours worked, percentage billable	Quantitative	We do not report on the number of hours our team members work, or percentage billable.

TCFD Report

Our approach to disclosures in this report is informed by the Task Force for Climate-related Financial Disclosures (TCFD) recommendations and is organized around the TCFD's four pillars: Governance, Strategy, Risk Management, and Metrics and Targets. As we continue our sustainability journey, we strive to proactively assess our climate-related risks and opportunities to increase resilience and transparency. This report updates our **2022 TCFD Report** and leverages internal support across multiple departments, as well as external advisory consultants. While we believe that our disclosures and methodologies reflect our business strategy and are reasonable at the time made or used, as our business or applicable methodologies, standards, or regulations develop and evolve, we may revise or cease reporting or using certain disclosures and methodologies if we determine that they are no longer advisable or appropriate; or are otherwise required to change what and how we disclose. Our assessments have led us to conclude that our environmental risks are not material to our business currently. We include the assessment in the interest of transparency and to respond to interest from our stakeholders, but do not intend the characterizations, including that certain environmental issues are being considered in our business decisions, to indicate that the issue is material for the purposes of securities regulations.

TCFD RECOMMENDED DISCLOSURE	AMN HEALTHCARE DISCLOSURE
Governance	
a. Describe the Board's oversight of climate-related risks and opportunities	AMN Healthcare's Board of Directors is responsible for our overall ESG and Enterprise Risk Management (ERM) strategies, including our Crisis Management Plan. Our Board works closely with the executive management team to oversee the impact of our sustainability efforts on our business practices, which includes climate-related risks and opportunities. At least annually the Board reviews the ERM program and Crisis Management Plan. The Board addresses key risks, risk capacity, and risk appetite levels that provide the foundation for overall business strategy and annual goals. The Corporate Governance and Compliance Committee of the Board has primary responsibility over AMN Healthcare's priorities, policies, disclosures, and progress related to environmental sustainability and governance matters. The committee receives regular progress reports from management on climate-related initiatives. In addition, the Audit Committee reviews and oversees the ERM program. The Audit Committee helps identify and oversee the management of financially material risks, including any climate-related risks that may reach this level of impact. For more details on our governance structure and framework, please see **ESG Oversight** in our 2023 Sustainability & Social Impact Report.
b. Describe Management's role in assessing and managing climate-related risks and opportunities	AMN Healthcare's executive management provides guidance on strategies and disclosures for our climate-related initiatives. AMN Healthcare relies on the subject matter expertise of leaders across the business to represent various points of view and help align strategies across the organization. AMN Healthcare's Sustainability and Social Impact team reports to the Chief Legal Officer. This group includes subject matter experts and develops our climate strategy, elevates sustainability and climate-related matters within the company, ensures coordination and alignment of sustainability and social impact activities across the organization, and provides regular progress updates to the Corporate Governance and Compliance Committee of the Board. The VP of Risk Management and Facilities oversees the management of key enterprise risks and reports to the Chief Financial Officer. The Sustainability and Social Impact team works on the climate-related goals, strategies, and initiatives with guidance and support from other teams including Risk Management, Facilities, and Procurement. In 2023 ESG was added, inclusive of climate-related issues, to the purview of the Enterprise Risk Management (ERM) Committee. For more details see **Enterprise Risk Management** in our 2023 Sustainability & Social Impact Report and our **2022 TCFD Report**.
Strategy	
a. Describe the climate-related risks and opportunities the company has identified over the short, medium, and long term.	AMN Healthcare's sustainability strategy aims to consistently integrate climate-related topics. Through our risk assessment for 2023, and for purposes of this report, AMN Healthcare has not identified any climate-related risks or opportunities with major impacts on our business across the time horizons considered. As a professional services company, AMN Healthcare does not operate in a carbon-intensive sector. Our "assets" are not physical locations, but our proprietary knowledge, reputation, and our people. Given the limited physical assets, the physical impact of climate change on AMN Healthcare is low. Potential risks in relation to a low emissions future, identified below, such as market, operational, compliance or reputational transition risks are also deemed unlikely to have a major impact on the organization. As further described below, we believe our operating model increases our resilience to climate change. Both transition and physical risks (acute and chronic) and opportunities across the following time horizons informed our priority areas: Short term is < 1 year (2024); medium term is 2-4 years (2025-2028); and long term is greater than 5 years (2029+). Climate-related scenario exercises are a part of our current roadmap for climate action, which also includes validating both near- (2030) and long-term (2050) targets with the Science Based Targets initiative (SBTi), conducting supplier maturity mapping, evaluating an internal shadow carbon price, and developing a transition plan. AMN Healthcare believes it is well positioned to manage the energy transition necessary to meet global climate goals, and we stress test our resilience plan to the upper and lower bounds of our response to emissions management. We have set priorities to source 100% renewable electricity where possible and to purchase high-quality offsets for any remaining Scopes 1 and 2 emissions. We achieved this goal for 2023. Following the identification of transition and physical risks is our identification of climate-related opportunities. The opportunities reflect efforts we can take to mitigate and adapt to potential risks and continue to support the access to healthcare that is core to our social impact.

Risk Type	Climate-Related Risk	Risk Category	Our Approach
Transition Risks			
Market Risks	GHG reduction strategies (Short & Medium Term)	In the short term, achieving our GHG emissions reductions might in some instances require costs that have not been necessary in the past. This includes ongoing investment in energy efficiency measures across our portfolio, procurement of renewable electricity and compensation for residual emissions through supporting certified carbon offset projects. We recognize current limitations to technology and low-carbon business travel options and additional costs may be necessary to mitigate flight-related emissions in the future.	AMN Healthcare has committed to set science-based targets covering our Scopes 1, 2, and 3 GHG emissions. In the near term, we are also prioritizing sourcing as close to 100% renewable electricity as feasible for our operations and offsetting our remaining Scopes 1 & 2 emissions with high-quality offsets at a competitive price. We have started a supplier maturity mapping process and intend to engage with our suppliers to discover their GHG inventories, as well as to educate and encourage them to track and lower their own GHG emissions.
	Portfolio revenue (Short & Medium Term)	Exposure risks to existing investment portfolio mix based on reliance on high-carbon industries.	AMN Healthcare will review the investment portfolio of its captive insurance company to determine the revenue exposure associated with reliance on high-carbon industries. In such cases, AMN will explore lower-carbon investment alternatives with similar investment return profiles.
	Customer behavior risk (Medium Term)	The growing effects of the climate crisis have led to a demand for healthcare delivery organizations to consider the relationship between environmental externalities and physical health. Many healthcare organizations have set emissions reduction goals. This may impact client/customer behavior and result in risk exposure if AMN Healthcare does not address client requests to reduce emissions in their value chain.	We are actively setting emission reduction targets aligned with our global climate goals to meet the expectations of our clients and customers. We will continue to measure, track, and seek solutions to reduce the emissions of our value chain.

TCFD RECOMMENDED DISCLOSURE AMN HEALTHCARE DISCLOSURE

Strategy

Risk Type	Climate-Related Risk	Risk Category	Our Approach
Transition Risks			
Operational Risks	Staffing shortages (Medium & Long Term)	Increased pressure on healthcare delivery organizations due to the inverse relationship between staffing decreases and projected increased demand for healthcare workers. Climate-related illnesses (endemics/pandemics) are projected to pressure the healthcare industry in the long term as the risk of climate change-related illness is predicted to keep increasing.* This, compounded with the decrease in physicians, registered nurses, and other clinical professional populations may negatively impact the overall quality of health in our communities.	AMN Healthcare continues to assess the resilience of the healthcare workforce through its annual surveys and thought leadership. In 2023 we made significant investments in efforts to increase the healthcare workforce pipeline and resilience. Please see **Healthcare Workforce Investments** in our 2023 Sustainability &Social Impact Report.
Compliance Risks	Emerging regulation (Medium & Long term)	As governments embark on the sustainable transition, organizations may be exposed to regulatory changes that could impact operations due to new compliance requirements and financial costs associated with compliance measures.	We monitor new and upcoming regulations that may impact our operations to ensure we remain compliant. We are preparing for current and emerging mandates, such as California's ambitious and comprehensive regulations AB-1305, SB-253, and SB-261. Part of this preparation includes reporting on climate risks and opportunities and further developing our transition plan. We will also obtain third party limited assurance for AMN Healthcare's 2025 emissions inventory as needed to comply with SB-253 and any other regulation.
	Internal Carbon Pricing (Medium & Long Term)	The emergence of a carbon tax (also referred to as carbon pricing) would result in a direct financial cost for our organization due to increased energy prices.	Tracking our yearly Scopes 1, 2, and 3 GHG emissions allows us to consistently evaluate our climate risk from a value chain lens and is key to our efforts to fulfill our reduction goals. In 2023, we began evaluating a shadow Internal Carbon Fee to facilitate the identification of reduction and abatement opportunities to further mitigate risk of an imposed carbon tax. We will also continue to source as close to 100% renewable electricity and offset our remaining Scopes 1 and 2 emissions through the purchase of high-quality carbon offsets. We will continue to engage with our landlords and building managers to work toward achieving our goals.
Reputational Risks	Achievement of Public Commitments (Medium & Long Term)	Risk of setting but not achieving our emissions reduction targets. The AMN Healthcare brand is essential to the maintenance and growth of our business; negative perception could adversely impact our long-term performance.	Our management team, including our sustainability team, annually reviews progress towards our emissions reduction and other environmental targets and adjusts our sustainability strategy as necessary to ensure we are setting appropriate targets and remain on track to reach our goals.
Physical Risks These are event-based climate hazards			
Acute Physical Risks (Medium Term)	Increased frequency of severe weather events that impact operations.	The risks faced by our leased facilities or due to disruption or damage from extreme weather events.	In 2022, we undertook a physical risk analysis (see our **2022 TCFD** for more detail) for our six primary leased facilities. The analysis modeled exposure to wildfires, water stress, inland flooding, heatwaves, sea level rise, drought, and cyclones. Two of these facilities (Clearwater and Omaha) at risk due to weather events are being decommissioned. In the coming years, we will reassess these physical risks and revise which facilities are analyzed; increasing the number of facilities analyzed as needed.
Chronic Physical Risks (Long Term)	Prolonged situations instead of stand-alone events (acute).	Risks related to increased temperatures and changes in precipitation leading to increased drought risk and sea level rise.	In 2022 we ran a physical risk assessment (see our **2022 TCFD** for more detail), which identified that only one facility – Omaha – is exposed to a moderate drought risk and other offices have low exposure to sea level rise. Given that we lease our facilities, this is not material, and we are in the process of decommissioning two locations exposed to risk. We will continue to actively evaluate the potential chronic physical risks in the coming years and account for more facilities in our analysis as appropriate.

Opportunity Type	Climate-Related Opportunity	Opportunity Category	Our Approach
Market Opportunity (Short & Medium Term)	Client Partnerships	Fostering relationships with new clients while strengthening existing client relations by offering a broad range of technology-centric solutions throughout the value chain.	As a technology-centric total talent solutions partner, we offer our clients a range of solutions that can help them lower their climate impact, including workforce planning and optimization, local staffing, and remote language services capabilities.
Reputational Opportunity (Short & Medium Term)	Attraction of talent and investment	Our core values, including our efforts in sustainability and social impact attract talent and investors who prioritize a transparent and purpose-driven organization. We aim to leverage our performance in these areas as a differentiator from peers to support talent acquisition and retention. Institutional investors look favorably on companies operating responsibly and for long-term value. Many investors are looking to reduce their own Scope 3 emissions related to investments.	Implementing programs that focus on employee well-being, diversity, equity, and inclusion positively reflects on our reputation as a socially responsible organization. It can improve workforce satisfaction, attract top talent, and positively impact business performance. Setting emissions reduction goals and being transparent about our progress toward those goals reflects our core values.
Reputation and Community Building (Short & Medium Term)	Collaboration and Partnerships	AMN Healthcare can continue to collaborate with healthcare delivery organizations, NGOs, and governmental bodies to support their efforts to address public health challenges affected by climate-change.	AMN Healthcare partners with community partners, NGOs, and government agencies to address health equity and access to healthcare. We contribute to thought leadership on how to increase health equity within communities and engage in philanthropy and volunteerism focused on increasing access to healthcare.
Technology (Short & Medium Term)	Emergence of new technologies	The healthcare industry may be positively impacted by continued investment in and expansion of technology-centric solutions.	A shift towards cloud computing, the digitization of business processes, the use of augmented human intelligence, and hybrid work arrangements present opportunities for expansion of our technology solutions, more efficient internal business operations, and engagement with our clients and healthcare professionals.
Adaption and Resilience Planning	Climate change & healthcare	Recognizing that climate change is expected to increase demand for healthcare due to an increased occurrence of infectious diseases and disasters, we should align our internal processes and capabilities to provide optimal support to communities in times of crisis.	AMN Healthcare is tailoring its short and medium-term sustainability measures to ensure our internal processes are adequately adapted to the impacts of climate change in the long-term. We adapt our strategy to increase our resilience to environmental concerns by accounting for GHG emissions, clean energy measures, physical risk assessments, waste, water, and our impact on biodiversity.

* Mora, C., et. al., (2022). **Over half of known human pathogenic diseases can be aggravated by climate change**. Nat. Clim. Chang. Vol. 12, 869-875; Pathak, N., (2023, February 22). Climate change is increasing the risk of infectious diseases worldwide: From COVID to Lyme disease to various fungal afflictions, climate change has already worsened over 200 infectious diseases. **Yale Climate Connections**.

TCFD RECOMMENDED DISCLOSURE	AMN HEALTHCARE DISCLOSURE
Strategy	
b. Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.	Currently, climate-related risks and opportunities do not directly impact AMN Healthcare's financial planning in any significant manner and none of the risks are material for the purposes of securities regulations. Nevertheless, we have considered potential impacts on our operating costs. Although the impacts to our direct footprint and operations are low, we take a proactive approach and will continue to monitor climate-related developments, including regulations. To prepare to achieve our short and long-term targets, we started to build out a transition plan. The transition plan will outline how our business strategy and company policies will support our emissions goals and analyze and assess any financial impact of the transition. The plan will also detail our efforts to work with stakeholders in our value chain, such as our suppliers, to help meet our objectives. Ultimately, our strong corporate governance foundation will allow us to successfully implement and oversee our transition strategy. As we continue to evolve and enhance our management and disclosure of climate-related risks and opportunities, we intend to further quantify these identified risks and opportunities and integrate any potential impact into our financial planning.
c. Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2 degrees Celsius or lower scenario.	AMN Healthcare recognizes the importance of addressing the impact of climate-related risks and opportunities. Core to our approach is our risk framework, where we routinely and systematically assess risks, including climate where relevant. We are committed to continuing our current measures and potentially expanding them as we review our progress. In 2022, we baselined our Scopes 1, 2, and 3 GHG emissions to gain a deeper under-standing of our climate impact and performed a scenario analysis on our primary leased facilities to help us understand our exposure to extreme weather hazards. We are planning for a lower carbon future and are dedicated to reducing our environmental footprint, by tackling not only our carbon management but also evaluating reduction efforts for waste and water. In 2023 we procured 100% renewable energy and offset our remaining Scopes 1 and 2 emissions with high-quality carbon offsets. We intend to continue this practice in 2024. We also completed a transition risk analysis to identify gaps between our climate-related risks and opportunities. The knowledge gained from these exercises shaped our current and future climate ambitions and climate mitigation plans.
Risk Management	
a. Describe the company's process for identifying and assessing climate-related risks.	AMN Healthcare considers climate-related risks and opportunities as part of its enterprise risk management, including a business continuity program that identifies, assesses, and manages risks that could pose a material threat to established risk tolerance and shareholder value. As mentioned above, in 2022, AMN Healthcare partnered with a global sustainability consulting firm to conduct a climate risk and opportunity analysis to prepare for our 2022 TCFD report. For more detail, please see our **2022 TCFD Report**. As part of the analysis, we conducted a risk assessment of six leased facilities. The facilities were assessed for exposure to various physical climate hazards through to 2100, including wildfires, inland flooding, heatwaves, water stress, drought, sea level rise, and cyclones. Two IPCC-defined climate scenarios were applied, 1) the worst case "fossil-fueled development" scenario, SSP5-8.5, examining the upper bounds of physical exposure and 2) the "middle of the road" scenario, SSP2-4.5, to assess physical exposure in what is considered a more probable, less extreme pathway. 'Chronic' – defined as long-term climate hazard – and 'Acute' – defined as event-based climate hazard – concerns were assessed for each of the six facilities. AMN Healthcare has since decided to decommission the Clearwater and Omaha offices. Intergovernmental Panel on Climate Change (IPCC) Emissions Scenarios explored for AMN Healthcare: IPCC RCP 4.5 — RCP = Representative concentration pathway describes the amount of GHGs in the atmosphere. This is described as the intermediate scenario and assumes that the transition to a lower-carbon economy is delayed (but still occurs) and leads to global warming being limited to 2-3 degrees Celsius by 2100. IPCC RCP 8.5 — RCP = Representative concentration pathway describes the amount of GHGs in the atmosphere. This is the 'business as usual' scenario, and it is where we are headed if countries and organizations do not curb their emissions. In this case, reduction does not occur, and global warming temperatures reach 4-5 degrees Celsius by 2100. As we acquire additional companies and look to consolidate some of our operations, our physical footprint will evolve. In response, we intend to expand our physical climate risk analysis to include any primary long-term facilities to gain a deeper understanding of our potential climate-related risks and to have the tools to better manage risks and avoid negative impacts. In the interim, we continue to make strides towards our transition risk management. Our global sustainability consulting firm partner analyzed our transition risk based on the climate maturity of key peers, as well as clients who express an interest in sustainability. We conducted a benchmarking assessment based on peers' and clients' efforts to measure and disclose their own risks and take other climate action. These qualitative efforts were scored to determine risk on a quantitative basis. The process for identifying climate-related issues is centered around our TCFD reporting and engaging departments across the enterprise to collect qualitative insights on potential climate-related risks and opportunities in our overall ERM process. In addition to the TCFD reporting framework, we are exploring ways to monitor our transitional climate risks and develop indicators and signals to manage these risks. Each transition risk is unique and therefore requires a different level of engagement. Throughout the year we work with our external sustainability consulting firm and remain abreast of emerging regulations that may prove relevant to our operations. In cases where new climate-related risks are identified, we consider introducing new modules to manage these risks. Examples of new modules include developing a transition plan, evaluating internal carbon pricing, and completing a more comprehensive GHG inventory. In 2023, we focused on enacting an active response strategy to all the transition risks previously identified (as outlined in the 'Strategy' section of this report). Please see our **2022 TCFD Report** and the **Governance and Ethics** section of our 2023 Sustainability & Social Impact Report for more detail on our ERM process.
Metrics & Targets*	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	AMN Healthcare measures a variety of climate-related metrics to inform our strategy and facilitate the success of our climate-related goals. When it comes to climate-oriented action, we believe priority topics for environmental impact are carbon, energy, water, and waste. All metrics are broken down and analyzed in absolute terms and intensity. Due to our low Scopes 1 and 2 GHG emissions, and limited water and waste impacts, climate-related risks and opportunities are not currently at the forefront of AMN Healthcare's business decisions; nevertheless, we work to do our part to reduce our climate footprint through tracking and reporting metrics. For more on our sustainability approach and strategy, please see the **Environment** section of our 2023 Sustainability & Social Impact Report. To understand how we quantify our impact, see the **Environmental Data** section of our 2023 Sustainability & Social Impact Report.
b. Disclose Scopes 1, 2, and if appropriate Scope 3 GHG emissions and the related risks.	In 2021, we disclosed our 2019 Scopes 1 and 2 GHG emissions, as well as historic Scope 2 emissions for our two largest offices in San Diego and Dallas from 2017-2020. Our external advisor calculated our emissions annually by conducting GHG Inventories for our Scopes 1, 2, and 3 GHG emissions for the period 2020 to 2023. This process follows the methodology set by the guidance of the Greenhouse Gas Protocol. AMN Healthcare defines its organizational boundaries for corporate reporting of consolidated GHG emissions according to the Organizational Control Approach. Under this approach, AMN Healthcare will account for 100 percent of the GHG emissions for operations over which it has operational control. This approach aligns with our goal to reduce GHG emissions across all our facilities. AMN Healthcare reports all relevant direct and indirect GHG emissions under the corporate reporting boundary. The following details our key methodology and assumptions for our Scopes 1, 2 and 3 calculations. **Scope 1:** Refrigerant leakages: Calculated following the GHG Protocol guidance by the amount of refrigerant top-ups in the reporting period (quantity and type), if available, otherwise they were estimated based on square footage. AMN Healthcare does not own or lease any vehicles. We also do not own any facilities; therefore, we do not control natural gas used for heating. The heating and cooling of our leased office space is accounted for in our Scope 2 inventory. **Scope 2:** Facilities heating, cooling, and electricity: Calculated following the GHG Protocol guidance multiplying primary data from utility companies by relevant location-specific emission factor. For missing activity data, emissions were estimated using electricity-region relevant emission factors based on usage per square foot of office space, which were assigned to each facility based on location. **The following emissions categories are included in our Scope 3 emissions:** **Category 1** — **Purchased Goods & Services:** Our advisors used AMN Healthcare's spend with suppliers to obtain information on Purchased Goods and Services in 2023. Not all transactions or categories within the historical supplier spend were utilized for our estimations. Purchases related to rent, payroll, taxes, utilities, transportation providers, business travel, tax payments, donations, penalties, and income were removed as not relevant or as included in other Scope 3 categories. We researched the top 50 suppliers to obtain their Scopes 1, 2, and 3 emissions from CDP. Where CDP data was absent or not applicable, each relevant supplier was assigned an appropriate industry-specific emission factor to enable us to best estimate emissions based on total spend. **Category 2** — **Capital Goods:** Our advisors used AMN Healthcare's historical capital spend to obtain information on Capital Goods purchases in 2023. Total emissions from capital goods were determined by assigning a relevant industry-specific emission factor to each general ledger account category to estimate emissions based on total spend. **Category 3** — **Fuel- and Energy-Related Activities:** For electricity, our advisors assigned electricity regions to each facility based on location, and in line with those used for Scope 2 calculations. For fuel usage (i.e., natural gas), DEFRA Well-to-Tank (WTT) emission factors were applied based on usage. **Category 4** — **Upstream Transportation & Distribution:** Our advisors analyzed data from FedEx for transportation distance data and transportation type (truck, rail, air). Total emissions from FedEx were determined by assigning vehicle type transportation specific emission factors to estimate emissions based on AMN Healthcare's total distances and total units shipped via FedEx. We also included spend based emissions estimates for other upstream transportation and distribution. **Category 5** — **Waste:** We estimated emissions based on the total number of employees at all locations and using average waste generation, recycling, and landfill rates. EPA emission factors were applied based on type of waste and appropriate waste stream.

* AMN Healthcare has not identified any climate-related risks or opportunities with potentially major impacts on our business across the time periods considered (as described in Strategy, above). We provide information in this Metrics & Targets for consistency with our Environmental reporting practices in our Sustainability & Social Impact report and transparency for our stakeholders.

TCFD RECOMMENDED DISCLOSURE	AMN HEALTHCARE DISCLOSURE

Metrics & Targets

b. Disclose Scopes 1, 2, and if appropriate Scope 3 GHG emissions and the related risks.

Category 6	**Business Travel (inclusive of corporate team members and healthcare professionals):** We estimated based on haul length, class type, and distance traveled via air travel, nights of hotel stays per country, and spend associated with other travel expenses (e.g., rental cars). Some of our healthcare professional emissions calculations were based on travel stipends and reimbursements. EEIO and DEFRA emission factors applied as appropriate.
Category 7	**Employee Commuting (inclusive of team member commuting and emissions associated with working from home (WFH)):** We estimated commuting emissions based on average commuting travel mode and percentage by state for AMN Healthcare employees. Estimated WFH emissions based on average incremental energy increases by state for AMN Healthcare employees. Healthcare professional commuting was calculated separately based on number of shifts and remaining commuting emissions were calculated based on the job mileage reimbursements and applying the appropriate emission factor.
Category 15	**Investments:** Our advisors used two methods to calculate AMN Healthcare's investment emissions according to the Partnership for Carbon Accounting Financials (PCAF)'s guidance. If the investee company has complete upstream Scope 3 emissions reported, we allocated the reported scope 1, 2, and upstream emissions by an attribution factor for public or private companies. If the investee company did not report their emissions or if these emissions were incomplete, we calculated emissions multiplying the company's revenue by the investee sector assigned emission factors and allocated the emissions using an attribution factor. The attribution factor for public companies was calculated by dividing the market value of the investment by EVIC. EVIC was calculated by adding the market capitalization plus debt for public companies, or for private companies, adding the total equity plus debt. For AMN Healthcare's investment in Wonolo, our advisors applied an appropriate emissions factor to total book value multiplied by AMN Healthcare's equity percentage in Wonolo.

YoY GHG Emissions Comparison

	2019	2020	2021	2022	2023	2023 vs. 2022	Metric Narrative
Leased Facilities							
Total leased facilities square footage	598,040	649,094	587,981	434,424	485,511	11.76%	Both our old and new Dallas headquarters offices were open in 2023. In 2024 we will only have the new office. (Not all leased offices were occupied during the reporting years)
Scope 1							
Refrigerant Leakage	254	247	215	144	113	-21.35%	Over 20% decrease explained by the decrease in facilities used in operations in 2023. (Some facilities are co-working spaces now covered in Scope 3 category 1 and others were subleased)
Sub-Total Scope 1[1]	254	247	215	144	113	-21.35%	
Scope 2							
Natural Gas[1]	657	408	296	256	154	-40.04%	40% decrease explained by decrease in facilities used in operations in 2023 and an increase in facilities using electricity for heating instead of natural gas
Electricity (Location-based)	2,975	2,491	2,092	2,117	1,861	-12.07%	Decrease of 12% explained by reduction in facilities in use in 2023
Electricity (Market-based)	3,253	2,478	2,082	2,334	-	100.00%	Zero market-based emissions explained by the purchase of RECs
Sub-Total Scope 2 (Location-based)	3,631	2,898	2,388	2,373	2,015	-15.09%	15% decrease due to reduction in leased facilities and occupancy
Sub-Total Scope 2 (Market-based)	3,910	2,886	2,378	2,590	154	-94.07%	94% reduction due to purchase of RECs
TOTAL Scopes 1 & 2 (Location-based)	3,886	3,146	2,603	2,517	2,128	-15.45%	45% reduction since 2019 and 15% reduction since 2022 chiefly explained by decrease in facilities used in operations, reduction in occupancy, and efficiency efforts
TOTAL Scopes 1 & 2 (Market-based)	4,164	3,133	2,594	2,734	267	-90.25%	90% reduction from 2022 to 2023 driven by procurement of RECs for our electricity usage
Scopes 1 & 2 Market-based emissions intensity (MT CO2e per 1,000 sqf.)	6.96	4.83	4.41	6.29	0.55	91.27%	Purchase of RECs decreased market-based emissions 90.25%, which commensurately lowered emissions intensity
Scope 3							
Category 1: Purchased goods and services		35,010	79,221	95,782[2]	43,171	-54.93%	Decrease of 55% chiefly explained by 41% decrease in supplier spend and less emissions intensive sectoral spend in 2023
Category 2: Capital goods		3,621	4,002	4,013	5,487	36.75%	Increase of 36% in capital goods emissions explained by an over 40% increase in reported capex spend
Category 3: Fuel- and energy-related activities		961	837	773	352	-54.52%	54% decrease in well-to-tank emissions aligned with decrease in energy consumption at facilities
Category 4: Upstream transportation and distribution (incl. WTT)		455	1,323	533[3]	1,087	+103.94%	Increase in transportation of goods emissions explained by increase in freight shipments spend
Category 5: Waste generated in operations		464	495	466[4]	389	-16.63%	Decrease of 17% in waste in offices explained by lower number of team members in offices due to fewer operational facilities
Category 6: Business travel		16,809	21,398	23,083[5]	23,485	1.74%	Slight increase in business travel of 2% mostly explained by an increase in air travel and mixed transportation expenses
Category 7: Employee commuting (including Teleworking)		4,783	6,003	8,510[5]	5,352	-37.11%	Decrease of 37% in employee commuting emissions explained by an increase in employees teleworking
Category 15: Investments		19,172[6]	17,022[6]	20,158[6]	16,838	-16.47%	Decrease of 16% in investment emissions explained by increased proportional investment in companies that report to CDP and have company specific emission factors
Sub-Total Scope 3		81,275	130,301	153,319	96,161	-37.28%	
TOTAL Scopes 1, 2, & 3 (Location-based)		84,421	132,904	155,835	98,289	-36.93%	
TOTAL Scopes 1, 2, & 3 (Market-based)		84,408	132,895	156,052	96,248	-38.21%	

1 Natural gas was reclassified as Scope 2 following the guidance for energy use in leased buildings from the Greenhouse Gas Protocol and has been moved from Scope 1 to Scope 2 in our inventory for all reporting years, which also shifts the annual totals for Scopes 1 and 2 respectively from past disclosures.
2 We are restating our reported 2022 Category 1 emissions, because of additional exclusions of share repurchases that were previously included. This lowers our reported 2022 Category 1 GHG emissions, and commensurately lowers our total Scope 3 emissions, and our total Scopes 1, 2, and 3 emissions for 2022.
3 NAICS codes were assigned for each type of transport spend compared to EEIO codes used in previous years.
4 Calculations were updated to consider only waste generated while working in the office and not while working remotely.
5 Well to Tank emissions have been added to mileage-based air travel and car transportation estimations.
6 We are expanding our disclosures this year by reporting Category 15 emissions. Investments include our equity investment in Wonolo and the investments of our captive, Spectrum insurance. We have also improved methodology for Wonolo's equity share emissions estimation following the Partnership for Carbon Accounting Financials (PCAF) guidance, which has decreased emissions from this equity investment significantly.

TCFD RECOMMENDED DISCLOSURE	AMN HEALTHCARE DISCLOSURE	
Metrics & Targets		
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	For 2023 we sourced 100% renewable energy for the electricity used for our operations. We also offset the remaining Scope 1 and 2 emissions under our operational control. We intend to do this for our 2024 Scope 1 and 2 GHG emissions as well.	The table below provides the details of the Gold Standard carbon credits and U.S. Green-e certified energy attribute certificates purchased by AMN Healthcare in 2024 to apply to our 2023 emissions.

Type	Goal	Certification Standard	Project name	Quantity
Renewable instruments (Energy Attribute Certificates)	Mitigate emissions from electricity	Gold Standard	Juno Solar (SE Juno, LLC)	6,310 MWh
Carbon offset	Compensate for residual Scopes 1 and 2 emissions	Green-e®	The Breathing Space Improved Cooking Stoves Programme, India - VPA No. 11 Envirofit	267 (metric tonnes CO_2e)

	AMN Healthcare has committed to and set near- and long-term company-wide (Scopes 1, 2, and 3) GHG emission reductions in line with climate science and Science Based Target initiative (SBTi) Net-Zero Standard.	We are submitting our proposed near- and long-term targets to the Science Based Target initiative (SBTi) to be validated against the SBTi criteria. Our proposed targets are: **Near-term targets:** AMN Healthcare commits to reduce absolute Scopes 1, 2, and 3 GHG emissions 42% by 2030 from a 2022 base year. **Long-term Net-Zero targets:** AMN Healthcare commits to reduce Scopes 1,2, and 3 GHG emissions 90% by 2050 from a 2022 base year.

Bloomberg Gender-Equality Index

Bloomberg Gender-Equality Index framework is the leading benchmark for public companies advancing workplace equity for women.

KPI	FY 2023
Leadership	
Percentage of Women on Company Board	56%
Chairperson Is a Woman	N
Committees Chaired by Women	40%
Female Chief Executive Officer or Equivalent	Y
Chief Financial Officer or Equivalent Is a Woman	N
Female Executives (C-Suite)	50%
Has Chief Diversity Officer or Equivalent Executive	Y
Talent Pipeline	
Women in All Levels of Management	64%
Women in Senior Management (Directors and Above)	57%
Women in Middle and/or Other Management	65%
Women in Non-managerial Positions	71%
Women in Total Workforce	69%
Women Promoted as % of Total Promoted	71%
Women IT/Engineering	3%
Women New Hires	63%
Women Attrition	17%
Time-Bound Action Plan with Targets to Increase Representation of Women in Leadership	N[1]
Time-Bound Action Plan with Targets to Increase Representation of Women in the Company	N[2]

KPI	FY 2023
Pay	
Mean Gender Pay Gap (Raw)[3]	22
Gender Pay Gap Adjusted Mean Percent	Not Measured
Gender Pay Gap Action Plan	N
Executive Compensation Linked to Gender Diversity or DEI	Y[4]
Inclusive Culture	
Fully Paid Primary Parental Leave Weeks	0
Fully Paid Secondary Parental Leave Weeks	0
Parental Leave Retention Rate	95%
Back-Up Family Care Services	N
Flexible Working Policy	Y
Has Employee Groups for Women	Y
Unconscious Bias Training for All Employees	Y
Annual Sexual Harassment Training	N[5]

1 Women comprise 64% of leadership roles, therefore an action plan to increase representation is not seen as being necessary. We do actively look for ways to strengthen our female leadership talent pipeline.

2 Women comprise 69% of our workforce, therefore an action plan to increase representation is not seen as being necessary.

3 The raw mean gender pay gap is calculated as follows: (men's mean pay - women's mean pay)/men's mean pay. There were no adjustments made to reflect role, location or tenure.

4 At AMN Healthcare, 30% of the target annual cash incentive bonus awarded to the company's senior executives is based on achieving the strategic goals that will fuel our long-term success and create long-term value, including the achievement of ESG-related objectives, including DEI objectives. To learn more about our executive compensation practices, visit our **Proxy Statement**.

5 We require sexual harassment training upon hire and every two years thereafter for every team member. We also assign according to law and applicable role (e.g., all team members in Illinois and New York receive workplace harassment prevention training annually).

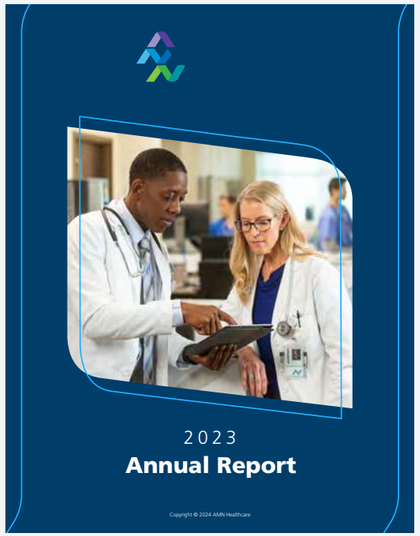
* For consistency, some of the data in this disclosure has been rounded to the nearest whole percentage.

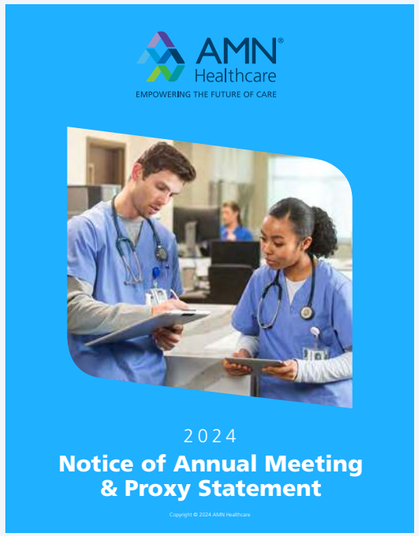
** Some of the definitions that Bloomberg uses for specific levels may differ from the definitions we use elsewhere in the report.

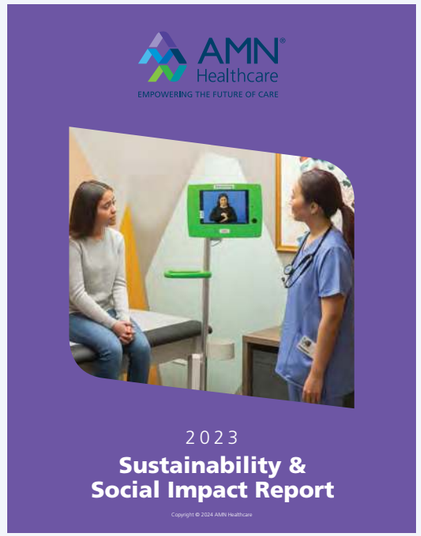
Forward-Looking Statements

This Sustainability & Social Impact Report includes estimates, projections, and statements related to our business plans, objectives, initiatives, strategies, and practices that may constitute "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Such statements include, among others, statements regarding the healthcare landscape and workforce, our ability to move quickly and innovate, our ability to invest in ways to build the healthcare talent pipeline, our ability to understand and meet our clients' needs or adapt to the dynamic healthcare landscape, our ability to innovate and drive exceptional outcomes across the healthcare ecosystem, our environmental, social, and governance program priorities, strategies, goals, policies, plans, commitments and targets, the ability for these programs performance to drive value, engagement, productivity, retention, or impact our risk profile, future strategies, objectives, investments or disclosures, the use or impact of ESG goals in our executive compensation, climate or climate-related risks or opportunities and the potential impact on us or our clients, or our ability to mitigate these risks, other risks to our business and our ability to mitigate these risk, the potential impact of new regulations, our ability to attract and retain quality healthcare professionals and corporate team members, the supply-demand imbalance for healthcare professionals, opportunities to acquire additional companies or assets or consolidated or operations, future economic conditions and performance, plans, and other characterizations of future events or circumstances.

The Company based these forward-looking statements on its current expectations, estimates, and projections about future events and the industry in which it operates using information currently available to it. Actual results could differ materially from those discussed in, or implied by, these forward-looking statements. Forward-looking statements are identified by words such as "believe," "anticipate," "expect," "strives," "endeavors,", "aim", "intend," "plan," "will," "may," "estimates," variations of such words and other similar expressions. In addition, any statements that refer to expectations, projections or other characterizations of future events or circumstances are forward looking statements. Factors that could cause actual results to differ from those implied by the forward-looking statements contained in this Sustainability & Social Impact Report are set forth in the Company's Annual Report on Form 10-K for the year ended December 31, 2023 and its other periodic reports as well as the Company's current and other reports filed from time to time with the Securities and Exchange Commission. Be advised that developments subsequent to this Sustainability & Social Impact Report are likely to cause these statements to become outdated with the passage of time.)







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