



# Environmental, Social & Governance Report

# 2022





# A Letter from our President and Chief Executive Officer



## Dear Fellow Stakeholders,

AMN Healthcare strives for positive change by fostering quality healthcare and helping others. Whether we are solving our clients' complex workforce challenges, expanding access to care, helping to achieve professional and personal goals, or lifting up communities through our philanthropic efforts, we seek to advance health and wellness for all.

As the leader in total talent solutions for the U.S. healthcare system, we have an opportunity to help tackle an increasingly interconnected set of pressing challenges – from fostering the diversity and resilience of the healthcare workforce, to navigating the post pandemic world and addressing persistent health inequities. The critical nature of environmental, social, and governance (ESG) principles and standards drive us to further embed them into the core of our business, including our strategy, decision making, risk management, and operations.

Systemic challenges take collective effort. We are committed to doing our part, and we are passionate about partnering with our people, suppliers, clients, and other stakeholders to accelerate our vision of a healthy, just, equitable, and sustainable world where all can thrive.

ESG performance has the potential to drive measurable value across multiple dimensions, benefiting our business, our people, our communities, and our world. ESG excellence leads to greater engagement, productivity, and retention; it increases innovation and efficiencies; and it improves our resilience, enables better foresight and planning, and lowers our risk profile.



We are committed to doing our part, and we are passionate about partnering with our people, suppliers, clients, and other stakeholders to accelerate our vision of a healthy, just, equitable, and sustainable world where all can thrive."

In 2022, we shared our ESG Framework and Commitments in our pillars of Health, DEI, Sustainability, and Governance. We also completed our first ESG materiality assessment to increase our understanding of what matters, to whom, and how AMN Healthcare is performing on ESG issues that drive long-term performance and impact. We are further refining metrics and KPIs to measure our progress and performance. Our Board of Directors, who oversee our ESG efforts, continue to be actively engaged in driving our ESG strategy and participated in ESG educational events last year, as well as our materiality assessment.

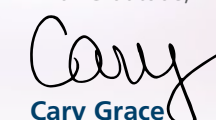
We've already taken many steps toward our goals. In 2022, we implemented a compensation infrastructure platform designed to achieve pay equity and career pathing consistency, launched two funds to help team members and healthcare professionals who are experiencing hardships, and welcomed two new Employee Resource Groups (ERGs) as well as expanded participation in our other eight ERGs. We are also working to increase the diversity of our team members at all levels, develop and diversify the healthcare professional pipeline, and drive diversity in our healthcare leadership placements. We are promoting health equity

through the resumption of our medical and humanitarian service trips to Guatemala and our new US-based partnerships that increase access to healthcare. We are also boosting our collaborations with diverse and small businesses and continue to significantly grow our spend, providing economic opportunities to those in our community who have been historically disadvantaged. To manage and reduce our environmental impacts, we have and will continue to measure our full Scope 1, 2, and 3 greenhouse gas emissions (GHG emissions), and have successfully decreased our direct operational GHG emissions by 34% since 2019.

Moving forward, we are excited to continue to collaborate across our value chain, further embed ESG into our business and culture, and empower our team, the people who propel us forward and drive our impact.

Advancing health is our business, and ESG drives us to improve the health of people and our planet. As we continue our ESG journey, we aim to drive value for our clients, our company, and the world.

With Gratitude,



**Cary Grace**  
President and Chief Executive Officer

# ESG Highlights

## Social (Health & DEI)

**250,000+**  
healthcare  
professional  
placements  
in 2022



**\$1.1M**

contributed to nonprofits  
focused on advancing health  
and health equity, DEI,  
and healthcare workforce  
resilience and pipeline

**\$1.8M**

committed to drive  
healthcare workforce  
diversity and sustainability

**\$5M**

invested in hardship  
funds for team  
members and  
healthcare professionals



### Financial Wellness

support to team members in  
the form of health insurance  
premium waivers, enhanced  
employer contributions to  
401(k), and stipends

**14M+**

patient encounters where our

**3,000+**

interpreters bridged  
language barriers over

**200M+**

minutes of interpretation,  
enabling access, improving  
health outcomes, and  
saving lives

**\$961M**

in spend with diverse  
and/or small businesses  
(154% annual growth)



**69%**

of our team members are women,  
63% of Leaders, 40% of C-suite



**39%**

participation in our 10  
Employee Resource Groups

**40%**

of our team members are BIPOC,  
29% of Leaders, 20% of C-suite



## Governance

**TCFD & ESG**  
reporting enhanced



### Board

engaged in ESG

### Winner

National Association  
of Corporate Directors  
Diversity, Equity &  
Inclusion Award



### 1st

ESG  
Materiality  
Assessment  
conducted



**56%** Women



representation on our Board

**33%** BIPOC



representation on our Board

## Environmental

### 34% reduction

in Scope 1 and 2 greenhouse  
gas emissions (GHG emissions)  
since 2019 (partially due to office  
closures during the pandemic)



### Scopes 1, 2, and 3 GHG emissions

measured for 2020-2022



Water & Waste  
**footprints  
measured**

for 2020-2022



### Sustainability Champions

driving culture of sustainability





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# About this Report

We are proud to present the second annual AMN Healthcare Environmental, Social, and Governance (ESG) Report. Our journey started with our first Corporate Social Responsibility report in 2014 and evolved into our inaugural ESG report last year, thereby enhancing the transparency of our social, economic, and environmental impact.

This report details our progress to further embed ESG into our business strategy and decision making to drive impact and value for our stakeholders, the communities we serve, and our planet.

The information presented in this report covers our fiscal year ending December 31, 2022, unless otherwise noted. Our reporting aligns with leading standards: 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).

This report is informed by an ESG materiality assessment conducted by a third-party expert, which included robust stakeholder engagement and assessment of our varied impacts on economy, people, and the environment. Additionally, our Scope 1, 2, and 3 greenhouse gas (GHG) emissions measurement was led by Agendi, a leading external firm with extensive climate expertise.





# About AMN Healthcare

AMN Healthcare is the leader and innovator in the full spectrum of talent solutions for healthcare organizations across the country. Our aspiration to be recognized as the most trusted, innovative, and influential force in helping healthcare organizations provide a quality patient-care experience that is more human, more effective, and more achievable started when we hired our first nurse 38 years ago. Since then, we have been helping thousands of healthcare facilities provide life-changing care to their patients with our innovative staffing and tech-enabled total talent solutions. We are a strategic partner to major healthcare organizations in the U.S. and serve a growing number of health systems and diverse care settings, such as acute-care hospitals, community health centers and clinics, physician practice groups, urgent care facilities, home health facilities, schools, and other healthcare settings.

AMN Healthcare's comprehensive total talent solutions help solve our clients' healthcare workforce challenges and provide our healthcare professionals a wide range of opportunities and flexibility to meet them wherever they are in their careers.

We pair modern technology solutions – such as telehealth, interpretation, scheduling analytics, and vendor management systems – with custom talent design strategies to power the future of care. We are focused on helping our clients reduce complexities, streamline and standardize processes, and increase efficiencies to address their workforce needs sustainably and cost effectively to deliver a positive patient experience and quality outcomes.



## 2022 Business at a glance

**30+ years**

as a leader in healthcare total talent and staffing solutions

**\$12+ billion**

spend under management through VMS and MSP solutions

**4,200+**

team members

**250,000+**

healthcare professional placements in 2022

**Thousands**

of clients served



**\$5.24B**

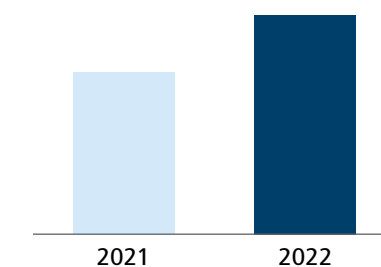
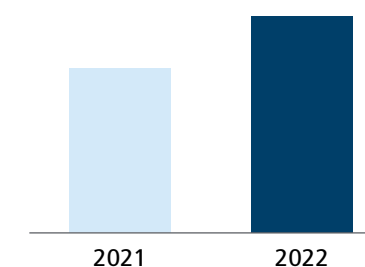
Revenue

▲ +31.7% increase

**\$444.1M**

Net Income

▲ +35.6% increase



We pride ourselves on offering the right solutions at the right time to help our partners provide compassionate care. Our commitment to fostering and maintaining a diverse and inclusive network of individuals with varying experiences, backgrounds, and perspectives enables our innovation and leadership in the healthcare services industry and helps us better serve the needs of communities.

As a service provider to the healthcare industry, we understand health and wellness are influenced by a myriad of economic, social, and environmental factors, including racial, ethnic, and gender inequality; access to quality and culturally competent care; climate change; and other social and environmental determinants of health. We are embedding environmental, social, and governance (ESG) best practices throughout our business, setting ambitious goals, and collaborating across our value chain to advance a healthy, equitable, and sustainable world where all can thrive.

For more information about AMN Healthcare, visit [www.amnhealthcare.com](https://www.amnhealthcare.com).



Our organization leverages the partnership of our AMN relationship every day. Throughout the pandemic, our dedicated AMN team provided Kaiser Permanente with a valuable clinical workforce with exceptional customer service, supported by their dynamic management of their strong sub-supplier partnerships. It wasn't just nurses, it was multiple labor types from a variety of talent pools, culminating in a Total Talent Management program for our clinical hiring needs. Their knowledge of the market and ability to strategically meet us at our point of need was invaluable!"

**Kristen Mussman**  
**Executive Director**  
 National Human Resources,  
 Contingent Talent Management Program  
 Kaiser Permanente



### Nursing

Travel  
 Local  
 International  
 Labor Disruption  
 Crisis  
 Home Health

### Allied

Imaging  
 Respiratory  
 Medical Laboratory  
 Therapy  
 Home Health  
 International  
 Local

### Physician & Advanced Practice Staffing

Locum Tenens  
 Permanent Physician Placement

### Language Services

Video & Audio/Over-the-Phone  
 In-Person  
 Document Translation

### Schools

Therapy  
 Mental & Behavioral Health  
 Language Interpretation  
 Nursing  
 Teletherapy  
 Local

### Revenue Cycle Solutions

Clinical Document Integrity  
 Case Management & Utilization Review  
 Health Information Management  
 Cancer Registry & Trauma Registry

### Leadership Search

Interim Leadership  
 Executive Search  
 Academic Leadership



## Our Aspiration

We strive to be recognized as the most trusted, innovative, and influential force in helping healthcare organizations provide a quality patient care experience that is more human, more effective, and more achievable.

## Our Mission

Deliver the best talent and insights to help healthcare organizations optimize their workforce

Give healthcare professionals opportunities to do their best work toward quality patient care

Create a values-based culture of innovation where our team members can achieve their goals

## Our Purpose

Helping to achieve personal and professional goals every day

## Our Values

Our six core values drive our culture and strengthen our company. We value:



### Customer Focus

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.



### Innovation

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



### 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 chances to improve.



### 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.

## AMN Healthcare Select Awards and Recognition



BARRON'S  
Most Sustainable Companies 2022

Barron's 100 Most Sustainable Companies (2022)



Newsweek America's Most Responsible Companies (2020–2023)



Bloomberg Gender Equality Index (2018–2023)



Forbes America's Best Large Employers (2022); America's Best Employers for Women (2022)



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



Human Rights Campaign Corporate Equality Index (2018–2022)



Western Regional Minority Supplier Development Council's Prime Supplier of the Year (2022)



National Association of Corporate Directors (NACD) Diversity, Equity & Inclusion Award – Public Company – Mid-Cap (2022)



# ESG Strategy, Progress & Oversight

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# Our Strategy

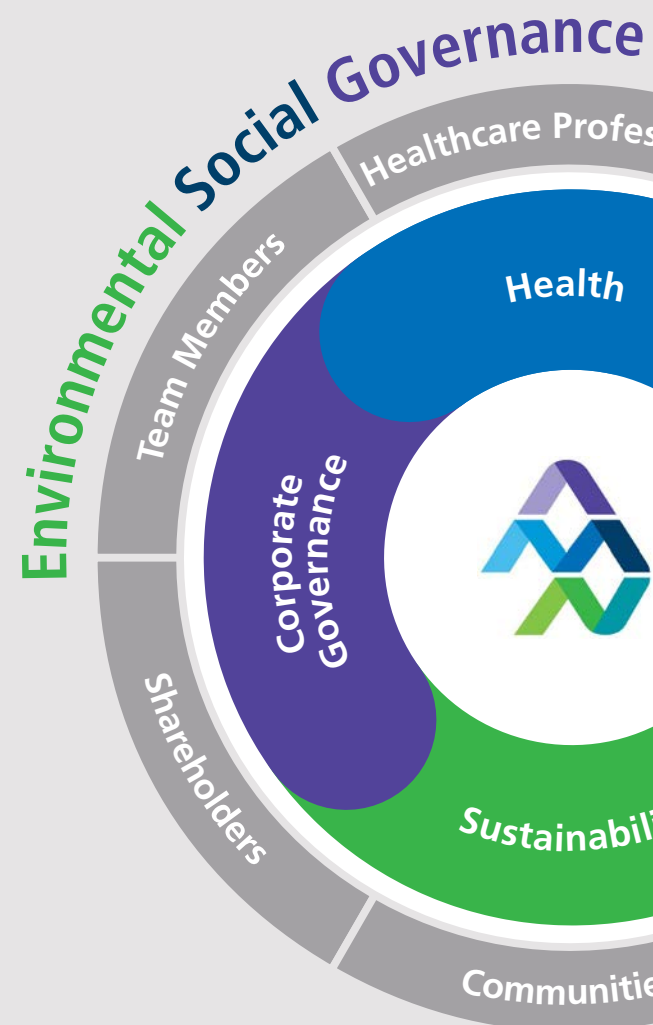
We strive to be a positive force for good, promoting a healthy, just, equitable, and sustainable world where all can thrive. AMN Healthcare has a proud legacy of working to advance health and wellness for our team members, healthcare professionals, and communities. The work we do day in and day out helps our clients and healthcare professionals provide access to high-quality clinical care, driving health and health equity. Impact is at the forefront of our work and the heart of our mission.

Our ESG strategy is designed to amplify and drive positive impacts in our business and throughout the industry and communities we serve. The contributions of our team members and healthcare professionals – who advance health and wellness, our focus on diversity, equity, and inclusion (DEI), and service to our communities – are the heart of our strategy. We are extending this impact by partnering with and encouraging others in and beyond our value chain. For example, we are joining with others to advance progress on health equity and DEI, and we are exploring opportunities to leverage our national reach and deep relationships with thousands of suppliers and healthcare organizations to catalyze change.

We are proud of our ESG efforts to date, including investing in our team members in alignment with our commitments to DEI and health and wellness; supporting our healthcare professionals; uplifting our communities through volunteerism, philanthropy, and civic engagement; maintaining and enhancing our holistic approach to corporate governance; and reducing our environmental footprints through more sustainable operations.

The three key pillars of our ESG strategy – Health, DEI, and Sustainability – are supported by a strong foundation of Responsible Governance to drive health and wellness for all.

## ESG Framework



### FOCUS Health & Wellness For All

#### Aspiration

We strive to be an ESG beacon in the healthcare and talent solutions industries, driving outsized shared value

#### Approach

- Focus and set ambitious goals
- Reduce our footprint and increase our positive impacts
- Collaborate with client and industry partners to accelerate change
- Embed ESG in the core of our business
- Drive ESG accountability through strong governance

#### Vision

A healthy, just, equitable, and sustainable world where all can thrive

#### PILLAR 1 Health

Advancing health and wellness for our team members, healthcare professionals, and our communities

#### PILLAR 2 DEI

Driving diversity, equity, equality, and inclusion at AMN Healthcare and throughout our value chain and industry

#### PILLAR 3 Sustainability

Catalyzing a sustainable and regenerative future

### FOUNDATIONAL Responsible Governance

Exceeding expectations for responsible governance and meeting or exceeding expectations on all facets of ESG

## Health

### COMMITMENTS

1. Drive health & wellness for our team members and healthcare professionals
2. Increase availability & quality of healthcare for communities
3. Meaningfully help our clients optimize talent management and improve patient experience & outcomes
4. Positively impact social & environmental determinants of health
5. Reduce inequities in health outcomes



### 2022 PROGRESS

#### Our Business Drives Health & Health Equity

- 250K healthcare professional placements in 2022 (136K unique healthcare professionals placed, a 39% year-over-year increase)
- Increased supply of healthcare professionals through Connetics acquisition, which along with our O'Grady Peyton business, enabled us to place 1,700 nurses from 32 countries
- 3K+ interpreters drove health equity via 14 million+ patient interactions, with 200 million+ minutes of interpretation, enabling access, improving health outcomes, and saving lives

#### Corporate Workforce Health & Wellness

- Returned to office with enhanced cleaning, mandatory workplace safety training, Injury and Illness Prevention Program, COVID Prevention Program, and COVID-19 Protocols aligned with evolving CDC guidance (including vaccination, testing, and contact tracing)

- Supported our eligible full-time and part-time team members' financial wellness through a mix of stipends, health insurance premium waivers, and enhanced matches to team members' contributions to their retirement accounts
- Invested an additional \$2M into the AMN Team Member Hardship Fund and provided \$363,232 to 87 Team Members experiencing hardships

#### Healthcare Workforce Resilience & DEI

- Invested \$3M in and launched AMN Caring for the Caregivers Fund, and provided \$221,221 to 97 Healthcare Professionals experiencing hardships
- Committed an additional \$1.8M to advance healthcare workforce pipeline, diversity, resilience, and wellness (disbursed \$200K in 2022)

#### Partnering to Drive Health Equity

- Contributed \$1.1M to nonprofits focused on health equity, wellness, DEI, and healthcare workforce (including \$200K noted above)
- In partnership with the International Esperanza Project, our clinicians treated 1,300 patients and provided 127 life changing surgeries, and our team members installed 280 smoke free stoves and 280 water filters, advancing health for families in rural Guatemala
- Partnered with University of North Texas Health Science Center and Remote Area Medical to provide free care clinic in Dallas
- Inaugural signatory to HLC's Health Equity Pledge, commitment to shared principles aimed at eliminating health disparities

## DEI

### COMMITMENTS

1. DEI excellence in all recruiting & hiring for team members & healthcare professionals
2. Representative diversity at ALL levels
3. Equity in compensation and promotion
4. Deeply inclusive culture of belonging
5. Significant diverse supplier spend & economic impact in communities
6. Create & share DEI blueprint by 2024
7. Embed DEI in core business & all decisions



### 2022 PROGRESS

#### Workforce DEI

- 69% of our team members and 63% of all leaders are women
- Representation among team members is approaching parity with US Bureau of Labor statistics on race and ethnicity
- 32% increase in percentage of team members from historically underrepresented groups, which for AMN Healthcare includes BIPOC, LGBTQ+, People with Disabilities, and Veterans (from 34% in 2019 to 45% in 2022)
- 52% increase in representation of leaders from historically underrepresented groups (from 23% in 2019 to 35% in 2022)
- 61% increase in representation of director-level and above team members from historically underrepresented backgrounds (from 18% in 2019 to 29% in 2022)

- Signed the Hispanic Promise, a commitment to further expand Hispanic and Latinx representation at all levels and strengthen engagement with the Hispanic and Latinx community

#### Workplace DEI

- Implemented enterprise-wide infrastructure to align job functions and compensation and drive pay equity
- Salary transparency for all job postings nationwide
- Added two new Employee Resource Groups (ERGs) and increased participation in all ERGs to 39% of all team members across the enterprise in 2022

#### Marketplace DEI

- Initiated collection of EEO-1 data (race, ethnicity, and gender) for the healthcare professionals we employ and place
- Spent \$961,271,590 with diverse and/or small suppliers in 2022, a 154% increase from 2021 and 472% increase from 2020

## Sustainability

### COMMITMENTS

1. Reduce our operational footprint to zero in market-based CO<sub>2</sub> emissions (Scopes 1 and 2) by 2024\*
2. Set Scope 3 (value chain) GHG emissions Science-Based Target by 2024
3. Water & Waste footprints measured by 2023. Targets set by 2024
4. Create & share sustainability blueprint by 2024
5. Embed sustainability mindset in our core business and all decisions



### 2022 PROGRESS

#### Environmental Footprint

- Reduced Scope 1 and 2 GHG emissions by 34% from 2019 baseline year
- Measured full Scope 1, 2, and 3 GHG emissions for 2020, 2021, and 2022 with improved data quality (less estimated and more actual data)
- Measured water and waste footprints for 2020, 2021, and 2022
- Sustainability Champions network to help drive culture of sustainability

## Governance

### COMMITMENTS

1. Industry-leading ethics, human rights, data privacy, & cybersecurity
2. Comprehensive reporting of financial performance and social & environmental impact, with external assurance
3. Board diversity reflects diversity of value chain
4. Board of Directors trained in ESG leadership
5. Political advocacy aligns with our values and ESG goals



### 2022 PROGRESS

#### Responsible Governance

- Third party assessment of our information security and ethics programs conducted
- Published first ESG Report in 2022, aligned with GRI, SASB, and TCFD frameworks
- Conducted ESG Materiality Assessment to identify and prioritize ESG issues likely to have meaningful long-term impact on our Company and the communities in which we work
- Enhanced TCFD disclosures and conducted scenario analysis
- Maintained award-winning board diversity of 56% women, along with 33% Black or Hispanic/Latinx
- Provided ESG training for our full Board of Directors to promote understanding and alignment on the issues that matter most to our company and the communities in which we conduct business

\* Our ambition level remains the same. Our previously stated intent to achieve Net Zero by 2024 for our direct operations has been re-worded to reflect recent guidance from the Science Based Targets initiative (SBTi). We plan to submit targets in connection with our commitment to set science-based climate goals by the end of 2024.



## Looking ahead

### 2023 and 2024

We are committed to making progress toward our goals and fulfilling our commitments. We plan to continue the programs and efforts outlined in this report, and further enhance our measurement and tracking of key performance indicators and interim goals to help us drive impact and continuous improvement. Among our priorities for the coming year:

#### Health

- Enhance tracking of EEO-1 and pay equity data for the healthcare professionals we employ and place
- Partner with other healthcare organizations to identify opportunities to collectively drive DEI and health equity

#### DEI

- Further invest in healthcare workforce sustainability and diversity
- Further invest in driving health equity

#### DEI

- Continue to increase diversity across the enterprise to reach overall racial and ethnic parity with U.S. Labor Statistics by 2024
- Enhance DEI educational opportunities to increase knowledge and skills for leaders and team members

#### Sustainability

- Achieve carbon neutrality for our direct operations, Scopes 1 and 2 by 2024
- Set and submit science-based targets for greenhouse gas emissions (GHG emissions) for Scopes 1, 2, and 3 by the end of 2024



### Alignment with United Nations Sustainable Development Goals



#### Health is at our core

As the nation's leader in total healthcare talent solutions, we are Empowering the Future of Care. We help our clients ensure they have the healthcare 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, from medical interpreters and telehealth platforms to our role in increasing the supply of healthcare talent to drive access to care. The ongoing and increasing shortage of healthcare professionals, exacerbated by the COVID-19 pandemic, means that our role in getting talent to communities to deliver care has never been more important. We also believe caring for our healthcare professionals' and team members' mental, physical, and economic well-being is equally important. We invest in healthcare professional and team member well-being through our employee benefits and assistance programs, including our AMN Caring for Caregivers Fund and AMN Team Member Hardship Fund.



#### Gender equality leader

We are a gender equality leader with a high level of female representation in leadership positions at AMN Healthcare: Board of Directors (56%), C-suite (40%), and Leadership (63%). We are committed to advancing gender equality and equity for our workforce, our healthcare professionals, and in our communities. We have pioneered research on gender pay equity for physicians and invested in programs to address domestic violence.



#### Workforce is our business

We deploy tens of thousands of healthcare professionals every year, with 250,000 placements in 2022 alone. We prioritize and invest in the health and wellness of our corporate and healthcare workforces, and spend with small and diverse businesses to drive economic growth in our communities. In 2022, we spent \$961 million with small and diverse suppliers.



#### DEI is in our DNA

We strive to build a diverse, equitable, and inclusive culture at AMN Healthcare, and we are committed to driving DEI across the healthcare and staffing industries. The diversity of AMN Healthcare team members is approaching parity with U.S. Bureau of Labor statistics on race and ethnicity. We have begun collecting data on the diversity of the healthcare professionals we place in order to further advance the impact we make on healthcare delivery, and partner with our clients to achieve their DEI goals.



#### Industry influencer

We aspire to accelerate the sustainability of the healthcare sector. We are actively measuring and managing our own footprints, including our full climate impact (Scopes 1, 2, and 3) and setting science-based targets.

## Materiality Assessment

AMN Healthcare engaged a third-party expert in 2022 to conduct our first ESG materiality assessment. This process considered the impacts of key topics on our company, as well as our impacts on society and the environment, and investigated the importance of issues both internally and externally. Through this assessment, we were able to further determine what ESG issues matter most to which stakeholders and how they perceive our efforts.

### Process



#### Benchmark

Performed an analysis to identify topics that are considered material by SASB, GRI, ESG raters, and our peers.



#### Material Issues List

We developed a long list of material issues based on the benchmark results. Afterwards, we leveraged internal talent and external support to narrow it down to a short list of topics likely to be most material (19 issues).



#### Engaging Stakeholders

Surveyed stakeholders to rank the 19 issues based on (1) their importance and (2) AMN Healthcare's current performance. In total, we engaged nearly 1,800 internal and external stakeholders, including team members, our Board of Directors, clients, investors, healthcare professionals, suppliers, and non-governmental organizations.



#### Business Impact and Impact on the World

Issues were scored using a weighted system that considers each stakeholder group and their associated topic's ranking. We then ranked topics in function of stakeholder importance vs. issues' impact on the world as well as long-term impact on our business.



#### Result Analysis

Analysis of the results highlighted issues where there may be opportunities for improving our performance and/or disclosure in the eyes of certain stakeholders. To get to specific conclusions, we leveraged internal KPIs (based on GRI Standard disclosures and peer benchmarking) and did a deep dive into the survey responses per stakeholder group. This process allowed us to discern facts from perception issues, identify potential outliers and conclude which topics were most important per stakeholder group as well as their impact on overall scores. We then identified follow-up actions we can take to better understand and strengthen our relationships with our varied stakeholders.



#### Result Validation

We validated results through internal discussions and working sessions between AMN Healthcare leaders and our external consultants.



#### Result Communication

Finally, we communicated the assessment results internally, with our Board, and within this report.



#### Next Steps

Ideally, an ESG materiality assessment is not an output, but rather an input to strategy and disclosure. To maximize the value of our ESG materiality assessment, we are continuing to mine the learnings to strengthen our ESG strategy, deepen the integration of ESG in and across our business, strengthen our relationships with stakeholders, and improve our ESG performance, disclosures, and communication.

### Material Topics

WHAT IT MEANS TO AMN HEALTHCARE		PAGES WITH MORE INFORMATION
<b>Social</b>		
<b>Healthcare Professional Pipeline, Recruitment, Retention, Engagement</b>	Attract, develop, engage, and retain top-tier healthcare professionals.	<a href="#">32-38</a>
<b>Workplace Health &amp; Safety</b>	Invest in and protect the health and wellness of our team members and healthcare professionals.	<a href="#">38-39</a>
<b>Corporate Workforce Recruitment, Retention, Engagement</b>	Attract, develop, engage, and retain top-tier talent.	<a href="#">32-38</a>
<b>Impact on Access &amp; Affordability</b>	Impact of our talent management solutions on quality, operational, and financial sustainability of healthcare organizations.	<a href="#">30-31</a>
<b>Diversity, Equity &amp; Inclusion (DEI) – Internal</b>	Prioritize a diverse workforce and an equitable and inclusive workplace.	<a href="#">40-47</a>
<b>Diversity, Equity &amp; Inclusion (DEI) – External</b>	Drive DEI and health equity through supplier diversity, diversity of healthcare professionals placed, training for healthcare professionals, and engaging clients on their DEI performance.	<a href="#">48-51</a>
<b>Health Equity</b>	Drive health equity and address social determinants of health through our business, such as language interpretation and telehealth.	<a href="#">52-53</a>
<b>Economic Development &amp; Impact</b>	Foster equity and economic development through employment, spend with small businesses, and improved health outcomes.	<a href="#">50-51</a>
<b>Philanthropy &amp; Volunteering</b>	Give money and time to nonprofits addressing issues important to us and our stakeholders.	<a href="#">54-57</a>

WHAT IT MEANS TO AMN HEALTHCARE		PAGES WITH MORE INFORMATION
<b>Social &amp; Environmental</b>		
<b>Responsible &amp; Sustainable Supply Chain</b>	Ensure suppliers adhere to our standards and codes of conduct designed to promote ethical business practices; uphold human rights; and advance social, environmental, health, and safety performance.	<a href="#">68-69, 85</a>
<b>Environmental</b>		
<b>Environmental Impact</b>	Reduce our environmental impact (climate, energy, water and waste), including carbon emissions from operations and full value chain.	<a href="#">78-87</a>
<b>Governance</b>		
<b>Ethics</b>	Operate ethically in all aspects of our business.	<a href="#">68-69</a>
<b>Information Security &amp; Privacy</b>	Ensure the privacy and data protection of our customers, team members, and healthcare professionals. Employ security measures to safeguard data from unauthorized individuals.	<a href="#">72-73</a>
<b>Transparency &amp; Disclosure</b>	Provide stakeholders timely, accurate, and adequate updates on relevant issues – including our financials, relationships, and ESG commitments and results.	<a href="#">18-21, 44, 88-123</a>
<b>Risk Preparedness &amp; Management</b>	Have and implement resiliency and contingency plans for unplanned disruptions that address employee protection, service continuity, business recovery, etc.	<a href="#">70-71</a>
<b>Corporate Governance</b>	Have and act on a comprehensive structure and system of rules, policies, and processes to balance the interests of different stakeholders and attain the company's strategic objectives. Have an established framework for equity, compliance, execution, for effective governance, compliance and accountability.	<a href="#">27, 64-67</a>
<b>Advocacy Alignment with ESG Priorities</b>	Align public policy and legislative advocacy with our values and ESG commitments.	<a href="#">74</a>
<b>Economic</b>		
<b>Economic Performance</b>	Focus on our economic health and performance.	<a href="#">4-5, 30-31, 50-51</a>
<b>Innovation</b>	Discover and develop a portfolio of innovative products and services for both core and growth areas.	<a href="#">8-11</a>



## Results:

The average importance ratings for each issue (across all stakeholder groups) are pictured in the graphic. It is imperative to note that this matrix represents the quadrant of highest importance for AMN Healthcare. All the issues included are the most important material topics for our organization.

## Key takeaways from the materiality analysis:

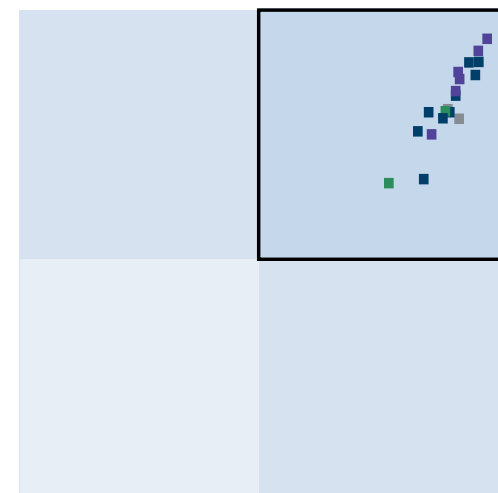
- As is visible from the diagram, the 19 issues are ranked from high to critical importance, with all receiving average importance ratings over six (out of 10) and 17 averaging over seven.
- In addition, all 19 issues were highly important to at least one stakeholder group, with further analysis showing that every issue was rated over eight by at least one group.
- There was a significant amount of overlap between the topics rankings across stakeholders, with six out of the 10 most important topics identified by two or more stakeholder groups.
- As an example of how ESG issues are also often top business issues, healthcare professional recruitment, retention, and engagement was a top-five issue, and so was corporate workforce recruitment, retention, and engagement – along with ethics, information security and privacy, and workplace health and safety, all of which are also essential business topics.
- Overall, Governance and Social topics were the highest ranked – with most falling within critical importance – while Environmental and Economic issues were mostly ranked as high importance.

## Next Steps:

To maximize the value of our ESG materiality assessment, we are continuing to mine the information to strengthen our strategy, deepen the integration of ESG in and across our business, strengthen our relationships with stakeholders, and improve our ESG performance, disclosures, and communication. The assessment revealed potential areas for improvement as we move forward in our ESG journey. We will work to ensure effective communication, with both internal and external stakeholders, regarding our efforts and the progress being made. We will also look to strengthen our efforts where stakeholders have identified opportunities to further improve our performance. We will continue to engage with our stakeholders to gain a deeper understanding of their perspectives and explore ways to continuously improve our performance and disclosure on key ESG topics to meet and exceed rising expectations.

## ESG Materiality Matrix

- Economic
- Environmental
- Social
- Governance



## ESG Oversight

The AMN Healthcare Board of Directors oversees our ESG strategy and related risks and opportunities and is deeply engaged in further integrating our ESG efforts into our business operations and decision-making (see [Board Engagement](#)). The Board meets at least quarterly and three of its committees are tasked with assisting the Board in its ESG oversight responsibilities. In addition, management of ESG-related risks and opportunities is a shared responsibility at AMN Healthcare, with executive management and leaders from across the organization contributing expertise to drive advancement, industry impact, and address challenges. Our Director of Sustainability & Social Impact – a position created in 2021 – is helping to further develop our ESG strategy and ensure alignment of activities across the organization.

### Our Governance Structure

#### Board Oversight

#### The AMN Healthcare Board of Directors

Oversees ESG and Enterprise Risk Management strategies

#### The Corporate Governance & Compliance Committee

Focuses on identifying critical risks and assessing mitigation strategies, including those pertaining to climate change, and regularly reviews updates on ESG disclosure frameworks and reporting, initiatives, and policies from management. This Committee also:

- Periodically evaluates the Code of Conduct and the Governance Guidelines
- Oversees the Company's ethics and compliance programs, including the Company's healthcare, employment and privacy regulatory compliance and risk oversight with respect to the credentialing of candidates
- Reviews and discusses with our executive team relevant quality metrics, compliance with certification standards, and related laws and regulations

#### The Compensation Committee

Provides oversight of our human capital management, including talent strategies and diversity, equality, equity, and inclusion initiatives, and executive compensation.

#### The Audit Committee

Focuses on our Enterprise Risk Management program to help identify risks related to business continuity, risk management, information security and technology systems, and any financially material ESG related risks.

#### Management Oversight

#### Management Oversight

Executive and senior management contributes expertise and engages with the board to manage risk, create value and protect against emerging challenges to our business, and includes our CEO Committee and Director of Sustainability & Social Impact.

#### Champions Programs

#### Champions Programs

Appointed by executive leadership, these team members are ambassadors for Diversity, Community, Wellness, Ethics, Records Compliance, Sustainability, and Learning across the organization.

# Social

## In This Section

- 30 Social Impact Approach: Health and DEI Are in Our DNA
- 32 Development, Engagement, and Well-Being of our Workforce
- 40 Diversity, Equity, and Inclusion
- 52 Promoting Health Equity
- 54 Contributing to Our Communities and Industry





# Social Impact Approach: Health and DEI Are in Our DNA

People have always been at the heart of our business, and every day our team helps healthcare organizations provide a quality patient care experience that is more human, effective, and achievable. AMN Healthcare strives to create positive impacts for the healthcare organizations and professionals we support, and the patients and families they serve. Our care for the well-being of healthcare professionals, clients, and patients is evident in the strength of our relationships, which we pride ourselves on building and sustaining. We also know prioritizing our team members' health and wellness and creating a healthy, engaged, and empowered workforce is key to our business longevity and growth.

2022 began amid the worst healthcare labor shortage on record. As we entered the third year of the COVID-19 pandemic, vacant jobs in healthcare outpaced the number of people who were hired per month by nearly 3x. Organizations across the care continuum experienced difficulties with worker hiring and retention on a scale they had never seen.

We made 250,000 placements of critically needed healthcare professionals, despite sustained periods of severe difficulty in recruiting. The pandemic's impact on the healthcare labor force is expected to endure for years to come, given underlying fundamentals that were exacerbated during the pandemic.

As we worked through 2022, we flexed from an unprecedented demand environment to helping clients optimize their workforce to manage the cost of delivering

high-quality outcomes. In the coming years, even more will be demanded of AMN Healthcare as a leader in providing total talent solutions, as needs continue to outstrip available labor, wage inflation persists, and care delivery becomes increasingly complex.

Throughout the COVID-19 pandemic, we worked hard to support the physical and mental health of our front-line healthcare professionals and team members, as the impact of the past three years continued to mount and place an unprecedented strain on the healthcare system.

We strive to make a positive difference in our communities. The impact of our core business this past year includes employment for our more than 4,200 team members; the meaningful opportunities we afforded more than 130,000 healthcare professionals; the direct and ripple economic impact of our \$961 million in spend with small and diverse businesses; the use of our technology and innovative talent solutions to reduce inequalities in healthcare; the 14 million patient interactions where access to care was enhanced by our Language Services interpreters; and the health outcomes for the millions of patients who had access to, and received high-quality care from, a healthcare professional who we helped place.

AMN Healthcare also advances the overall health and well-being of our communities through our philanthropic investments and the time, talent, and passion of our team members who volunteer in service.

By focusing on supporting people, AMN Healthcare empowers a better future of care.





# Development, Engagement, and Well-Being of our Workforce

Our team members and healthcare professionals advance the health and wellness of people across the country, and it is our responsibility to ensure their health, development, and well-being. We are dedicated to ensuring they have the necessary tools and support as they propel our success in helping others and empowering the future of care.

## Professional Development

Continuing education is key to professional and personal growth and development, job satisfaction, and career advancement. We invest in numerous resources for our team members and healthcare professionals – including RN.com, an AMN Healthcare website that advances the quality of healthcare and healthcare training – so nurses can be successful in their jobs, pursue their passions, and achieve their goals.

## Healthcare Professionals

The professional development of our healthcare professionals is a differentiator for AMN Healthcare, as we are the leading provider of American Nurses Credentialing Center (ANCC) accredited nursing continuing education. 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 we have more than 600,000 members. Hundreds of healthcare facilities across the U.S. have turned to RN.com to improve job performance, delivery of care, and patient outcomes. Our healthcare professionals also have free access to libraries of information through additional learning platforms, that focus on a range of clinical topics, as well as diversity, equity, and inclusion, and health equity. In addition, we offer a continuing education tuition discount at 13 different universities for our healthcare professionals.

## Corporate Workforce

Professional development for our team members is managed through our Learning and Talent Development (LTD) program. Last year, we launched four Leadership Development Roadmaps based on leadership levels – Leading Self, Leading Others, Leading Leaders, and Leading the Organization – which guide learning and provide customized content. Each roadmap includes a course in inclusive communication and access to thousands of LinkedIn Learning courses. In 2022, team members logged 9,723 hours of learning on LinkedIn Learning. The higher leadership level roadmaps include LEAD, our flagship leadership development program. Additional offerings, depending on leadership level, include the Emerging Leaders Program, the AMN-Cornell Leadership Academy, 360° assessments, and external coaching. Last year, 467 team members completed 6,140 hours of professional development and leadership training.

Our team members also benefit from a tuition reimbursement program that allows them to be reimbursed for approved expenses related to pursuing higher education or certifications from nationally recognized or accredited institutions to help build their careers with AMN Healthcare.

In 2022, we launched our Learning Champions program, comprised of team member volunteers from each department who have a passion to promote ongoing personal and professional development within their sphere of influence. The Learning Champions participate in our AMN Learning Lounge chat channel, attend bi-monthly informational and training sessions, and act as the liaison between their departments and the Learning & Talent Development team.

## AMN-Cornell Leadership Academy

In 2022, AMN Healthcare initiated a new partnership with Cornell University to create the AMN-Cornell Leadership Academy. The invitation-based development program is for high-potential, high-performing leaders of leaders. It is a six-month virtual program that further develops leadership skills in DEI, strategic and project leadership, decision making, critical thinking, and accountability. Last year, over 30 leaders participated and logged nearly 2,000 hours of learning.

## Training and Policies

We have numerous policies and trainings in place that explain expectations and responsibilities, and serve as a guide for our daily decisions and actions. We provide different trainings for team members and healthcare professionals, in addition to distinctive trainings for individual contributors, managers, leaders, and clinical and non-clinical tracks. Although different people take different courses, one thing remains the same – our policies and trainings reflect our core values and promote a culture of respect, equity, and inclusion.

### Healthcare Professionals

Our Clinical Education Solutions team supports our healthcare professionals from the time they apply all the way through their journey, and this team oversees a learning management system (LMS) to ensure training compliance. Our healthcare professionals complete assigned courses through The Workplace Safety Module (TWSM), which provides training for both clinical and non-clinical roles, and includes workplace safety, professional practice, and accountability training. Topics range from protecting patient information, to patient rights and ethical care, to inclusive care and caring for diverse populations, to understanding reporting obligations, to anti-harassment training. Assigned courses can vary depending on job description; local, state, and federal regulations; and client requirements.

Healthcare professionals cannot be placed on an assignment unless they have completed their required assigned courses. We are proud of our efforts over the last couple of years to meet the increased demands needed during the height of the COVID-19 pandemic, and then lead the journey to our new normal.

### Corporate Workforce

Team members are assigned required compliance courses through the AMN Learning Hub. Some courses are assigned to all team members, while others are only assigned to managers and leaders. All AMN Healthcare team members must complete new team member orientation, a course on inclusive communication which includes elements on unconscious bias, and an OSHA-compliant interactive health and safety training program. Annually, all team members must complete a course on [cyber security](#), accept our [Code of Conduct](#), and complete biennial sexual harassment training. Newly hired and promoted leaders must also complete a training course on inclusive leadership. This required training curriculum is supported by supplemental on-demand trainings from a third-party vendor.

Team members are held accountable for the principles contained in these trainings through a zero-tolerance policy for discrimination and harassment. Team members are also required to follow all appropriate workplace health and safety protocols. We monitor and measure the overall effectiveness of our training through comprehension quizzes, tabletop exercises, and safety drills.

## Engagement

Solving challenges is our business. Just as we are committed to solving our clients' healthcare workforce challenges, we are equally committed to identifying and solving the challenges of our AMN Healthcare team. We conduct regular surveys to seek input and diverse perspectives, and better understand the work experience of our team members and healthcare professionals. We are committed to ensuring that every voice is heard and that our team's feedback is incorporated into our business decisions and strategy.

### Healthcare Professionals

Consistent engagement with our healthcare professionals is critical to understanding the challenges and barriers they face while on assignment, so we can resolve issues quickly and effectively. We aim to drive retention through solutions, so we can improve healthcare professionals' well-being, address systemic inequities, and continue to help ease healthcare workforce shortages. The feedback we receive helps us prioritize how we can advocate for our healthcare professionals and partner with our clients to co-create solutions, so they can work at the top of their skill level.

We regularly conduct executive onsite visits and pulse surveys, as well as a larger biennial survey of registered nurses, which was recently conducted in January 2023; results will be published in May 2023. The 2021 survey focused on the effects of the COVID-19 pandemic on nurses nationally and identified opportunities to alleviate hardships. One example was our effort to streamline and standardize our virtual orientation program, onboarding and credentialing to create a better and more efficient process for our healthcare professionals and our clients. Every year, we publish multiple [survey results and research reports](#) that provide original data on a variety of healthcare workforce-related topics that are vital to healthcare organizations, practitioners, and patients.

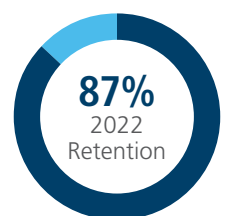
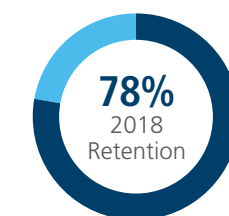
### Corporate Workforce

In 2022, we continued to prioritize engaging with our team members through monthly live virtual question and answer sessions, AMN Live, and other town halls throughout the year with our Chief Executive Officer and other senior executives. We administered short pulse surveys throughout the year and restarted our larger corporate-wide engagement survey on an annual basis.

Our spring 2022 survey had an 83% participation rate and an engagement score above benchmark, according to the third-party expert engaged to administer the survey, who compared our results with high performing companies. The engagement score reflects our team members' connection and commitment to our company and our goals. The survey measured sentiments on a range of topics, from management and social connection to professional development and work-life balance. Areas of strength included engagement and management – such as leaders' openness to ideas and caring about team members' well-being and social connection. Areas with opportunities included improving collaboration and communications and dividing workloads fairly among team members.

AMN Healthcare is committed to improving and taking team member feedback to heart. People are seeing improvements but there are still gains to be made in order to build a workplace that feels equitable to all. Ensuring our people have the time to invest in their career development and growth, and building growth pathways within the company, further builds equity and long-term commitment.

Based on the feedback received, which was discussed with our Board of Directors, we incorporated several initiatives and areas of focus into our human capital management strategic plan. We believe our team member engagement helps to strengthen our retention rate, which was 87% in 2022, our highest in the past five years.



We also engage team members through our new AMN Mentoring Program (AMP). We piloted the program to the entire company last year with 242 users and 160 completed mentoring relationships. The program embeds training for both the mentors and mentees, suggested meeting cadences, and milestone tracking. The mentoring relationships are structured to last over six months. The program was such a huge success, receiving an overall satisfaction rate of 98.5%, that we're expanding it to even more people across the company.





## AMN Mentorship Program

Maria Chacon, a recruiter with AMN Healthcare, says having a mentor changed her mindset and reminded her what she enjoys most about her job – opening doors to opportunities and helping others to pursue their passions. Maria had just started working at AMN Healthcare when she was paired with her mentor, Shawna Hopkins, Director of Human Resources.

“I was honest with her and told her that I did not know how to define my future career goals. We focused on discussing what my job was like, instead of what I liked and did not like about it.”

The mentorship pair discussed the positive aspects and challenges of Maria’s job every other week. Shawna encouraged Maria to look at the challenges not as negatives, but as opportunities for professional growth.

“After our conversations, I found myself grateful for the difficult moments because they were signs that I was growing enough to face such problems and would still be okay. Shawna’s advice is something I carry with me today and still use when I need motivation.”

Maria says the advice has also had a larger impact, as she is able to share the words of wisdom with her colleagues struggling with similar issues. By their final scheduled meeting, Maria says she remembered why she became a recruiter.

“I want to consult more than I want to recruit. I want to be a part of those life-changing moments when our clinicians feel like they truly made it.”

## Benefits and Well-Being

Our team members and healthcare professionals drive our success caring for others. In turn, it is our responsibility to care for them. We offer myriad resources and benefits to promote health, well-being, and work-life balance.

### Healthcare Professionals

Our Clinical Operations team partners with corporate Human Resources to provide benefits and well-being programs to care for our healthcare professionals. These include medical, dental, and vision coverage, a 401(k) plan, an Employee Assistance Program (EAP), and a virtual telehealth service, which 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.

Just as our team members benefit from the AMN Healthcare Hardship Fund, we also established our Caring for Caregivers Fund in 2022 to support healthcare professionals experiencing hardships. Last year, we invested \$3 million to launch the fund and awarded more than \$221,000 to 97 recipients.

### Caring for Caregivers Fund



**\$3M**  
Contributed to Establish Caring for Caregivers Fund



**\$221K**  
Total Dollars Awarded



**97**  
Recipients Awarded



**\$2,280**  
Average Recipient Award

### Travel Reimbursement For Care Not Available Within 100 Miles

In 2022, we added travel and lodging reimbursement to our medical plans for both team members and healthcare professionals, reimbursing any covered medical service that is not available within 100 miles of their homes. This new benefit includes up to \$4,000 per occurrence with a lifetime benefit of \$10,000.

## Recognizing Nursing Excellence

AMN Healthcare is proud to participate in and support The DAISY Award for Extraordinary Nurses. The worldwide awards program recognizes nurses for their superhuman work that positively impacts patients and families every day. Since the beginning of the program in 2018, AMN Healthcare, in

partnership with the DAISY Foundation™, has recognized over 20 of our outstanding healthcare professionals for the extraordinary, skillful, compassionate care they provide patients and families. Last year, we recognized six nurses, including Charmain Johnson and Chris Lambert.

### Charmain Johnson

Charmain Johnson has always wanted to help people. She’s worked in the healthcare industry for over 20 years, specializing in medical-surgical nursing.

“A good workday is advocating for my patients, even if it means stepping out of my comfort zone to get the job done. I’ve learned that there is safety in protocols because they will back you up. It’s a joy in advocating for my patients and making things happen for them. I get a kick out of doing that ‘one more thing’ to make it happen. It’s a win-win!”

### Chris Lambert

Chris Lambert has been a registered nurse since May 2000. He has experience in the ICU and behavioral health with adolescents and adults, and worked for four years at the third busiest jail in the U.S.

“I love being a nurse because, when I give genuine care, I get genuine gratitude. These folks are having the worst moments of their lives when they are hospitalized. Stunned with anxiety and uncertainty, patients and families are waiting for answers and recovery. I have zero power to heal, but I have the ability to provide comfort, empathy, sympathy, availability, and most important, dignity. I treat all my patients as if they were my mother, and I know when I have done my job by the gratitude I get.”



## Benefits and Well-Being

### Corporate Workforce

Our comprehensive benefits package includes medical, dental, vision, long- and short-term disability insurance, and a matching program for retirement account contributions. In 2022 we supported our eligible full-time and part-time team members' financial wellness through a mix of stipends, health insurance premium waivers, and enhanced matches to team member's contributions to their retirement accounts.

Our wellness program supports mental, emotional, and physical health through resources such as meditation tools, exercise classes, and our monthly mindful sessions - Zen @ AMN. We also have a network of Wellness Champions who are responsible for communicating with their respective teams about the wellness program and upcoming events.

Our Employee Assistance Program offers free, confidential mental health and well-being support. Usage of the program among corporate team members was up 90% from 2021. We also offered over 25 webinars for team members, addressing a range of topics, from how to rebound from financial hardship, to setting and defining expectations for success.

To further support our team members, we established the AMN Healthcare Hardship Fund in 2021 to provide financial support for those experiencing extreme financial hardship. In 2022, we invested an additional \$2 million in the fund and approved 87 grants, distributing \$363,232 to support our team members in times of crisis. Team members can receive support for qualifying events such as serious or life-threatening illnesses, natural disasters, funeral costs, or other events causing financial strain. This goes above and beyond our standard benefits and employee assistance programs to support our team members' resiliency.

### Hardship Fund



**\$2M**

Contributed to Hardship Fund



**\$363K**

awarded



**87**

grants approved



**\$4,175**

average grant size



### Domestic Violence Support Program

We are committed to assisting any team member experiencing domestic violence. In 2022, we introduced the AMN Healthcare Domestic Violence Support Program to ensure our team members have a safe, supportive, and flexible work environment so they can take control of their lives. Accommodations include providing time off from work and implementing safety measures, such as changing locks, work schedules, or work phone numbers. We will offer our team members the support they need to access resources and formulate a safety plan.

### Values In Practice (VIP)

Our annual Values In Practice (VIP) awards are given to team members nominated for demonstrating excellence in our six core values: Customer Focus, Trust, Respect, Passion, Continuous Improvement, and Innovation. Our 24 VIP Award winners in 2022 (four for each value) were announced and celebrated during our annual company meeting.

### Health and Safety

Team members are encouraged to report any health and safety hazards or situations, and they have various channels, including anonymous ones, for reporting, including contacting Risk Management, submitting a Workplace Hazard Facilities ticket through our Service Portal, or calling our anonymous Compliance Hotline. AMN Healthcare prohibits retaliatory action against any team member who, in good faith, reports a safety concern. Further, team members have the right to, and are encouraged to, remove themselves from work situations they believe could cause them or another person injury or illness.

To promote safety, we require each team member to complete a training program, and we focus on education and injury prevention to increase awareness of workplace hazards and how to identify, report, and control hazards.

Our Health & Safety Supervisor is responsible for our health and safety program and coordinates periodic onsite inspections of all AMN Healthcare facilities to ensure worksites are free from recognizable hazards. In addition, worksite inspections are required when new conditions – such as new processes or substances – are introduced into the workplace. If any hazards are identified, corrective actions are documented and assigned to the appropriate party with completion dates for remediation. We also partner with a third-party expert to help identify exposures and provide recommendations to help mitigate risks.

# Diversity, Equity, and Inclusion

At AMN Healthcare, we live our core values every day, fostering a culture of belonging and compassion, and striving for continuous improvement in our corporate work environment and in the clinical setting. Our philosophy on diversity, equity, and inclusion (DEI) is grounded in the belief that we should respect all voices and seek diverse perspectives, and the recognition that we succeed when we act together as a positive force for all of humanity. We have the opportunity to influence each other, our industry, and our communities by fostering a diverse team. We are actively engaged in building an organization and society where equality is the norm, equity is achieved, and inclusion is universal. We continue to further embed DEI into our core business and all decisions, and we are committed to DEI excellence in all recruiting and hiring efforts for our team members and healthcare professionals.

## National Association of Corporate Directors Diversity, Equity, and Inclusion Award

AMN Healthcare is the proud recipient of the 2022 National Association of Corporate Directors Diversity, Equity, and Inclusion Award. The award, from the nation's leading corporate governance organization, recognizes top companies and their boards for leveraging the power of diversity, equity, and inclusion to enhance their organizations and create long-term, measurable benefit for all stakeholders and communities.



### Our Pillars of Diversity



## Workforce

AMN Healthcare recruits, onboards and cultivates a talented workforce with diverse skillsets and experiences in a manner that supports and aligns with our DEI goals, resulting in inclusive representation in all dimensions of diversity and at all levels.



## Workplace

AMN Healthcare fosters a culture of respect and inclusion of all backgrounds and perspectives. Our 10 Employee Resource Groups and more than 100 Diversity Champions (appointed team members across the company who champion DEI within their areas) help us nurture an inclusive workplace where everyone can thrive, bring their full authentic selves to work, and feel like they belong.



## Marketplace

Our impact on the world is fueled by our diverse workforce's daily efforts to support our clients and healthcare professionals in providing access and high-quality care to patients and communities. Our Marketplace DEI priorities include supplier diversity, healthcare professional DEI, and catalyzing DEI excellence in our industry. We believe that spending with historically excluded communities drives equitable business opportunities and contributes to a more equitable world, a diverse healthcare workforce well versed in culturally informed care drives better patient outcomes for everyone, and that together we can drive health and achieve health equity.





## Workforce DEI

Representation matters, and ensuring that our workforce reflects the full diversity of the communities we serve is critical to our success and our impact. Representation among team members is approaching parity with U.S. Bureau of Labor statistics on race and ethnicity, and we are committed to increasing the diversity of our team members at all levels. Over the last three years, the percentage of our team members from historically underrepresented groups – BIPOC, LGBTQ+, disabled, and veteran populations – has grown from 34% in 2019 to 45% in 2022.

Several of our recruitment efforts are helping us to make progress toward our goal of reflecting the communities we serve. We provide foundational DEI training for our talent acquisition consultants to raise awareness about unconscious bias and how it appears in the hiring process, teach behavioral and situational interview techniques, convey information about Equal Employment Opportunity Commission laws and how it applies to their roles, and offer lessons on how to build relationships with hiring leaders. We also ensure that all job listings are written with unbiased and inclusive language.

We aim for broad and diverse outreach and marketing for open positions through our partnerships with organizations such as Hiring Our Heroes and by utilizing tools like Handshake, an online platform to reach early talent from diverse backgrounds. Handshake connects us to more than 1,000 colleges and universities, including Historically Black Colleges and Universities, Hispanic Serving Institutions, and community colleges. Our expanded use of Handshake included strategic campaigns and messaging to target prospective candidates with unique skillsets and experiences. This messaging led to a higher volume of access to our job postings, increasing from 1,388 in 2021 to 13,268 in 2022, and resulted in higher application submissions from diverse candidates. In addition, Handshake supported the success of the AMN Healthcare Summer Associate program; 30 Summer Associates were hired and over half were BIPOC. Our team members also attended more than 30 university/diversity fairs, diversity network events, and veteran virtual career fairs last year. In 2023, our military recruitment events on military bases will be in person for the first time since the COVID-19 pandemic began.

We also emphasize diverse candidate slates for roles, especially for leadership positions, which has directly impacted the diversity representation in our workforce and helped drive increased diversity in hiring. In addition, we internally track our hiring, promotion, engagement, and retention rates to inform our overall progress against achieving DEI targets and to guide our efforts to maintain an inclusive workforce.

AMN Healthcare is an equal opportunity employer and makes all employment decisions on a non-discriminatory basis and in compliance with all applicable laws prohibiting discrimination in employment. To further the principle of equal employment for all, we have developed affirmative action plans for people of color, women, qualified individuals with disabilities, and protected veterans. Our Chief People Officer serves as our Affirmative Action Officer with responsibilities to maintain and implement applicable affirmative action plans and to ensure the coordination, direction, and review of plans and policies.



**3%**  
LGBTQ+ (self-identify),  
including our Chief  
Clinical Officer



**2%**  
Veteran (self-identify),  
including our Chief  
Information & Digital Officer



**3%**  
Disabled (self-identify)

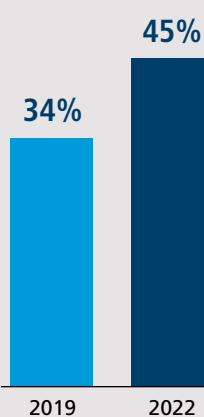


**1,218**  
internal transfers or  
promotions in 2022

## Growth of Historically Underrepresented Groups Among AMN Healthcare Team Members 2019 to 2022

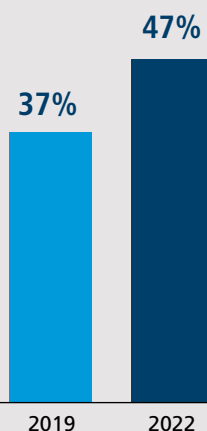
### Team Members

Change since 2019  
▲32%



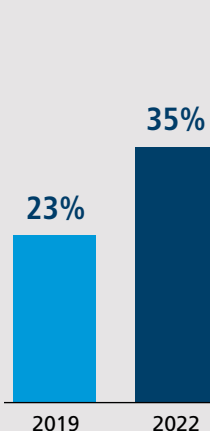
### Individual Contributors

Change since 2019  
▲27%



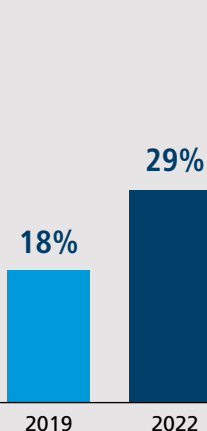
### Leaders

Change since 2019  
▲52%



### Directors & Above

Change since 2019  
▲61%



\* For AMN Healthcare, "Historically Underrepresented Groups" includes people who are BIPOC, LGBTQ+, Disabled, or Veterans (or any combination thereof). It does not include women.

### Gender

**69%**  
of our team members  
are women

**63%**  
of our Leaders

**40%**  
of our C-suite (CEO,  
Chief People Officer,  
Chief Legal Officer,  
Group President &  
COO of Strategic  
Talent Solutions)

### Race & Ethnicity

**40%**  
of our team members  
are Black, Indigenous,  
and People of Color  
(BIPOC)

**29%**  
of our Leaders

**20%**  
of our C-suite (Chief  
Strategy & Experience  
Officer, Group  
President & COO of  
Physician & Leadership  
Solutions)

### Generation

**6%**  
Baby boomers

**31%**  
Generation X

**58%**  
Millennials

**5%**  
Generation Z

We are committed to transparency and disclosure with diversity data. As such, we are pleased to share data submitted to the [U.S. Equal Employment Opportunity Commission \(EEO-1 survey results\)](#). The EEO-1 Report is a compliance survey mandated by federal statute and regulations. The survey requires company employment data to be categorized by race/ethnicity, gender, and job category. Please note that the job categories differ in the way we categorize jobs and track DEI progress at AMN Healthcare.

For additional information on our DEI approach, and for quarterly updates on our diversity initiatives, visit our [DEI webpage](#).



## Hispanic Promise

In 2022, AMN Healthcare signed the Hispanic Promise, a commitment to expand Hispanic representation at all levels of our company and strengthen engagement with the Hispanic community.



## Hiring Our Heroes Corporate Fellowship Program

AMN Healthcare is proud to participate in the Hiring Our Heroes Corporate Fellowship Program. Hiring Our Heroes is a Department of Defense SkillBridge program that supports service members' transition to the civilian workforce. Our participation in the program began in January 2023 when we welcomed our first cohort of four female fellows. The program provides 12 weeks of professional training, including hands-on experience and weekly educational sessions within a classroom setting. Our fellows also receive support from our Be Ready Always Veterans Enterprise (BRAVE) Employee Resource Group, as well as our AMN Mentorship Program.

"I am currently an Officer in the Army with over 10 years of service in the Military Police Regiment. I am extremely grateful and excited for this opportunity to work with AMN Healthcare as a Hiring our Heroes Fellow as I transition out of the Army and begin the next chapter of my life!"

**Julia Means, Operations Coordinator,  
International Search Fellow**

## Workplace DEI

There is a collective effort at AMN Healthcare to cultivate a deeply inclusive culture and advance our DEI initiatives – from the intentional expansion of our recruitment and promotion efforts to increase diversity representation, to having dedicated staff focused on further integrating DEI throughout the organization, to enhanced engagement and retention, to celebrating diversity through staff recognition programs and events, to requiring [DEI training](#).

These efforts have been driven by both our leadership and our team members, including our Employee Resource Groups and our Diversity Champions. Our more than 100 Diversity Champions across the organization are passionate about and committed to advancing DEI within our company and stay up to date on DEI best practices. These team members encourage participation in diversity events, educate and inform their colleagues, and help foster, celebrate, and encourage diversity and inclusion. During 2022, we conducted monthly AMN Diversity Champion meetings featuring guest presenters who spoke on a variety of topics to facilitate the creation of a more inclusive workplace and society that promote diversity, equity, and respect.

Our ERGs were initiated by team members who spearheaded a grassroots movement to create a sense of belonging and enable members to connect with colleagues of shared interests, experiences, and identities. Our ERGs strengthen our culture of inclusion, increase team members' visibility, and provide leadership opportunities. They are involved in our local communities, participating in community events, including Martin Luther King Jr. Day Parades and Pride Parades throughout the nation, and contributing their time through community service. They've also driven company-wide events, such as the Multicultural Fair, which celebrates global diversity and highlights our diverse workforce.

AMN Healthcare leadership, including our Board of Directors, recognizes the integral role of our ERGs in supporting our DEI priorities and fostering a sense of belonging. Executive leaders frequently attend events and meet with ERG members to provide guidance and professional development as well as amplify the voices of team members across our organization. In addition, leadership increased investment in our ERGs last year to approximately \$250,000 to enable each of the groups to host cultural and educational events, invest in the professional development of team members, donate to nonprofit organizations that align with ERG missions, and promote volunteerism. Our Board of Directors engage and share their insights and stories with our ERGs to inspire them to achieve their personal and professional goals.

## Promoting Pay Equity

We are committed to achieving pay equity for all AMN Healthcare team members. Over the course of 2021 and 2022, we have built an enterprise-wide infrastructure to align job functions and compensation, as well as provide salary transparency for all job postings nationwide. We continue to enhance this infrastructure and integrate transparency into our pay practices.



## Employee Resource Groups (ERGs)

Our first ERG was created in 2017, and we now have 10 thriving ERGs with 39% of our team members belonging to at least one, up from 26% in 2021, in part due to the addition of two new ERGs in 2022. Each of our ERGs are supported by executive sponsors and coordinated by our Workplace Diversity Manager, a new position created in 2022.

10

ERGs

39%

of team members engaged

50%

Year-over-year increase



### Black Women Leading in Inclusion, Excellence, Vision and Education (BELIEVE)

**Mission:** Advancing equity and belonging with a focus on Black women by engaging a network of allies to attract, retain, empower, and inspire Black women to achieve their fullest potential across the spectrum of professional development nurtured by AMN Healthcare leadership.

**Key Accomplishments:** Sponsored members to attend the Women in Healthcare Leadership Summit featuring Black women leaders in nursing and healthcare and a panel discussion on navigating obstacles within the healthcare industry.



### Be Ready Always – Veterans Enterprise (BRAVE)

**Mission:** Serving and advocating for military veterans, deployed troops, their families, and supporters.

**Key Accomplishments:** Partnered with the Talent Acquisition team to support veteran hiring through direct partnership in initiatives and by providing training to hiring managers.



### Latin American Legacy Alliance (LALA)

**Mission:** Representing, advocating, and celebrating the unique experiences, challenges, and culture of the Latin community.

**Key Accomplishments:** Hosted the first LALA Mercado at the Dallas and San Diego offices to highlight minority owned businesses. Spearheaded the effort that led to AMN Healthcare signing the [Hispanic Promise](#).



### Loving Our Bodies' Existence (LOBE)

**Mission:** Promoting body image positivity in the workplace by raising awareness, encouraging openness, and supporting all employees.

**Key Accomplishments:** Launched this newest ERG in October 2022 with support from hundreds of team members and hosted events to promote body positivity.



### Mental Health Advocacy & Awareness (OPEN)

**Mission:** Advocating for mental health awareness and creating a work environment where everyone feels comfortable communicating authentically.

**Key Accomplishments:** Launched the “Chatter that Matters” monthly series to openly discuss vulnerable topics surrounding mental health and navigating self-care.



### Parents & Caregivers Together (PACT)

**Mission:** Championing working parents and caregiver team members by cultivating an inclusive, welcoming, agile, and flexible workplace that ultimately builds trust, improves retention, and fosters innovation.

**Key Accomplishments:** Partnered with MH WorkLife to provide access to resources for caregivers, including care-related discounts, work-life management tools, inspirational webinars, and care coaching.



### Power & Value in Equality (PAVE)

**Mission:** Advancing gender diversity and equality, enabling women to connect while developing professionally.

**Key Accomplishments:** Awarded \$8,000 of PAVE Career Grants to enable team members to attend professional development programs to enhance their skills to support their career growth.



### LGBTQ+ Allies (PRIDE)

**Mission:** Engaging with and supporting LGBTQ+ employees and their allies in an inclusive environment.

**Key Accomplishments:** Expanded the presence of AMN Healthcare at Pride parades and festivals across the nation, enabling healthcare professionals and corporate team members to march together in support of human and civil rights.



### Strength Lies in Diversity & Equality (SLIDE)

**Mission:** Enhancing the professional development, career path prospects, and leadership opportunities of Black, Indigenous, and people of color (BIPOC) in the workplace.

**Key Accomplishments:** Co-hosted speaker Netta Jenkins, a leading voice on diversity, equity, and inclusion for a company-wide webinar about DEI.



### Wisdom + Insight + Sincerity + Experience (WISE)

**Mission:** Creating positive intergenerational dialogue benefiting team members throughout the entire company.

**Key Accomplishments:** Launched panel series, Pearls of WISEdom – Advice from Leaders, to bring multigenerational learnings to team members.

## Marketplace DEI

In 2022, we strengthened and expanded our Marketplace DEI Committee to include leaders across the enterprise, resulting in the creation of three new subcommittees focused on our Marketplace DEI priorities – Healthcare Professional DEI, Supplier Diversity, and Catalyzing DEI Excellence.

Healthcare Professional DEI

Supplier Diversity

Catalyzing DEI Excellence

## Healthcare Professional Diversity, Equity, and Inclusion

Healthcare professionals are on the front lines of driving health equity. It is important that healthcare professionals reflect the diversity of the communities and patients they serve, and are equipped to deliver culturally informed care.

As the leading healthcare talent solutions provider, AMN Healthcare is committed to driving greater diversity in the candidate pools and placements of healthcare professionals and helping increase the diversity of the clinician and leadership pipeline. Research has shown that increasing diversity in the healthcare workforce helps advance health equity and reduce health outcome disparities for Black, Indigenous and people of color (BIPOC), Hispanic/Latinx, women, LGBTQ+, veterans, and people with disabilities.

To drive diversity, equity, and inclusion in the healthcare professional staffing process, we focus on driving a diverse talent pipeline, sourcing diverse healthcare professionals, and ensuring our talent acquisition team leverages diversity best practices – all of which helps drive greater diversity in our placements.

With 250,000 healthcare professional placements last year, we are committed to supporting our clinicians' culturally informed care acumen.

Though it is not required, we are piloting EEO-1 data collection in our Leadership Search business to better track and drive the diversity of healthcare leaders. We now have diversity data on over 10,000 leadership candidates. More than 44% of the permanent leaders we placed in 2022 are from historically underrepresented groups.

We are helping lead our industry in collection of EEO-1 data on contingent labor.

AMN Healthcare is committed to advancing pay equity for all healthcare professionals. We are leveraging state regulations requiring pay transparency, as well as EEO-1 reporting to collect pay data. As a thought leader and resource for our industry, we share the information we collect through our research and surveys, including the [2022 Survey of Maryland Physician Compensation](#).

Additionally, we are investing in creating a more diverse healthcare professional talent pipeline. Over the past year, we have committed \$1.8 million to [advance healthcare workforce diversity, resilience, and wellness](#). We are supporting a wide range of organizations and universities, including the National Black Nurses Association, National Association of Health Services Executives, Emory University, Columbia University, the Schwartz Center for Compassionate Healthcare, and the Daisy Foundation™.



## Supplier Diversity

We continue to grow our supplier diversity programs and spend, as it is important to us 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 talent that can drive innovation and efficiency. Our clients share our passion for positively impacting the economic growth and health of the communities they serve and supporting small and diverse suppliers goes a long way.

We recognize that equitable business opportunities contribute to a more equitable world. We partner with, and provide support for, a diverse range of businesses and specifically target those that are small, minority, woman, veteran, service-disabled veteran, LGBTQ+, and disabled-owned. Our Vendor Development Program offers resources to help diverse and small businesses learn how to do business with AMN Healthcare and the value of certification as a diverse supplier. We also engage in partnerships with minority businesses through the National and Regional Minority Supplier Development Councils. We are committed to funding Minority Business Enterprise Certification for 100 minority-owned businesses, including 50 Black-owned businesses. In 2022, we well exceeded our supplier diversity goals, spending \$961 million with diverse and/or small businesses, a 154% increase year-over-year and a 472% increase since 2020.

## Catalyzing DEI Excellence

We are currently assessing the content, resources, and structure that would be most impactful and useful to help accelerate the DEI performance of healthcare systems across the country. We are also compiling tools and best practices on strategy, goal setting, training, policies, and other leading efforts that drive DEI inside healthcare organizations and accelerate impact and health equity in the communities they serve. Our clients are our partners in this DEI excellence journey, and together we are excited to see how we can accelerate progress on DEI in healthcare.

## AMN Healthcare 2022 Diverse and Small Supplier Spend

### Prime Supplier of the Year

AMN Healthcare is proud to have been named Prime Supplier of the Year by the Western Regional Minority Supplier Development Council for prioritizing business with Minority-owned Business Enterprises (MBEs).

### Vendor Code of Conduct

At AMN Healthcare, we strive to be recognized as the most trusted, innovative, and influential force in helping healthcare organizations provide a quality patient care experience that is more human, more effective, and more achievable. We believe who we are as a company – how we manage our businesses and how we partner with our clients, healthcare professionals, team members, governments, communities, and vendors – matters and makes a difference. We have established organizational standards that are based on our Core Values, ethical business practices, and regulatory compliance. AMN Healthcare expects the organizations we do business with to commit to operating in a compliant and ethical manner by adhering to the AMN Healthcare Vendor Code of Conduct, which includes a set of commitments covering:

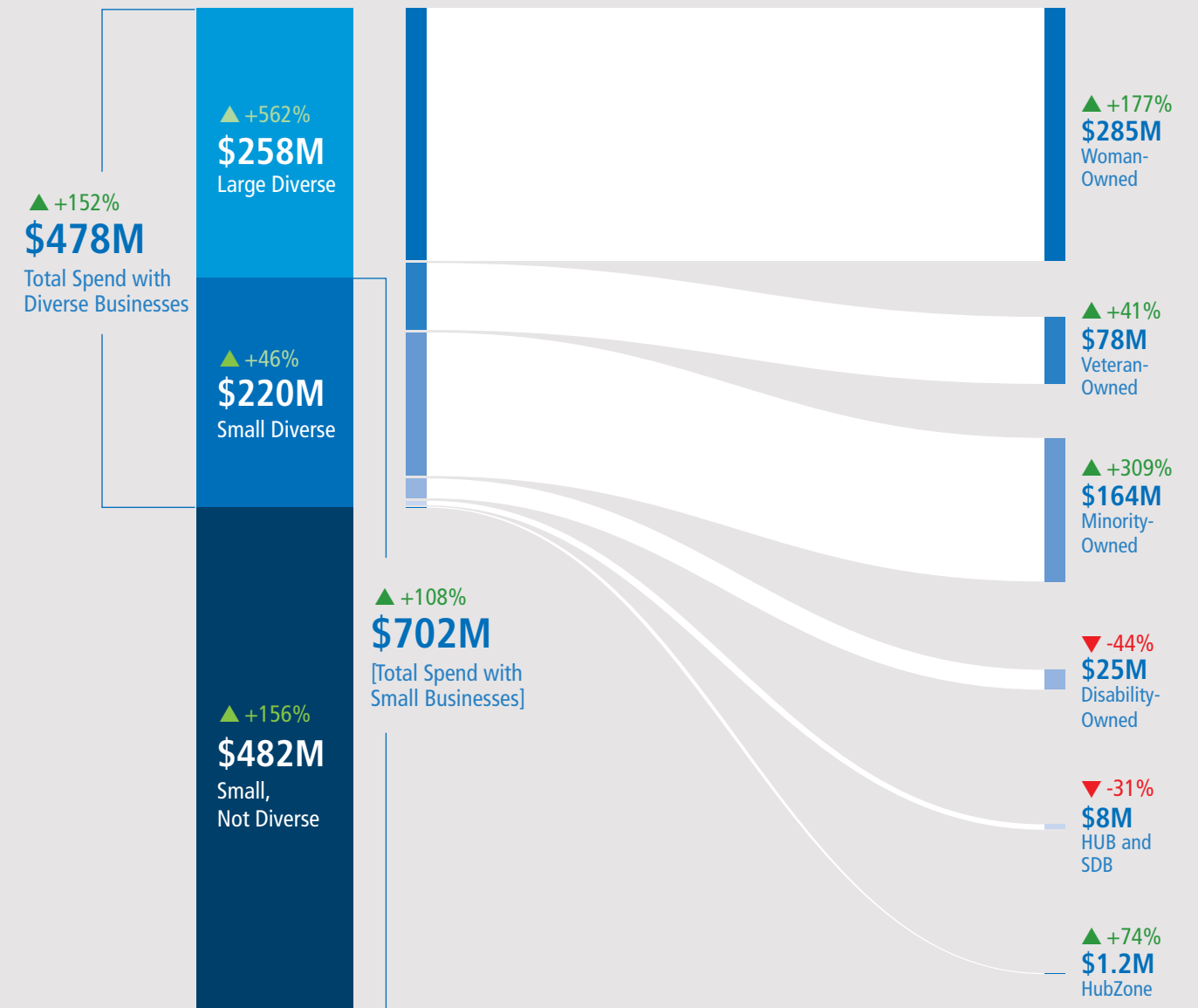
- Legal & Regulatory Compliance
- Business Practices & Ethics
- Privacy & Data Protection
- Labor & Human Rights
- Child Labor
- Forced Labor & Human Trafficking
- Discrimination
- Wages & Benefits
- Freedom of Association
- Housing & Living Conditions
- Health & Safety
- Diversity, Equality, Equity, and Inclusion
- Environmental Protection & Sustainability

To learn more about our Corporate Governance and Policies, see the [Governance](#) section of this report

2022

**\$961M** ▲ +154%

Total Spend With  
Small +/-or Diverse



Our total of \$961M in spend with Small and/or Diverse Businesses is less than the sum of our spend with Small (\$702M) and the sum of our spend with Diverse (\$478M) Businesses. This is because many of our Diverse-Owned suppliers are also Small. Similarly, our \$478M in Diverse spend is less than the sum of all of the categories of Diverse-Owned Spend, as we have suppliers that are certified in more than one facet of diversity (for example, Black Woman-Owned, or Service Disabled Veteran-Owned).

HUB = Historically Underutilized Business (minority, women, socially and economically disadvantaged person, or disabled-owned).  
SDB = small business that is owned and operated by socially and economically disadvantaged persons.  
HUBZone = small business located in a Historically Underutilized Business Zone, defined as distressed rural and urban communities.

## Promoting Health Equity

We work to solve healthcare workforce challenges for healthcare organizations to advance the health and wellness of our communities. We believe everyone deserves access to high-quality clinical care, and our talent and workforce management technology enables healthcare organizations to provide this care and drive health equity.

Inequities in health outcomes are a persistent and systemic challenge with myriad root causes. Health equity cannot be achieved by any one organization or single initiative. We are excited to join with our clients and others in the healthcare ecosystem to drive commitment and progress, from signing onto the [Health Equity Pledge](#), to partnering with our clients and healthcare professionals to provide care to those who need it most – we are committed to leveraging our business, our reach, and our passion to advance health and wellness for all.

## Telehealth and Virtual Care Solutions

AMN Healthcare helps our clients deliver care anywhere and anytime through our Telehealth and Virtual Care Solutions. These technology solutions – from video conferencing to remote monitoring – offer remote care in a timely and more convenient manner, providing access to primary, acute, and post-acute providers. Our services also enable schools to offer speech, physical, and occupational therapy, as well as mental and behavioral health support to students without requiring specialists to lose valuable time commuting across school districts. Integrated with Language Services, our technology helps drive understanding and inclusion for millions of patients who are deaf, hard of hearing, or have limited English proficiency.

Our virtual care services enhance satisfaction, reduce unnecessary emergency room visits and readmissions, and benefit both our clients and patients. Providers have the resources to deliver on the mission of quality patient care, and patients have improved access to qualified healthcare professionals who can address their health concerns, no matter their location.

## Language Services

Our Language Services team provides telehealth and in-person options to break down language and communication barriers to support access to healthcare across the patient journey. Our interpreters are highly vetted native language speakers, trained specifically in medical terminology, who offer real-time



remote video language services in more than 40 languages and over-audio-only language services in over 200 languages.

By providing our partners with experienced, medically trained interpreters who deliver timely, accurate interpretations, we help improve health equity, patient satisfaction, and health outcomes – ensuring patients receive the level of care they deserve. Our Language Services support compliance 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 Affordable Care Act.

In 2022, over 3,000 interpreters worked more than 200 million minutes to provide language services in more than 200 languages over the course of 14 million patient encounters, enabling access, improving health outcomes, and saving lives.

## Our Interpreters at Work

The AMN Healthcare Language Services team has been participating in the Seattle King County Clinic since 2014, utilizing and sharing our passion for health equity and positive health outcomes. The multiple-day, volunteer-driven clinic offers free dental, health, and medical care to anyone in the region who struggles to access or afford healthcare. At last year's clinic, our interpreters provided services in over 27 languages across 421 patient encounters, totaling nearly 6,000 minutes.

One of our Spanish interpreters had the opportunity to help law enforcement officers interview the survivor of a tragedy with multiple fatalities, enabling the victim to share information and express his grief. Our interpreters are exposed to high-risk, high-stress encounters, and AMN Healthcare supports our interpreters with case debriefs after particularly impactful sessions. These debriefs allow the interpreter and a supervisor to examine the environmental,

interpersonal, intrapersonal, and paralinguistic demands of the encounter. They also consider additional insights, perspectives, or expertise that can be applied in future encounters to continue to improve the quality of services and, ultimately, health outcomes for patients and their healthcare providers.

Our Russian and Ukrainian interpreters are experiencing an increase in demand for services from refugees from these countries, helping patients who have experienced trauma, while also navigating their own personal turmoil, some with family in a war zone. Refugees present additional complexities for medical interpretation because they have little to no cultural, linguistic, mental, emotional, or financial preparation for the adjustment. Our interpreters help reduce fear and anxiety through compassionate understanding and language services.

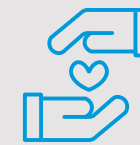


# Contributing to Our Communities and Industry

At AMN Healthcare, we believe it is important to give back to the communities where we live and serve. We are committed to positively impacting social and environmental determinants of health, reducing inequities in health outcomes, and increasing availability and quality of healthcare for communities. While our core business is the main driver, we are also making progress toward these goals through our philanthropy and volunteerism, research and education, and partnerships and support of nonprofit organizations who work together with us to make the world a better place. In 2022, AMN Healthcare focused on access to care, supporting healthcare professionals, and advancing the health and wellness, diversity, and resilience of the healthcare workforce.



## Philanthropy and Volunteerism



**\$3 million**

invested to launch AMN Caring for Caregivers Fund and provided \$221,221 to 97 healthcare professionals experiencing hardships

**additional \$2 million**

invested into the AMN Team Member Hardship Fund and provided \$363,232 to 87 team members experiencing qualifying hardships



**\$1.8 million**

committed to advance healthcare workforce diversity, resilience, and wellness

**\$1.1 million**

contributed to nonprofits focused on health equity, wellness, DEI, and healthcare workforce diversity and pipeline

### Free Medical Clinic in Texas

AMN Healthcare sponsored and participated in a two-day medical clinic that provided free vital medical care to more than 500 Texas residents in need. The event was organized by our client, University of North Texas Health Science Center, and Remote Area Medical (RAM™), a nonprofit that provides free, pop-up medical clinics to those who are underserved and uninsured. More than 600 volunteers donated nearly 5,000 hours of service.



**538**

patients treated

**623**

volunteers, providing services valued at

**\$2.1 million**

**4,984**

volunteer hours

## Medical and Humanitarian Service Trips to Guatemala

AMN Healthcare is dedicated to improving health equity around the world. In 2013, we supported our first medical and humanitarian service trip to the highlands of Guatemala. Over the course of our longstanding partnership with International Esperanza Project (IEP), we have significantly increased our involvement and impact, donating more than \$1.1 million and sponsoring eight large-scale trips, which we resumed in 2022 after a pause during the COVID-19 pandemic

During our weeklong service trips, our healthcare professionals and volunteers offer a wide range of services, from dental, optometry, medical, and surgical services, to speech and language assistance, stove and water filter installations, and education facility expansions.

IEP looks to drive health in a holistic way. In addition to the life-changing medical care, clean cookstoves, and water filtration systems, we help IEP drive economic growth – one of our priority United Nations Sustainable Development Goals – through investments in the El Molino School in Tecpán, Guatemala. We’ve provided funding to accommodate the nearly 500% increase in student population, help the school create a high school diploma program, and ensure free, nutritious meals for the students. Last year, IEP deployed a second BookTuk mobile library, which allows students to check out books and iPads; many of the iPads were donated by AMN Healthcare in 2021 to help enable continued online learning during the COVID-19 pandemic.

## 10 years of impact in Guatemala



**200**  
volunteers, including 80 physicians and other clinicians sponsored by AMN Healthcare



**1,000**  
surgeries performed



**20,000**  
patients served with dental, optometry, and other medical services



**600**  
clean cookstoves and water filtrations systems installed in homes, improving indoor air quality, health, and sustainability

## 2022 Impact



**1,300**  
patients treated

**127**  
life changing surgeries provided

**280**  
smoke-free stoves installed

**280**  
water filters installed

In partnership with the International Esperanza Project, we sponsored clinicians to join a team of healthcare professionals in Guatemala in treating 1,300 patients and providing 127 life changing surgeries, and our corporate team members installed 280 smoke free stoves and 280 water filters, advancing health for families in rural Guatemala

INTERNATIONAL  
**esperanza**  
PROJECT



“The DAISY Foundation is incredibly grateful to AMN Healthcare for its ongoing philanthropy. Because of the generous gift in 2022, 116 DAISY Awards were provided to 25 deserving organizations in six countries that could not pay for their DAISY Award programs. Researchers have found that meaningful recognition reduces the negative effects of burnout, fosters a positive work environment, and cultivates a culture of gratitude and trust. Thanks to AMN Healthcare, 25 healthcare organizations were able to create sustainable systems for patients, families, and peers, to give thanks and share with clinicians how they made a difference in their lives.”

**Deb Zimmermann, CEO DAISY Foundation**

## Supporting the Healthcare Workforce

AMN Healthcare contributed \$1.1 million to nonprofits focused on health equity, wellness, DEI, and healthcare workforce diversity and pipeline.

**We donated \$200,000 to Columbia University School of Nursing’s Pathways to Leadership and Advancement in Nursing Program to support diverse nursing students and help build a nursing workforce that effectively meets the needs of all patients.**

We also donated \$50,000 each to the National Black Nurses Association (NBNA), the Schwartz Center for Compassionate Healthcare, and the DAISY Foundation™. The donations benefit the efforts of the NBNA to grow its leadership development programs, community health initiatives, and DEI efforts; the Schwartz Center’s programs to support the mental health and well-being of healthcare professionals; and the **DAISY Foundation’s recognition program** so other organizations could recognize their extraordinary nurses.

In addition to our philanthropic donations, AMN Healthcare offers all team members eight hours of annual paid volunteer time off to support causes they care about. Last year, nearly 2,000 team members volunteered through our program, contributing more than 15,000 hours of community service.

Our team members also participated in several fundraisers to benefit a range of organizations, including food banks, the International Esperanza Project, Ukraine humanitarian efforts, and disaster relief. The Food Bank fundraiser was the largest event with over \$34,000 raised by team members and a total of \$47,690 donated to food banks across the U.S. providing 143,070 meals. The fundraiser included two virtual events: a talent show, and a live auction supported and presented by our AMN Executive Team and Employee Resource Group leaders. One of the auction items included dinner with our CEO. AMN Healthcare also had the highest fundraising and the largest team participating in the Alzheimer’s Association Run in San Diego.



## Contributing Thought Leadership

AMN Healthcare is proud to be a thought leader and resource for our industry. Our passion for continuous improvement drives our research to identify challenges, opportunities, trends, and insights to advance health equity and positive social and economic impact. We care about adding value to the world, through our core business, our surveys and studies, and our sharing of knowledge and information to help others. We seek to provide education to our industry so we can generate change.

The results of our biennial survey of registered nurses are widely available and communicated through research publications, webinars, podcasts, conferences, white papers, and other various channels. The survey amplifies the voices of registered nurses and offers invaluable insight into their well-being, thoughts, and challenges. In addition to analyzing survey results, we also offer solutions and best practices to overcome barriers and challenges. AMN Healthcare not only investigates and diagnoses our industry's problems, but we also provide suggestions on how to treat them.

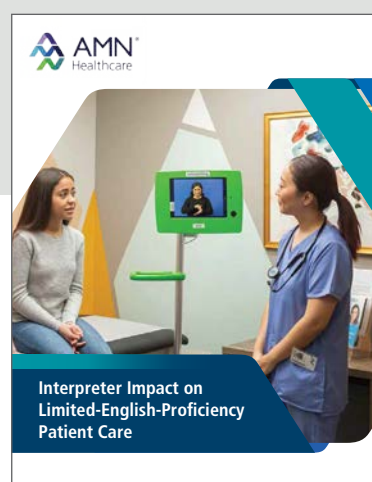
Our thought leadership and research also extend to a range of topics, including diversity, equity, and inclusion, health equity, and the impacts of the COVID-19 pandemic.



### Recruiting Strategies to Optimize Diversity

[learn more](#)

Offers five recommendations to optimize diversity outcomes in leadership recruiting.



### Interpreter Impact on Limited-English-Proficiency Patient Care

[learn more](#)

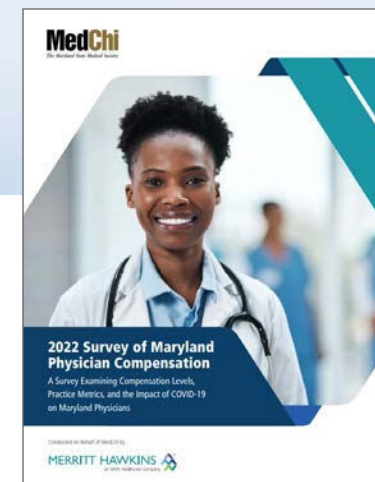
Looks at the consequences of communication barriers and how to resolve them through language services.



### Increasing Health Equity in Your Community

[learn more](#)

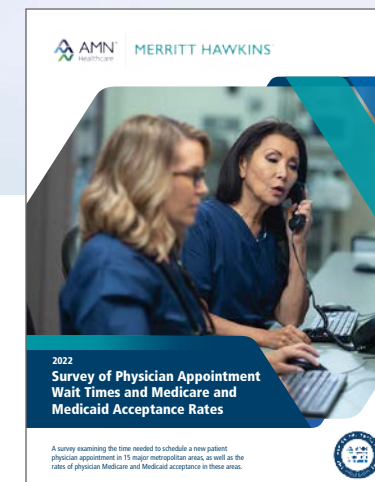
Discusses how organizations can harness the potential of virtual care for greater health equity and improved access to care with embedded language services, as well as the advances in technology that are facilitating these changes.



### 2022 Survey of Maryland Physician Compensation

[learn more](#)

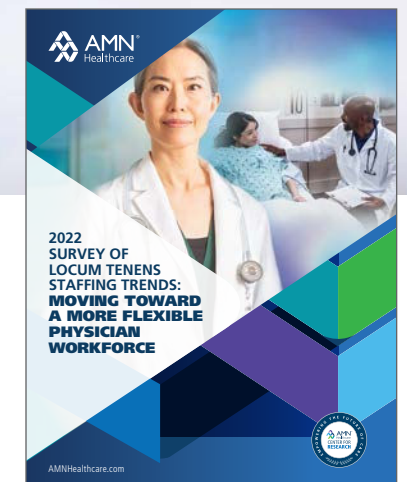
Examines compensation levels, practice metrics and the impact of COVID-19 on Maryland physicians.



### 2022 Survey of Physician Appointment Wait Times and Medicare and Medicaid Acceptance Rates

[learn more](#)

Explores physician appointment wait times over the years in five specialties, highlighting the healthcare access impacts of physician supply challenges.



### 2022 Survey of Locum Tenens Staffing Trends: Moving towards a more flexible physician workforce

[learn more](#)

Examines the prevalence of locum tenens use in healthcare facilities and why facilities use locum tenens physicians and other healthcare professionals.

## Survey Shows Persistent Steep Income Disparities Between Male and Female Physicians

**AMN Healthcare Physician Solutions division (Merritt Hawkins) Collaborated with MedChi: The Maryland State Medical Society on a survey of the Society’s physician members.**

In our most recent 2022 Survey of Maryland Physician Compensation, we found dramatic disparities between the incomes of male and female physicians in the state. Survey findings include:

The average annual pre-tax income for male Maryland physicians is

**\$320,000, compared to \$213,000**

for female physicians, a difference of

**50%.**

Significant gender-based income disparities exist among physicians in the same specialty groupings.

The average pre-tax income for male Maryland primary care physicians is

**\$262,542, compared to \$172,542**

for female physicians, a difference of

**41%.**

The average pre-tax income for male Maryland surgical, diagnostic and other specialists is

**\$350,625, compared to \$250,115**

for females, a difference of

**33.5%.**

Male physicians in Maryland who are in private practice make

**31% more** than female physicians in private practice, while employed Maryland male physicians make

**39% more** than female employed physicians.

The survey found that male and female physicians in Maryland work virtually the same number of hours per week, 48 for male physicians compared to 48.3 for female physicians, suggesting that gender-based physician income disparities in the state are not a result of longer hours worked by male physicians.

Income disparities among Maryland physicians also are seen among different ethnic groups. The average annual income for Maryland Asian/Asian American physicians tracked in the survey is \$325,000, compared to \$268,000 for white physicians and \$225,000 for Black/African American physicians in the state.

MedChi: The Maryland State Medical Society has established a Gender Pay Equity Committee to examine and address gender-based income disparities in light of the survey findings.

“The fact that significant gender-based income disparities persist among Maryland physicians is both disappointing and perplexing. We expected to see at least some closure of this gap, but it remains as wide as ever.”

**Gene Ransom, Chief Executive Officer MedChi**





# Governance

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# Corporate Governance

We seek to empower the future of care while contributing to environmental and social good. We recognize a strong corporate governance program is essential in advancing our purpose and goals and ensuring a culture of ethical behavior and transparency. Our corporate governance program includes robust stakeholder engagement, effective management and oversight, comprehensive policies and procedures that evolve as needed, and diligent management of business risks and opportunities. Our commitment to integrating ESG considerations into our business strategy and decision-making starts at the top and filters throughout AMN Healthcare.

## Board Engagement

AMN Healthcare has a robust framework of governance to advance our [ESG strategy](#), with oversight responsibility residing with our Board of Directors. The Board holds our organization accountable and takes into consideration stakeholder expectations. Our board members are deeply engaged and committed to evolving our ESG strategy, as well as ensuring they are equipped to help guide our ESG efforts. All board members received customized ESG training last year on the Board's role in managing the risks and opportunities connected with ESG. Our Board also participated in our first-ever ESG materiality analysis. The Board of Directors' Corporate Governance Committee receives updates at each meeting on ESG goals, metrics, and progress.

### A Look at Our Board of Directors

**Independence**  
**Independent Directors**  
**89%**

**89%**  
Independent

**11%**  
Non-Independent

**Independent Director Tenure**  
**Average 9 years**

**50%**  
0–5 years

**13%**  
6–10 years

**37%**  
11+ years and above

**Age**  
**Average 65 years**

**44%**  
66+ years

**33%**  
61–65 years

**23%**  
55–60 years

**Gender Diversity**  
**Female 56%**

**56%**  
Female

**44%**  
Male

**Racial Diversity**  
**BIPOC 33%**

**33%**  
Black, Indigenous, People of Color (BIPOC)

**67%**  
White



## Board Composition and Diversity

We recognize the importance of having a diverse and engaged Board of Directors to manage complex corporate issues and advance our business strategy and ESG goals. A board with diverse members fosters creativity and more effective risk management. Through our established board diversity “Rooney Rule,” we have committed to assembling a pool of candidates, from which board nominees are chosen, that includes candidates from historically underrepresented communities who would further diversify our Board.

Our board refreshment and succession planning strategy is clear – we seek new members who contribute to the Board’s diversity of skills, perspectives and backgrounds, better positioning our company to tackle complex challenges and oversee our long-term objectives. Over the last five years, AMN Healthcare has welcomed five new board members, including our new CEO and President Cary Grace. Four of these five latest additions to our Board are women, and three of the five are people of color.

The average aggregate board tenure is approximately nine years. Although there is currently no limit on length of service, our Board has committed to maintaining an average tenure for independent board directors of less than 10 years. In addition, we consistently evaluate the composition of our Board to ensure it collectively possesses the experience, knowledge, and level of engagement needed to serve the best interests of our shareholders.

AMN Healthcare has an independent Board Chair, as well as independent Committee Chairs, which the Board believes best positions the promotion of stakeholder interests.

## Stakeholder Engagement

Our consistent and ongoing engagement with, and transparent disclosures to, our stakeholders underscores our commitment to nurture and maintain an environment of trust, responsibility, and accountability. We regularly seek feedback from our team members, shareholders, healthcare professionals, clients, supplier partners, and the communities

we serve, to inform our strategies and decision-making. This included robust stakeholder inclusion in our recent [ESG materiality assessment](#).

In addition, to ensure meaningful dialogue and build stronger relationships with our stakeholders, we’ve created a comprehensive program with a customized approach to shareholder engagement, focusing on the topics and initiatives that are most important to them. We solicit external and internal viewpoints on a wide range of topics, including corporate governance, industry leadership, talent solutions, human capital management (including healthcare professional supply and resilience), DEI, and climate strategy. Our Investor Relations team also meets regularly with shareholders, prospective investors, and investment analysts to discuss company performance, strategy, and sustainable growth.

In response to stakeholder engagement from last year, we are continuing investments in human capital management infrastructure; increasing financial support to organizations

focused on DEI, mental health and well-being; and further aligning this ESG report with sustainability frameworks and standards.

## Executive Compensation

AMN Healthcare holds leadership accountable for advancing our ESG commitments by integrating ESG goals into executive compensation. As such, 30% of our senior executives’ target annual cash incentive bonus is based on a variety of non-financial leadership factors, one being achievement of ESG-related objectives.

For 2022, these initiatives included, among other things, increasing representation of BIPOC and women in leadership roles to reflect the overall population of our workforce, overseeing an enterprise-wide review of pay equity, leadership of our employee resource groups, philanthropic leadership through board service, and the completion of an ESG materiality assessment.

### A Look at Our Board of Directors

2022



**Cary Grace**

Proven executive in successfully leading large, global organizations. Experience in human capital, healthcare industry, strategy, mergers and acquisitions, financial, audit, technology and risk management.

2021



**Jorge A. Caballero**

Experience in audit, financial, risk management, and mergers and acquisitions.

2020



**Sylvia Trent-Adams**

Experience in directing and coordinating major federal health programs, as well as strategic planning and leadership of a healthcare institution.

2019



**Teri G. Fontenot**

Experience in healthcare leadership, corporate finance, economic policy, and healthcare.

2018



**Daphne E. Jones**

Experience with strategic, entrepreneurial, and global use technologies in the healthcare sector.

2012



**Mark Foletta**

Experience in audit, financial, healthcare, and enterprise risk management.

2010



**Martha Marsh**

Experience in the healthcare industry, including as CEO or other C-Suite executive of multiple healthcare systems and facilities.

2005



**Jeffrey Harris**

Experience in mergers and acquisitions, as well as legal, regulatory, and corporate governance.

1999



**Douglas Wheat**

Experience in healthcare staffing industry, as well as corporate finance, and mergers and acquisitions.

# Business Ethics and Compliance

As a trusted partner in healthcare, we are committed to promoting a culture of ethical behavior, integrity, and transparency. Our core values – customer focus, respect, trust, passion, continuous improvement, and innovation – guide our decisions and interactions every day. We have established written policies and procedures that clearly outline our ethical standards and expectations – for our team, our vendors, and our partners.



Learn about **compliance and training programs** for our healthcare professionals.

## Oversight

Our Chief Legal Officer and our Board of Directors have oversight responsibility for our ethics and compliance program. The Board of Directors’ Corporate Governance and Compliance Committee receives updates at each meeting – on topics including third-party assessments and benchmarking of our programs, risk mitigation profiles, privacy regulatory matters and reports of potential ethics misconduct or violations – and a presentation is prepared for the full Board once a year. Key written policies and procedures are regularly reviewed by our Board of Directors and its committees to ensure they contain the most up-to-date best practices that are relevant and support our values and goals. Internally, AMN Healthcare created an Ethics and Compliance Committee to coordinate delegations of authority and responsibility to team members carrying out day-to-day compliance functions and to provide a central framework for establishing, communicating, and monitoring our policies and procedures.

## Ethics and Compliance Culture

Ethics and compliance are embedded in our culture at AMN Healthcare, and we instill accountability at all levels of the organization. Our Ethics in Action program manages compliance training and monitors the development and completion of department operational compliance audit plans, which are a key risk mitigation tool. One of the key differentiators of our program is the longstanding involvement of our team members throughout the company. For more than a decade, our leadership has appointed both Ethics Champions and Records Champions to serve as ambassadors of ethics and compliance values and requirements. Last year, we appointed 82 Ethics Champions and 59 Records Champions. During their one-year appointment, Champions are provided with training and access to our internal Ethics In Action website with information about their roles and expectations, including the processes they will follow.

Ethics Champions – who meet quarterly – manage custom audit plans for their business areas to help mitigate risk and provide formal certifications upon completion of the audits. They are also a voice for compliance messages and education throughout the year and during National Corporate Compliance and Ethics Week, providing information and resources to their colleagues on topics such as privacy and fraud. Every year, AMN Healthcare chooses an Ethics Champion of the Year, awarding this honor to a Champion who demonstrates a deep understanding and insight into their department, commitment to the company’s core values, and honesty, integrity, and responsible corporate behavior. Records Champions – who meet twice a year – are responsible for ensuring their colleagues and departments adhere to record retention policies. They conduct records cleanup events within their departments to ensure records are being managed appropriately and provide formal certifications after the events.

In addition, we engaged a third-party expert to conduct a full, independent assessment of our ethics and compliance program, including our policies and perceptions related to ethics and compliance, gathered through a team member survey. The evaluation began in 2021 and we received the results in 2022, which showed AMN Healthcare is overall above the benchmark based on eight pillars of ethical culture, according to the third-party reviewer. The benchmark is comprised of leading companies around the world with similar risk profiles. Our noted strengths include reporting to our Board of Directors, our Code of Conduct, and our risk assessment and audit processes.

While we are proud of our ethics and compliance culture, as part of our continuous improvement ethos, we are always assessing and looking to implement opportunities to apply learnings to further strengthen our culture and performance.

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

## Code of Conduct and Speak Up Policy

Our **Code of Conduct** is anchored in our core values and serves as a guide for our daily decisions and actions. The Code of Conduct provides guidance to team members and healthcare professionals regarding our expectations and responsibilities for conducting our business, including, but not limited to, conduct and behavior relating to conflicts of interest, accuracy of data, and anti-corruption. All new team members receive the Code of Conduct during orientation, and the information is reinforced through interactive, all-employee training, department trainings, and communications.

To facilitate the reporting of misconduct or violations of our Code of Conduct, AMN Healthcare has established a Policy on Reporting Misconduct that we refer to as our “Speak-Up” policy. This policy describes the responsibility of each team member and healthcare professional employee to report suspected violations through one of many available channels, including anonymous channels. Potential or suspected violations of law or policy are investigated. We also have robust policies to prevent retaliation and a separate **Code of Conduct for our vendors and supplier partners**.

## Ethics and Compliance Training

We are committed to fostering and maintaining a culture of ethics throughout all levels of the company. Effective communication of expectations regarding ethical business conduct, as well as compliance with company policies, begins with proper training. All team members review and acknowledge the company’s Code of Conduct on an annual basis, and interactive training is provided every two years. New team members receive training on our key global policies and company values. Department-level training for both team members and managers is tailored to address applicable area-specific compliance policies. All team members complete training that addresses harassment prevention and discrimination. Last year, our compliance training program completion rate was 96%, up 1% from the year before.



# Enterprise Risk Management

AMN Healthcare conducts an annual enterprise risk management exercise designed to identify key business risks as an input to formal strategy planning. This process starts with a compilation of a comprehensive risk inventory which is used to survey senior leaders on the likely impact of each identified risk to the company. Based on that survey, we identify the risks most likely to impact our financial and strategic objectives and build mitigation measures into strategic planning objectives, which results in our formalized risk tolerance framework.

## Oversight

Our Board of Directors oversees our enterprise-wide risk management program and meets with executive management to discuss how the Company's identified key risks impact our long-term strategies. At minimum this includes an annual review by the Board of our Enterprise Risk Management (ERM) program and Crisis Management Plan and at least a quarterly review by the Audit Committee of reports on significant cybersecurity risks and material breaches, if any. The Board's determination of our key risks and our tolerance for each ultimately influences how we operate our business, including how we allocate resources and make strategic and operational decisions. In addition, we have designed and maintain internal processes and an internal control environment that further facilitates the identification and management of risks, including response readiness processes, such as planning, disaster recovery, and business continuity.

## Readiness

AMN Healthcare conducts business continuity tabletop exercises – with participants from the Board of Directors, executive leadership, and team members from different business functions – which often emphasize information security related scenarios, such as ransomware or information security breaches that may disrupt the business. These exercises are designed to engage frontline executive and board level leadership in preparation for such events to ensure organizational readiness. In response to a cybersecurity tabletop exercise, in 2022, we implemented a technology tool to improve business continuity plans and enhance program efficiencies and oversight, and created stand-alone crisis communication channels for clients, healthcare professionals, and team members. Additionally, in 2022, we formalized and reviewed a crisis notification and board engagement framework with the Board, which includes escalation process levels to the Board based on issue type and severity.



## Business Model Resilience

Resilience planning at AMN Healthcare is guided by our Crisis Management program, which outlines how to navigate a business disruption to our own operations, as well as those of our clients and partners. The program is organized around three key segments – crisis communications, business continuity, and IT disaster recovery. Detailed playbooks for each segment provide guidance on how to address disruptions based on the category and severity of the disruption.

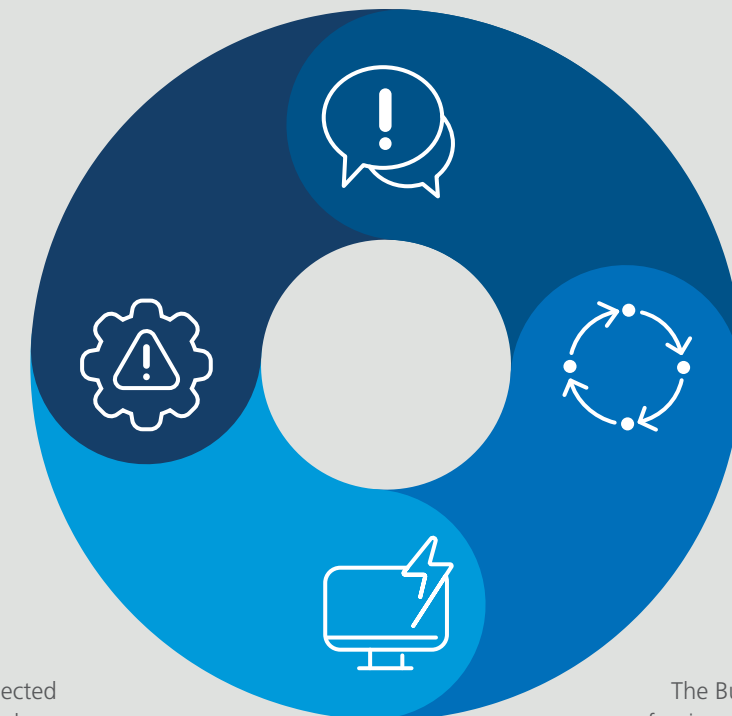
When a crisis arises, we initiate our crisis management policies and procedures to ensure the correct series of actions are taken to gain control of the situation and quickly minimize the effects of any disruption. Our Crisis Communications team launches key decision-making activities regarding issues with significant impact on company performance in line with our Crisis Management and Communications Plan. A Crisis Response Resources page is available on our intranet for team members to access when seeking the most up-to-date information. Additionally, a third-party tool is maintained to permit bidirectional communication with team members in the event of a crisis.

### Crisis Management Program

### Crisis Communications Program

### Disaster Recovery Program

### Business Continuity Program



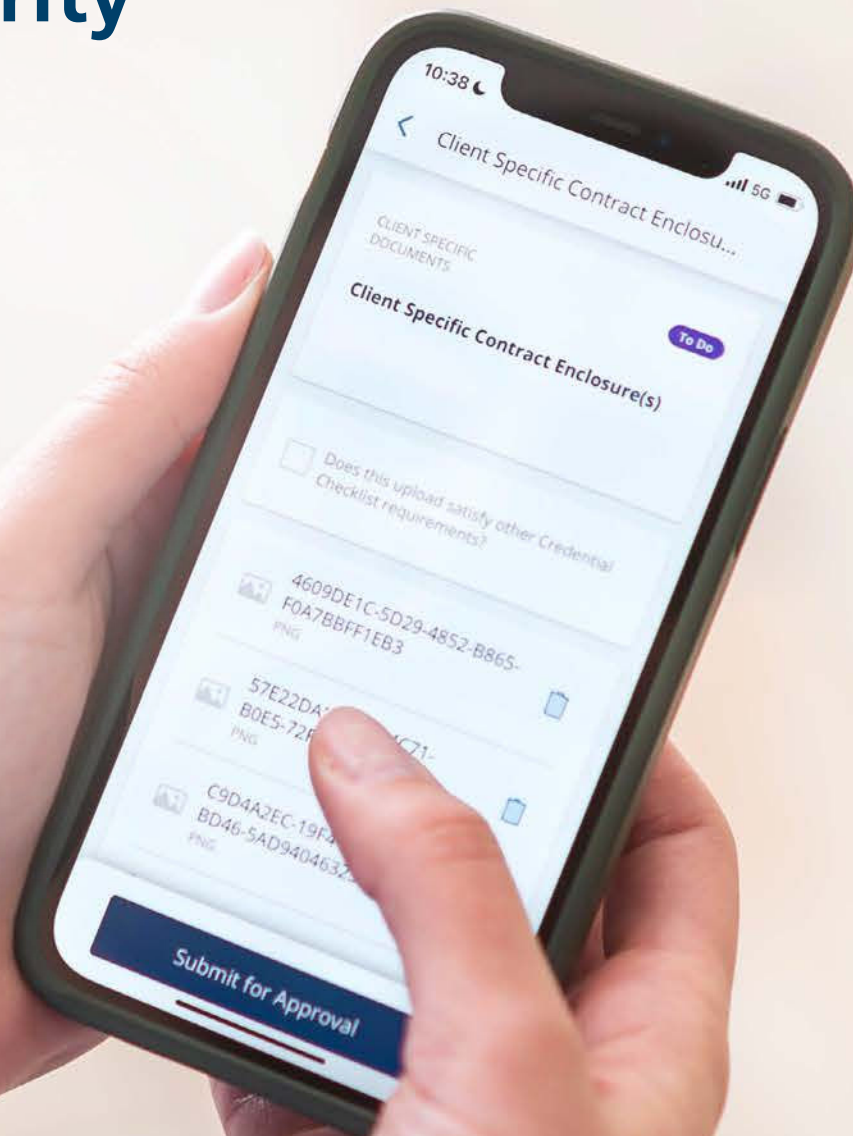
In the event of an unexpected business interruption, we have mechanisms in place to enable information processing to resume quickly, including rapid recovery of IT processes, systems, applications, databases, and network assets used to support critical business processes. Our framework has built-in redundancies and additional standby capacity, and we regularly monitor and test for data backups.

The Business Continuity program consists of unique, written business resumption plans for each functional area in the enterprise. Plans are updated every six months in a third-party, cloud-based tool with oversight by our Risk Management department, which places an emphasis on those areas of the enterprise that are particularly business critical, such as payroll, communications, and information technology. Business resumption plans are tested annually and newly acquired businesses are added to the program as part of our integration process.

# Data Privacy and Information Security

AMN Healthcare has protocols, policies, and security mechanisms in place to protect the privacy of those we support. Following best practices, we use a combination of best in class tools and technologies to protect the company and the personal information we maintain, and we operate a proactive threat intelligence program to identify and assess risk.

Our [Privacy Policy](#) explains our privacy practices, including 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. The policy is aligned with industry standards, such as International Organization for Standardization (ISO) 27001 and National Institute of Standards and Technology (NIST) cybersecurity framework, to govern all practices around the collection of data and information. We recently updated the policy to ensure compliance with new state privacy regulations and are committed to continually updating our policies to adhere to laws and best practice – including the General Data Protection Regulation and California Privacy Rights Act – and to remain a good steward of our team member, healthcare professional, and client data.



## Oversight

While everyone at AMN Healthcare plays a part in information security and data privacy, oversight responsibility is shared by our Board of Directors, its committees, and leadership. Our Board receives regular updates throughout the year and the Chief Information and Digital Officer (CIDO) provides an information security program review to the full board at least once a year. We also hold educational sessions for our board members to share current hot topics in the industry. In addition, our Information Security Council – which is comprised of senior cross-functional leaders from information technology, internal audit, risk management, and legal, including our Chief Legal Officer and Chief Information and Digital Officer – meets monthly to discuss concerns and indicators of compromise.

## Training

Every team member who joins AMN Healthcare is required to complete information security training and all team members must complete a refresher course every year. In addition, team members who are promoted into manager roles must complete an information security course for managers. We also conduct an annual business continuity tabletop exercise that often focuses on data privacy and information security that includes team members across business functions.

## Education

Data minimization is a key component of our data privacy and information security strategy, which we continue to evolve as more data is available online and more people work from home. Our Records Champions play a key role in educating their colleagues and ensuring compliance with records policies.

We host various educational workshops and sessions every October to recognize National Cybersecurity Awareness Month. Information is presented for both technical and non-technical team members, covering topics, including how to develop secure code and detect email from malicious actors. In addition, we conduct an executive brief for our Senior Leadership Forum, where key partners present the latest security outlook and best practices.

Given that phishing is a gateway to compromise, we regularly conduct phishing education and campaigns; if users fail the phishing tests, they must complete a refresher course.

## Assessments

We engage with leading third-party security and technology experts to assess our program and test our technical capabilities. Penetration tests are conducted multiple times a year and any findings are remediated. We are also working towards each of our business units and applications being Systems and Organization Controls 2 (SOC 2) compliant, which is a voluntary compliance standard that specifies how organizations should manage customer data. Every two years, we undergo a NIST assessment.



# Political Activity

AMN Healthcare focuses on public policy issues that affect our business goals and objectives, including our ESG strategies and priorities. We participate in industry trade organizations representing the interests of healthcare and comply with all laws regulating lobbying activity 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 advocacy and lobbying guidelines, and roles and responsible parties.

The majority of our advocacy work focuses on creating mobility and flexibility for a workforce that can better serve the nation's healthcare system. During the COVID-19 pandemic, this included advocating for interstate licensing to allow clinicians to work across state borders more seamlessly. We are also a strong voice of support and partner in [health equity initiatives](#).

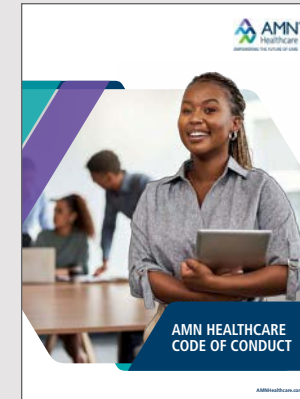
Our company makes limited direct political contributions, and occasionally participates in the political process by providing financial support to state or local ballot initiatives relating to specific issues that have a direct impact on our business. As appropriate, AMN Healthcare may contribute to Political Action Committees. We do not make political contributions outside of the United States. In 2022, AMN Healthcare did not make any contributions to candidates, political parties, party officials, or to any Political Action Committees.

## Health Equity Pledge

As a member of the Healthcare Leadership Council (HLC), AMN Healthcare is proud to have joined many of our clients and others in a commitment to advance health equity in the United States. Along with other HLC leaders in the healthcare industry, we signed the Health Equity Pledge, which outlines shared principles aimed at eliminating health disparities.

To learn more about our corporate governance practices, including Board of Director policies and executive compensation practices, visit our [Proxy Statement](#). Additional governance materials are listed on our [Investor Relations](#) website.

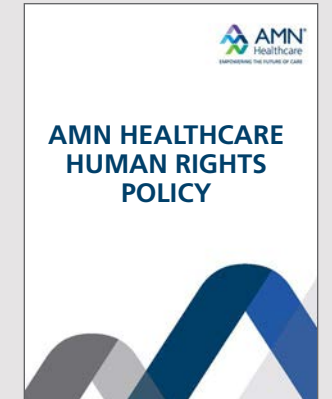
# Governance: Policy Links



**Code of Conduct and Speak Up Policy**



**Code of Conduct for Vendor and Supplier Partners**



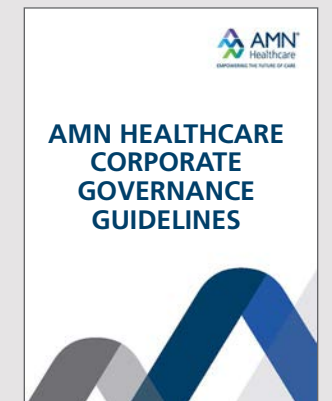
**Human Rights Policy**



**Privacy Policy**



**Corporate Political Activity Policy**



**Corporate Governance Guidelines**

# Environment

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# Sustainability Approach

We are committed to doing our part to address the global climate crisis and contribute to a healthy future for all. We are working to reduce our environmental impacts, promote sustainability throughout our business and value chain, and advance health equity.

Many environmental determinants of health are connected to climate change – including air and water quality, as well as increasing and intensifying natural disasters. Moreover these challenges are disproportionately impacting the health and wellness of people of color and people whose incomes are below the federal poverty threshold. And with 63% of Americans reporting that climate change is affecting their local communities, according to the Pew Research Center, the imperative is even more clear.

AMN Healthcare knows that combating the climate crisis is crucial to supporting our healthcare professionals, team members, clients, shareholders, and communities. While the environmental impacts of our direct operations are relatively low, we strive to lead by example and are intentional about our sustainability journey. It is our ambition to reduce our operational (Scope 1 and 2) greenhouse gas emissions (GHG emissions) as much as possible and use quality avoidance offsets thereafter to get to operational carbon neutrality by the end of 2024.

We are invested in improving sustainability throughout our value chain, from our vendors to our clients. Our sustainability mindset is integral to our strategy, decision-making, operations, innovation, investment, and purchasing. We have focused on measuring our full climate footprint (Scopes 1, 2, and 3), and are committed to setting science-based targets aligned with keeping global temperature increase under 1.5 degree Celsius, as set forth in the Paris Accord.

As a leader and innovator in total talent solutions for healthcare organizations across the nation, we work with thousands of clients and vendor partners. We see an opportunity to help the healthcare industry drive the transition to a healthy, sustainable, and regenerative future where all can thrive.

## Our Sustainability Culture

While our footprint as a company is small, we recognize the potential of inspiring our team members, healthcare professionals, clients, and suppliers to make sustainable decisions in both their work and personal lives. We started a Sustainability Champions network to help further embed sustainability across the enterprise and build a sustainability culture that extends beyond our four walls, encouraging individual action and responsibility, and reaching across our corporate value chain.

### Sustainability Commitments

- Reduce our operational footprint to zero in market-based CO<sub>2</sub> emissions (Scopes 1 and 2) by 2024\*
- Set science-based targets for Scopes 1, 2, and 3 GHG emissions by the end of 2024
- Measure water and waste footprints by 2023 and set targets by 2024
- Create and share sustainability blueprint to catalyze suppliers, clients, healthcare and staffing industries by end of 2024
- Embed sustainability mindset in our core business and all decisions

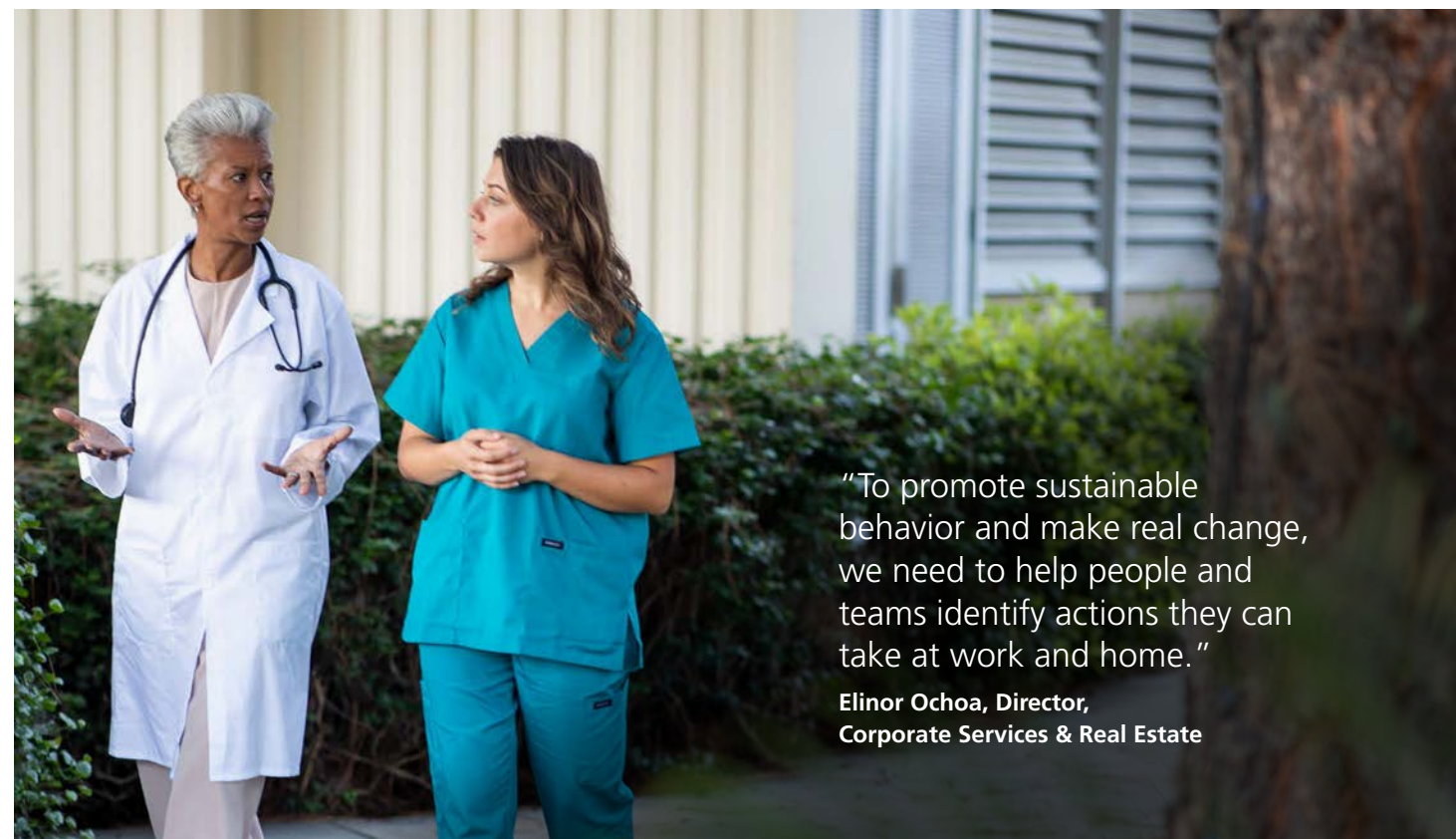
\* Our ambition level remains the same. Our previously stated intent to achieve net zero by 2024 for our direct operations has been re-worded to reflect recent guidance from the Science Based Targets initiative (SBTi). We plan to specify targets in connection with our commitment to set science-based climate goals by the end of 2024.

The Sustainability Champions' goals include helping reduce our environmental impacts and leveraging behavioral design and education to encourage team members and those in our spheres of influence to make sustainable decisions.

## Climate Risk Management

In addition to negatively affecting people and the planet, the climate crisis impacts healthcare systems. Our flexible staffing model allows us to step in to alleviate some of the stressors on acute-care hospitals, community health centers and clinics, physician practice groups, urgent care centers, and other healthcare settings. However, just as these healthcare systems are facing climate risks, we, too, are susceptible to the demand swings and challenges that this global crisis causes. AMN Healthcare also sees reputational, compliance, market, technology, supply chain, and operational risks over the short, medium and/or long term.

Building on our commitment to transparency, in 2023, we are publishing our third Task Force on Climate-related Financial Disclosures (TCFD) Report to share our climate-related risks and opportunities with our stakeholders. The process for managing climate-related risks is centered around our yearly TCFD reporting, which engages many departments across the enterprise to collect insights on potential climate-related risks and opportunities. This process feeds into our [ERM program](#). The most significant risks identified through our ERM processes are assigned to an executive Risk Owner and integrated into our annual ERM system and reporting.



“To promote sustainable behavior and make real change, we need to help people and teams identify actions they can take at work and home.”

**Elinor Ochoa, Director,  
Corporate Services & Real Estate**

## Our TCFD Report

In 2022, we engaged **Agendi**, a leading global consultancy, to identify opportunities for improvement in our climate risk mitigation and reporting efforts. As a result, we have engaged with multiple internal stakeholders from different departments to collect their inputs and increase their level of competence around this topic, and made enhancements to our TCFD reporting, including:

- More detailed and updated climate-related governance
- Significantly more detailed perspective on climate-related risks and opportunities for AMN Healthcare
- Addition of scenario analyses to identify and quantify, where possible, transition and physical risks
- Inclusion of complete GHG inventory, including Scope 3, and trends over several years



**Visit our 2022 TCFD Report.**

## TCFD structure

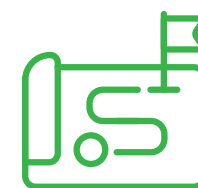
TCFD is structured around four key areas at the core of our organization



### Governance

The AMN Healthcare Board of Directors and executive leaders believe that governance is fundamental to the success of a company. Our ESG approach integrates effective governance, strong ethical culture, a diverse and engaged board, and a comprehensive ERM program. Sound financial, regulatory, and legal compliance functions, as well as a formal shareholder engagement program and sustainable business practices, help us continue to succeed.

The Board of Directors has the ultimate oversight of our ESG strategy and approach, and plays a critical role in considering, evaluating, and integrating climate-related risks and opportunities to move us forward on our sustainability journey. The Corporate Governance and Compliance Committee assists the Board in fulfilling its oversight responsibilities with respect to ESG strategies and practices, including our reporting frameworks and climate-related risks and opportunities. The Committee receives regular updates from management and reports to the Board on progress to make sure the initiatives align with our long-term business strategy.



### Strategy

AMN Healthcare is integrating physical and transition-related climate risks and opportunities into our business strategy. We aim to do this by transitioning to renewable energy technologies, where possible, and reducing our carbon footprint by decreasing our operational real estate. We are refining our approach to sustainable office management, retrofitting our main offices with eco-friendly alternatives, and seeking to lease greener office spaces.

In our 2022 TCFD Report, we identify our climate-related risks and opportunities over the short-, medium-, and long-term periods, and we identify methods to manage and mitigate them in specific time horizons. We started to implement scenario analysis on both physical and transition climate related risks in 2022, with help from external advisory and internal talent.



### Risk Management

AMN Healthcare has a company-wide ERM process to identify and assess risks and opportunities presented by climate change to ensure our long-term resilience. Climate risk variables are integrated into our ERM framework that involves both our Board and management teams and engages all departments to collect insights. We rely on numerous levels of review to identify and assess climate-related risks which include, but are not limited to, business continuity and disaster recovery planning, crisis management planning, site emergency action planning, and resilience.

The program embeds the identification and management of risks into the day-to-day culture of the company and guides enterprise decision-making to achieve long-term business and ESG strategies.



### Metrics and targets

Our commitment to decrease our environmental footprint involves several initiatives, including reducing our emissions, energy and water use, and procuring renewable energy. In order to set our future sustainability targets, we first needed to measure our baseline and understand our emissions.

So far, we have conducted a comprehensive greenhouse gas inventory of Scope 1, 2, and 3 emissions between 2020 and 2022. This will help us focus and implement further emissions reduction initiatives and establishes a strong baseline to set science-based targets by the end of 2024. As part of our Scope 3 GHG emissions footprinting, we have also measured our operational water and waste footprints.



# Our Sustainability Roadmap

Our sustainability commitments require sustained effort year after year. This journey is just beginning for us, but we have developed a preliminary yet ambitious roadmap. Any effective climate action strategy requires tracking and measuring carbon emissions. Our sustainability journey began with measuring our emissions, setting a baseline, conducting various emissions scenario exercises, and coming up with solutions to achieve a low-carbon future. We are doing this by reducing our emissions and energy use, not just in our direct operations, but also within our value chain. This multi-year journey is set forth below.

**34%**  
reduction in Scope 1 and 2 greenhouse gas emissions (GHG emissions) since 2019 (partially due to office closures during the pandemic)



## Sustainability Measurements and Progress

In 2021, AMN Healthcare measured and reported on our 2019 Scope 1 and 2 emissions from our direct operations. For our 598,040 square feet of total office space leased in 2019, the heating, cooling, and electricity needs resulted in a carbon footprint of 4,164 metric tons of CO<sub>2</sub> emissions. We decided to use 2019 as a baseline year due to the influences and data availability constraints caused by the COVID-19 pandemic on our operations in 2020 and 2021.

To address our full climate impact, we recognize the need to measure and significantly reduce our emissions across our operations and across our value chain. Understanding our footprint is an important first step, it positions us well to set science-based targets and to continue to reduce and mitigate our GHG emissions.

**2021 – 2023**



We have recently completed measurement of our Scope 1 and 2 GHG emissions for 2020, 2021, and 2022 for all of our locations. We are proud to share that we have been able to reduce our direct operation's GHG emissions (Scopes 1 and 2) by 34% since 2019. While a part of this may be attributable to pandemic impact, we were able to decrease our office footprint by 27% over that period, allowing us to progress towards our Scope 1 and 2 reduction ambitions. Further, we have measured our full Scope 3 GHG emissions footprint for the same set of years with help from an external consultancy and internal leaders, in accordance with the standards and guidance provided by the Greenhouse Gas Protocol. We have also measured our 2020, 2021, and 2022 water and waste footprints, and we plan to set operational reduction goals by the end of 2024.



## Carbon Neutrality for Direct Operations

AMN Healthcare continues to plan and move toward a low-carbon future by reducing our emissions. The first important step in our sustainability journey was setting a goal of significantly reducing the GHG emissions of our direct operations to achieve carbon neutrality in our direct operations by the end of 2024.

We have implemented abatement efforts to cut our absolute GHG emissions. We plan to invest in high-quality, certified carbon offsets for what remains of our Scope 1 footprint while continuing to pursue absolute reductions, in addition to transitioning our purchased electricity to renewable sources, which will lower our Scope 2 emissions. When leasing new properties, we consider buildings and property management companies that share our commitment to sustainability.



## Science-Based Targets by 2024

AMN Healthcare is committed to setting science-based targets for our Scope 1, 2, and 3 GHG emissions by the end of 2024. We believe setting these targets will help ensure we do our part, and lead the industry, to keep global temperature rise to below 1.5 degrees Celsius.

**2024**

# Sustainable Workplace

AMN Healthcare adapted a three-pronged approach to advancing sustainability in our operational facilities, getting us closer to reaching our climate goals while being a force for good in the communities in which we operate.

## Sustainability in Our Offices

Because AMN Healthcare leases office space within buildings, we have limited control over the green practices of the buildings in which we operate. Although our impact is limited, we have implemented several environmentally friendly initiatives in our main offices in Dallas and San Diego.

These initiatives include paper, glass, alkaline battery, and aluminum recycling programs. We are using eco-friendly materials in our breakrooms and are reducing the use of single-use plastic bottles and refrigerated coolers by moving to more sustainable beverage options. We aim to continue to find ways to improve the sustainability of our offices in Dallas and San Diego, as well as our other offices.

As we consider new leased office space, we are prioritizing sites that are energy conscious, including those that possess certifications such as Energy Star and LEED, or engage in sustainable practices. Our new Boca Raton location is LEED Silver certified and has an Energy Star score of 85, and our new Dallas location has Energy Star designation.

## Sustainable Real Estate Reduction

The pandemic has forever changed the way we work and created an opportunity for many of our team members to work remotely or adopt a hybrid work schedule, giving us a chance to reduce our operational climate impact. We have reduced our leased real estate and, in consultation with sustainability experts, took a zero-waste approach to office decommissioning.

AMN Healthcare partnered with a workplace decommissioning company in 2022 to donate \$59,085 of furniture, appliances, fixtures, and supplies to 25 local organizations including:

- Alzheimer's San Diego
- America's Finest Charter School
- Boys and Girls Club of Broward County
- Community Resource Center
- Father Joe's Villages
- Florida Habitat Restore
- Solara Center
- Southern Sudanese Community Center of San Diego
- Turtle Rescue Center
- Veterans Support Program

In 2022, we partnered with Green Standards, a workplace decommissioning company, to sell, repurpose, donate, and recycle our furniture, office equipment, and other materials during the decommissioning process to minimize items going to landfills, while giving back to local communities. We also engaged e-waste vendors to provide certified evidence of the proper disposal of remaining e-waste.

We are proud to share that we achieved 97.6% landfill avoidance from the decommissioning. The partnership turned 522 tons of potential waste into donations, worth \$59,085, to 25 organizations located within 30 miles from our office. AMN Healthcare continues to partner with Green Standards in 2023.

## Sustainability in Our Value Chain

In addition to our decommissioning work, AMN Healthcare is committing to delivering our centralized corporate services as sustainably as possible. We work to identify negative environmental impacts caused by our suppliers and take measures to address them. For example, we are working with FedEx to introduce recycled packaging materials and boxes. When seeking new vendors, we are always looking to work with those who have similar objectives in terms of sustainability and reducing environmental impacts.



## Environmental Benefit

AMN Healthcare decommissioning projects with Green Standards have resulted in:



**522 tons**  
of materials diverted from landfill



**1,810 tonnes**  
of CO<sub>2</sub> emissions reduced

This is equal to:



Reducing  
**202,675 gallons**  
gasoline consumption



Growing  
**46,326**  
tree seedlings for 10 years



Offsetting electricity use from  
**250 homes**  
for 1 year



# Environmental Data

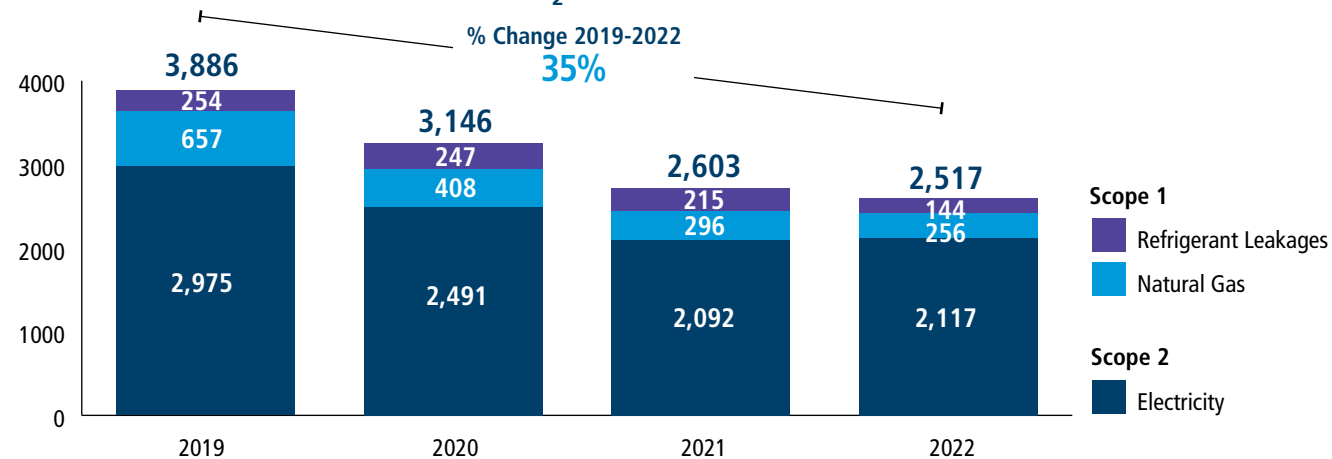
Our ESG commitment involves a combination of sustainability strategies, including the measurement of our historical emissions data. This helps us identify and assess opportunities to improve our performance.

We have recalculated our 2019 base year for our Scope 1 and 2 GHG emissions, to reflect updated methodologies. As part of our ongoing commitment to reducing our environmental impact, we recognize the importance of ensuring that our emissions data is based on the most accurate and up-to-date information available. By updating our base year, we aim to ensure that our future emissions reductions are measured against a more accurate starting point, which will enable us to set ambitious science-based targets and track progress in the coming years.

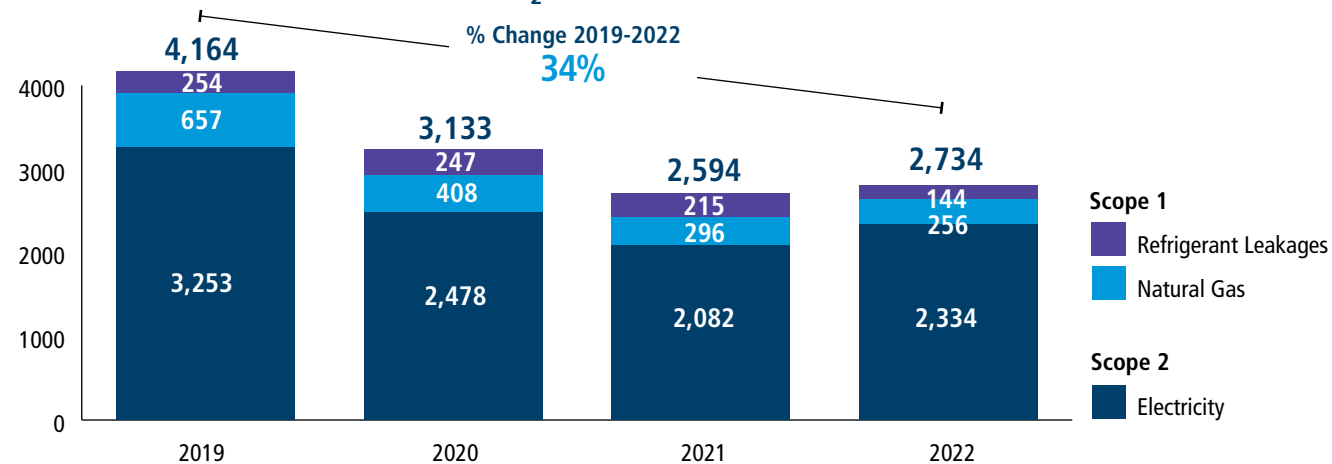
The updated methodology uses improved emissions factors (in particular for Scope 1 refrigerants), more accurate assessment of our buildings and lease structures, and verification of our square footages across all locations and years. By using this methodology moving forward, it ensures that our emissions data tracking is consistent and accurate. This change is a reflection of our ongoing efforts to improve our environmental performance and align our business with the goals of the Paris Agreement.

This table reflects data from 2019 to 2022 for our direct operations:

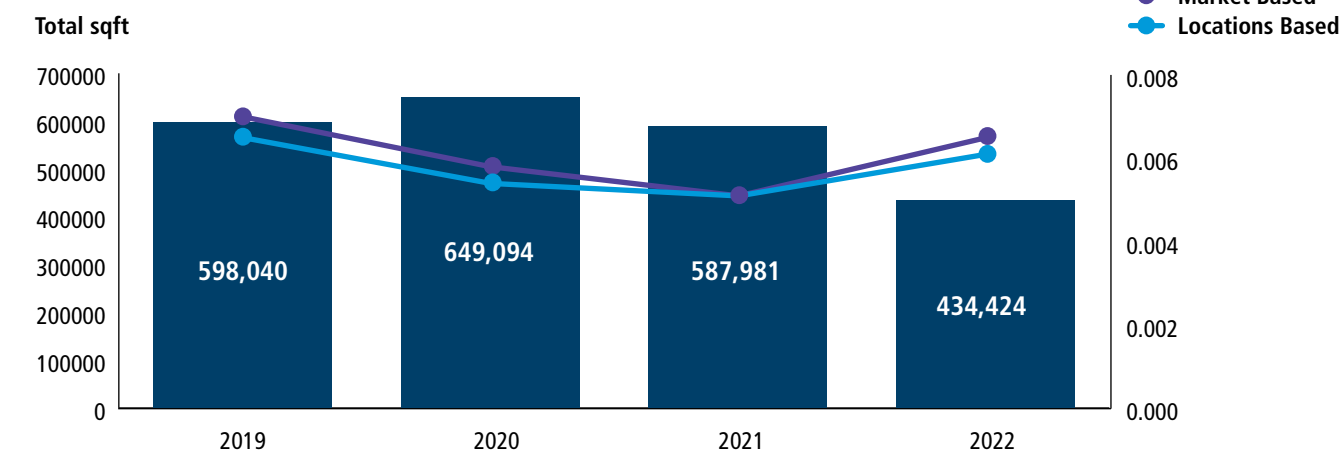
## Location-Based Emissions (MT CO<sub>2</sub>e)



## Market-Based Emissions (MT CO<sub>2</sub>e)



## Total emissions/sqft



This table reflects data from all AMN Healthcare office locations:

METRIC	UNIT	CAGR 19-22	2019	2020	2021	2022
Scope 1 GHG emissions	MT CO <sub>2</sub> e	-24%	911	655	511	400
Scope 2 GHG emissions (location)	MT CO <sub>2</sub> e	-11%	2,975	2,491	2,092	2,117
Scope 2 GHG emissions (market)	MT CO <sub>2</sub> e	-10%	3,253	2,478	2,082	2,334
Scope 1+2 GHG emissions (location)	MT CO <sub>2</sub> e	-13%	3,886	3,146	2,603	2,517
Scope 1+2 GHG emissions (market)	MT CO <sub>2</sub> e	-13%	4,164	3,133	2,594	2,734
Scope 1+2 GHG emissions Intensity	MT CO <sub>2</sub> e/1,000 sqft	-3%	6.96	4.83	4.41	6.29
Energy Consumption (market)	MWh	-10%	7,826	6,826	6,075	5,683
Energy Consumption Intensity	MWh/1,000 sqft	-0.01%	13.09	10.52	10.33	13.08
Scope 3 GHG Emissions	MT CO <sub>2</sub> e	62% *		62,104	113,279	163,084

\* 2020-2022 CAGR

		2020	2021	2022
Water Consumption	Gallons	5,193,712	3,687,447	*
Water Consumption Intensity	H <sub>2</sub> O/1,000 sqft	8,001.48	6,271.37	*
Waste Generation (Landfilled)	MT	693	789	911
Waste Generation (Recyclables)	MT	544	333	935
Waste Generation Intensity	MT CO <sub>2</sub> e/1,000 sqft	0.71	0.84	1.96

\* enterprise totals pending

# Disclosures

## In This Section

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**116** TCFD Report





# 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 2022 GRI disclosures. In addition to our [2022 ESG Report](#) (ESGR), some GRI disclosures can be found in our [2022 10-K/Annual Report \(10-K\)](#) and in our [2023 Proxy Statement](#) (Proxy).

Statement of use	AMN Healthcare has reported the information cited in this GRI content index for the period January 1, 2022, through December 31, 2022, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

DISCLOSURE	LOCATION
General Disclosures	
GRI 2: General Disclosures 2021	
2-1 Organizational details	<p><b>Name of the organization:</b> AMN Healthcare Services, Inc. (NYSE: AMN) <b>Ownership and legal form:</b> AMN Healthcare was incorporated in 1985 <b>Location of headquarters:</b> Dallas, TX <b>Location of operations:</b> United States of America</p> <p>2022 ESG Report: <a href="#">About AMN Healthcare</a></p> <p>2022 Form 10-K: <a href="#">Item 1: Business – Overview of Our Company and Business Strategy</a>, (pages 1-2)</p>
2-2 Entities included in the organization's sustainability reporting	2022 Form 10-K: <a href="#">Exhibit 21.1</a> contains the entities included in our sustainability reporting except that certain data points for Connetics Communications, LLC are not included in some of 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	<p><b>Sustainability Reporting period:</b> January 1, 2022, through December 31, 2022 <b>Reporting cycle:</b> Annual <b>Financial Reporting Period:</b> January 1, 2022, through December 31, 2022 <b>Reporting Cycle:</b> Annual <b>Publication date of the report:</b> April 4, 2023 <b>Contact point for questions regarding the report:</b> <a href="mailto:esg@AMNHealthcare.com">esg@AMNHealthcare.com</a></p>
2-4 Restatements of information	We have recalculated our 2019 base year for our Scope 1 and 2 GHG emissions, to reflect updated methodologies, resulting in lower totals for our base year. More details available in the <a href="#">Environment section</a> of our 2022 ESG Report.
2-5 External assurance	<p>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.</p> <p>KPMG LLP (“KPMG”) is responsible for performing an independent audit of the consolidated financial statements and expressing an opinion on the conformity of those financial statements with accounting principles generally accepted in the United States of America, as well as expressing an opinion on the effectiveness of internal control over financial reporting. See our <a href="#">2022 Form 10-K</a> for the external assurance statement.</p>
2-6 Activities, value chain and other business relationships	<p>2022 Form 10-K: <a href="#">Item 1: Business – Overview of Our Company and Business Strategy</a>, (pages 1-2); <a href="#">Our Services</a>, (pages 4-5); <a href="#">Our Geographic Markets and Client Base</a>, (page 7); <a href="#">Our Industry</a>, (pages 7-8)</p> <p>2022 ESG Report: <a href="#">About AMN Healthcare</a>; <a href="#">ESG Materiality</a>; <a href="#">Promoting Health Equity</a>; <a href="#">Marketplace DEI</a> and <a href="#">Supplier Diversity</a></p>

2-7 Employees	<p>2022 Form 10-K: <a href="#">Item 1: Business – Human Capital Management</a>, (page 2)</p> <p>2022 ESG Report: <a href="#">DEI Section</a></p> <p><a href="#">AMN Healthcare EEO-1 Report</a></p> <p>As of December 31, 2022, AMN Healthcare had:</p> <p><b>Corporate Team Members</b> 4,233 full and part-time corporate team members (FTE = 4196, PTE = 37) 151 Temporary</p> <p><b>Healthcare Professionals</b> During the fourth quarter of 2022, we had an average of the following working for us:</p> <ul style="list-style-type: none"><li>• 15,183 nurses, allied, and other healthcare professionals</li><li>• 451 executive and clinical leadership interim staff</li><li>• 1,983 medically qualified interpreters</li></ul> <p>This does not include independent contractors, such as our locum tenens and contract interpreters, who were not our employees in 2022.</p> <p>AMN Healthcare does not report on employee data by region and does not track non-guaranteed hours employees. We also do not report out separate gender percentages for temporary employees.</p>
2-8 Workers who are not employees	<p>1,608 Contract</p> <ul style="list-style-type: none"><li>• 37 Agency Temps</li><li>• 90 Independent Contractors</li><li>• 1481 SOW Consultants</li></ul> <p>1,663 Contract Interpreters</p> <p>2022 Form 10-K: <a href="#">Item 1: Business – Human Capital Management</a>, (page 2)</p>
2-9 Governance structure and composition	<p>2022 ESG Report: ESG Strategy – <a href="#">ESG Oversight</a>; Governance – <a href="#">Corporate Governance</a>; <a href="#">Board Composition and Diversity</a>.</p> <p>2023 Proxy Statement: <a href="#">Current Board Composition</a> (page 12); <a href="#">AMN Healthcare Board of Directors</a> (page 16); <a href="#">Director Independence</a> (page 22); <a href="#">Director Biographies</a> (pages 23-29).</p> <p>Further details on the AMN Healthcare Board of Directors can be found in the AMN Healthcare Corporate Governance <a href="#">website</a>.</p>
2-10 Nomination and selection of the highest governance body	<p>2022 ESG Report: Corporate Governance – <a href="#">Board Composition and Diversity</a>.</p> <p>2023 Proxy Statement: <a href="#">Evaluation of Board Composition &amp; Director Nomination Process</a>, (page 19); <a href="#">Board Refreshment</a>, (page 20); <a href="#">Director Independence</a>, (page 22); <a href="#">Director Biographies</a> (pages 23-29).</p>
2-11 Chair of the highest governance body	<p>Douglas D. Wheat serves as Chair of the AMN Healthcare Board of Directors. He is an independent director at AMN Healthcare and a Managing Partner at Wheat Investments, LLC and is not a senior executive in the organization.</p> <p>2023 Proxy Statement: <a href="#">Board &amp; Committee Structure</a>, (page 47)</p>
2-12 Role of the highest governance body in overseeing the management of impacts	<p>2022 ESG Report: ESG Strategy and Highlights – <a href="#">Materiality Assessment</a>; <a href="#">ESG Oversight</a>; Corporate Governance – <a href="#">Board Engagement</a> for additional information on Board Level oversight on ESG.</p> <p>2023 Proxy Statement: Our Corporate Governance Program – <a href="#">Shareholder Corporate Governance Outreach</a>, (page 30); <a href="#">Our Strategic Approach to ESG</a>, (pages 33).</p> <p>Additional information can be found in our <a href="#">Corporate Governance and Compliance Committee Charter</a>.</p>

<b>2-13</b> Delegation of responsibility for managing impacts	<p>2023 Proxy Statement: Our Corporate Governance Program – <a href="#">Our Strategic Approach to ESG</a>. Additional information can be found on the AMN Healthcare <a href="#">Corporate Governance website</a>.</p> <p>The AMN Healthcare Board of Directors oversees our ESG strategy and related risks and opportunities and is deeply engaged in further integrating our ESG efforts into our business operations and decision making. Three of the Board’s committees are tasked with assisting the Board in its ESG oversight responsibilities. In addition, management of ESG-related risks and opportunities is a shared responsibility at AMN Healthcare, with executive management and leaders from across the organization contributing expertise to drive advancement, industry impact, and address challenges. The Board has designated our Chief Legal Officer (CLO) as the senior executive responsible for managing the Company’s impacts. Reporting to our CLO, our Director of Sustainability &amp; Social Impact is helping to further develop our ESG strategy and ensure alignment of activities across the organization.</p> <p>The Corporate Governance and Compliance Committee receives ESG updates from management on ESG five times per year and the complete Board of Directors receives updates at least annually.</p>
<b>2-14</b> Role of the highest governance body in sustainability reporting	<p>The AMN Healthcare Board of Directors actively engage in our biennial ESG materiality assessment, helping inform, and approve material ESG topics which drive our strategy and our disclosure and reporting. The Board reviews and approves our annual <a href="#">Proxy Statement</a>, which includes robust ESG content, and provides an annual review of the Company’s ESG reporting.</p>
<b>2-15</b> Conflicts of interest	<p>AMN Healthcare maintains a Company <a href="#">Code of Conduct</a>, <a href="#">Corporate Governance Guidelines</a>, and a <a href="#">Vendor Code of Conduct</a> to address potential conflicts of interest. Team members, including directors and executives, are immediately required to disclose any potential conflicts of interests and obtain approval before engaging in any activities at issue. All team members are provided guidance on identifying conflicts of interest and a process for reviewing any potential conflicts through the AMN Healthcare Code of Conduct.</p> <p>2023 Proxy Statement: <a href="#">Policies and Procedures Governing Conflicts of Interest and Related Party Transactions</a> (page 46); <a href="#">Certain Transactions</a> (page 46).</p> <p>AMN Healthcare is not aware of any conflicts of interests with shareholders of more than 5%.</p>
<b>2-16</b> Communication of critical concerns	<p>2023 Proxy Statement: <a href="#">Shareholder Corporate Governance Outreach</a> (pages 30-31); <a href="#">Information Security, Cybersecurity and Data Privacy</a> (page 32); <a href="#">Enterprise Risk Oversight</a> (pages 31-32).</p>
<b>2-17</b> Collective knowledge of the highest governance body	<p>2022 ESG Report: ESG Strategy and Highlights – <a href="#">ESG Oversight</a>; Governance – <a href="#">Board Composition and Diversity</a>.</p> <p><b>2023 Proxy Statement:</b> Board and Committee Self -Evaluation Process; Our Strategic Approach to ESG – Corporate Governance.</p>
<b>2-18</b> Evaluation of the performance of the highest governance body	<p>2023 Proxy Statement: <a href="#">Board and Committee Self-Evaluation Process</a> (pages 22); AMN Healthcare <a href="#">Corporate Governance Guidelines</a>: VI: Expectations of Directors, <a href="#">E: Assessing the Board and Committee Performance</a> (pages 6-7); IX: Leadership Development – <a href="#">B. Chief Executive Officer Evaluation</a> (pages 8).</p> <p>Frequency of the evaluations: Annual basis</p> <p>In response to our evaluations last year, we (1) enhanced our focus on digital capabilities and competitive landscape, and (2) increased education relating to crisis communications and ESG.</p>

<b>2-19</b> Remuneration policies	<p>2023 Proxy Statement: <a href="#">Director Compensation and Ownership Guidelines</a>, (pages 53-55); <a href="#">Compensation Committee Report on Executive Compensation</a>, (page 59); <a href="#">Compensation Discussion and Analysis</a>, (page 60)</p> <p>2022 ESG Report: Governance – <a href="#">Executive Compensation</a>.</p>
<b>2-20</b> Process to determine remuneration	<p>2023 Proxy Statement: Compensation Discussion and Analysis – Our Compensation Determination Process – <a href="#">Roles and Responsibilities</a>; Our Corporate Governance Program – Shareholder Corporate Governance Outreach.</p> <p>The Compensation Committee retains an independent consultant to assist it in fulfilling its responsibilities for determining remuneration. Since 2008, the Compensation Committee has utilized Frederic W. Cook &amp; Co., Inc. as its independent compensation consultant and conducts a review each year to assess factors affecting independence. As a result of this review, the Compensation Committee has determined that Frederic W. Cook &amp; Co., Inc. is independent and has no conflicts of interest with AMN Healthcare. Frederic W. Cook &amp; Co., Inc. provides consulting services to other companies that have a director who is also a director of AMN Healthcare, but the firm does not have any other relationship or provide any other services to us. Details on our compensation process, policies and the independent review of our compensation consultant is available in the AMN Healthcare <a href="#">2023 Proxy Statement</a>.</p> <p>2023 Proxy Statement: Compensation Discussion and Analysis – Executive Compensation Practices – <a href="#">Response to 2021 Say-on-Pay-Vote</a>.</p>
<b>2-21</b> Annual total compensation ratio	<p>2023 Proxy Statement: Executive Compensation – <a href="#">CEO Pay Ratio</a> as compared with 2022 Proxy Statement: Executive Compensation – <a href="#">CEO Pay Ratio</a>.</p>
<b>2-22</b> Statement on sustainable development strategy	<p>2022 ESG Report: <a href="#">A Letter From Our Chief Executive Officer</a>; <a href="#">ESG Strategy</a></p> <p>2023 Proxy Statement: <a href="#">A Letter from Our CEO &amp; Independent Board Chairman</a>.</p>



<b>2-23</b> Policy commitments	<p>The AMN Healthcare Code of Conduct provides guidance to our team members, vendors, and partners on the conduct of business according to the highest ethical standards and aligned to AMN Healthcare core values of Customer Focus, Respect, Passion, Trust, Continuous Improvement, and Innovation.</p> <p>AMN Healthcare has a written <b>Code of Conduct</b> with accompanying policies and procedures that provide clear and consistent guidance to team members regarding their responsibilities which include, but are not limited to, conflicts of interest, accuracy of data, and anti-corruption. This information is provided at new team member orientation and reinforced through regular department trainings and communications. All team members review and acknowledge the company's Code of Conduct on an annual basis and interactive training is provided every two years. Oversight of this program rests with the Chief Legal Officer and our Board of Directors. AMN Healthcare also has an internal Ethics and Compliance Committee. All team members are encouraged to Speak Up if a violation of our policies is discovered.</p> <p>For more on our <b>Human Rights Policy</b>, <b>Vendor Code of Conduct</b>, Code of Conduct, and other policies, please see:</p> <p>2022 ESG Report: Governance – <b>Business Ethics and Compliance</b>. <b>Governance section of the Investor Relations page</b> on the Company's <b>website</b></p> <ul style="list-style-type: none"> <li>• AMN Healthcare <b>Code of Conduct</b> is approved by the Corporate Governance &amp; Compliance Committee of the Board of Directors.</li> <li>• AMN Healthcare <b>Code of Ethics for Senior Financial Officers</b> is reviewed and recommended by the Audit Committee and Corporate Governance Committee and approved by the complete Board of Directors.</li> <li>• AMN Healthcare <b>Corporate Political Activity Policy</b> is reviewed and approved by Executive Management and the Board of Directors.</li> <li>• AMN Healthcare <b>Human Rights Policy</b> is approved by the Compensation Committee of the Board of Directors.</li> <li>• AMN Healthcare <b>Vendor Code of Conduct</b> is approved by the Corporate Governance committee of the Board of Directors.</li> <li>• AMN Healthcare <b>Privacy Policy</b> is approved by the Corporate Governance committee of the Board of Directors.</li> </ul>
<b>2-24</b> Embedding policy commitments	2022 ESG Report: Governance – <b>Business Ethics and Compliance</b> .
<b>2-25</b> Processes to remediate negative impacts	2022 ESG Report: Governance – <b>Business Ethics and Compliance</b> . AMN Healthcare <b>Code of Conduct</b>
<b>2-26</b> Mechanisms for seeking advice and raising concerns	<p>See GRI 2-23 and 2-24 above.</p> <p>2022 ESG Report: Governance – <b>Business Ethics and Compliance</b>. AMN Healthcare <b>Code of Conduct</b> AMN Healthcare <b>Human Rights Policy</b> AMN Healthcare <b>Vendor Code of Conduct</b></p>
<b>2-27</b> Compliance with laws and regulations	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.

<b>2-28</b> Membership associations	<p>AMN Healthcare participates in a number of associations and organizations, including, but not limited to:</p> <ul style="list-style-type: none"> <li>• Accreditation Council for Pharmacy Education</li> <li>• Advisory Board</li> <li>• Alliance for Ethical International Recruitment Practices</li> <li>• American Academy of Addiction Psychiatry</li> <li>• American Association of Critical Care Nurses</li> <li>• American Association of International Healthcare Recruitment</li> <li>• American Case Management Association</li> <li>• American Health Information Management Association (AHIMA)</li> <li>• American Hospital Association (AHA)</li> <li>• American Nurses Credentialing Center (ANCC)</li> <li>• American Organization of Nurse Executives</li> <li>• American Psychiatric Nurses Association</li> <li>• American Staffing Association (ASA)</li> <li>• Association of California Nurse Leaders</li> <li>• Association of Corporate Counsel (ACC)</li> <li>• Association of Pediatric Hematology/Oncology Nurses</li> <li>• Association of Perioperative Registered Nurses</li> <li>• Association of Rehabilitation Nurses</li> <li>• Biocom</li> <li>• California Health Information Association (CHIA)</li> <li>• California Staffing Professionals</li> <li>• Catalyst</li> <li>• Clinical Laboratory Management Association</li> <li>• Connecticut Healthcare Human Resources Association (CHHRA)</li> <li>• Corporate Directors Forum</li> <li>• DC Hospital Association</li> <li>• Dallas Citizens Council</li> <li>• Dallas Regional Chamber</li> <li>• Dallas Society of Human Resources Management</li> <li>• Economic Research Institute</li> <li>• Gartner, Inc.</li> <li>• Healthcare Financial Management Association (HFMA)</li> <li>• Healthcare Leadership Council (HLC)</li> <li>• HR Policy Association</li> <li>• International Association of Privacy Professionals</li> <li>• Medical Group Management Association (MGMA)</li> <li>• Mid-Atlantic Physician Recruiter Alliance</li> <li>• National Association for Health Care Recruitment</li> <li>• National Association for Home Care &amp; Hospice (NAHC)</li> <li>• National Association of Business Resources</li> <li>• National Association of Clinical Nurse Specialists</li> <li>• National Association of Community Health Centers</li> <li>• National Association of Corporate Directors (NACD)</li> <li>• National Association of Health Services Executives (NAHSE)</li> <li>• National Association of Travel Healthcare Organizations (NATHO)</li> <li>• National Committee for Quality Assurance (NCQA)</li> <li>• National Minority Supplier Development Council (NMSDC)</li> <li>• Nebraska Hospital Association</li> <li>• New Mexico Organization of Nurse Leaders</li> <li>• Ohio Hospital Association</li> <li>• Oncology Nursing Society</li> </ul>
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- San Diego Coastal Chambers of Commerce
- San Diego Organization of Healthcare Leaders (SOHL)
- San Diego Regional Chamber of Commerce
- San Diego Society of Human Resource Management
- Staffing Industry Analysts (SIA)
- Texas Organization of Nurse Executives
- Texas Organization of Rural & Community Hospitals (TORCH)
- The Conference Board
- U.S. Chamber of Commerce
- 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

AMN Healthcare believes that engaging and building productive working partnerships with our stakeholders is a core part of our commitment to being a responsible and responsive partner. To that end, AMN Healthcare seeks to engage our stakeholders in an open and constructive dialogue and develop activities in response to what we hear. Learn more about our stakeholder engagements in the rest of this ESG Report, especially the [About AMN Healthcare](#), [ESG Strategy and Highlights](#), [Social Impact Approach](#), and [Governance](#) sections and the 2023 Proxy Statement: [Shareholder Corporate Governance Outreach](#).

AMN Healthcare identifies important stakeholders as those who directly influence daily activities or challenge the company's ability to effectively drive long-term strategy and growth. For this report, those stakeholders include the Board of Directors, team members (full-time, part-time, and contract), healthcare professionals, clients, shareholders/investors, suppliers/vendors, local communities, local and federal governments, media, and NGOs. See more in this report at ESG Strategy and Highlights – [Materiality Assessment](#). AMN Healthcare engages stakeholders through channels relevant to each audience:

**Board of Directors:** Quarterly meetings

**Team Members:** Engagement surveys, company intranet, newsletters, and internal presentations from colleagues and leaders

**Healthcare Professionals:** Focus groups, advisory committees, surveys, email, and social media

**Clients:** Focus groups, advisory committees, procurement standards, quarterly business reviews, ESG practices integrated into contracting, email, social media

**Local & Federal Government:** Maintain close interactions with local, state, and federal government on healthcare and employment regulatory and legal matters, led by dedicated government affairs and regulatory services functions

**Shareholders/Investors:** Quarterly and annual earnings call, investor presentations and conferences, annual shareholders meeting, and through our formal shareholder engagement program

**Media/NGOs:** Ongoing healthcare research and insights and general communications such as interviews, phone calls, email, and social media, led by dedicated social impact and communications functions

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.

**Material Topics****GRI 3: Material Topics 2021**

**3-1** Process to determine material topics 2023 Proxy Statement: [Shareholder Corporate Governance Outreach](#).  
2022 ESG Report: ESG Strategy and Highlights – [Materiality Assessment](#).

**3-2** List of material topics 2022 ESG Report: ESG Strategy and Highlights – [Materiality Assessment](#).

**Economic Performance****GRI 3: Material Topics 2021**

**3-3** Management of material topics 2023 Proxy Statement: [Our Strategic Approach to ESG](#).  
2022 ESG Report: ESG Strategy and Highlights – [Materiality Assessment](#).  
2022 ESG Report: [2022 Highlights](#)

2022 ESG Report: Details on our management of material ESG topics can be found throughout the report

**GRI 201: Economic Performance 2016**

**201-1** Direct economic value generated and distributed Revenues: \$5,243.2 million  
2022 Form 10-K: [Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operations – Overview of Our Business](#).

AMN Healthcare does not report separately for regional or market levels.

**201-2** Financial implications and other risks and opportunities due to climate change 2022 ESG Report: Disclosures – [TCFD Report](#).

**201-3** Defined benefit plan obligations and other retirement plans AMN Healthcare offers corporate team members Deferred Compensation Plans and a 401(k) as retirement savings options. 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. For both retirement savings plans, from December 26, 2021, through June 25, 2022, AMN Healthcare matched 100% on team member contributions up to 10% of their compensation. From June 26, 2022, through December 24, 2022, AMN Healthcare offered an employer match on both retirement savings plans of 50% on team member contributions up to 6% of their compensation and 100% of the next 4% of contributions. AMN Healthcare also contributed an additional \$4,300 in employer contribution for participants in both retirement plans in 2022.

In 2022, 642 team members participated in the Deferred Compensation Plan out of 697 of team members that are eligible to participate and 90% of eligible corporate team members participated in the company's 401(k) retirement plan.

2022 Form 10-K: [Item 8. Financial Statements and Supplementary Data – Notes to Consolidated Financial Statements – Note \(9\), Retirement Plans](#), (pages 61-62).

**201-4** Financial assistance received from government In 2022, AMN Healthcare received approximately \$479,000 in Employee Retention Tax Credits related to COVID-19. AMN Healthcare also received approximately \$1,900,000 in Federal and State Research and Development Tax Credits in 2022. 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

<b>3-3</b> Management of material topics	<p>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.</p> <p>2022 ESG Report: Diversity, Equity, and Inclusion – <a href="#">Workplace DEI</a> and <a href="#">Marketplace DEI</a>; Supporting Our Communities – <a href="#">Contributing Thought Leadership</a></p> <p>2023 Proxy Statement: <a href="#">Our Strategic Approach to ESG</a> pages (33-46) – <a href="#">DEI Progress</a> (page 38).</p>
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### GRI 202: Market Presence 2016

<b>202-1</b> Ratios of standard entry level wage by gender compared to local minimum wage	AMN Healthcare does not track and report this information.
<b>202-2</b> Proportion of senior management hired from the local community	AMN Healthcare does not track and report this information.

## Indirect Economic Impacts

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	See GRI 203-2 below
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### GRI 203: Indirect Economic Impacts 2016

<b>203-1</b> Infrastructure investments and services supported	2022 ESG Report: Social – <a href="#">Social Impact Approach: Health and DEI are in our DNA; Diversity, Equity, and Inclusion; Promoting Health Equity; Contributing to Our Communities and Industry</a> .
<b>203-2</b> Significant indirect economic impacts	<p>As the largest provider of healthcare staff in the United States, AMN Healthcare connected more than 136,000 healthcare professionals (nurses, physicians, allied, and other professionals) to jobs in the healthcare sector. 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.</p> <p>Our spend with small and diverse businesses also drives significant indirect economic impact in a number of ways. See more detail: 2022 ESG Report: Diversity, Equity, and Inclusion – <a href="#">Marketplace DEI</a></p>

## Procurement Practices

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	2022 ESG Report: Diversity, Equity, and Inclusion – <a href="#">Marketplace DEI</a> .
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### GRI 204: Procurement Practices 2016

<b>204-1</b> Proportion of spending on local suppliers	AMN Healthcare does not track and report this information.
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## Anti-Corruption

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>2022 ESG Report: ESG Strategy and Highlights – <a href="#">Our Strategy</a>; Governance – <a href="#">Business Ethics and Compliance</a>.</p> <p>AMN Healthcare <a href="#">Code of Conduct</a></p> <p>AMN Healthcare <a href="#">Code of Ethics for Senior Financial Officers</a></p> <p>AMN Healthcare <a href="#">Human Rights Policy</a></p> <p>AMN Healthcare <a href="#">Vendor Code of Conduct</a></p>
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### GRI 205: Anti-corruption 2016

<b>205-1</b> Operations assessed for risks related to corruption	<p>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 2022 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.</p> <p>This is a very low risk area for AMN Healthcare. There are no significant risks in this area.</p>
<b>205-2</b> Communication and training about anti-corruption policies and procedures	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.
<b>205-3</b> 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

<b>3-3</b> Management of material topics	<p>2022 ESG Report: Governance – <a href="#">Business Ethics and Compliance</a>.</p> <p>AMN Healthcare <a href="#">Code of Conduct</a></p>
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### GRI 206: Anti-competitive Behavior 2016

<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2022, AMN Healthcare had no legal actions in these areas.
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## Tax

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	2022 Form 10-K: <a href="#">Item 8. Financial Statements and Supplementary Data - Notes to Consolidated Financial Statements</a> .
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### GRI 207: Tax 2019

<b>207-1</b> Approach to tax	2022 Form 10-K: <a href="#">Item 8. Financial Statements and Supplementary Data - Notes to Consolidated Financial Statements</a> .
<b>207-4</b> Country-by-country reporting	AMN Healthcare does not report this information.

Energy		
GRI 3: Material Topics 2021		
3-3	Management of material topics	2022 ESG Report: Environment – <a href="#">Sustainability Approach</a> .
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	<p>In 2021, AMN Healthcare conducted an initial Scope 1 and 2 footprinting exercise to determine our carbon footprint for our direct operations and energy use using 2019 as our baseline year.</p> <p>In 2022 and into 2023 AMN Healthcare partnered with leading sustainability consultancy Agendi to conduct a full Scope 1, 2, and 3 GHGE inventory for 2020, 2021, and 2022.</p> <p>2022 ESG Report: Environment – <a href="#">Environmental Metrics</a>.</p>
302-2	Energy consumption outside of the organization	<p>AMN Healthcare does not track this information but does report relevant Scope 3 emissions which are related to energy consumption, such as Categories 1-7.</p> <p>2022 ESG Report: Environment – <a href="#">Environmental Metrics</a>.</p>
302-3	Energy intensity	2022 ESG Report: Environment – <a href="#">Environmental Metrics</a> .
302-4	Reduction of energy consumption	2022 ESG Report: Environment – <a href="#">Environmental Metrics</a> .
Water and Effluents		
GRI 3: Material Topics 2021		
3-3	Management of material topics	<p>2022 ESG Report: Our ESG Strategy and Highlights – <a href="#">Our Strategy</a>; Environment – <a href="#">Environmental Metrics</a>.</p> <p>2023 Proxy Statement: Our Strategic Approach to ESG – <a href="#">Sustainability</a>.</p>
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	AMN Healthcare is setting water-related goals by the end of 2024.
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	<p>AMN Healthcare water consumption metrics for 2017-2020 are contained in the 2021 ESG Report – <a href="#">Metrics and Targets</a>, (page 82).</p> <p>2022 ESG Report: Environment – <a href="#">Environmental Data</a>.</p>
Biodiversity		
GRI 3: Material Topics 2021		
3-3	Management of material topics	Our consulting partners have helped us look into areas of biodiversity in close proximity to our top six most material 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	<ul style="list-style-type: none"> <li>San Diego Office (12400 High Bluff Dr., Suite 500 &amp; 600) adjacent to Torrey Pines State Reserve: a protected area targeted for conservation with terrestrial and maritime ecosystem.</li> <li>Clearwater Office (17757 US Highway 19 North, Suite 160) adjacent to Marine Protected Area: a designated an aquatic preserve with maritime ecosystem.</li> </ul>

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 areas affected by operations	AMN Healthcare does not track this information and does not believe it is material to our operations.
Emissions		
GRI 3: Material Topics 2021		
3-3	Management of material topics	<p>2022 ESG Report: ESG Strategy and Highlights – <a href="#">Our Strategy</a>; <a href="#">Materiality Assessment</a>; Environment – <a href="#">Environmental Data</a></p> <p>2022 ESG Report: Disclosures – <a href="#">TCFD Report</a></p> <p>2022 Form 10-K: <a href="#">Item 1A: Risk Factors</a>, (page 9).</p>
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	<p>In 2021, AMN Healthcare calculated baseline emissions associated with direct operations and energy use for 2019.</p> <p>Given the unexpected influences of COVID-19 on our global operations and data availability constraints, we chose to use 2019 as our baseline year to ensure a representative approach to claiming and quantifying all of our emissions.</p> <p>In 2022, AMN Healthcare partnered with sustainability consultancy Agendi to conduct a full footprint of our Scope 1, 2, and 3 GHG emissions at an enterprise and value chain level for 2020, 2021, and 2022.</p> <p>The methodology used for calculating the emissions is in line with the guidelines provided by the standards and guidance of the Greenhouse Gas Protocol.</p> <p>2022 ESG Report: Environment – <a href="#">Environmental Metrics</a>.</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>See GRI 305-1 and GRI 302-2 above.</p> <p>2022 ESG Report: Environment – <a href="#">Environmental Metrics</a>.</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>In 2022, AMN Healthcare partnered with sustainability consultancy Agendi to conduct a full footprint of our Scope 1, 2, and 3 GHG emissions at an enterprise and value chain level for 2020, 2021, and 2022.</p> <p>For Scope 3, we assessed the materiality of all 15 categories, and focused our efforts on the ones that are considered most material to our impact at this time:</p> <p>Category 1: Purchased goods and services  Category 2: Capital goods  Category 3: Fuel- and energy- related activities  Category 4: Upstream transportation and distribution  Category 5: Waste generated in operations  Category 6: Business travel (including travel for healthcare professional placements)  Category 7: Employee commuting (including Teleworking)</p> <p>The methodology used for calculating the emissions is in line with the guidelines provided by the standards and guidance of the Greenhouse Gas Protocol.</p> <p>2022 ESG Report: <a href="#">Environment</a>; Environment – <a href="#">Environmental Metrics</a>.</p>



<b>305-4</b> GHG emissions intensity	2022 ESG Report: Environment – <a href="#">Environmental Metrics</a> .
<b>305-5</b> Reduction of GHG emissions	<p>AMN Healthcare took a first step in 2021 to calculate its emissions from its Scope 1 and 2 for the baseline year 2019. In 2022 we measured our full Scopes 1, 2, and 3 GHG emissions for 2020-2022.</p> <p>AMN Healthcare has set a goal to reduce our operational footprint to zero in market-based CO<sub>2</sub> emissions (Scopes 1 and 2) by 2024. In addition, we have committed to setting science-based targets for our Scope 1, Scope 2, and Scope 3 emissions by the end of 2024.</p> <p>We plan to reduce our operational footprint to zero in market-based CO<sub>2</sub> emissions by transitioning our energy sourcing to renewable energy, deploying technology and energy efficiency solutions, processes, and decisions that help to cut our absolute GHG emissions as much as possible. For what remains in our Scope 1 footprint we plan to invest in high-quality, certified offsets, and for our remaining Scope 2 footprint we plan to leverage renewable energy credits. For more on our approach, see the <a href="#">Environment section</a> of this report.</p> <p>From 2019 to 2022 we have reduced our market-based Scope 1 and 2 GHG emissions by 34%.</p>
<b>305-6</b> Emissions of ozone-depleting substances (ODS)	AMN Healthcare does not track and report this information because it is not material to our operations.
<b>305-7</b> Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	AMN Healthcare does not track or report on this information.
<b>Waste</b>	
<b>GRI 3: Material Topics 2021</b>	
<b>3-3</b> Management of material topics	2022 ESG Report: Our ESG Strategy and Highlights – <a href="#">Our Strategy</a> ; Environment – <a href="#">Sustainability Approach</a> ; <a href="#">Our Sustainability Roadmap</a> ; <a href="#">Sustainable Workplace</a> .
<b>GRI 306: Waste 2020</b>	
<b>306-1</b> Waste generation and significant waste-related impacts	AMN Healthcare does not track or report on this information.
<b>306-2</b> Management of significant waste-related impacts	AMN Healthcare does not track or report on this information.
<b>306-3</b> Waste generated	2022 ESG Report: Environment – <a href="#">Environmental Data</a> , (page 86).
<b>306-4</b> Waste diverted from disposal	2022 ESG Report: Environment – <a href="#">Sustainable Workplace</a> , (page 84); <a href="#">Environmental Data</a> , (page 86).
<b>306-5</b> Waste directed to disposal	2022 ESG Report: Environment – <a href="#">Environmental Data</a> , (page 86).

## Supplier Environmental Assessment

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<a href="#">Vendor Code of Conduct</a>
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### GRI 308: Supplier Environmental Assessment 2016

<b>308-1</b> New suppliers that were screened using environmental criteria	AMN Healthcare does not track this information.
<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	<p>2022 ESG Report: Environment – <a href="#">Sustainable Real Estate Reduction</a>; <a href="#">Sustainability in Our Value Chain</a>.</p> <p>We have identified our travel vendors, e.g. airlines, rental car companies, and delivery services companies as suppliers that have negative environmental impacts.</p>

## Employment

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>2022 ESG Report: ESG Strategy and Highlights – <a href="#">Materiality Assessment</a>; Social – <a href="#">Workplace Development, Engagement, and Well-Being</a>; <a href="#">Diversity, Equity, and Inclusion</a>.</p> <p>2022 Form 10-K: <a href="#">Item 1: Business – Human Capital Management</a>, (pages 2-4); <a href="#">Our Healthcare Professionals</a>, (page 6)</p>
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### GRI 401: Employment 2016

<b>401-1</b> New employee hires and employee turnover	<p>In 2022, AMN Healthcare hired 1,953 new, external hires.</p> <ul style="list-style-type: none"> <li>68% Female; 29% Male; 2% Gender Not Disclosed</li> <li>60% BIPOC; 36% White; 4% Not Disclosed</li> </ul> <p>New External Hires By Generation</p> <p>Baby Boomers (1946 -1964) 7.1%</p> <p>Generation X (1965 -1980) 24.2%</p> <p>Generation Y / Millennials (1981 -1996) 55.3%</p> <p>Generation Z (1997 and onwards) 13.1%</p> <p>Silent Generation (1928 -1945) 0.2%</p> <p>In 2022, AMN Healthcare supported 1,218 internal transfers and promotions:</p> <ul style="list-style-type: none"> <li>71% Female; 28% Male; 1% Gender Not Disclosed</li> <li>39% BIPOC; 58% White; 3% Not Disclosed</li> </ul> <p>The voluntary turnover rate for 2022 was 18%</p> <p>The involuntary turnover rate for 2022 was 3%</p>
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**401-2** Benefits provided to full-time employees that are not provided to temporary or part-time employees

AMN Healthcare offers a comprehensive and cost-effective benefits package for team members 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, Prescription, Health and Flexible Savings Accounts, Dependent Care, Health & Wellness Incentives, Dental, Vision, Long and Short-Term Disability, Life and Accidental Death & Dismemberment Insurance, Retirement Programs (401(k) and Executive Deferred Compensation), Training & Development, Paid Time Off (including Volunteer Time Off), Tuition Reimbursement, Leadership/Professional Development, Adoption Assistance, Reproductive Health Care Assistance, and Health & Wellness initiatives. Some of these benefits may also be available to our temporary employee healthcare professionals on assignment with AMN Healthcare. Our benefits program also includes a holistic approach to health and wellness. Discounted medical premiums are provided to team members when they complete annual wellness incentives. AMN Healthcare offers free tobacco cessation programs and free basic medical services such as flu shots and biometric screenings. 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 counseling, and online support through the company's Employee Assistance (EAP). As of June 27, 2021, AMN Healthcare provided all of our benefits to those working 24 hours or more per week. Some benefits are prorated, for example, PTO.

This has positively impacted our 37 regular part-time team members. Our temporary team members (151 in 2022) have access to our 401(k) with company match, and our regular full-time temporary team members are provided access to a preventative healthcare plan. Temporary corporate team members are not provided other benefits at this time.

2022 ESG Report: Social – [Benefits and Well-Being](#)

#### 2022 Benefits Participation

Benefit Program	Corporate	Healthcare Professional
Medical	72%	36%
Dental	75%	39%
Vision	64%	24%
401K	90%	13%

**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.

#### 2022 Parental Leave Data

	Female	Male	Not Declared
Total Eligible	1627	833	49
Total Used	67	19	1
% Used	4.12%	2.28%	2.04%
Total Returned of LOA	66	19	0
% RLOA	98.51%	100.00%	0.00%

### 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.

### Occupational Health and Safety

#### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	2022 ESG Report: ESG Strategy and Highlights – <a href="#">Training and Policies</a> (pages 34). 2022 Form 10-K: <a href="#">Item 1: Business – Health and Safety</a> , (pages 2-3)
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#### GRI 403: Occupational Health and Safety 2018

<b>403-1</b> Occupational health and safety management system	<p>2022 ESG Report: Social – Development, Engagement, and Well-Being of our Workforce – <a href="#">Training and Policies</a> (pages 34).</p> <p>AMN Healthcare assigns health and safety training for all corporate team members, which is scheduled and tracked through a Learning Management System. All employees are provided with health and safety training in accordance with applicable regulatory requirements.</p> <p>AMN Healthcare employs a Health &amp; Safety Supervisor who is responsible for the health and safety program. Additionally, AMN Healthcare partners with an outside loss control consultant to help identify occupational health exposures and provide recommendations to help mitigate any exposures.</p>
<b>403-2</b> Hazard identification, risk assessment, and incident investigation	<p>AMN Healthcare complies with OSHA and California OSHA. AMN Healthcare's Health &amp; Safety Supervisor coordinates periodic onsite inspections of all facilities with the Facilities or Risk Management teams to ensure worksites are free from recognizable hazards. In addition to periodic inspections, worksite inspections are required in the following situations: i) when new substances, processes, procedures, or equipment that present potential new hazards are introduced into the workplace; ii) when new, previously unidentified hazards are recognized; and/or iii) whenever workplace conditions warrant an inspection. If any new hazards are identified during a periodic or required inspection of the worksite, corrective action(s) are documented and assigned to the appropriate party with completion dates for remediation. See also GRI 403-4 below.</p> <p>AMN Healthcare encourages employees to report any health and safety hazards or hazardous situations that exist in the workplace immediately without fear of reprisal using one of the following methods: i) contact an AMN Healthcare leader; ii) submit a "Workplace Hazard Facilities" ticket through our service request portal; iii) contact the Risk Management department; or iv) contact AMN Healthcare's Human Resource Service Center.</p> <p>Team members can report workplace hazards anonymously using one of the following methods: i) call the AMN Healthcare Compliance Hotline; ii) email the SpeakUp program; or iii) submit a Reporting Misconduct Form found on the "Speak Up" link on AMN Healthcare's internal website.</p> <p>AMN Healthcare prohibits retaliatory action against any team member who, in good faith, reports a safety concern. Further, team members have the right to remove themselves from work situations that they believe could cause them or another person injury or illness.</p>
<b>403-3</b> Occupational health services	<p>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.</p>



<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	<p>We have a robust microsite on our intranet that shares workplace health and safety, ergonomics, and emergency response resources, including short engaging videos (on office safety, home office safety, and proper posture and ergonomics), a Workplace Health and Safety course, COVID-19 resources, and much more. This site also includes mechanisms to report workplace hazards. In addition, we regularly post articles and send email updates to team members with workplace health and safety information, trends, and tips.</p> <p>AMN Healthcare also has a Health &amp; Safety Committee comprised of representatives from the following departments: Risk Management, Legal, Human Resources, and Facilities. The committee meets at least once quarterly to discuss relevant health and safety topics, injury and illness trends, and legislation that may impact team members, as well as to coordinate and implement compliance with related regulations. Additionally, AMN Healthcare has an Emergency Response Team comprised of team members certified in First Aid that are provided with ongoing training throughout the year on topics such as fire evacuation, medical emergency training, and workplace violence.</p>
<b>403-5</b> Worker training on occupational health and safety	<p>2022 ESG Report: Social – Development, Engagement, and Well-Being of our Workforce – <b>Training and Policies</b> (pages 34).</p> <p>AMN Healthcare's health and safety training, which is mandatory for all team members, covers a variety of topics, including, but not limited to, workplace hazard prevention and reporting, ergonomics at home and in the office, infectious disease control, and emergency and crisis response.</p>
<b>403-6</b> Promotion of worker health	<p>2022 ESG Report: Social – Development, Engagement, and Well-Being of our Workforce – <b>Benefits and Well-Being</b> (pages 37).</p> <p>AMN Healthcare offers a comprehensive and leading benefits program that includes a holistic approach to health and wellness. Discounted medical premiums are provided to team members when they complete annual wellness incentives. AMN Healthcare also offers free tobacco cessation programs and free basic medical services such as flu shots and biometric screenings. AMN Healthcare team members are also able to access free confidential emotional support, work-life solutions, financial resources, mental health and legal counseling, and online support through the company's EAP.</p>
<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>AMN Healthcare is dedicated to the well-being and safety of its team members and has a strong focus on injury prevention and employee education. Team members are kept informed about hazards in the workplace through regular health and safety training, which is required for all team members, to increase awareness and understanding of workplace hazards and how to identify, report and control any workplace hazards. Additionally, the AMN Healthcare Health &amp; Safety Supervisor posts articles monthly on a variety of safety topics on AMN Healthcare's intranet for ongoing education throughout the year.</p>
<b>403-8</b> Workers covered by an occupational health and safety management system	<p>AMN Healthcare does not have an occupational health and management system; however, health and safety training for corporate team members is scheduled and tracked through a Learning Management System (LMS). All team members are provided with health and safety training in accordance with applicable regulatory requirements. AMN Healthcare employs a Health &amp; Safety Supervisor who is responsible for the health and safety program. Additionally, we partner with an outside loss control consultant to help identify exposures and provide recommendations to help mitigate any exposures.</p>

<b>403-9</b> Work-related injuries	<p>In 2022, there were 827 work-related injuries and illnesses reported for healthcare providers, and six work-related injuries and illnesses were reported for corporate team members.</p> <p>Work-Related Injuries:</p> <ul style="list-style-type: none"> <li>For all employees: 833</li> <li>The number and rate of fatalities as a result of work-related injury: 0</li> <li>The number and rate of high-consequence work-related injuries (excluding fatalities): 0</li> <li>The number and rate of recordable work-related injuries: Number: 15. Rate: 0.4</li> <li>The main types of work-related injury: Respiratory condition, repetitive motion, and slip/trip/falls</li> <li>The number of hours worked: 8,573,314</li> </ul> <p>AMN Healthcare's 2022 OSHA Incident Rate was 0.4, which is lower than the industry's Incident Rate of 0.8.</p> <p>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).</p> <p>In accordance with OSHA's guidance and injury and illness recordkeeping requirements, AMN Healthcare's temporary employees have been excluded from the calculation, as host employers are responsible for recording injuries and illness of temporary workers.</p>
<b>403-10</b> Work-related ill health	<p>AMN Healthcare has not had any workplace fatalities involving its corporate employees. AMN Healthcare does not track work-related ill health for workers who are not employees.</p> <p>AMN Healthcare Client facilities are not controlled by AMN Healthcare.</p> <p>See GRI 403-9 above.</p>

## Training and Education

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>2022 ESG Report: Social – <b>Professional Development; Training and Policies;</b> Governance – <b>Business Ethics and Compliance.</b></p> <p>2022 Form 10-K: <b>Item 1: Business – Learning and Professional Development,</b> (page 3)</p>
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### GRI 404: Training and Education 2016

<b>404-1</b> Average hours of training per year per employee	<p>See GRI 3-3 above.</p> <p>AMN Healthcare tracked a total of 17,091 hours that team members spent across various learning programs. AMN Healthcare does not track and report this data by gender or employee category.</p>
<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	<p>2022 ESG Report: Social – <b>Professional Development.</b></p> <p>2022 Form 10-K: <b>Item 1: Business – Learning and Professional Development,</b> (page 3).</p>
<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	<p>AMN Healthcare actively supports and encourages career growth and development for team members through an annual review process known as Performance Success Plan (PSP). Annual reviews are provided at least once a year to 100% of our team members that have been employed at AMN Healthcare at least 3 months by Jan. 1. Leaders are encouraged to conduct check-ins and support team development throughout the year. We also send out reviews for nursing and allied healthcare professionals with each assignment.</p>

## Diversity and Equal Opportunity

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>2022 ESG Report: ESG Strategy and Highlights – <a href="#">Our Strategy</a>; Social – <a href="#">Diversity, Equity, and Inclusion</a>.</p> <p>2022 Form 10-K: <a href="#">Item 1: Business – Diversity, Equality and Inclusion</a>, (pages 3-4)</p> <p>AMN Healthcare <a href="#">Code of Conduct</a> AMN Healthcare <a href="#">Human Rights Policy</a> AMN Healthcare <a href="#">Vendor Code of Conduct</a></p>
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### GRI 405: Diversity and Equal Opportunity 2016

<b>405-1</b> Diversity of governance bodies and employees	<p>2022 ESG Report: Governance – <a href="#">Board Composition and Diversity</a>; Social – <a href="#">Workforce DEI</a></p> <p>Full team member diversity during the reporting period can be found in our 2022 ESG Report: Social – <a href="#">Workforce DEI</a></p> <p>2022 Form 10-K: <a href="#">Item 1: Business – Human Capital Management</a>.</p> <p>2023 Proxy Statement: <a href="#">Director Nominee Snapshot</a>, (page 16); <a href="#">Our Strategic Approach to ESG</a>, (pages 33).</p>
<b>405-2</b> Ratio of basic salary and remuneration of women to men	<p>Women comprise 45% of AMN Healthcare top 10% compensated team members. Additionally, women comprise 55% of the top pay quartile, 70% of upper middle pay quartile, 75% of lower middle pay quartile, and 75% of lower pay quartile. AMN Healthcare reports gender pay data through the Bloomberg Gender-Equality Index.</p>

## Non-Discrimination

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>2022 ESG Report: Our ESG Strategy and Highlights – <a href="#">Our Strategy</a>; <a href="#">Alignment with United Nations Sustainable Development Goals</a>; <a href="#">Materiality Assessment</a>.</p> <p>2023 Proxy Statement: <a href="#">Creating a Diverse and Inclusive Workforce; Advancing Diversity, Equity, and Inclusion in the Marketplace</a>, (pages 43).</p> <p>AMN Healthcare <a href="#">Code of Conduct</a> AMN Healthcare <a href="#">Human Rights Policy</a> AMN Healthcare <a href="#">Vendor Code of Conduct</a></p>
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### GRI 406: Non-discrimination 2016

<b>406-1</b> Incidents of discrimination and corrective actions taken	<p>AMN Healthcare had zero reports of systemic workforce discrimination during the reporting year.</p>
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## Freedom of Association and Collective Bargaining

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>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 <a href="#">Human Rights Policy</a> 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.</p> <p>AMN Healthcare <a href="#">Code of Conduct</a> AMN Healthcare <a href="#">Human Rights Policy</a> AMN Healthcare <a href="#">Vendor Code of Conduct</a></p>
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## Child Labor

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>2022 ESG Report: Governance – <a href="#">Business Ethics and Compliance</a>.</p> <p>AMN Healthcare <a href="#">Code of Conduct</a> AMN Healthcare <a href="#">Human Rights Policy</a> AMN Healthcare <a href="#">Vendor Code of Conduct</a></p>
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### GRI 408: Child Labor 2016

<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	<p>The AMN Healthcare <a href="#">Human Rights Policy</a> 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 as necessary makes improvements in the process to contribute to the abolition of child labor.</p>
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## Forced or Compulsory Labor

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>2022 ESG Report: Governance – <a href="#">Business Ethics and Compliance</a>.</p> <p>AMN Healthcare <a href="#">Code of Conduct</a> AMN Healthcare <a href="#">Human Rights Policy</a> AMN Healthcare <a href="#">Vendor Code of Conduct</a></p>
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### GRI 409: Forced or Compulsory Labor 2016

<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>The AMN Healthcare <a href="#">Human Rights Policy</a> 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.</p>
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## Security Practices

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>AMN Healthcare does not employ security personnel.</p>
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### GRI 410: Security Practices 2016

<b>410-1</b> Security personnel trained in human rights policies or procedures	<p>AMN Healthcare does not employ security personnel.</p>
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## Rights of Indigenous Peoples

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>2022 ESG Report: Governance – <a href="#">Business Ethics and Compliance</a>.</p>
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### GRI 411: Rights of Indigenous Peoples 2016

<b>411-1</b> Incidents of violations involving rights of indigenous peoples	<p>AMN Healthcare has not had any incidents of violating rights of indigenous peoples in 2022 or in the history of operations.</p>
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## Local Communities

### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	<p>2022 ESG Report: ESG Strategy – <a href="#">Materiality</a>; Social – <a href="#">Marketplace DEI</a>; Social – <a href="#">Health Equity</a>; Social – <a href="#">Contributing to Our Communities and Industry</a>.</p>
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### GRI 413: Local Communities 2016

<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	2022 ESG Report: ESG Strategy – <a href="#">Materiality</a> ; Social – <a href="#">Marketplace DEI</a> ; Social – <a href="#">Health Equity</a> ; Social – <a href="#">Contributing to Our Communities and Industry</a> .
<b>413-2</b> Operations with significant actual and potential negative impacts on local communities	AMN Healthcare does not track and report on this information.

### Supplier Social Assessment

#### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	2022 ESG Report: Governance – <a href="#">Code of Conduct and Speak Up Policy</a> ; Diversity, Equity, and Inclusion – <a href="#">Marketplace DEI</a> ; <a href="#">Supplier Diversity</a> .  2023 Proxy Statement: Advancing Diversity, Equity, and Inclusion in the Marketplace – <a href="#">Supplier Diversity</a> , (pages 43)  AMN Healthcare <a href="#">Vendor Code of Conduct</a>
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### GRI 414: Supplier Social Assessment 2016

<b>414-1</b> New suppliers that were screened using social criteria	2022 ESG Report: Governance – <a href="#">Code of Conduct and Speak Up Policy</a> ; Diversity, Equity, and Inclusion – <a href="#">Marketplace DEI</a> ; <a href="#">Supplier Diversity</a> .  AMN Healthcare <a href="#">Vendor Code of Conduct</a>
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### Public Policy

#### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	2022 ESG Report: Governance – <a href="#">Business Ethics</a> .  2023 Proxy Statement: <a href="#">Political Activity and Trade Associations</a> , (pages 46).  AMN Healthcare <a href="#">Code of Conduct</a>  AMN Healthcare <a href="#">Corporate Political Activity Policy</a>
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### GRI 415: Public Policy 2016

<b>415-1</b> Political contributions	2022 ESG Report: <a href="#">Governance – Political Activity</a>
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### Customer Health and Safety

#### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	2022 ESG Report: Social – <a href="#">Development, Engagement, and Well-Being of our Workforce</a> ; <a href="#">Training and Policies</a> ; ESG Strategy and Progress – <a href="#">Our Strategy</a> .
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### GRI 416: Customer Health and Safety 2016

<b>416-1</b> 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.
<b>416-2</b> 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 2022.

### Marketing and Labeling

#### GRI 417: Marketing and Labeling 2016

<b>417-2</b> 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 2022.
<b>417-3</b> Incidents of non-compliance concerning marketing communications	AMN Healthcare ensures accuracy and truthfulness in marketing communications. In 2022, AMN Healthcare received no substantiated incidents of non-compliance concerning marketing communications.

### Customer Privacy

#### GRI 3: Material Topics 2021

<b>3-3</b> Management of material topics	2022 ESG Report: Governance – <a href="#">Data Privacy and Information Security</a> .  2023 Proxy Statement: <a href="#">Information Security, Cyber Security and Data Privacy</a> , (pages 32).  AMN Healthcare <a href="#">Privacy Policy</a> and <a href="#">Ad and Cookie Policy</a>
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### GRI 418: Customer Privacy 2016

<b>418-1</b> 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 Jan 1st to Dec 31, 2022. AMN Healthcare received no complaints from regulatory bodies in 2022.
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# 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	ACCOUNTING 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	<a href="#">Data Privacy and Information Security</a> , (pages 72-73)
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	AMN Healthcare approaches data and information security on multiple levels. The company has dedicated IT Risk Management and Information Security functions to protect the company from data security threats, and quickly assess and address any concerns. Our Board is also responsible for oversight of our Privacy and Data security programs. We leverage technical tools to continually scan code to identify potential vulnerabilities. If risks are identified, our Director of IT Risk Management assesses and develops a remediation plan. Additional risk assessment processes are managed for all vendors. Further, all AMN Healthcare team members and contractors receive annual training on data and IT security. AMN Healthcare is firmly committed to protecting the privacy of personal information for team members, healthcare professionals, and clients. Our data privacy program is managed by our Privacy Office, which is part of our Legal Department. The company additionally maintains a Privacy Policy that is aligned with industry standards such as ISO 27001 and NIST CSF to govern all practices around the collection of data and information.  Refer to the AMN Healthcare website's <a href="#">Privacy Policy</a> for further information  <a href="#">Data Privacy and Information Security</a> , (pages 72-73)
SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	Quantitative	<a href="#">Data Privacy and Information Security</a> , (pages 72-73)

CODE	ACCOUNTING METRIC	CATEGORY	RESPONSE AND/OR LOCATION
Workforce Diversity & Engagement			
SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Quantitative	ESG Strategy, Progress & Oversight – <a href="#">Our Strategy</a> , (pages 16-27); <a href="#">ESG Highlights</a> , (pages 4-5); Social – Diversity, Equity, and Inclusion – <a href="#">Workforce DEI</a> , (pages 42-44); Marketplace DEI – <a href="#">Healthcare Professional Diversity, Equity, and Inclusion</a> , (page 49)  2021 Annual Report: <a href="#">Item 1. Business – Human Capital Management – Diversity, Equality and Inclusion</a> , (page 3)  2023 Proxy Statement: Corporate Governance – <a href="#">ESG Pillars</a> , (page 28); Human Capital Strategy – <a href="#">Diversity, Equality, Equity, and Inclusion</a> , (pages 29-30); Executive Compensation – Compensation Discussion and Analysis – Executive Compensation Practices – 2021 Financial, Operational and Stock Performance Highlights – <a href="#">Impact on Each Other, Our Industry and Our Communities</a> , (page 49)
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	The voluntary turnover rate for 2022 was 18% The involuntary turnover rate for 2022 was 3% In 2022, AMN Healthcare supported 1,218 internal transfers and promotions.
SV-PS-330a.3	Employee engagement as a percentage	Quantitative	Social – <a href="#">Corporate Workforce</a> , (page 33)
Professional Integrity			
SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	<a href="#">Business Ethics and Compliance</a> , (pages 68-69); <a href="#">Governance: Policy Links</a> , (page 75)  To help ensure the effectiveness of our ethics and compliance program, AMN Healthcare has adopted written policies and procedures to provide clear and consistent guidance to all team members regarding their responsibilities, which specifically address, among other things, conflicts of interest, accuracy of data, and anti-corruption. These policies and procedures are provided at new team member orientations and made available through other means such as department meetings, training sessions, and our intranet, which is accessible to all team members.  Oversight responsibility for our ethics and compliance program rests with our Chief Legal Officer and our Board of Directors. The Board of Directors receives an annual presentation on our ethics and compliance program. The Corporate Governance and Compliance Committee of the Board of Directors receives more frequent periodic reports. Internally, AMN Healthcare has created an Ethics and Compliance Committee to coordinate delegations of authority and responsibility to team members carrying out day-to-day compliance functions and to provide a central framework for establishing, communicating, and monitoring our policies and procedures.  Effective communication of expectations regarding ethical business conduct as well as compliance with AMN Healthcare policies and procedures begins with proper training. New team members receive training on key global policies, company values, and the premium AMN Healthcare places on an ethical culture. Department-level training for both team members and managers is tailored to address applicable area-specific compliance policies. AMN Healthcare undertakes several initiatives to foster and maintain a culture of ethics throughout all levels of the company



CODE	ACCOUNTING METRIC	CATEGORY	RESPONSE AND/OR LOCATION
			<p>To facilitate the reporting of misconduct or violations to our <a href="#">Code of Conduct</a>, AMN Healthcare has established a Policy on Reporting Misconduct that we refer to as the “Speak-Up” policy. This policy sets forth the responsibility of each team member to report suspected violations through one of many available channels, including channels for making anonymous reports. Team members are encouraged to raise ethical concerns and to report suspected misconduct. Upon discovery of a potential or suspected violation of law or policy, an appropriate investigation is promptly undertaken. 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, and/or termination.</p> <p>AMN Healthcare has a written Code of Conduct with accompanying policies and procedures that provide clear and consistent guidance to team members regarding their responsibilities which include, but are not limited to, conflicts of interest, accuracy of data, and anti-corruption. This information is provided at new team member orientation and reinforced through regular department trainings and communications. All team members review and acknowledge the company’s Code of Conduct on an annual basis and interactive training is provided every two years. Oversight of this program rests with the Chief Legal Officer and our Board of Directors. AMN Healthcare also has an internal Ethics and Compliance Committee. All team members are encouraged to Speak Up if a violation of our policies is discovered.</p> <p><a href="#">Business Ethics and Compliance</a>, (pages 68-69)</p> <p><a href="#">Code of Conduct</a></p> <p><a href="#">Code of Ethics for Senior Financial Officers</a></p> <p><a href="#">Vendor Code of Conduct</a></p> <p><a href="#">Human Rights Policy</a></p>
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity <sup>4</sup>	Quantitative	AMN Healthcare does not report this because it is confidential information.
Climate			
TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	Environment – <a href="#">Environmental Data</a> , (pages 86-87)

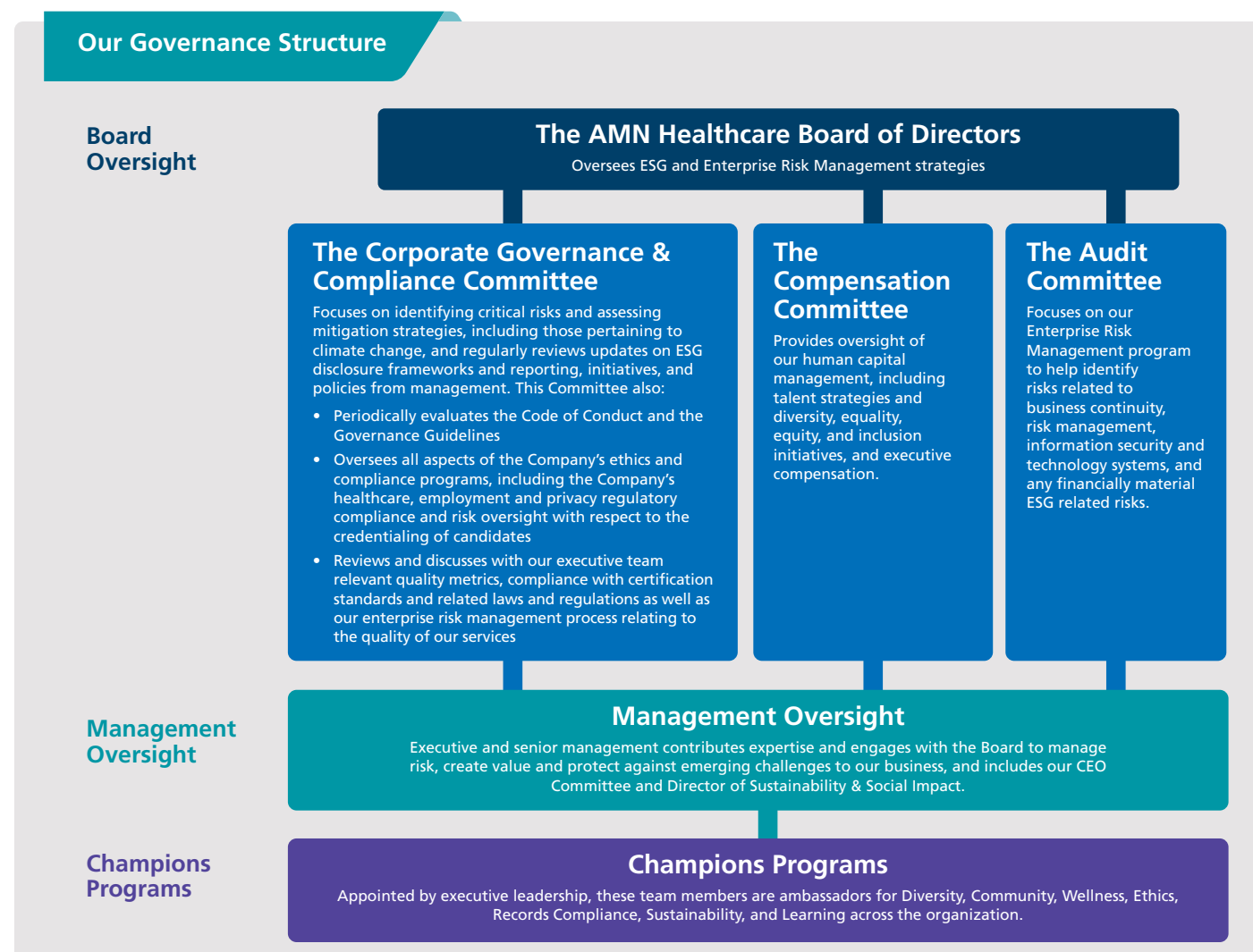
CODE	ACCOUNTING METRIC	CATEGORY	RESPONSE AND/OR LOCATION
TR-RO-110a.3	The entity shall disclose: a. Total fuel consumed b. Percentage natural gas c. Percentage renewable	Quantitative	AMN Healthcare’s fuel consumption during 2022 was as follows:  a. Total fuel consumed: 5,500.27 GJ (natural gas) b. Percentage natural gas: 100% c. Percentage renewable fuel: 0%
Activity Metric			
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	2022 Form 10-K: <a href="#">Item 1: Business – Human Capital Management</a> , (page 2) 2022 ESG Report: <a href="#">GRI Content Index</a> – GRI 2-7 and 2-8
SV-PS-000.B	Employee hours worked, percentage billable	Quantitative	We do not report on number of hours our employees work, or percentage billable.

# TCFD Report

This is AMN Healthcare’s third published TCFD report. Throughout each new iteration, we strive to further drive understanding of our climate related risks and opportunities, increase our transparency as well as widen the scope of issues covered. To prepare this report we leveraged significant internal support by involving multiple departments for interviews and information collection (among others Finance, Risk, Information Technology & Security, Facilities, Human Resources, and members of our CEO Committee), as well as external advisory services support by Agendi.

## Governance

Governance as well as management oversight of climate-related issues are cornerstones of AMN Healthcare’s approach to managing climate-related risks and opportunities.



## Board Level Management of Climate Related Issues

- The AMN Healthcare Board of Directors has **oversight** responsibility of our Environmental, Social, and Governance (ESG) strategy and approach to identifying, evaluating, and integrating climate-related risks and opportunities throughout the organization. The Board also helps to validate selected key risks for the enterprise and to establish formal appetites which are foundational to overall business strategy. The Board fulfills its ESG oversight responsibilities through interactive exchanges with management and outside third parties and review of preparatory materials to aid the discussion. Specifically, the Chief Legal Officer, who has primary accountability for ESG, regularly shares updates on progress made towards ESG-related objectives, including sustainability and climate-related goals. Climate-related considerations are scoped into the Enterprise Risk Management program and are also addressed in the Crisis Management Program both of which are formally presented to the full Board annually.
- The Corporate Governance and Compliance Committee oversees ESG strategies and practices, such as the Company's governance of reporting frameworks, as well as climate-related risks and opportunities. The Committee has primary oversight over climate related topics as part of its charter, though some issues may go to the full Board for discussion. The Committee reviews regular updates from management responsible for ESG activities and reports to the Board on progress to ensure alignment with the long-term business strategy. ESG is a standing item on the Committee agenda during those meetings that occur five times a year.
- The Audit Committee assists the Board in fulfilling its oversight over the Enterprise Risk Management (ERM) program and helps identify key risks that are relevant to business, which include but are not limited to, business continuity, risk management (including climate related risks), information security, technology systems, as well as big data and data analytics. It also assists the Board with its oversight of disclosure practices and systems of internal controls. In addition, the Audit Committee receives an annual report on the Company's ERM program from the VP of Risk Management. Climate-related risks that fall under its purview include financial risks relating to maintenance of network reliability during catastrophic and weather-related events and possible changes in carbon policy that could have a financial impact on the business.
- The Compensation Committee assists the Board in fulfilling its oversight responsibilities with respect to risks associated with compensation and human capital management practices to ensure they are aligned with ESG strategy and long-term shareholder value. This includes

executive compensation philosophy, benefits, incentive pay, talent strategies, and diversity, equity, equality, and inclusion initiatives — all of which are critical to ensuring a sustainable, values-based corporate culture.

- Each of the Board's subcommittees report progress to and seek input from the full Board.
- The Board as a whole and its subcommittees perform an oversight role while the executive management team is active in identifying critical risks and assessing risk levels and mitigation strategies, including those related to climate change.

## Executive and Senior Management Role

- The Chief Legal Officer, reporting directly to our Chief Executive Officer, leads a cross-functional team that focuses on corporate governance, risk management, shareholder governance engagement, and ESG objectives and reporting, including identifying and assessing climate-related risks and opportunities. AMN Healthcare's Director of Sustainability & Social Impact, VP of Government Relations, VP Risk & Real Estate, and Deputy General Counsel, all reporting to the Chief Legal Officer, respectively monitor current and potential policy issues (including carbon policy changes) that may impact the Company, and lead the company's preparedness to manage potential risks, including climate-related risks.
- AMN Healthcare's annual enterprise risk management process engages executive management and the Board in evaluating risks to the business, including climate related risks. Outputs from that process in turn inform the Company's strategic initiatives and annual objectives. The Chief Legal Officer updates the Company's executive leadership on progress made toward meeting certain ESG-related objectives, including sustainability and climate-related objectives.
- In 2021, AMN Healthcare created the new role of Director of Sustainability & Social Impact, reporting to the Chief Legal Officer, who develops our climate and social impact strategy, elevates sustainability and climate-related matters within the company, ensures coordination and alignment of ESG activities across the organization, and provides regular progress updates to the Corporate Governance and Compliance Committee of the Board.
- The VP of Risk Management oversees management of the key enterprise risks identified and provides a quarterly risk assessment scorecard to the Board.



## Strategy

AMN Healthcare considers both physical and transition-related climate risks and opportunities across multiple time horizons and aims to consistently integrate climate related topics in its strategy moving forward.

To best integrate both physical (acute and chronic) and transition climate-related risks and opportunities into business strategy and planning, AMN Healthcare considers the following time horizons.

Short-term	< 1 year	2023
Medium-term	2-4 years	2024-2027
Long-term	5+ years	2028+

Our current 3-year ESG roadmap for climate action includes conducting climate-related scenario exercises. In-depth scenario analyses were conducted in 2022 and early 2023, leveraging external advisory and internal talent, allowing us to identify key risks and opportunities for the business, along with their specific time horizons, which we will continue to assess and update in the future.

## Climate Related Risks

The following top physical and transition climate related risks have been identified during our assessment and will be monitored moving forward.

- Reputational risk (medium, and long term): The AMN Healthcare ‘brand’ is essential to the maintenance and growth of our business; negative perception could adversely impact financial performance.
  - Stakeholders’ expectations – Risk of not meeting increased expectations related to climate change response and preparedness from clients, healthcare professionals, team members, and shareholders.
  - Achievement of public commitments – Risk of setting and not meeting targets.
- Compliance, policy and legal (medium and long term): Emerging regulation could increase internal compliance costs (transparency, reporting and data requirements), insurance requirements, risks of non-compliance (fines, litigation, license to operate, etc.)
  - In particular, in the long term, carbon pricing (or carbon tax) risk would have a direct financial cost. Scopes 1 and 2 are not material enough to create a significant

risk. Having recently completed our Scope 3 inventory, we continue to evaluate the company’s climate risk from a value chain lens. We are currently tracking our Scope 1, 2, and 3 GHG emissions, and have set a goal to reduce our operational footprint to zero in market-based CO<sub>2</sub> emissions (Scopes 1 and 2) by 2024. We have committed to submitting Science Based Targets by the end of 2024, and as part of that process, we will identify reduction and abatement opportunities to mitigate this risk.

- Market risks (short, medium, and long term)
  - Customer behavior risk (medium-term) – There is a growing demand for healthcare providers to consider the relationship between social needs and environmental externalities and physical health. In recent years, there has been an increasing focus on whole-person health and addressing the behavioral, social, environmental, and economic vulnerabilities of the healthcare system.
  - GHG reduction strategies (short and medium-term) – Achieving reductions might in some instances be costly, without a guarantee of success, and with potential counterproductive effects on our business. Amongst others, reduction of travel to decrease emissions could have a negative impact on business. Inversely, not engaging in reduction could hinder our reduction goals
- Operational risks (short, medium, and long term)
  - Staffing shortages (short, medium, and long-term) – Risk of decreased quality of health as registered nurse and other clinical professional populations decreases. Increased pressure due to climate change related illnesses (endemics/pandemics) would increase demand and decrease supply of healthcare workers, putting pressure on business in immediate wake but also in the long term as likelihood of climate-change related illnesses is predicted to keep increasing<sup>1</sup>.
  - Team member retention (medium and long-term) – Team members increasingly care about ESG commitments from their employers; if AMN Healthcare does not meet their expectations on ESG commitments and performance it could affect team member

attraction and retention, and negatively impact revenue due to reduced efficiencies in workforce management and planning.

- Exporting labor – Our operations currently have a variety of outsourced labor in other countries (e.g., India, Philippines, Mexico). This offers a wider talent pool and 24/7 operations to serve our clients and healthcare professionals, but these partners may be more sensitive to the effects of climate change.
- Acute physical risks (medium and long term) – These are event-based climate hazards. They represent increased frequency of severe weather events that impact operations and / or supply chain.
  - It is important for us to understand the risks our leased facilities face. Physical risk analysis has therefore been undertaken for AMN Healthcare’s six most material leased facilities. The analysis modeled exposure to wildfire, water stress, inland flooding, heatwave, sea level rise, drought, and cyclones.
  - The results per scenario uncovered that all sites were at least moderately exposed to two or more hazards. Most notably, they showed similar maximum level of risk even in more conservative SSP2 scenario<sup>2</sup>. In both climate scenarios – the “middle of the road” scenario, considered to be more probable yet less extreme, and the “worst-case fossil-fueled development” scenario which examines the upper bounds of physical exposure – the maximum (high) risk identified per site is Water Stress for San Diego, Cyclone for Clearwater and Savannah, and Inland Flooding for Omaha.
- Chronic Physical risks – These are also long-term climate hazards. They represent prolonged situations instead of stand-alone events (acute). Examples are increased temperatures and changes in precipitation leading to increased drought risk and sea level rise. Currently, only one facility is exposed to a moderate drought risk in Omaha. Given that we lease our facilities, this is not material, however we will continue to actively evaluate this potential risk.

## Climate Related Opportunities

- Reputational opportunity (short and medium term)
  - Attraction of talent and investment – Our ESG values attract new talent and investors who prioritize a purpose-driven organization. We aim to leverage ESG as a differentiator from peers in talent acquisition and retention. Institutional investors look towards ESG leaders favorably. Many are looking to reduce their own Scope 3 emissions related to investments, so we believe it is beneficial to be transparent and show progress.

- Technology opportunity (short and medium term)
  - A shift towards cloud computing, the digitization of business processes and hybrid work arrangements, presents opportunities for our technology SaaS solutions, more efficient internal business operations and engagement with our clients and healthcare professionals.
- Market opportunity (short and medium term)
  - As a 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 expanding telehealth capabilities.
- Value chain opportunity (medium and long term)
  - Healthcare organizations (our clients) are increasingly prioritizing partnering with organizations who share their commitment to sustainability and who can help them lower their Scope 3 climate impacts.
  - Asking vendor partners to provide information about their sustainability goals and climate related policies elevates awareness and compels vendors to develop sustainability programs. Further, directing spend toward vendors who are committed to sustainability financially motivates vendors to develop such programs in order to keep or gain business over time.
- Climate change & healthcare opportunity – Recognizing that the climate crisis 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 in times of crisis and need to help communities.

## Impact of Climate Related Risks and Opportunities on Amn Healthcare, Our Strategy, and Financial Planning

- AMN Healthcare conducted a materiality assessment with external providers in 2022, allowing us to spotlight issues that matter most to stakeholders. Key KPIs for the most material issues, including environmental considerations, were collected to ensure ESG strategic alignment with our stakeholders. The recently completed exercise also included an assessment of AMN Healthcare’s impact on society, the environment and the world, and will be further refined to enable us to assess our strategy and goals against this external impact.

We are currently tracking our Scope 1, 2, and 3 GHG emissions, and have set a goal to reduce our operational footprint to zero in market-based CO<sub>2</sub> emissions (Scopes 1 and 2) by 2024.

<sup>1</sup> Over half of known human pathogenic diseases can be aggravated by climate change | Nature Climate Change, August 2022 & Climate change is increasing the risk of infectious diseases worldwide » Yale Climate Connections, February 2023

<sup>2</sup> SSP2-4.5: A “middle of the road” scenario to assess physical exposure in what is considered a more probable, less extreme pathway. SSP5-8.5: A worst case “fossil-fuelled development” scenario, examining the upper bounds of physical exposure

- Currently, climate-related risks do not directly impact AMN Healthcare’s financial planning in any significant manner, yet there are internal discussions of potential impacts on operating costs. 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 their potential impact into our financial planning as we recognize medium to long term impact could reach a minimum financial materiality threshold.
- AMN Healthcare has begun analyzing various emissions reductions scenarios and targets, and we are in process of committing to the Science Based Target Initiative, and to submitting proposed GHG targets by the end of 2024. We are planning for a low-carbon future and are dedicated to reducing our environmental footprint and reaching climate-related goals. Climate change is increasing the severity and frequency of natural disasters, and a warming planet along with other environmental crises is driving an increase in disease prevalence and risk. According to recently published research, “climate change has already worsened over 200 infectious diseases”<sup>3</sup>, and, the “full extent of human vulnerability to pathogenic diseases affected by climate change is not yet fully quantified”<sup>3</sup>. Additionally, regional extreme weather events in recent years have also impacted our clients, healthcare professionals and team members. The results of our physical scenario analysis increase our understanding of acute and chronic climate-related risks arising in the short, medium, and long term, informing business continuity planning, mitigation actions, and highlighting opportunities.
- AMN Healthcare performed a scenario analysis on six of its most critical sites to analyze and understand our exposure to extreme weather hazards (for more details refer to the Risk section of this report). The physical scenario analysis provides valuable insights to AMN Healthcare on the potential location and timeline of exposure to these physical risks and lays the groundwork for refining relevant risk management plans and procedures to enhance resilience. Potential transition risks have also been evaluated through research, as well as a peer and client benchmark, both at a general industry level and within AMN Healthcare’s value chain. The risks associated with carbon pricing regulations were also calculated by applying projected prices on carbon to several emissions’ pathways, representing unmitigated emissions, the achievement of emissions reduction initiatives, or increased emissions due to activity growth. The knowledge gained from the transition risk analysis shapes AMN Healthcare’s climate ambitions and climate mitigation plans, both now and in the future.

## Risk Management

**AMN Healthcare has a companywide ERM process for identifying, assessing, and managing top risks that could pose a material threat to established risk tolerance and shareholder value. Climate change is itself a risk and can also act as a force multiplier and a systemic risk amongst the traditional risks considered in our ERM process.**

A formal risk assessment process takes place on an annual basis – it is not specific to climate-related risks, but there is internal discussion of how best to address these risks, whether by embedding climate-related risks or considering them as standalone. When it comes to climate risks, at this juncture, AMN Healthcare is primarily focused on understanding our baseline (i.e. sources of risks and potential magnitude) to understand possible consequences for the company and our current capability to mitigate those.

The purpose of the ERM program is to guide enterprise decision-making based on established risk tolerances that best support the Company in achieving long-term business and ESG strategies. The organization has established and integrated into the ERM program, the assessment and management of climate-related risks and opportunities.

- ERM is structured around a robust annual risk assessment, embedding climate related risks within other identified risks.
- The ERM process guides decision-making as it is based on established risk tolerances that best support the company in achieving long-term business and ESG strategies. This includes conducting an annual risk inventory and survey with key stakeholders to flag categories of risk that can potentially impact the achievement of financial and strategic objectives. The impact and vulnerabilities associated with each risk factor are considered, and the outcomes of these risks are connected to financial performance and strategic planning, involving risk scorecards.
- AMN Healthcare relies on numerous levels of review to identify and assess climate-related risks, which include, but are not limited to, business continuity and disaster recovery planning, site emergency action planning, crisis management planning, and resilience.

- The top four to six risks are identified by stack-ranking vulnerability and each of these risks is assigned to a Risk Owner who identifies key KPIs. The Risk Owner, with the VP of Risk, produces a quarterly update with scorecards (including definition, risk appetite, hard points, mitigation activities, impact, vulnerability, and velocity of risk evolution).

In parallel, the process for identifying climate-related issues specifically is centered around our yearly TCFD reporting, engaging departments across the enterprise to collect qualitative insights on potential climate related risks and opportunities. This process feeds into AMN Healthcare’s structural ERM process, sharing both qualitative and quantitative risks exposure, 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. In the event that any climate related risks are identified as a key risk (top four to six), it would be assigned a Risk Owner and integrated into our annual ERM processes as detailed above.

For all of the potential risks identified above, AMN Healthcare looks for opportunities to mitigate and reduce exposure. For example, per the potential exposure to physical risks identified by the scenario analysis mentioned above, AMN Healthcare will continue to integrate prevention measures into facilities processes.

AMN Healthcare is continuously improving its access to and management of climate metrics, including completing a comprehensive Greenhouse Gas (GHG) inventory of Scope 1, 2, and, now, Scope 3 emissions.

## Metrics and Targets

- In 2021, we disclosed our 2019 Scope 1 and 2 emissions, as well as historic Scope 2 emissions for the two largest offices in San Diego and Dallas from 2017-2020.
- As a part of the recent scenario and risk analysis, Scope 1, 2, and 3 emissions between 2020 and 2022 have been tracked as part of a GHG Inventory conducted by our external partner, Agendi. The methodology used for calculating the emissions is in line with the guidelines provided by the standards and guidance of the Greenhouse Gas Protocol. The results will help identify potential emissions reduction initiatives across Scope 1, 2, and 3 emissions, establish a baseline to set science based targets, and show the evolution of emissions over the last years. We intend to keep building on our ongoing effort to improve the quality and exhaustiveness of our emissions calculations. Scope 3 numbers below include the following material Scope 3 emissions categories:
  - Category 1 – Purchased Goods & Services
  - Category 2 – Capital Goods
  - Category 3 – Fuel and Energy Related Activities
  - Category 4 – Upstream Transportation & Distribution
  - Category 5 – Waste
  - Category 6 – Business Travel (inclusive of corporate team members and healthcare professionals)
  - Category 7 – Employee Commuting (inclusive of team member commuting and emissions associated with working from home)
- AMN Healthcare includes progress against a variety of ESG goals and targets as a part of Executive compensation practices and philosophy, see more in our [2023 Proxy Report](#) and in the [Governance](#) section of our 2022 ESG Report.
- Other climate related metrics currently being tracked and disclosed are Water and Waste footprints. Climate-related risks and opportunities are not currently at the forefront of AMN Healthcare’s business decisions, given our low Scope 1 and 2 emissions, the importance placed upon it by our stakeholders and the climate impact of our business. However, there is active effort towards tracking and reporting metrics to further reduce on our climate footprint. We are formulating our plans to reduce our footprint and enhance our efforts to contribute to a positive environmental impact.

<sup>3</sup> Climate change is increasing the risk of infectious diseases worldwide » Yale Climate Connections

<sup>4</sup> Over half of known human pathogenic diseases can be aggravated by climate change | Nature Climate Change



Metric	2019 MT CO <sub>2</sub> e	2020 MT CO <sub>2</sub> e	2021 MT CO <sub>2</sub> e	2022 MT CO <sub>2</sub> e	Metric Narrative – all percentage changes are expressed as CAGRs (average annual YOY increase or decrease)
<b>Scope 1</b>	911	655	511	400	Decrease of 24% between 2019 and 2022. Significant real estate reduction allowing to reduce GHGE footprint, on top of Covid closure and increase in data quality.
<b>Scope 2</b>	2,975 (location)	2,491 (location)	2,092 (location)	2,117 (location)	Decrease of both location (11%) and market (10%) between 2019 and 2022. Significant real estate reduction allowing to reduce GHGE footprint, on top of Covid closure and increase in data quality.
	3,253 (market)	2,478 (market)	2,082 (market)	2,334 (market)	
<b>Scope 3, Detailed by Category</b>		62,104	113,279	163,084	Increase of 62% between 2020 and 2022 due to increase in AMN revenue and related spending
<b>Cat 1 PG&amp;S</b>		35,010	79,221	126,048	Increase of 90% between 2020 and 2022 due to increase in AMN revenue and related spending with vendors.
<b>Cat 2 Capital Goods</b>		3,620	4,002	4,012	Increase of 5% between 2020 and 2022 due to increase in revenue and related spend on capital goods.
<b>Cat 3 Fuel- &amp; energy-related activities</b>		961	837	773	Decrease of 10% between 2020 and 2022 due to COVID closures, increased data quality, and overall decrease in leased facilities.
<b>Cat 4 Upstream Transportation &amp; Dist.</b>		455	1,323	1,494	Increase of 81% between 2020 and 2022 due to increase revenue and related spend on transportation with third-party suppliers such as FedEx.
<b>Cat 5 Waste</b>		464	495	850	Increase of 35% between 2020 and 2022 due to decrease in actual data for 2022 (making estimations higher).
<b>Cat 6 Business Travel</b>		16,809	21,398	22,573	Increase of 16% between 2020 and 2022 due to business travel increasing in 2022 after the pandemic and ongoing high travel associated with healthcare professional placements
<b>Cat 7 Employee Commuting (inc. WFH)</b>		4,782	6,003	7,332	Increase of 24% between 2020 and 2022 due to employee commuting increasing in 2022 after pandemic and increases in healthcare professional commuting for local staffing. Increase between 2020 and 2021 also due to increased emissions associated with WFH.

- Climate related metrics such as Energy, GHG emissions, Water, and Waste have been collected. All metrics are also broken down and analyzed in absolute terms as well as in terms of intensity.
- AMN Healthcare committed in 2022 to reduce our operational footprint to zero in market-based CO<sub>2</sub> emissions (Scopes 1 and 2) by the end of 2024. 2022 numbers show significant progress with a reduction of 34% in total Scope 1&2 (market based) vs. our 2019 baseline year
- AMN Healthcare is building a GHG emissions and energy reduction roadmap based on GHG inventory results published this year.
- Following up on our measurement of our water and waste footprints, we will be setting water and waste goals for our direct operations by the end of 2024.
- AMN Healthcare with the support of Agendi is in the process of committing to SBTi in 2023, refining our progress tracking process, and to submitting proposed GHG targets by the end of 2024.
- The 2019, 2020, 2021 and 2022 GHG inventories will allow for baselining and emissions tracking to paint a clear picture of AMN Healthcare's environmental impact trajectory thus far, and our potential moving forward.

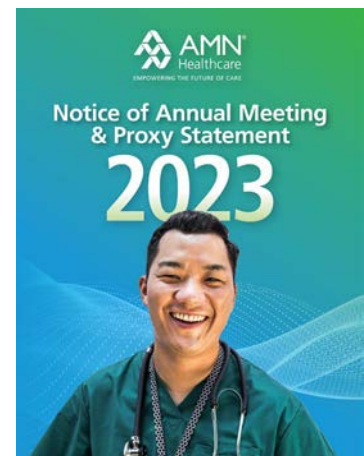
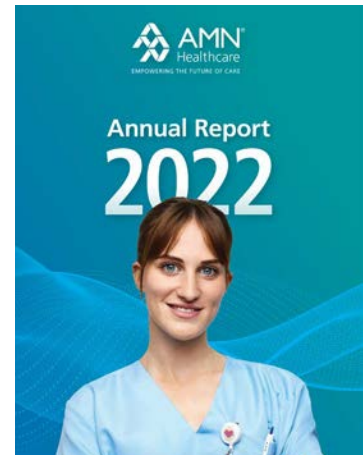
For more on our sustainability approach and strategy, please see the [Environment](#) section of our 2022 ESG Report, and for more data, please see the [Environmental Data](#) section of our 2022 ESG Report.

## ABOUT AMN HEALTHCARE

AMN Healthcare is the leader and innovator in total talent solutions for healthcare organizations across the nation. The Company provides access to the most comprehensive network of quality healthcare professionals through its innovative recruitment strategies and breadth of career opportunities. With insights and expertise, AMN Healthcare helps providers optimize their workforce to successfully reduce complexity, increase efficiency and improve patient outcomes. AMN total talent solutions include managed services programs, clinical and interim healthcare leaders, temporary staffing, executive search solutions, vendor management systems, recruitment process outsourcing, predictive modeling, language interpretation services, revenue cycle solutions, credentialing and other services. Clients include acute-care hospitals, community health centers and clinics, physician practice groups, retail and urgent care centers, home health facilities, schools and many other healthcare settings. AMN Healthcare is committed to fostering and maintaining a diverse team that reflects the communities we serve. Our commitment to the inclusion of many different backgrounds, experiences and perspectives enables our innovation and leadership in the healthcare services industry. For more information about AMN Healthcare, visit [www.amnhealthcare.com](http://www.amnhealthcare.com).

## FORWARD-LOOKING STATEMENTS

This Environmental, Social & Governance 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, the healthcare landscape, our growth opportunities and the ability to scale and grow our operations and develop new solutions, our ESG programs, priorities, strategies, goals, policies, commitments and targets, the ability for ESG performance to drive value, engagement, productivity, retention, or impact our risk profile, future strategies, objectives, investments and disclosures, ESG goals in our executive compensation, climate risks and impacts for us and healthcare systems, our ability to attract and retain quality healthcare professionals and corporate team members, the duration and severity of workforce shortages and the labor market generally, 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,” “endeavours,” “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 Environmental, Social and Governance Report are set forth in the Company’s Annual Report on Form 10-K for the year ended December 31, 2022 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 Environmental, Social & Governance Report are likely to cause these statements to become outdated with the passage of time.



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# In Appreciation

People are at the heart of our business. Our team members and healthcare professionals help healthcare organizations provide a quality patient care experience that is more human, effective, and achievable. We are grateful for our team's compassion, talent, professionalism, and resilience. They live our core values every day, making it possible for AMN Healthcare to deliver healthcare solutions, Empowering the Future of Care.



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