



— 2024 —  
Impact Report

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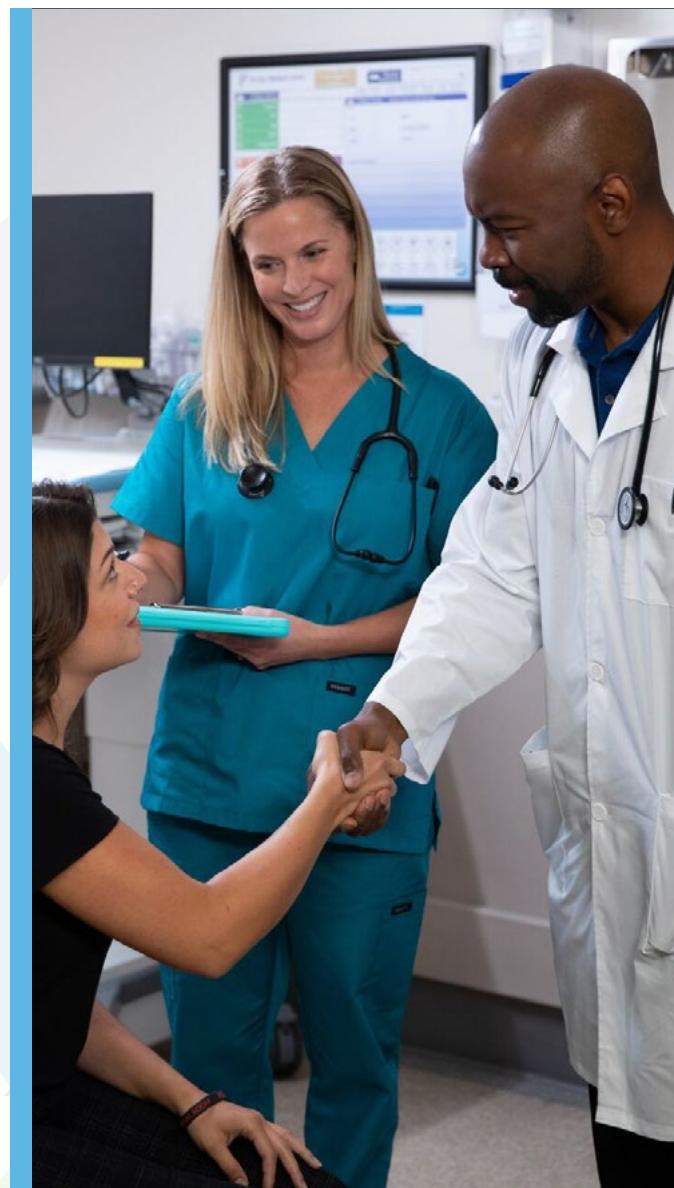
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# A Letter from Our President and Chief Executive Officer



## Dear Fellow Stakeholders,

AMN Healthcare is focused on driving positive change in healthcare through quality service, workforce solutions, and community support. We address clients' complex workforce challenges, expand access to care, help employees reach their professional goals, and uplift communities through philanthropy.

As the leading provider of total talent solutions in U.S. healthcare, we enhance workforce resilience, drive care innovation, and reduce disparities in health outcomes. Our mission-driven approach aligns with client goals and integrates responsible governance and impact into our strategic decision-making, risk management, and operations.

We are committed to creating a healthier world through collaboration with clients, suppliers, employees, healthcare professionals, and other stakeholders. Our leadership position and performance allows us to deliver measurable value for our business, people, and communities—driving engagement, retention, productivity, innovation, and resilience.

Since 2022, we've refined our goals, commitments, and metrics to better align with our strategy and measure impact. Our Board of Directors oversees governance, impact, and sustainability and actively engages in setting strategic direction—ensuring continued progress as we enter the next phase of growth and organizational development.

We foster an inclusive workforce that values diverse experiences and perspectives, embracing people from the broad spectrum of cultural, social, and professional backgrounds. By building a pipeline for healthcare professionals that reflects the communities they serve, we

contribute to developing teams and leaders who have unique abilities to improve patient outcomes. Our initiatives in Guatemala and across the U.S. address healthcare accessibility and social health drivers, while partnerships with small businesses promote local economic growth and empowerment.

We remain committed to reducing greenhouse gas emissions across our operations and supply chain to meet 2030 targets and promote environmental stewardship. By integrating sustainability into our business and culture, we advance health and wellness, creating lasting value for clients, stakeholders, and communities.

Improving the well-being of individuals and communities is at the heart of AMN Healthcare's mission. As we move forward in our journey, our goal is to create lasting value for our clients, our company, our stakeholders, and the world.

With Gratitude,



**Cary Grace**  
President and Chief Executive Officer

# 2024 Highlights

## Corporate Governance



## ISS ESG

Prime ISS ESG Corporate Rating



Board education on responsible business and climate regulation developments

## Health

### 14.9M+

patients reached at 2,100+ healthcare systems across the country

### ~125,000

temporary assignments or permanent placements

### 18.9M+

hours of patient care

### 316M+

minutes of interpreters bridging language barriers

## People, Culture & Communities

### 481

team members promoted or internally transferred

### \$255,000+

to 146 team members for tuition reimbursement

### 79%

Engagement Survey participation rate



Prime Supplier of the Year from Western Regional Minority Supplier Development Council

## Environmental Stewardship

### 100%

renewable energy for our operations and offset of remaining Scopes 1 & 2 emissions with Gold Standard improved cooking stove carbon credits\*

### B

On CDP Climate Change Score

**Sustainability Blueprint**  
created to educate suppliers on climate resilience

\*We have procured EACs (Energy Attribute Certificates) to ensure that our 2024 purchased electricity is from renewable sources

# Awards & Accolades



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



NCQA Corporate Certification  
(2011–2024)



Bloomberg Gender-Equality Index  
(2018–2023)



Human Rights Campaign Foundation  
Corporate Equality Index  
(2018–2024)

## governance intelligence

Best ESG Report Mid-Cap  
Governance Intelligence Magazine  
(2024)



Premier's Supplier Horizon Award  
(2024)

# About This Report

We are proud to share our 2024 Impact Report highlighting our efforts over the last year to advance health and wellness for all. This report is published to inform and engage our stakeholders—defined as the Board, team members, healthcare professionals, clients, suppliers/vendors, government agencies, investors/shareholders, the media, and non-governmental organizations—about our purpose, strategies, actions, and impacts.

The information presented in this report covers activities and accomplishments from our fiscal year ending December 31, 2024, unless otherwise noted. Where applicable, descriptions of our practices, policies, and programs may reflect more current information. Please note that the topics addressed and terms used in this report may be different from those terms used in the context of filings with the U.S. Securities and Exchange Commission (SEC). Issues deemed relevant for the purpose of this report, or our stakeholder assessment may not be deemed material for SEC filings. While we believe that our disclosures and methodologies reflect our business strategy and are reasonable at the time made or used, as our business or applicable methodologies, standards, or regulations develop

and evolve, we may revise or cease reporting or using certain disclosures and methodologies if we determine that they are no longer advisable or appropriate or if we are otherwise required to do so. While corporate social responsibility remains a priority for our business, our assessments have led us to conclude that our environmental impacts and risks are not material to our business at present. We include these issues in this report in the interest of transparency and to respond to interest from our stakeholders, but we do not intend the characterizations in this as above, including that certain environmental issues are being considered in our business decisions, to indicate that the issue is material for the purposes of securities regulations.

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

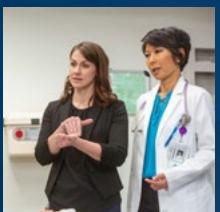


# About AMN Healthcare

AMN Healthcare Empowers the Future of Care for our clients, healthcare professionals, and communities.

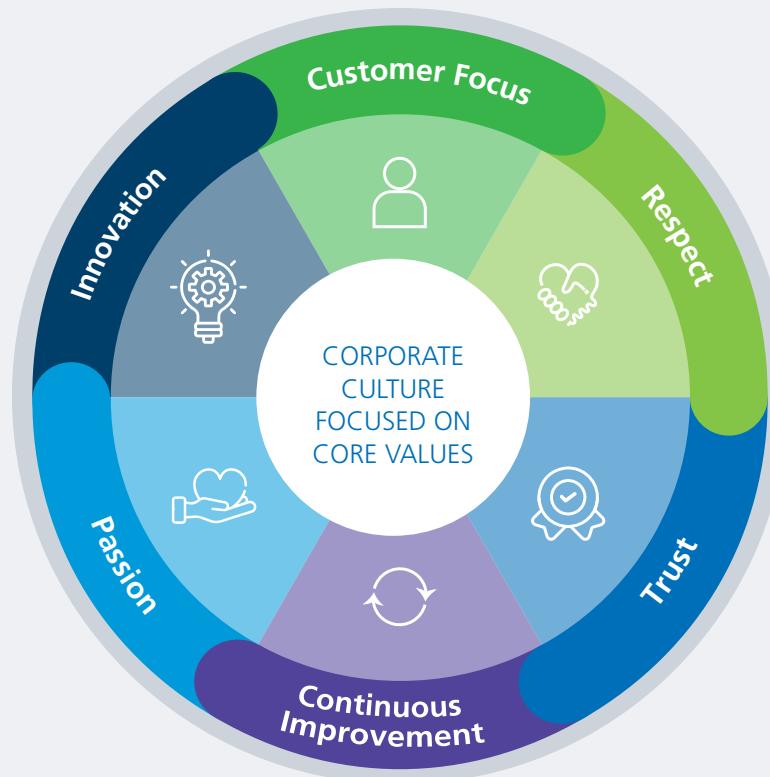
Our vision is to become healthcare's total talent workforce partner, providing the people and technology platform to support a quality and cost-effective workforce and create opportunities for clinicians throughout their careers.

We focus on being our clients' workforce partner in the mission of care. AMN Healthcare is transforming healthcare through strategic workforce solutions, comprehensive staffing, and innovative technologies, all uniquely tailored to solve clients' workforce challenges.



# Our Core Values

At AMN Healthcare, core values aren't just something we talk about—we live them, every day. The source of our strength as a company is rooted in our culture, and the foundation of our culture is undeniably found in our values.



## 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.

## Passion

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

## Continuous Improvement

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

## 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.





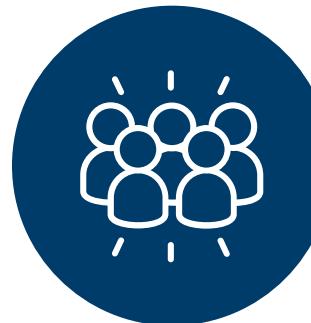
## A Tech-Centric Total Talent Solutions Company

**40**

years as a leader  
in healthcare total  
talent solutions

**\$4.0B**

spend under  
management through  
VMS and MSP solutions

**2,968**

team members

**86,000**

unique healthcare  
professionals

**87%**

of the top 100  
health systems in the  
United States

AMN Healthcare empowers the future of care through one of the nation's broadest network of highly-qualified healthcare professionals. As the leader and innovator in total talent solutions for the healthcare sector in the United States, we tailor our solutions to our clients' workforce challenges and goals, and provide staffing, talent optimization strategies, and technology solutions to support caregivers and patient care.

To learn more about AMN Healthcare, please visit [amnhealthcare.com](http://amnhealthcare.com)



# Total Talent Solutions

Our services and solutions are structured in three business areas:

## Technology & Workforce Solutions

### Talent Management

- Vendor Management Systems
- Recruitment Solutions
- Float Pool Management

### Scheduling & Staff Planning

- Analytics & Assessment

### Virtual Care

- Language Services



## Physician & Leadership Solutions

### Workforce Staffing

- Locum Tenens
- Interim Leadership

### Leadership Search

- Executive Search
- Clinical Leadership

### Physician Search

- Physicians and Advanced Practice Search

## Nurse & Allied Solutions

### Workforce Staffing

- Travel Nursing
- Local Staffing
- International Nursing
- Labor Disruption
- Allied Healthcare
- School Staffing
- Revenue Cycle Solutions

# Our Approach

We seek to drive and amplify positive impacts throughout our business, industry, and the communities we serve. Our approach to making an impact is deeply integrated into our mission to Empower the Future of Care.

In this Section...

[11 Impact Strategy](#)



# Impact Strategy

Our Impact strategy is designed to create value and drive positive outcomes for our business, our clients, our stakeholders, and the communities we serve. Centered around our commitment to health and wellness for all, the strategy is structured around three pillars: Health, People/Culture/Communities, and Environmental Stewardship and supported by a strong foundation of Corporate Governance.



## Mission

Empowering the Future of Care.



## Aspiration

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



## Approach

- Align impact strategy to business strategy
- Support client goals and priorities
- Provide strong governance and transparent disclosures

## Health

Enhancing the delivery of care through our services and solutions.

## 2025 Priorities

- Support access to healthcare for communities through our business solutions
- Help clients optimize talent management to improve patient experience and outcomes

## People, Culture & Communities

Fostering a welcoming environment where everyone feels recognized and valued.

## 2025 Priorities

- Enhance supplier and value chain engagement and resiliency
- Support community engagement through philanthropy and volunteering and advance impact metrics in these areas

## Environmental Stewardship

Regulatory readiness and climate resilience.

## 2025 Priorities

- Source 100% renewable energy and offset remaining Scopes 1 & 2 emissions to progress on our 2030 Science-based targets\*
- Demonstrate progress toward our Scope 3 2030 Science-based targets
- Prepare for California regulatory assurance requirement

## Corporate Governance

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

\*For more detail see Environment Section

# Governance

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

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# Corporate Governance

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

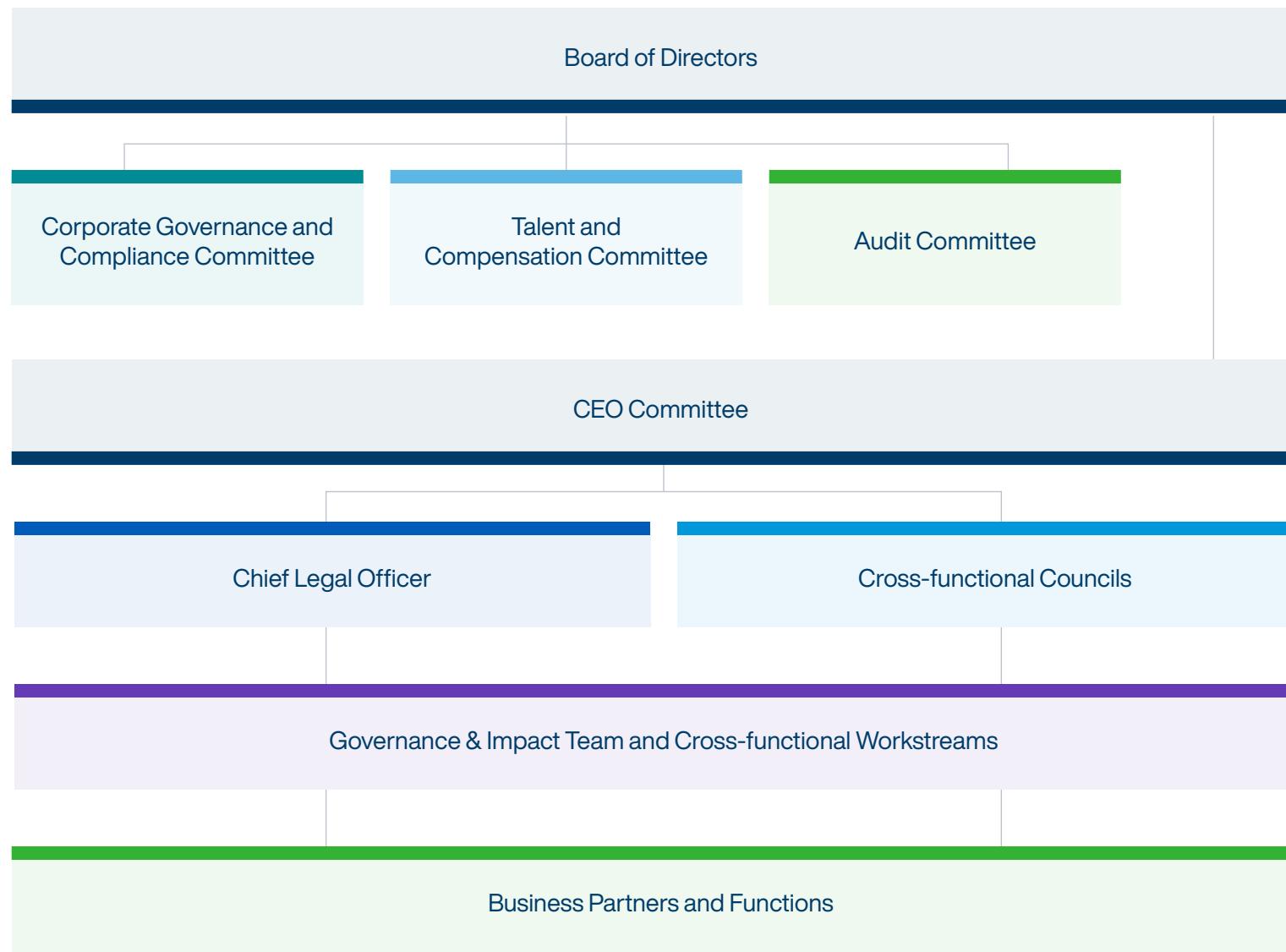
## Board of Directors

Our Board sets the standard for our commitment to values, ethics, and compliance. It is composed of experienced executives with a diverse skill set including expertise in healthcare, finance and audit, mergers and acquisitions, government and policy advocacy, human capital management, legal and risk management, digital technology, and C-Suite leadership.



## Principles of Responsible Business

- Corporate Governance
- Stakeholder Engagement
- Business Ethics & Compliance
- Workplace Health & Safety
- Data Governance & Technology
- Enterprise Risk Management
- Government Relations



### Board Composition

Board composition metrics can be found in the [KPI section](#) of this report.

The average tenure of independent directors at AMN Healthcare is six years. Since 2019, we have nominated six new Board members, including our president and CEO. We evaluate the composition of our Board on a regular basis to ensure it possesses a variety of backgrounds, skills, perspectives, and the level of engagement needed to serve the best interests of our shareholders. Our Board of Directors represents varying perspectives and background adding value to the strategic objectives of the Company and promoting effective oversight and accountability.

For more information on the background of each board member and our board committees, visit the [Proxy](#) or the [Board of Directors](#) section of our website.

### Board Oversight

Our Board oversees the strategic direction of the company, including, AMN Healthcare's sustainability and Impact strategy and the integration of related objectives into decision-making and operations. Climate-related considerations are scoped into the ERM process and addressed in our Crisis Management Plan, both of which are formally presented to the Board annually. In July 2024, all Board members received training from the Conference Board on their role in sustainability strategy and oversight, as well as the evolving regulatory landscape.

The Board's committees are tasked with specific oversight responsibilities relevant to their areas of focus and receive regular updates on progress against goals at their meetings. For more information about AMN Healthcare Committee Charters see [Audit Committee Charter](#), [Corporate Governance and Compliance Committee Charter](#) and [Talent and Compensation Committee Charter](#) found on our website.

## Board of Directors

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

## Corporate Governance and Compliance Committee

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

## Talent and Compensation Committee

Provides oversight of human capital management

- Quarterly review of workforce trends

## Audit Committee

- Oversees our ERM program and addresses key risks, risk capacity, and risk appetite levels that provide the foundation for overall business strategy and annual goals
- Assists in identifying and overseeing the management of financially material risks, including technology and climate-related risks
- Receives regular updates on our information security program

## CEO Committee

- Responsible for aligning impact priorities to business strategy
- Monitors performance against goals

## Chief Legal Officer

- Oversees our initiatives in corporate governance
- Leads a team of subject matter experts responsible for reporting
- Updates the Corporate Governance and Compliance Committee on our objectives and progress

## Cross-functional Councils

- Comprised of management and senior leaders from across the organization who advise on strategy and oversee execution of impact projects

## Governance & Impact Team and Cross-functional Workstreams

Through subject matter expertise, these groups support day-to-day impact priorities in partnership with business groups

## Business Partners and Functions

Implement impact priorities to achieve our objectives

## Executive Compensation

At AMN Healthcare, 30% of the target annual cash incentive bonus awarded to the company's senior management is based on achieving the strategic goals that will fuel our long-term success and create long-term value. This portion is the Leadership Component of the bonus plan and in 2024 included achievements in maintaining a strong culture and employee engagement with voluntary turnover under 16%. To learn more about our executive compensation practices, visit our [Proxy Statement](#).



# Stakeholder Engagement

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

AMN Healthcare engages stakeholders through channels relevant to each audience.

## Stakeholder Groups

Team Members	Healthcare Professionals	Clients	Government	Suppliers/Vendors	Shareholders/Investors	Media/NGOs
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## Engagement Methods

<ul style="list-style-type: none"> <li>Engagement surveys</li> <li>Interactive Company Intranet</li> <li>Newsletters</li> <li>Company-wide town halls and presentations (colleagues and leaders)</li> <li>Department town halls</li> <li>Team member roundtables with executives</li> <li>Add Social Media</li> <li>Add News and announcements</li> <li>Microsoft Teams channels</li> </ul>	<ul style="list-style-type: none"> <li>Focus groups</li> <li>Advisory committees</li> <li>Surveys</li> <li>RN.com</li> <li>Mobile apps, e.g., AMN Passport</li> <li>Learning Management System</li> <li>Social media</li> <li>Industry events/forums</li> <li>Podcasts</li> </ul>	<ul style="list-style-type: none"> <li>Focus groups</li> <li>Advisory committees</li> <li>Procurement standards</li> <li>Quarterly business reviews</li> <li>Client and industry summits</li> <li>Sustainability and social impact updates (as requested)</li> <li>Social media</li> <li>Podcasts</li> <li>White papers, research surveys and case studies</li> </ul>	<p>Public policy interaction with local, state, and federal government on healthcare and employment, regulatory, and legal matters, led by dedicated government affairs and regulatory services functions</p>	<ul style="list-style-type: none"> <li>Industry conferences</li> <li>In-person meetings</li> <li>Surveys</li> <li>Supplier summits</li> <li>Vendor Development Program</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly and annual earnings calls</li> <li>Investor presentations and conferences</li> <li>Annual shareholders meeting</li> <li>Formal shareholder engagement program and informal engagement throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly and annual earnings calls</li> <li>Investor presentations and conferences</li> <li>Annual shareholders meeting</li> <li>Formal shareholder engagement program and informal engagement throughout the year</li> </ul>
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# Business Ethics & Compliance

As a trusted partner in healthcare, our commitment to and actions around ethics and transparency are critical. At AMN Healthcare we understand that ethical conduct and unwavering integrity are the bedrock of trust and credibility among our clients, team members, healthcare professionals, and other stakeholders. We establish and communicate policies and procedures that clearly outline our ethical standards, as well as our expectations of our Board, teams, vendors, and partners.

## Governance

AMN Healthcare's Ethics and Compliance program is overseen by our Board of Directors and Chief Legal Officer. See the Board's Corporate Governance and Compliance Committee charter found on our website.

In 2024 our Ethics in Action program made key enhancements to strengthen our commitment to integrity and transparency. The program manages compliance training and the development and completion of department-level operational compliance audit plans. As part of this, our leadership appoints Ethics Champions and Records Champions to serve as ambassadors of ethics and compliance values and requirements. Ethics Champions and program leaders meet at least

quarterly and engage in monthly compliance and ethics office hours. Each quarter has a designated risk, ethics, and compliance focus such as: fraud prevention, audit plan fundamentals, policies, the Code of Conduct, and Speak Up. During their one-year appointment, Champions are provided with training, relevant resources, and clearly defined expectations of their role.

Program updates in 2024 include:

- Revamped training modules to include more interactive features to more effectively engage team members.
- Creation of "Quick Guides" in the critical areas of Conflicts of Interest and Privacy Compliance.
- Expansion of team to include a dedicated Ethics Program Manager focused on continuous improvement and dedicated oversight.

## Code of Conduct

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

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



## Speak Up Policy

AMN Healthcare has established a Policy on Reporting Misconduct that we refer to as "Speak Up." The program aims to facilitate the reporting of misconduct or violations of our Code of Conduct and promote open communication of concerns regarding potentially unethical or illegal activities. Our Speak Up policy specifies that we do not tolerate retaliation against anyone for making a good faith report and it outlines a course of action in the event of suspected retaliation. Please see our [Code of Conduct](#) for additional detail.

## Vendor & Supplier Code of Conduct

Our [Vendor and Supplier Code of Conduct](#) expresses the expectations we have of our vendors, including suppliers, contractors, partners, agents, or any company delivering products and services to or for AMN Healthcare. We choose our vendors carefully and seek to work with those who share our values and commitment to ethical business practices and legal compliance. We periodically audit vendors to confirm compliance with our Vendor and Supplier Code of Conduct, and as needed, prescribe corrective actions in cases of non-adherence to our expectations.

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

## Ways To Speak Up & Report Ethical Misconduct

### Ethical Question or Dilemma?



Your Manager



HR/Employee Relations



Legal Department



AMN Ethics in Action



### Suspected Violation of the Law or Code of Conduct



Chief Legal Officer  
(by letter, phone, or email)

[ChiefLegalOfficer@amnhealthcare.com](mailto:ChiefLegalOfficer@amnhealthcare.com)



Confidential Hotline

(866) 264-5474



Speak Up Email

[SpeakUp-DL@AMNHealthcare.com](mailto:SpeakUp-DL@AMNHealthcare.com)



AMN Confidential Reporting Form  
(Company Intranet)

## Third-Party Risk Management

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

### Policy Links

- [Code of Conduct and Speak Up Policy](#)
- [Vendor & Supplier Code of Conduct](#)
- [Human Rights Policy](#)
- [Privacy Policy](#)
- [Corporate Political Policy](#)

## Human Rights Policy

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

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

## Training, Awareness & Audits

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

### AMN Healthcare Mandatory Training Tracks

#### Healthcare Professionals

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

We also assign an interactive health and safety training program to all team members. We monitor and measure the overall effectiveness of our training through comprehension quizzes, tabletop exercises, and safety drills.

# 98%

of Corporate workforce participated in the Compliance and Ethics training program, an increase from 2023.

#### Corporate Workforce

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



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

# Workplace Health & Safety

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

Elements of our Health and Safety program and activities.

## Hazard Inspection, Identification, and Mitigation

AMN Healthcare complies with Federal OSHA and respective State Plans monitored by OSHA.

Our Health & Safety Supervisor coordinates onsite facility inspections to ensure worksites are free from recognizable hazards.

Worksite inspections are required when new conditions are introduced into the workplace, when new hazards are recognized, and whenever warranted.

An outside loss control consultant identifies and recommends actions to minimize occupational health exposures.

When hazards are identified, corrective actions are documented and assigned to an appropriate party with completion dates for remediation.

Team members are encouraged to report any health and safety hazards and remove themselves from work situations that could cause personal injury or illness. Concerns can be reported through various channels: contacting an AMN Healthcare leader; submitting a "Workplace Hazard Facilities" ticket; contacting the Risk Management department; contacting the Human Resource Service Center; and the Speak Up program.

## Workplace Health Services

First-aid kits and are equipped to treat minor injuries.

Procedures for addressing more significant injuries.

## HWELL Building Attributes

Biophilic design elements

Oxygenating plants to improve air quality

Communicating stairwell to encourage movement

Well-being rooms

Sit/stand workstations

Acoustic and other elements

## Team Member Involvement

Intranet resources on workplace health and safety, ergonomics, and emergency response.

Health & Safety Committee meets about health and safety topics, injury and illness trends, and evolving legislation.

Emergency Response Team certified in first aid, CPR, and AED and trained in fire evacuation, weather emergencies, medical emergency, and workplace violence.

## Team Member Training

Mandatory for all team members, and covers workplace hazard prevention and reporting, ergonomics, infectious disease control, and emergency and crisis response.

Tracked through the AMN Healthcare Learning Management System.

## Healthcare Professional Health and Safety

Our healthcare professionals complete assigned courses, including workplace safety courses. They are placed on an assignment upon completing all required courses and our policies provide procedures for them to follow in the event they contract a communicable disease.

# Data Governance & Technology

## Approach

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

## Governance

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

### Board of Directors

Oversight of information security, cybersecurity, and data privacy within AMN Healthcare's enterprise risks. For more information visit the [Proxy](#).

#### Frequency

- Chief Information and Digital Officer (CIDO) provides an information security program review at least once per year
- Periodic educational sessions for Board members to share current topics

### Audit Committee

Primary oversight responsibility for information security and cybersecurity, including internal controls designed to mitigate risks

#### Frequency

Regular reviews of significant cyber risks and/ or incidents/breaches

### Corporate Governance and Compliance Committee

Primary oversight responsibility for data privacy, including legal and regulatory compliance

#### Frequency

Updates from management throughout the year

### Information Security and Privacy Councils

Senior leaders from IT, Internal Audit, Risk Management and Legal (including our CIDO and CLO) are responsible for identifying and managing risks related to these topics and reporting to the respective committee and/or the full Board

#### Frequency

Meets approximately once a quarter to discuss concerns and indicators of compromise

### Technology Security Council

Senior leaders from IT, chaired by the CIDO, are responsible for execution of information security-related goals, risk management, compliance with applicable requirements, and managing interdependencies across Development, Infrastructure & Operations, Information Security, and IT Risk Management

#### Frequency

Meets approximately twice a month on information management of technology risks

## Policies & Adherence to Industry Standards

We use the NIST's Cybersecurity and Privacy Frameworks to improve our awareness, management, and reduction of our cybersecurity and privacy risk and to safeguard our networks and data. We also evaluate and update our internal policies and procedures to align to industry standards such as ISO 27001. AMN Healthcare has SSAE18 SOC 2 Type 2 certifications, the U.S. information security industry standard, for five of our consumer-facing talent solutions applications including:

- Language Services
- ShiftWise Flex
- Smart Square
- B4Health
- Passport

We also have an IT Risk Management Program with dedicated resources to handle technology risks and technology-related compliance requirements. Annually, our team creates, reviews, and updates information and technology policies that follow industry-standard frameworks. Policies cover controls, data inventory maintenance, third-party risk assessment, logging and monitoring all supported by risk-based approach for incidents. We also maintain insurance coverage to limit our exposure to certain events, including network security matters. Threats to cybersecurity are constantly evolving, and the company has faced cyber threats resulting in immaterial cyber incidents during the year.



## Business Continuity & Information Safety



### Crisis Management Team

Interdepartmental teams are empowered to make both strategic and tactical decisions in response to events that affect our employees, healthcare professionals and facilities. See sidebar on page 29 for our response to the CrowdStrike Outage.



### Cyber Governance

We operate a Managed Detection and Response (MDR) program to identify and assess risks and changes in the cyber environment. We have an agile incident response plan and take proactive measures such as system patches, updates, and firewalls.



### Business Continuity & Data Integrity

We test business continuity through tabletop exercises and have a technology-based platform that powers our business continuity plans and crisis communication channels, including a formalized crisis notification and Board engagement framework based on issue type and incident severity.



### Third-Party Risk Management

We evaluate third-party vendors and partners for risks to reduce exposure using a leading GRC (Governance, Risk, and Compliance) commercial technology platform.



### External Assessments

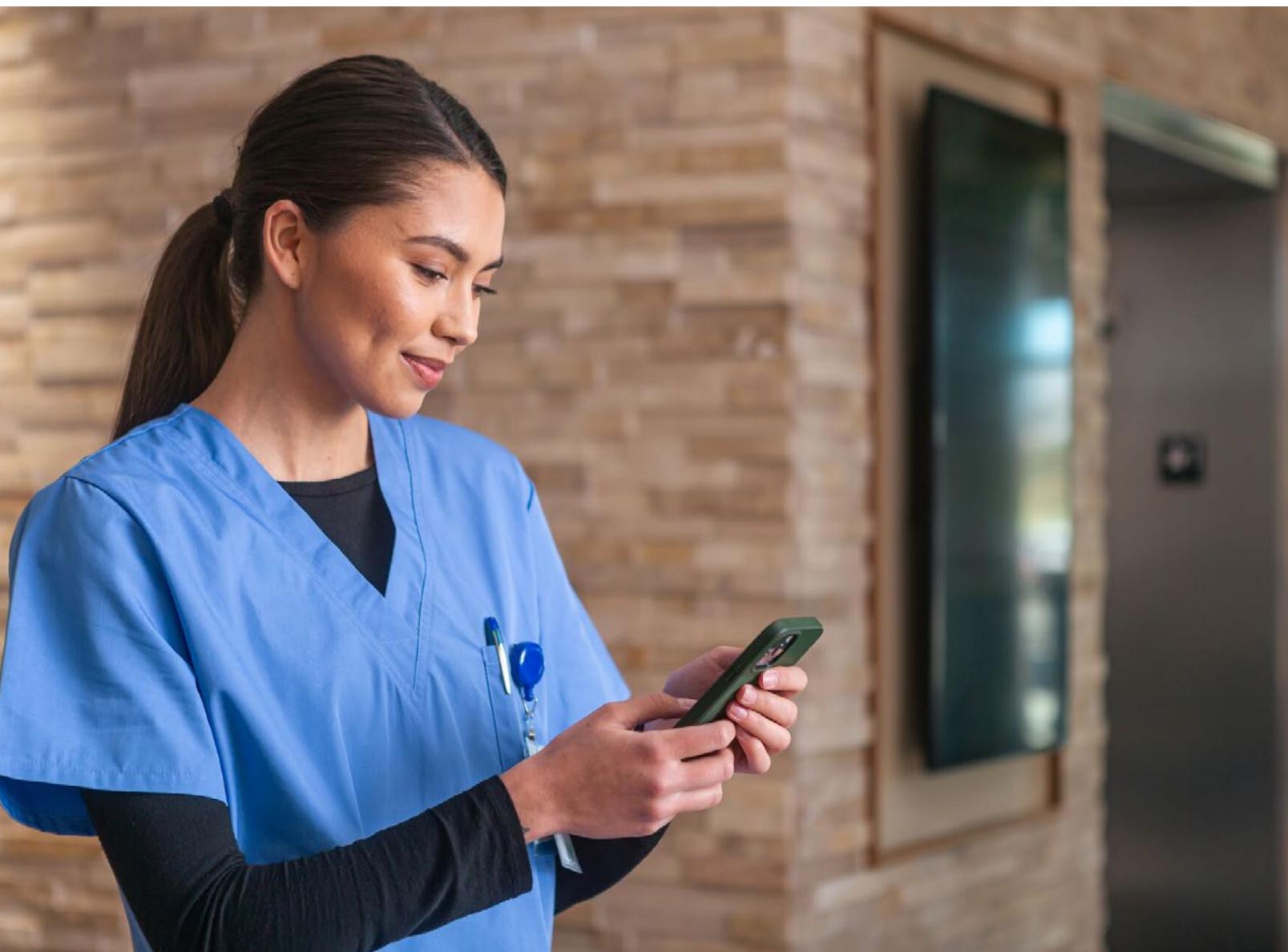
We use the NIST's Cybersecurity and Privacy Frameworks to measure our cyber and privacy risk maturity. We also conduct penetration tests and remediate any findings.



### Training & Awareness

All team members must complete a course on information security annually and test to identify attack vectors. We also train in phishing, smishing, spoofing, and other social engineering and participate in National Cybersecurity Awareness Month.

Our [Privacy Policy](#) defines what information we collect, how we use it, how long it is kept, how it is disclosed, how we protect and store information, and individual privacy rights. We continually update our external and internal policies to adhere to laws and evolving best practices.



## Ethical Use of Artificial Intelligence

At AMN Healthcare we have established an Enterprise Artificial Intelligence (AI) Use Committee that acts as an oversight body to assess the risks and opportunities for the use of AI. We support the safe, ethical, and compliant use of AI across the organization. AI is defined as a machine-based system that can, for a given set of human-defined objectives, make predictions, recommendations, or decisions influencing real or virtual environments. We aim to encourage innovation and efficiency with AI while complying with regulations and protecting the company's data and reputation. In partnership with the IT, Risk, Internal Audit, HR and Legal departments, the Committee evaluates AI use cases and maintains documentation to support transparency and accountability.

## Business Continuity in Action: AMN Healthcare's Response to the CrowdStrike Outage

In July 2024, AMN responded "very effectively" to the incident caused by a faulty software release update that led to widespread problems with computers running Microsoft Windows. Our systems were up and running promptly, allowing us to avoid significant operational disruption.

Our IT team quickly responded and set up conference lines to ensure client and healthcare professional needs were also met on time and without disruption.

Our crisis management process was activated, allowing quick drafting and release of effective communications to guide team members.

We used the incident to lean into our core value of continuous improvement and further update and enhance our readiness, including updating data mapping and prioritization documentation across applicable plans.

# Enterprise Risk Management

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

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

## 2025 Key Selected Risk Areas

- Client Engagement
- Healthcare Professional & Supply Engagement
- Competitive Positioning
- Operational Execution

As part of the annual exercise, we evaluate sustainability risk, which encompasses insurable, regulatory, litigation, market, reputational, value chain, and operational risks. Our assessments have led us to conclude that our environmental impacts and risks are not material to our business currently, nor material for the purposes of securities regulations.





## Governance

The Board oversees our enterprise-wide risk management program and how the identified risks impact long-term strategies. At a minimum, the Board annually reviews the ERM program and Crisis Management Program. In addition, we have designed and maintain internal processes and an internal control environment that further facilitate the identification and management of risks. This includes response-readiness processes such as planning, disaster recovery, and business continuity.

## Government Relations

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

In 2024, our advocacy was exemplified by our team's engagement with various states' regulators to advise on the potential negative impacts of certain legislation. Our team collaborated with state regulators regarding the scope and impact of certain statutes, helping to ensure that the final laws and rulemaking reduced risk to healthcare delivery organizations without inadvertently increasing costs and unnecessary reporting or negatively impacting patient care.

In 2024, AMN Healthcare did not make any contributions to candidates, political parties, party officials, or to any Political Action Committees.

# Health

Our team members and healthcare professionals are the heart of our impact, helping our clients improve health outcomes for millions of patients every year.

## In this Section...

[27 Our Approach](#)

[28 Accessible & Quality Healthcare](#)



# Our Approach

AMN Healthcare consistently builds and innovates its workforce management services and solutions to help our clients achieve their mission of care. We provide healthcare organizations with the tools and means to improve access to healthcare and patient outcomes either through our stand-alone services or through the use of our comprehensive technology suite. We are a mission-driven company that tailors our solutions to the unique needs of our clients, partnering with them as those needs evolve over time.

We share a common purpose with our clients to advance health and wellness for all:

- Connect quality clinicians with patients
- Avoid disruptions in care
- Ease patient interactions
- Help clinicians navigate careers



# Accessible & Quality Healthcare

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

## School Solutions

AMN provides educational staffing services to K-12 schools to ensure students receive federally mandated necessary services. We offer both in person and teletherapy services, significantly in the areas of school psychology and speech-language pathology. Our virtual offering through our platform Televate allows healthcare professionals to provide critical services to underserved rural areas. AMN is especially proud of our mental health support program for schools.

## Technology Solutions

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



Solutions range from traditional staffing to holistic workforce management platform



Available for all healthcare settings



Talent network includes all roles



Easy to use for talent: reliable, fast, and transparent



Entire spectrum of workforce resources available



Seamless integration of technology, enabling flexible deployment across healthcare spectrum



## The impact of our solutions includes:

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



### WorkWise

Our most recent technology enhancement is our WorkWise platform, an omnichannel technology suite with AI-enablement, designed to streamline workforce processes, empowering our clients to source cost-effective talent through predictive scheduling and automated workforce management. Our digital products and solutions are integrated here under one umbrella and integrate with frequently used external technologies. It is designed to be flexible for the needs of our clients and their multiple labor types—traditional contingent, float pools, internal agency, event management, and per diem staffing. The suite of products includes:

**ShiftWise Flex Vendor Management System (VMS)** is exclusively designed for healthcare organizations to manage their unique total talent needs—clinical and nonclinical—across healthcare settings. It provides a modern experience that makes it easy to manage a flexible workforce. In 2024 we launched insight analytics within the platform to facilitate client decision-making.

**AMN Passport** mobile app and web platform, designed for healthcare professionals to find, book, and manage career opportunities. AMN Passport is the most downloaded app of its kind. AMN Passport surpassed 260,000 users and maintains its impressive 4.7 rating in the app store. AMN Passport has revolutionized the way healthcare professionals connect and thrive in their careers. The app provides a self-service platform that makes job searching and assignment management easy for clinicians. It enables direct access to a large healthcare talent network and a multitude of job opportunities, clinician-driven AI-powered job match technology, compliance ease, and self-service credentialing. In 2024 we added the “pre-check” feature which allows candidates to auto-submit to openings. We prioritize both a high-tech and high-touch experience for our healthcare professionals—automating mundane tasks and emphasizing meaningful relationships between healthcare professionals and our recruitment team.

**Our Smart Square® Healthcare Staff Scheduling Software** solution, combining workforce demand forecasting with robust and customizable scheduling capabilities and business intelligence tools, including predictive analytics. The open shift management system automatically recruits staff to fill schedule gaps and enables day-of-redeployment of staffing resources based on actual patient volumes.



## Language Services

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

### The Need

LEP patients are less likely to have insurance, see a doctor, and obtain high-quality care than their English-proficient counterparts.<sup>1</sup>

**40%**

LEP patients are 40% more likely to experience physical harm associated with an adverse event than English-speaking patients.<sup>2</sup>

**20%**

of LEP patients admit to not seeking healthcare services for fear of not understanding.<sup>3</sup>

### Our Work

**316M+**

minutes of interpretation

**16,000+**

medical facilities

**240+**

languages offered via audio & video

**2,100+**

written translations

### Outcomes

LEP patients with interpretation at admission and discharge have a

**39%**

lower likelihood of readmission within 30 days than LEP patients with no interpretation<sup>4</sup>

**1.5**

days shorter length of stay for LEP patients who receive medically qualified interpreting services<sup>4</sup>

We make a difference:

- Eliminating language barriers reduces patient harm, increases quality, and reduces liability risk.
- Lowering hospital readmission rates, reducing unnecessary diagnostic testing, and reducing length of stay improves patient experience and health outcomes, and reduces cost.
- Improved patient satisfaction, increased preventive screenings, better adherence to follow-up care, and fewer missed appointments are advantages of our solutions.
- Our Language Services solutions comply with complex healthcare standards required by the Joint Commission, Centers for Medicare & Medicaid Services, DNV Healthcare Standards for Hospital Accreditation, Office of Civil Rights, The Americans with Disabilities Act, and the Affordable Care Act.

<sup>1</sup>Borders T, Brannon-Goedeke A, Arif A, Xu K. Parents' reports of children's medical care access: are there Mexican-American versus non-Hispanic white disparities? *Med Care*. 2004;42:884-92. doi: 10.1097/01.mlr.0000135818.47100.8c

<sup>2</sup>Chandrika Divi et al, Language Proficiency and Adverse Events in U.S. Hospitals: A Pilot Study, 19 *Int'l J. Qual. Health Care* 60 (2007)

<sup>3</sup>Wilson E, Chen AH, Grumbach K, Wang F, Fernandez A. Effects of limited English proficiency and physician language on health care comprehension. *J Gen Intern Med* 2005. Sep;20(9):800-806. 10.1111/j.1525-1497.2005.0174.x

<sup>4</sup>Promoting Health Equity Through Language Access



#### Providing Language Services at the Seattle/King County Clinic

For four days in February 2024, AMN Healthcare facilitated 17,000+ minutes of virtual and in person medical interpretation in 41 languages and 188 hours of administrative support for at the Seattle/King County Clinic. The annual clinic in Seattle, Washington, has provided uninsured and underinsured patients with free health care, vision, dental and follow-up care since 2014. The Clinic's aim is to address growing health disparities and improve health outcomes for all.

#### Increasing Access to Healthcare for LEP Hispanic and Latinx Patients

In 2024 AMN Healthcare interpreters broke down language barriers by providing more than 216 million minutes of interpretation to millions of Spanish-speaking LEP patients and their families.

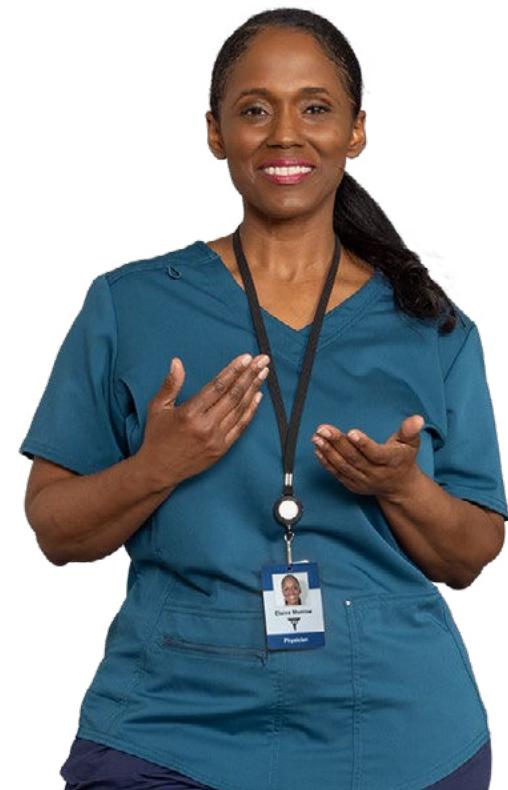
**Shriners Children's System Partnership:** Shriners provides life-saving surgeries to children globally and leverages our strategic Language Services technology and qualified medical interpreters to enhance the delivery of care for Shriners' patients, including supporting children from countries experiencing conflict.

#### Driving Access for Deaf and Hard-of-Hearing Patients

In 2024 our interpreters provided more than 6 million minutes of ASL interpretation, driving greater access and health for hundreds of thousands of deaf and hard-of-hearing patients and their families.

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

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



## Healthcare Professional Education

AMN Healthcare is a provider of American Nurses Credentialing Center (ANCC) continuing education. We invest in RN.com, an AMN Healthcare website that advances the quality of healthcare training. RN.com delivers online clinical education to nursing professionals and provides free resources such as webinars, reports, and a nursing radio show. The site features more than 150 courses and has more than 11,000 paid members and over 165,000 subscribers. Hundreds of healthcare facilities across the U.S. have made use of RN.com to improve job performance, delivery of care, and patient outcomes.

## Thought Leadership

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

### White Papers

[2024 Review of Physician and Advanced Practitioner Recruiting Incentives](#). In its 31st year, data tracked from AMN Healthcare recruiting engagements paint a vivid picture of the current talent acquisition landscape for healthcare employers.

[International Medical Graduates: Qualifications to Practice in the U.S. and Hiring Considerations](#).

International medical graduates (IMGs) bring not only their skills and expertise but also global perspectives and cultural insights. Including IMGs in staffing plans can enhance healthcare delivery and practical hiring considerations.

[Artificial Intelligence: A Key Tool for Increasing Staff Efficiency and Reducing Costs](#). This comprehensive whitepaper offers actionable insights about the ways AI can help organizations streamline operations and boost efficiency.

### Webinars & Podcasts

[Ensuring Support when Travel Nursing](#). Host Ann King shares her experiences as a travel nurse, involvement with AMN Healthcare and highlights the importance of having a reliable recruiter to find solutions to the challenges faced in navigating contracts and pay issues.

[Dynamic Workforce Strategies for a Stronger Healthcare Organization](#).

UAB Hospital, a major center for clinical research, partners again with AMN Healthcare to utilize analytics and forecasting methods to optimize data-driven staffing decisions and achieve improved fill rates, reduced turnover, and increased patient quality and safety.

[The Importance of Language Access in Healthcare](#). AMN interviews a visionary leader in the healthcare industry, known nationally for her pioneering work in medical interpreting, language access, and health disparities. Learn about the importance of language access in healthcare and the impact of Section 1557 on language access and disability.

### Blogposts & Surveys

[The Evolution of Physical Therapy: Past, Present and Future](#). From advancing techniques and technologies to expanding roles and responsibilities, to telehealth and digital innovation, this blogpost explores the key benefits of physical therapy's evolution.

Traditional methods of workforce management often fall short, leading to staffing shortages, compliance issues, and increased operational costs. Our cutting-edge Vendor Management System platform, [ShiftWise Flex™ is revolutionizing workforce management](#).

A [Nurse Pulse Survey](#) conducted in 2024 painted a detailed picture of the profession. Key findings covered workplace priorities, career satisfaction and mobility, and the workplace conditions.

# People, Culture & Communities

Our team members and healthcare professionals are the heart of our impact, helping our clients drive health and wellness for millions of patients every year.

- At AMN, we embrace the ways we are similar and different; respecting all voices and ensuring everyone can contribute to our collective success.
- We acknowledge our shared responsibility to foster a welcoming environment where everyone feels recognized and valued.
- We cast a wide net to recruit and retain competitive talent and build healthcare workforces supportive of the communities we serve.
- We believe in the power of compassion and collaboration to build healthy communities where access to quality care is available to all.

## In this Section...

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- [42 Communities](#)



# People

## Team Members

### Talent Acquisition and Retention

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

We recruit and cultivate a workforce with varying perspectives, backgrounds, skill sets, and experiences, which drives innovation and supports our success while aligning with our values. The result is an inclusive work environment that enables our healthcare professionals to contribute to positive cultures at their workplaces and ultimately supports the clients and communities we serve. Together, we aim to impact healthcare outcomes through access to quality care.

We continue to include compensation ranges in all job postings nationally and locally, which is a key ingredient to advancing transparency and fairness in compensation practices.

See Key Performance Indicators—[People and Culture Metrics](#) for more information.



### Community Partnerships

We strive to cast a wide net in our outreach and marketing for open positions, through relationships with Historically Black Colleges and Universities and Hispanic-Serving Institutions, and by utilizing tools like Handshake (an online platform to reach early talent from a wide variety of backgrounds). In 2024, AMN won Handshake's Early Talent Award.

### Sourcing Events

Our team members attend job fairs and network events such as our annual involvement with the Disabled American Veterans and RecruitMilitary job fair held at the iconic AT&T Stadium in Arlington, Texas. Both organizations provide a platform to connect veterans, transitioning military, and military spouses with employers free of charge. Our talent acquisition team along with members from our employee resource groups showcases the various career paths we offer, along with the positive impact that AMN Healthcare has on the communities we serve.

## Professional Development Training Programs

Audience	Learning & Development Tools & Resources
Leaders	<ul style="list-style-type: none"> <li>▪ LEAD From Me to We</li> <li>▪ Individual Development Plan</li> <li>▪ Better Together Team Building Boxes</li> <li>▪ Performance Success Plan Training</li> <li>▪ Leader Onboarding Guide for New Team Members</li> <li>▪ Mentorship Program</li> <li>▪ Learning Lounge</li> </ul>
Team Members	<ul style="list-style-type: none"> <li>▪ Emerging Leader Program</li> <li>▪ Individual Development Plan</li> <li>▪ LinkedIn Learning</li> <li>▪ Education Assistance Program</li> <li>▪ Learning Lounge</li> <li>▪ Mentorship Program</li> </ul>
New Team Members	<ul style="list-style-type: none"> <li>▪ LAUNCH</li> <li>▪ LinkedIn Learning</li> <li>▪ Learning Lounge</li> <li>▪ Mentorship Program</li> </ul>

AMN Healthcare actively supports and encourages career growth and development for team members through our annual Performance Success Plan review process. Annual reviews are provided at least once a year to 100% of our team members who have been employed for at least three months at year-end. Leaders are encouraged to conduct check-ins, provide feedback, and support team development

throughout the year. These conversations lead to broader career development planning through Individual Development Plans, where team members can incorporate feedback provided by leaders within the context of their larger career aspirations.

AMN Healthcare offers an education assistance program through reimbursement of approved expenses at nationally recognized or accredited institutions of higher learning. The program aims to underwrite expenses that our team members incur in pursuing educational opportunities to build their careers with AMN Healthcare. Our talent development offering also includes a Learning Lounge chat channel, where team members can participate in micro-learning development challenges, ranging from professional to personal topics that align with strategic goals and values.



## LinkedIn Learning Platform

Most popular courses:

- Customer Service Foundations
- What is Generative AI?
- Building Business Relationships
- Tips for Better Business Writing
- Quality Standards in Customer Service
- Conflict Resolution Foundations
- Leading from the Middle

## 2024 Participation

# 7,604

hours of courses completed with 1,614 unique viewers

## Summer Associate Program

Interns were assigned to jobs under leaders in Human Resources, Legal and Compliance, Finance, Strategic Accounts, IT, Physician and Leadership Solutions, and Marketing and Communications.

## 2024 Participation

# 22

participants across seven departments



### AMN Mentorship Program (AMP)

Open to all AMN Healthcare team members, the program allows individuals to seek out mentors that have expertise in areas where the mentee is looking to develop skills and knowledge.

2024 Participation

**318**

participants and 88 completed mentoring relationships

### Emerging Leaders Program

Designed to help high-potential team members make the transition from individual contributor to leader. This is a three-month course built on three modules: (1) knowing self, (2) building relationships, and (3) getting results.

2024 Participation

**75**

graduates in 3 cohorts

### LEAD: Leadership Excellence through Accountability and Development

AMN Healthcare's flagship leadership program, targeted to leaders at all levels. The program focuses on leading people and managing teams.

**Module 1—Leadership Awareness:** expectations, culture and engagement, communication style

**Module 2—Leader as Coach:** building relationships, setting expectations and goals, accountability, AMN coach model and practice, leading to prevent burnout.

2024 Participation

**29**

graduates from 3 leadership sessions



"AMN Healthcare is committed to fostering a supportive and nurturing environment, making it an ideal place for aspiring leaders to grow and thrive. This year, our Impact Program Summer Associate, Simran Kaur, exemplified how the program can empower students to achieve their professional and personal aspirations while making a meaningful contribution to the company. In addition to working on the content in this report, she also completed meaningful projects relating to community and supplier engagement and environmental stewardship."

**Mercy Benshetler**  
Community Engagement and Impact Manager

"AMN Healthcare and my Sustainability & Social Impact team truly transformed the course of my career. As I approached my senior year in college, I landed a position as a Summer Associate with AMN, but it ended up being far more than just a summer internship. My work on relevant sustainability projects and the confidence I gathered through the program helped me secure a post-graduate job offer in the field I wanted to work: sustainability consulting. A huge thank you to AMN Healthcare for empowering me to achieve my dream role."

**Simran Kaur**  
Impact Program Summer Associate

Your role in coordinating supplies is crucial. Please ensure not to exceed the designated number of items; we have supplies for exactly 5,000 bags, and your careful management is key to our success.

UCares Notes of Inspiration members will write personal notes to be included in care packages to keep the language mindful of other

"When I first signed up for the mentor program, I was new to the organization but wanted the opportunity to expand my network and deepen my knowledge of the company and industry. The benefits were far more impactful than anticipated.

My mentor initially focused on helping me understand the history and operations of our legal entities, but our meetings evolved over time into a deeper coaching relationship. My confidence to solve complex business issues grew and I have been better able to navigate my career ambitions with the demands of new motherhood.

My mentor consistently reminds me of my worth and advocates for my success, particularly during moments of doubt. This experience reinforced the wide-ranging benefits of an inclusive and supportive workplace."

**Xu Han**  
Director, Enterprise Strategy

## Healthcare Professionals

### Development and Education

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

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



### AMN Recognizes Nursing Excellence

#### 16 Nurses and 8 Nurse Leaders

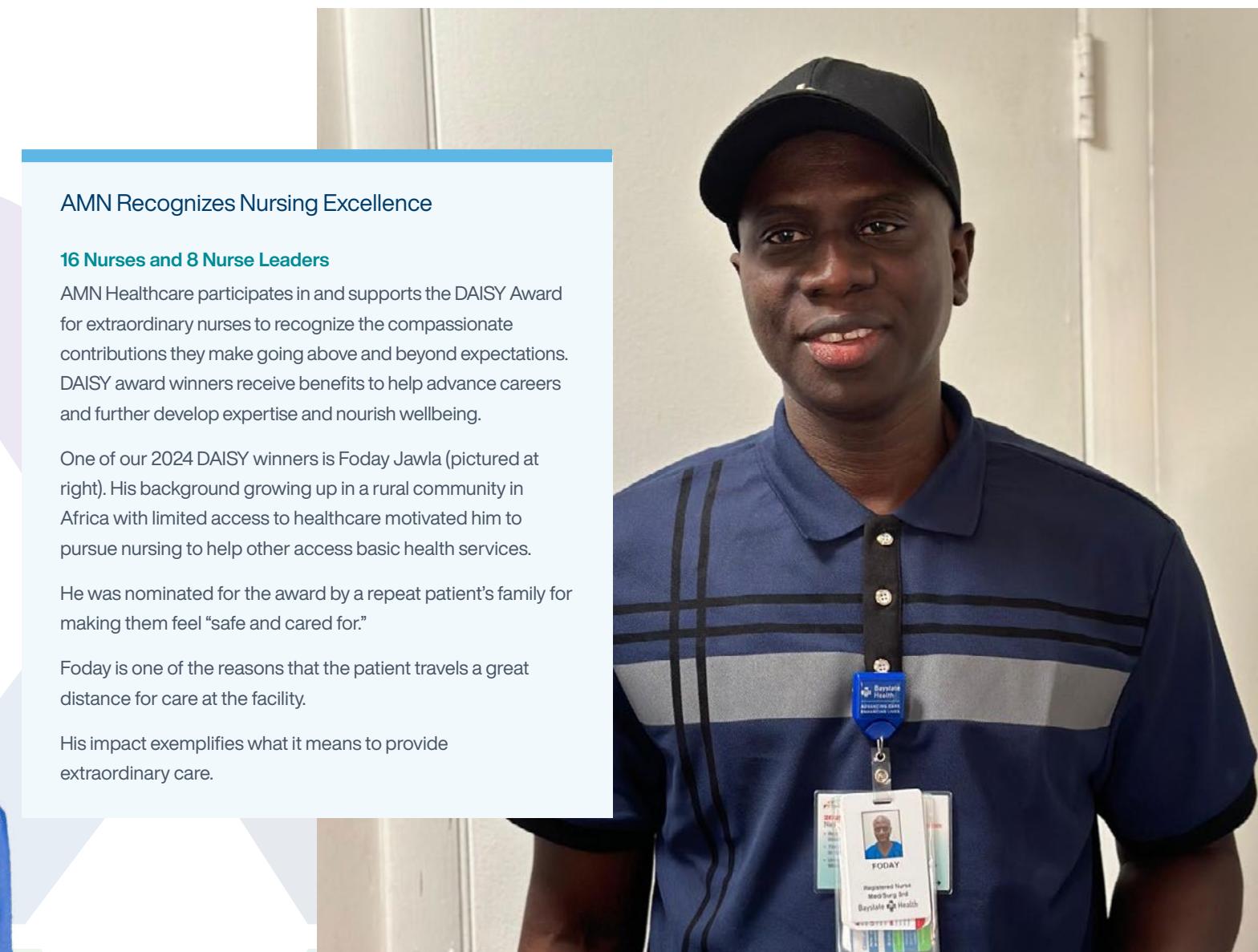
AMN Healthcare participates in and supports the DAISY Award for extraordinary nurses to recognize the compassionate contributions they make going above and beyond expectations. DAISY award winners receive benefits to help advance careers and further develop expertise and nourish wellbeing.

One of our 2024 DAISY winners is Foday Jawla (pictured at right). His background growing up in a rural community in Africa with limited access to healthcare motivated him to pursue nursing to help others access basic health services.

He was nominated for the award by a repeat patient's family for making them feel "safe and cared for."

Foday is one of the reasons that the patient travels a great distance for care at the facility.

His impact exemplifies what it means to provide extraordinary care.



# Culture

At AMN Healthcare, we strive to build an inclusive culture grounded in our six core values of customer focus, trust, respect, passion, continuous improvement, and innovation. We seek to hire team members and healthcare professionals who share our values and who positively contribute to a welcoming workplace culture at all levels of our company. We believe that inclusion means everyone feels valued and that they belong. We have found that inclusivity drives better business results, and that a sense of belonging enhances performance and engagement. Our efforts to drive a positive team member experience supports our clients.

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

## Values in Practice (VIP) Awards

Our annual VIP awards are given to team members nominated for demonstrating excellence across our six core values.

In 2024 we had all-time high of over 700 nominations, 60 finalists and 24 VIP Award recipients.

In 2024, we continued to develop ways to engage our team members through a variety of formats, including presentations by and roundtables with our CEO, as well as other senior executives. We intentionally created virtual and in-person connection initiatives such as watch parties, town halls, and celebrations. Additionally, we enhanced our existing Employee Listening Program. In 2024, 79% of team members participated in an Engagement Survey with an overall score of 63%.

### Team Member Experience Metrics:

- 97% of eligible team members received merit increases or other financial awards for performance
- 85% of eligible team members enroll in a part of our health benefit plan
- Team members recognized each other with 11,548 service hero awards

For more on leader resources and training opportunities, please see [Talent Acquisition and Retention](#) section above.

## Top Rated Factors in Our 2024 Team Member Engagement Survey

# 87%

Direct Leader Relationship

# 80%

Culture of Belonging

# 79%

Contribution, Role, and Benefits Package



## Employee Resource Groups (ERGs)

Our ERGs are networks of team members who connect around shared interests and a desire for deep and wide collaboration. Serving as ambassadors for inclusion, ERGs help foster a sense of belonging at AMN by providing opportunities for team members. ERGs cultivate positive workplace relationships and build community across differences, both in person and online.

Our 10 ERGs help us nurture a culture of respect and collaboration where everyone brings their best self to work and is empowered to reach their fullest potential.

## Promoting an Inclusive Team Member Experience

Nearly half of AMN Healthcare's team members join in one or more group. Each ERG is supported by an executive sponsor.

**46%**

of team members involved

**5**

professional development grants awarded by ERGs to ERG members

**\$8,000+**

donated to charities by our ERGs

2024 ERG activities included guest speaker series, wellness events, panel discussions, book clubs, happy hours, "Chatter That Matters" dialogue series, and cross-ERG partnerships, as well as community service efforts such as beach cleanups and volunteering at homeless shelters.

ERGs cultivate team member skills in:

- Leadership presence and influence
- Collaboration and teamwork
- Strategic thinking
- Problem solving

**180+**

events, meetings, programs and opportunities for connection collectively hosted by ERGs

## 7th Annual Multicultural Fair

AMN Healthcare's network of ERG members work to foster opportunities for team members to connect with one another, celebrate their cultural background, and build positive workplace relationships.

The 7th Annual Multicultural Fair hosted at our offices in Dallas, San Diego, and Boca Raton, as well as virtually for our remote team members, allows us to learn about and celebrate the rich variety of cultural backgrounds that make up our team.

We encourage team members to wear their cultural garments with pride and educate one another about traditions. We support small local businesses by sourcing authentic cultural cuisine for team members to enjoy.

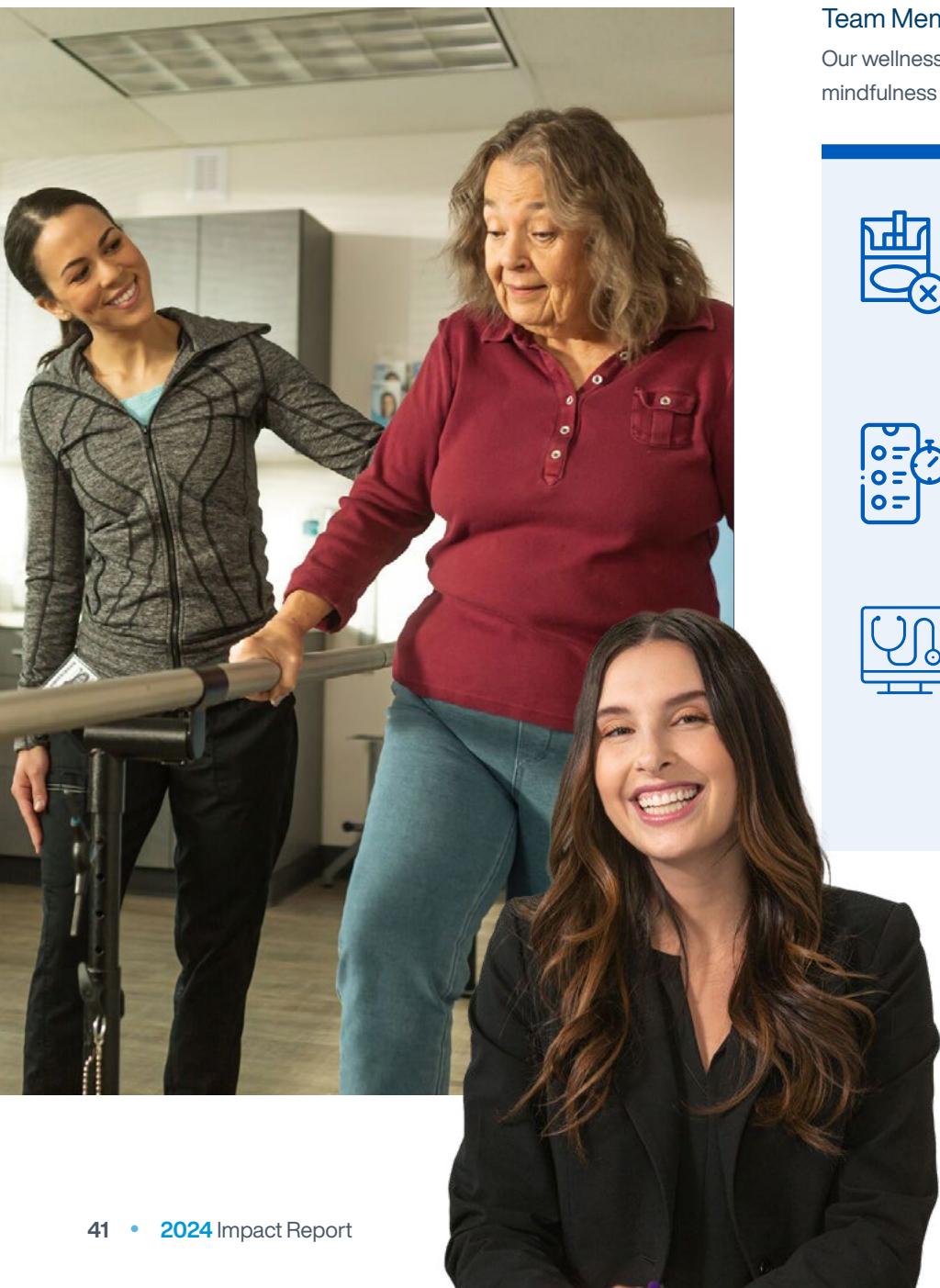


## Benefits and Well-being

AMN Healthcare's comprehensive benefits package includes medical, dental, vision, long- and short-term disability insurance, an Employee Stock Purchase Program, and a matching program for retirement account contributions, which includes a Roth 401k plan option for those eligible.

## Healthcare Professionals

We offer several resources and benefits to promote health, well-being, and work-life balance for our healthcare professionals including access to a mindfulness application. AMN Healthcare's Clinical Operations team partners with corporate Human Resources to provide benefits and well-being programs. Clinical managers are cross-trained in crisis care management and a centralized team is available for high-risk cases.



## Team Members

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



### Quit for Life

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



### Rally by Optum Interactive Wellness Platform

Provides incentives and tracking for physical activity and healthy eating.



### SupportLinc Employee Assistance Program (EAP)

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



### Teladoc Diabetes Management Program

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



### Empower Financial Wellness

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



### Domestic Violence Support Program

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

AMN team members love a reason for healthy competition! A favorite pastime is our semi-annual Steps Challenges. Participants track steps for bragging rights, reward prizes and overall well-being.

# Communities

## Supplier Engagement and Development

AMN Healthcare actively engages and develops all our suppliers. We also identify opportunities to support and grow small and minority-, women-, LGBTQ+-, and veteran-owned businesses.

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

Our Supplier Development Program offers resources to help businesses learn how to do business with AMN Healthcare, and we also fund certifications for eligible businesses where special certification can open new avenues of business for our supplier base. Certification also supports our clients' objectives and priorities to drive economic impact into the communities that they support.



**Award for Western Regional Minority Development Council—Prime Supplier of the Year.** We were nominated by our client Kaiser Permanente—this award recognizes the impact of our supplier development programs.



## Giving

We continue to Empower the Future of Care through our philanthropy and volunteering. The objective of our strategy remains consistent with our overall impact strategy: Health and Wellness for All.

We will continue to guide our choice of initiatives to support where the greatest needs align with our ability to make an impact and will increasingly look to partner with our clients on initiatives that strategically align with common values and goals resulting in deeper partnerships.

## Giving Focus Areas:



### Healthcare Workforce Resilience



### Access to Healthcare & Improved Patient Outcomes

## Caring for Caregivers Fund

supports our healthcare professionals experiencing hardships.

**\$127,000+**

Awarded to

**51**

recipients

## AMN Hardship Fund

provides financial support to team members experiencing extreme hardship, including issues related to serious illness, natural disasters and other life events.

**\$385,000+**

Awarded to

**119**

team members

Over the past few years AMN Healthcare invested in the resilience of the healthcare workforce by giving to educational institutions. Impact highlights resulting from the millions of dollars donated include:



**Columbia University School of Nursing:** Scholarships benefiting 33 students. 100% of these scholarships were awarded to non-traditional students—those who are 24 years of age or older, have children or dependents, or work a full-time position while enrolled in at least one class. “This support is crucial as it helps individuals who face additional challenges in pursuing their education.” Dr. Judy Wolfe, Dean of Students, emphasized the vital role of scholarship support in strengthening Columbia Nursing’s commitment to building a strong nursing workforce that meets the needs of all patients.



**Dallas College:** AMN scholarships made a profound impact on the lives of nine first-generation college attendees. The scholarships have provided crucial financial support, allowing these students to focus on their studies and clinical training without the added burden of financial stress. As an example of the impact of the scholarship, it enabled one woman to pursue her goal of becoming a radiation technologist, as she is the first in her family to attend college.



**Mt. San Antonio College:** The scholarship program in partnership with Kaiser Permanente has had a transformative impact on its six 2024 recipients. Ngan Nguyen, a first-generation college student and the child of immigrants, shared that she faced numerous challenges and uncertainties in navigating higher education, but the scholarship gave her the strength to overcome these obstacles and strive for excellence.



**Georgetown University:** The scholarship and grant funding impacted 50 students and 400 faculty members; prioritizing research and practice in maternal health disparities.



**Emory University:** Funds were used to develop an Academic Support Resource Center within the Nursing Learning Education Center.



**TEXAS SOUTHERN UNIVERSITY**

**Texas Southern University:** 12 scholarships funded with AMN Healthcare donations to date.



**University of Texas, Arlington:** The grants enabled faculty to attend leadership and professional academic development training, which supports the college’s ability to develop and retain nurse faculty leaders.



Emmah Chesoli, a Daisy Award winner

## Remote Area Medical (RAM)

In 2024 we contributed funds to RAM that will provide 130 patients with \$80,000 in services. We also donated over \$31,000 on in-kind support to assemble ~5,000 #AMNCares kits for distribution at RAM pop-up clinics.

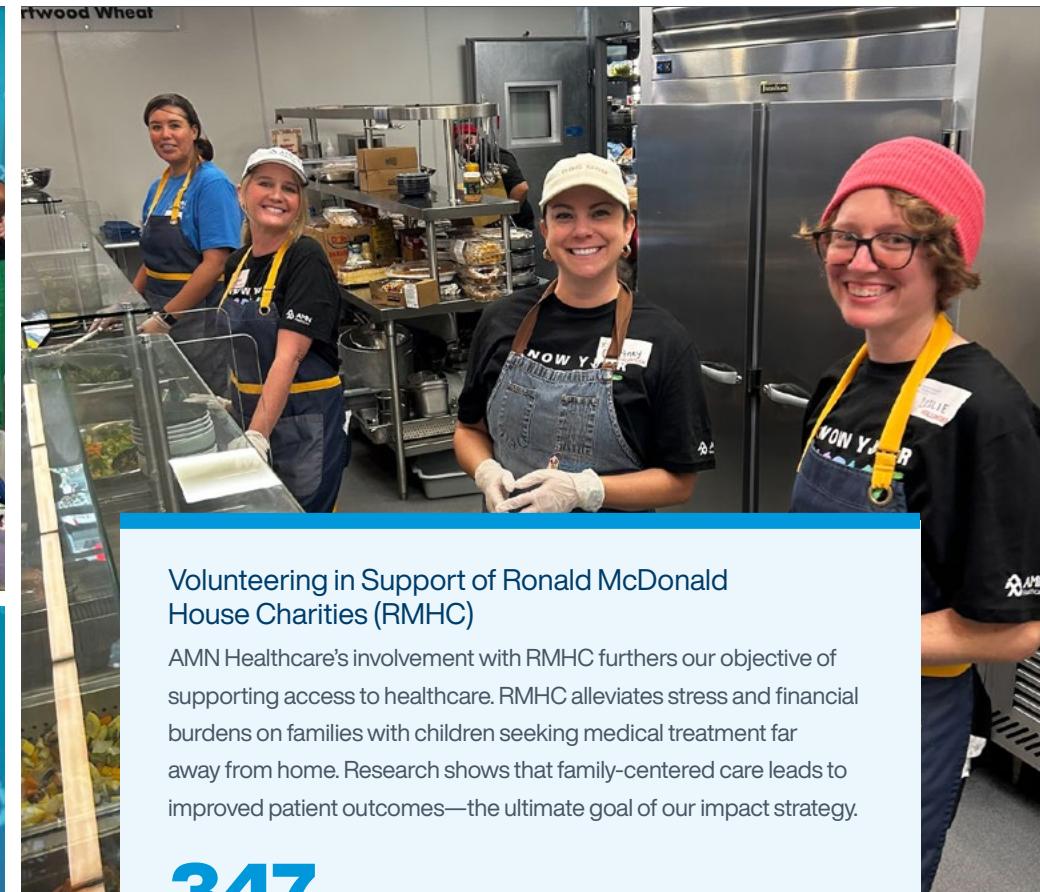
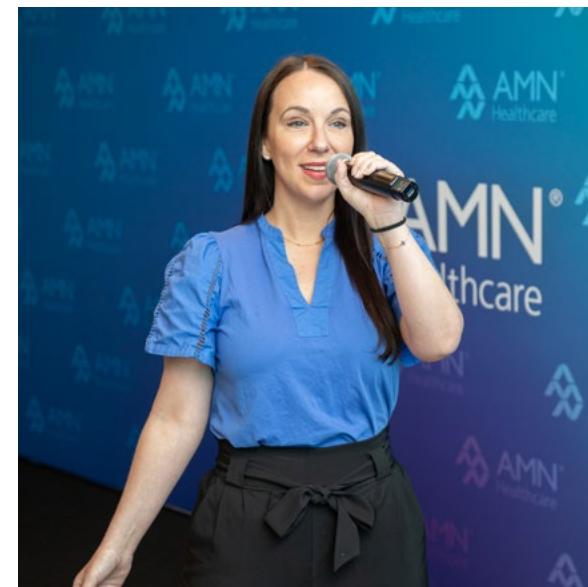
Our team members gathered in our offices to assemble the kits which strengthened relationships built on a shared purpose of giving back with colleagues across the company.

## AMN's Got Talent—Food Bank Fundraiser

AMN's Got Talent, a virtual talent show, not only showcased our community's incredible talents but also supported families in need.

Participants entered the talent show by making a donation of at least \$10 to a food bank with a demonstration of their talent. Team members could vote by donating a minimum of \$5 to a participating food bank in the Feeding America Network. Twenty-two distinctively talented team members entered the contest. Talents were displayed in a variety of categories, including Music, Visual Arts, Silly Pet Tricks, Feats of Strength and Other. Finalists were announced during a Live Virtual Talent Show, followed by an open voting event where team members cast their votes to determine the winners.

We raised \$21,050, providing 63,150+ meals to families in areas across the communities we serve.



## Volunteering in Support of Ronald McDonald House Charities (RMHC)

AMN Healthcare's involvement with RMHC furthers our objective of supporting access to healthcare. RMHC alleviates stress and financial burdens on families with children seeking medical treatment far away from home. Research shows that family-centered care leads to improved patient outcomes—the ultimate goal of our impact strategy.

# 347

meals provided and served by AMN

# \$165,000

helped raise through Red Shoe Day volunteering

## Team Hope 2024

AMN Healthcare's work with the International Esperanza Project (IEP) brings to life the full picture of our Impact program.

There is a direct connection between the work that IEP does and our philanthropic and volunteering focus to drive Accessible Quality Healthcare Services. IEP medical humanitarian trips bring together hundreds of clinical volunteers that each donate hundreds of hours of time, along with donations of medical equipment and medications to rural areas in Guatemala. The need for greater access to quality healthcare is apparent by the long lines of individuals seeking care for themselves or their loved ones. AMN Healthcare's support of IEP

allows those who otherwise would have no access to receive high-quality medical care, including performing life-changing surgeries.

The medical humanitarian trips also allow AMN Healthcare clinicians to enhance their acumen and adaptability by working in resource-limited settings with populations from different cultural backgrounds, valuable exposure to bring back to the U.S. to support patient outcomes.

As part of Team Hope, AMN raises funds to purchase and install clean cooking stoves and water filters, which further improve the health span in communities by reducing smoke-related eye and lung effects, severe burns from exposure to open flames, and waterborne illnesses.

Switching to clean cook stoves significantly lowers the risk of respiratory illnesses like pneumonia,



asthma, and chronic obstructive pulmonary disease (COPD), especially in young children and pregnant women who are particularly vulnerable to smoke exposure. And the stoves use 60% less wood, allowing women to regain a full day of time each week from the reduced need to gather wood!

"This trip was the most meaningful and fun experience I have had during my tenure at AMN. I learned firsthand why corporate philanthropy is integral to culture building and engagement, as well as witnessed the positive impact that our sustainability and giving commitments have on access to healthcare and the reduction of carbon emissions. The trust and respect that our Team Hope group built with one another will pay dividends in our day-to-day work at AMN."

**Alexa Zanolli**

Associate General Counsel



## The IMPACT of TEAM HOPE

Every year AMN sponsors team members and healthcare professionals that work with us on a medical and humanitarian trip to Guatemala in partnership with IEP.

**1,301**

patients treated

**196**

surgeries impacting 140 different patients

**500+**

hearts touched through community infrastructure work

**102**

a new record of clean cookstoves and water filtration systems installed in homes, improving the environment, indoor air quality and health

**1**

new school playground



“What I took away from this experience was to dream big! Go after your goals and follow your heart!”

**Taye Exum**  
Billing Specialist



Beyond the direct health benefits from the efficient stoves, these stoves reduce the greenhouse gas emissions in more than one way: replacing traditional open fires with more efficient cooking technologies, resulting in lower fuel wood consumption and decreased carbon dioxide release, while also mitigating deforestation. The cookstove saves 2 to 3 tons of carbon emissions annually so that over the average 10-year life span of the cookstove it avoids 20 to 30 tons of carbon. Taking action against a warming climate is significant to Guatemala because it is among the top 10 countries that are most vulnerable to natural disasters and the effects of a warming climate.<sup>1</sup>

Team Hope also brings alive our vision of Health and Wellness for All through its impact on certain social drivers of health.

“I have a renewed perspective on the value of community and resilience, as well as the power of collective effort in making a difference—large and small.”

**Karisa Porter**  
Sr. Dir. Acct. Management

Team Hope supports IEP’s school program, which educates over 350 students annually. The education program provides each student with school supplies, textbooks, extracurricular activities, and technology. Last year, IEP celebrated its first graduating High School class and Team Hope was able to meet the graduating students and participate in their art fair.

Additionally, IEP offers vocational training for men and women through an Adult Trade Training Program, which aims to promote financial independence and empower individuals to build a brighter future. Education and economic empowerment are key drivers of health and well-being.

The selected team members that embark on a Team Hope trip come back to their work at AMN transformed and empowered by a deeper connection to the ability that we all have to make an impact. There is no better way to drive cross-functional relationship building and trust than through the shared experience of a humanitarian service trip. Team Hope serves as both a retention, engagement, and reward tool for our team members and healthcare professionals.

<sup>1</sup>World Food Program, Guatemala, available at <https://www.wfp.org/countries/Guatemala>

# Environmental Stewardship

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

## In this Section...

- [48 Climate Resilience Strategy](#)
- [52 Environmental Data](#)
- [53 Managing Our Climate Impact, Risks & Opportunities](#)



# Climate Resilience Strategy

Combating climate change is a priority for ensuring a future that offers health and well-being for all. Climate change is negatively impacting human health. Deteriorating air quality, water scarcity, and the growth and alarming intensification of natural disasters (including storms, flooding, droughts, wildfires, extreme temperatures, and landslides) exacerbate health problems. Impacts include rising levels of heat-related illness, respiratory disease, malnutrition, vector-borne disease, and mental health disorders.

We are a key supplier to thousands of healthcare organizations, and as such, we continue to partner with many clients for whom addressing climate change is a priority. The healthcare sector accounts for approximately 8.5% of U.S. GHG emissions, according to the National Academy of Science.\* Although AMN Healthcare's Scopes 1 and 2 emissions are low, as leaders in the provision of innovative total talent solutions for healthcare organizations across the nation, there is an opportunity for us to help the healthcare industry do its part in developing an impactful climate strategy.

To capture this opportunity, we have focused on measuring our carbon footprint (Scopes 1, 2, and 3) to set an emissions baseline and achieve our science-based reduction targets that are aligned with keeping the global increase in temperature under 1.5 degrees Celsius.



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

## Our Environmental Stewardship Culture

### For our team members

- We strive to embed good environmental practices into our business, processes, and culture.
- We effect small but practical and broad-based changes in our workplaces, purchasing office products with lower environmental impact.
- We implement larger decisions in our real estate footprint and the sustainability attributes in our new office spaces. We prioritize sites that are energy conscious, including those that possess Energy Star and LEED certifications.

### Throughout our value chain

- Our Vendor & Supplier Code of Conduct stipulates that in addition to adhering to all applicable environmental laws and regulations, we expect our suppliers to share our commitment to sustainability and to actively manage, set goals, and strive to reduce their (and their suppliers) impact on the planet, including climate, energy, water, and waste—and to keep us apprised of their progress.
- We conducted our first Supplier Environmental Maturity Mapping exercise to help identify the highest leverage opportunities to engage and support our suppliers.



### Culture

Educate and drive awareness and engagement across our workforce.

Set expectations for our vendors and suppliers through our Vendor & Supplier Code of Conduct.

Climate resilience is addressed at the highest levels of AMN Healthcare's governance.

### Real Estate

Prioritize leasing office space in buildings that are LEED-certified and/ or have high Energy Star scores.

Reduction of real estate footprint to align with the proportion of team members working remotely or on flexible schedules.

### Resource Efficiency and Renewable Energy

Minimize energy consumption and waste.

Maximize efficiency in our use of natural resources.

Procure 100% renewable electricity directly or through EACs/RECs.

### Circularity

Recycling programs for paper, glass, alkaline batteries, and aluminum.

Minimize waste during our office decommissioning.

## Achievements

Our climate resilience roadmap is informed by our commitments set in 2022:

-  Achieved
-  Targets Validated
-  Sharing in 2025
-  2024 Efforts
-  What We Are Working On



Goals	Progress to Date
By 2024, source 100% renewable electricity for our operations, and offset our remaining Scopes 1 & 2 emissions*	
Set science-based targets (SBTs) for Scopes 1, 2, and 3 GHG emissions by 2024	 
Evaluate water and waste reduction goals by 2024	
Create and share a sustainability blueprint to catalyze our value chain by 2024	 
2024 Efforts	Progress to Date
Full GHG footprint (Scopes 1, 2 and 3) measured for the fourth year	
Performed more detailed scenario analyses on critical sites to analyze and understand exposure to both physical and transition climate related risks and opportunities (e.g., extreme weather hazards) in anticipation of California's climate disclosure laws	
Submitted second climate questionnaire to CDP in response to investor requests	
Mapped our suppliers' sustainability maturity related to GHG emission measurements and disclosures and created a sustainability blueprint to help educate our suppliers on preparing for applicable climate disclosure regulations	
Used an internal carbon price for Scopes 1 and 2 emissions to procure Energy Attribution Certificates (also known as RECs) to support our goal of achieving 100% renewable energy	
What We Are Working On In 2025	Progress to Date
Preparing for assurance of Scopes 1 & 2 GHGe data for California regulatory compliance	
Further developing a transition plan that outlines the steps necessary to achieve our 2030 science-based targets	
Continue to purchase RECs to source renewable energy for our operations and to offset our remaining Scopes 1 and 2 emissions by purchasing high quality offsets as part of efforts to achieve 2030 targets and meet the expectations of clients	

\*Please see Managing Our Climate Risks & Opportunities for more detail

## Climate Resilience

To address climate change, we have launched several initiatives.

### Science-based Targets

Several of our key clients have set SBTs and have set expectations for their key suppliers to do so as well. We consider our efforts and validated targets to be a differentiator with clients for whom addressing climate change is a priority.

### Abatement Strategy for Scopes 1 and 2 GHG Emissions

AMN Healthcare is committed to reducing Scopes 1 and 2 GHG emissions through a mix of approaches, including the adaptation of our leased office space footprint to match the needs of our flexible work model.

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

In 2024 we sourced U.S. Green-e® Texas-sited 4,800 MWh RECs to source environmental attributes of renewable energy in the location where we have our largest office. We have also purchased 173 MT CO<sub>2</sub>e Gold Standard improved cooking stove carbon credits in India and 77 MT CO<sub>2</sub>e Gold Standard improved cooking stove carbon credits in Guatemala to offset our 2024 Scope 1 emissions.

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



# Environmental Data

Health and Wellness for All depends on a healthy environment.

Where we use estimation factors (in lieu of primary data availability) we are conservative in our assumptions. As we continue to improve our ability to capture primary data, we expect to increase the quality of our data and improve our performance. Please see our [Environmental Data Appendix](#) for details.

## Greenhouse Gas Emissions measured in MT CO<sub>2</sub>e

	2022	2023	2024
<b>Scope 1</b>			
Market-Based Scope 1 (Direct Emissions)	144	113	120
<b>Scope 2</b>			
Market-Based Scope 2 (Purchased Electricity)	2,590	154	130
<b>Scope 3</b>			
Category 1: Purchased Goods & Services	95,782	43,171	82,083
Category 6: Business Travel	23,083	23,485	55,643
Category 15: Investments	20,158	16,838	13,397
All Other Scope 3	14,296	12,667	10,199

- Scope 1: Direct Emissions
- Scope 2: Purchased Electricity
- Scope 3: Purchased goods & services
- Scope 3: Business travel
- Scope 3: Investments
- Scope 3: Other value chain emissions



**2022**

- Baseline Scopes 1- 3 emissions
- Set initial environmental commitments



**2023**

- Committed to SBTi
- 100% purchased electricity from renewable sources
- First CDP submission



**2024**

- SBTi validation received
- 100% purchased electricity from renewable sources
- Completed Sustainability Blueprint for supplier engagement



**2030**

- Target a 42 % absolute reduction in Scopes 1, 2, and 3 emissions

# Managing Our Climate Risks & Opportunities

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

We intend to provide more information on our Scope 3 reduction efforts in future disclosures, subject to evaluation and feasibility. We may revise or cease reporting or using certain disclosures and methodologies if we determine that they are no longer advisable or appropriate, or are otherwise required to change.

## Water and Waste

We have attempted to accurately measure our water and waste footprints since 2022, however, as lessees of shared office spaces we are only able to obtain estimates of our water consumption and waste footprints based on each building's pro rata square footage allocation. Because we are not able to measure our actual footprints, and all metrics could be skewed by other tenants' use of water and waste, we will not be setting concrete reduction targets at this time.

We will continue to create consciousness among our team members about steps they can take at work and in their personal lives to reduce water and waste. Specific tips are provided to team members for increasing their awareness and actions to live more sustainably.

## Biodiversity

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

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

## Managing Our Climate Risks and Opportunities

Our company relies on numerous levels of review to identify and assess climate-related risks, including business continuity and disaster recovery planning, site emergency action planning, crisis management planning, and resilience. For all of the potential risks identified, AMN Healthcare looks for opportunities to mitigate and reduce exposure. For example, for the potential exposure to physical risks, AMN Healthcare

will integrate prevention measures into facility processes. Our assessments lead us to conclude that no climate risks are material to our business for the purposes of securities regulations.

For more detail on our climate-related risks and opportunities please see our 2023 TCFD report. This analysis feeds into AMN Healthcare's structural ERM process, sharing both qualitative and quantitative risk exposures, as identified by the scenario analyses. 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.



# 46,458

plastic bottles were saved in 2024 through implementation of Bevi® machines in our offices in Dallas, Atlanta, and San Diego.

# Disclosures & KPIs

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

## In this Section...

- [55 GRI Content Index linked to the UN Sustainable Development Goals](#)
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- [84 Forward-Looking Statements](#)



# GRI Content Index linked to the UN Sustainable Development Goals

This disclosure 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 2024 GRI disclosures. In addition to our 2024 Impact Report, some GRI disclosures can be found in our [2024 10-K/Annual Report \(10-K\)](#) and in our [2025 Proxy Statement \(Proxy\)](#). We have also linked the relevant disclosure to its applicable UN Sustainable Development Goals (SDG).

## Statement of use:

AMN Healthcare has reported the information cited in this GRI content index for the period January 1, 2024, to December 31, 2024, with reference to the GRI standards.

Disclosure	Location
<b>General Disclosures</b>	
<b>GRI 2: General Disclosures 2021</b>	
2-1 Organizational details	<p>Ownership and legal form: AMN Healthcare was incorporated in 1985. Location of headquarters: Dallas, TX</p> <p>Location of operations: United States of America</p> <p>2024 Impact Report: About AMN Healthcare. 2024 Form 10-K: Cover</p>
2-2 Entities included in the organization's sustainability reporting	2024 Form 10-K: Exhibit 21.1 contains the entities included in our sustainability reporting.
2-3 Reporting period, frequency, and contact point	<p>Sustainability reporting period: January 1, 2024, through December 31, 2024</p> <p>Reporting cycle: Annual</p> <p>Financial reporting period: January 1, 2024, through December 31, 2024</p> <p>Reporting cycle: Annual</p> <p>Publication date of the report: April 23, 2025</p> <p>Contact point for questions regarding the report: AMN Healthcare Legal &amp; Compliance Department, 1-866-871-8519</p>
2-4 Restatements of information	In the process of preparing our 2024 GHG Inventory, we identified opportunities to improve the accuracy and completeness of our GHG emissions calculations. In this report, we have accounted for additional spend data identified for Category 6 (Business Travel) emissions and are working to recalculate our 2022 and 2023 Category 6 emissions. More details are available in the Environmental Data Appendix section of this report.

Disclosure	Location
2-5 External assurance	While this Report has not been externally assured, the information within has been quality reviewed for completeness and accuracy by our dedicated internal resources.
2-6 Activities, value chain and other business relationships	2024 Impact Report: About AMN Healthcare; Stakeholder Engagement; Accessible and Quality Healthcare. 2024 Form 10-K: Item 1: Business—Overview of Our Company and Business Strategy, Our Services, Our Geographic Markets and Client Base, and Our Industry.
2-7 Employees	2024 Impact Report: People. 2024 Form 10-K: Item 1: Business—Human Capital Management.  AMN Healthcare EEO-1 Report.  As of December 31, 2024, AMN Healthcare had:  Corporate Team Members  2,968 full- and part-time corporate team members (FTE 2,941, PTE = 27); we had 68 temporary workers in 2024.  Healthcare Professionals  During the fourth quarter of 2024, we had an average of the following working for us: <ul style="list-style-type: none"><li>▪ 9,206 nurses, allied, and other healthcare professionals</li><li>▪ 257 executive and clinical leadership interim staff</li><li>▪ 2,819 medically qualified interpreters</li></ul> This does not include independent contractors, such as our locum tenens and contract interpreters, who were not our employees in 2024. AMN Healthcare does not track non-guaranteed hours employees. We also do not report separate gender percentages for temporary employees.
2-8 Workers who are not employees	<ul style="list-style-type: none"><li>▪ 1,471 Contract</li><li>▪ 12 Agency Temps</li><li>▪ 85 Independent Contractors</li><li>▪ 1,374 SOW Consultants</li><li>▪ 2,156 Contract Interpreters</li></ul>

Disclosure	Location
2-9 Governance structure and composition	<p>2024 Impact Report: Corporate Governance.</p> <p>2025 Proxy Statement: Directors at a Glance; AMN Healthcare Board of Directors.</p> <p>Director Independence; Director Biographies.</p> <p>Further details on the AMN Healthcare Board of Directors can be found on the AMN Healthcare Corporate Governance website.</p>
2-10 Nomination and selection of the highest governance body	<p>2024 Impact Report: Board Composition.</p> <p>2025 Proxy Statement: Director Nomination Process- Evaluation of Board Composition, Board Refreshment, Director Independence, Director Biographies</p>
2-11 Chair of the highest governance body	<p>2024 Impact Report: Board of Directors.</p> <p>2025 Proxy Statement: Board &amp; Committee Structure.</p>
2-12 Role of the highest governance body in overseeing the management of impacts	<p>2024 Impact Report: Board Oversight.</p> <p>2025 Proxy Statement: Our Corporate Governance Program—Shareholder Engagement</p> <p>Sustainability and Social Impact.</p> <p>Additional information can be found in our Corporate Governance and Compliance Committee Charter.</p>
2-13 Delegation of responsibility for managing impacts	<p>2024 Impact Report: Board Oversight.</p> <p>2025 Proxy Statement: Our Corporate Governance Program—Sustainability and Social Impact.</p> <p>Additional information can be found in the Board committee charters on the AMN Healthcare Corporate Governance website.</p>
2-14 Role of the highest governance body in sustainability reporting	The AMN Healthcare Board of Directors actively engaged in our 2022 ESG priorities assessment, helping to inform and approve priority sustainability topics that drive our strategy and our disclosure and reporting. The Board reviews and approves our annual Form 10-K, which includes information about our Human Capital Management, and reviews and, if or through its relevant committees approves, then applicable sections of our Proxy Statement, which includes an overview of our sustainability program.
2-15 Conflicts of interest	<p>2024 Impact Report: Business Ethics &amp; Compliance; Code of Conduct; Vendor and Supplier Code of Conduct.</p> <p>2025 Proxy Statement: Policies and Procedures Governing Conflicts of Interest and Related Party Transactions; Certain Transactions.</p> <p>AMN Healthcare is not aware of any conflicts of interest with shareholders of more than 5% of the company's equity.</p>

Disclosure	Location
2-16 Communication of critical concerns	2024 Impact Report: Stakeholder Engagement; Speak Up Policy  2025 Proxy Statement: Shareholder Engagement; Information Security, Cybersecurity, and Data Privacy; Enterprise Risk Oversight.  2024 Form 10-K: Item 1C: Cybersecurity
2-17 Collective knowledge of the highest governance body	2025 Proxy Statement
2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement: Board and Committee Self-Evaluation Process.  Corporate Governance Guidelines: VI: Expectations of Directors—E: Assessing the Board and Committee Performance; IX: Leadership Development—B. Chief Executive Officer Evaluation. Frequency of the evaluations: annual basis.  In response to our evaluations last year, we enhanced our focus on digital strategy and cybersecurity, including risks and related controls, and long-term strategy, including company-specific artificial intelligence initiatives.
2-19 Remuneration policies	2024 Impact Report: Executive Compensation.  2025 Proxy Statement: Director Compensation and Ownership Guidelines, Compensation Committee Report on Executive Compensation; Compensation Discussion and Analysis.
2-20 Process to determine remuneration	2025 Proxy Statement: Compensation Discussion and Analysis; Roles and Responsibilities; Response to 2024 Say-on-Pay Vote; Shareholder Engagement.
2-21 Annual total compensation ratio	2025 Proxy Statement: CEO Pay Ratio.
2-22 Statement on sustainable development strategy	2024 Impact Report: A Letter from Our President and Chief Executive Officer; Climate Resilience Strategy.  2025 Proxy Statement: A Letter from Our CEO and Independent Board Chairman.
2-23 Policy commitments	2024 Impact Report: Business Ethics & Compliance; Code of Conduct; Vendor and Supplier Code of Conduct; Human Rights Policy. <ul style="list-style-type: none"><li>▪ AMN Healthcare Code of Conduct is approved by the Corporate Governance &amp; Compliance Committee of the Board of Directors.</li><li>▪ AMN Healthcare Code of Ethics for Senior Financial Officers is reviewed and recommended by the Audit Committee and Corporate Governance Committee and approved by the complete Board of Directors.</li><li>▪ AMN Healthcare Corporate Political Activity Policy is reviewed and approved by Executive Management and the Board of Directors.</li><li>▪ AMN Healthcare Human Rights Policy is approved by the Compensation Committee of the Board of Directors.</li></ul>
2-24 Embedding policy commitments	2024 Impact Report: Business Ethics & Compliance.

Disclosure	Location
2-24 Embedding policy commitments	2024 Impact Report: Business Ethics & Compliance.
2-25 Processes to remediate negative impacts	2024 Impact Report: Business Ethics & Compliance. See our Code of Conduct.
2-26 Mechanisms for seeking advice and raising concerns	2024 Impact Report: Business Ethics & Compliance. See our Code of Conduct, Human Rights Policy, and Vendor & Supplier Code of Conduct.
2-27 Compliance with laws and regulations	There were no significant or material instances of non-compliance with laws or regulations during the reporting period and any significant or material instances would be reported in our regular reporting to the U.S. Securities and Exchange Commission.
2-28 Membership associations	<p>AMN Healthcare participated, to various degrees, in a number of associations and organizations, including, but not limited to:</p> <ul style="list-style-type: none"> <li data-bbox="686 612 1101 1219">▪ Advisory Board</li> <li data-bbox="686 612 1101 693">▪ Alliance for Ethical International Recruitment Practices</li> <li data-bbox="686 693 1101 726">▪ American Association of Critical Care Nurses</li> <li data-bbox="686 726 1101 758">▪ American Case Management Association</li> <li data-bbox="686 758 1101 791">▪ American College of Healthcare Executives</li> <li data-bbox="686 791 1101 824">▪ American Health Information Management Association (AHIMA)</li> <li data-bbox="686 824 1101 856">▪ American Hospital Association (AHA)</li> <li data-bbox="686 856 1101 889">▪ American Nurses Credentialing Center (ANCC)</li> <li data-bbox="686 889 1101 922">▪ American Organization of Nurse Executives</li> <li data-bbox="686 922 1101 954">▪ American Psychiatric Nurses Association</li> <li data-bbox="686 954 1101 987">▪ American Speech-Language-Hearing Association</li> <li data-bbox="686 987 1101 1019">▪ American Staffing Association (ASA)</li> <li data-bbox="686 1019 1101 1052">▪ Association of California Nurse Leaders</li> <li data-bbox="686 1052 1101 1085">▪ Association of Corporate Counsel (ACC)</li> <li data-bbox="686 1085 1101 1117">▪ Association of Pediatric Hematology/Oncology Nurses</li> <li data-bbox="686 1117 1101 1150">▪ Association of Perioperative Registered Nurses</li> <li data-bbox="686 1150 1101 1183">▪ Association of Rehabilitation Nurses</li> <li data-bbox="686 1183 1101 1215">▪ Biocom</li> <li data-bbox="1127 612 1542 660">▪ California Health Information Association (CHIA)</li> <li data-bbox="1127 660 1542 693">▪ California Staffing Professionals</li> <li data-bbox="1127 693 1542 726">▪ Clinical Laboratory Management Association</li> <li data-bbox="1127 726 1542 758">▪ Connecticut Healthcare Human Resources Association (CHHRA)</li> <li data-bbox="1127 758 1542 791">▪ Staffing Industry Analysts (SIA)</li> <li data-bbox="1127 791 1542 824">▪ Texas Organization of Nurse Executives</li> <li data-bbox="1127 824 1542 889">▪ Texas Organization of Rural &amp; Community Hospitals (TORCH)</li> <li data-bbox="1127 889 1542 922">▪ The Conference Board ESG Center</li> <li data-bbox="1127 922 1542 954">▪ Velocity</li> <li data-bbox="1127 954 1542 1019">▪ Western Regional Minority Supplier Development Council</li> <li data-bbox="1127 1019 1542 1052">▪ Wisconsin Hospital Association</li> <li data-bbox="1127 1052 1542 1117">▪ Women Business Leaders of the U.S. Health Care Industry Foundation (WBL)</li> <li data-bbox="1127 1117 1542 1150">▪ Women Corporate Directors (WCD)</li> <li data-bbox="1127 1150 1542 1183">▪ Women's Business Enterprise National Council (WBENC)</li> <li data-bbox="1568 612 1801 644">▪ DC Hospital Association</li> <li data-bbox="1568 644 1801 677">▪ Dallas Regional Chamber</li> <li data-bbox="1568 677 1801 709">▪ Economic Research Institute</li> <li data-bbox="1568 709 1801 775">▪ Healthcare Financial Management Association (HFMA)</li> <li data-bbox="1568 775 1801 807">▪ Healthcare Leadership Council (HLC)</li> <li data-bbox="1568 807 1801 873">▪ Medical Group Management Association (MGMA)</li> <li data-bbox="1568 873 1801 905">▪ Mid-Atlantic Physician Recruiter Alliance</li> <li data-bbox="1568 905 1801 938">▪ National Association for Home Care &amp; Hospice (NAHC)</li> <li data-bbox="1568 938 1801 971">▪ National Association of Business Resources</li> <li data-bbox="1568 971 1801 1036">▪ National Association of Clinical Nurse Specialists</li> <li data-bbox="1568 1036 1801 1068">▪ National Association of Community Health Centers</li> <li data-bbox="1568 1068 1801 1134">▪ National Association of Corporate Directors (NACD)</li> <li data-bbox="1568 1134 1801 1166">▪ National Association of Health Services Executives (NAHSE)</li> <li data-bbox="2034 612 2449 660">▪ National Association of Locum Tenens Organizations (NALTO)</li> <li data-bbox="2034 660 2449 726">▪ National Association of Travel Healthcare Organizations (NATHO)</li> <li data-bbox="2034 726 2449 758">▪ National Committee for Quality Assurance (NCQA)</li> <li data-bbox="2034 758 2449 824">▪ National Minority Supplier Development Council (NMSDC)</li> <li data-bbox="2034 824 2449 856">▪ Indiana Hospital Association</li> <li data-bbox="2034 856 2449 922">▪ Massachusetts Health &amp; Hospital Association</li> <li data-bbox="2034 922 2449 954">▪ Michigan Health &amp; Hospital Association</li> <li data-bbox="2034 954 2449 987">▪ Nebraska Hospital Association</li> <li data-bbox="2034 987 2449 1019">▪ New Mexico Organization of Nurse Leaders</li> <li data-bbox="2034 1019 2449 1052">▪ Ohio Hospital Association</li> <li data-bbox="2034 1052 2449 1085">▪ Oncology Nursing Society</li> <li data-bbox="2034 1085 2449 1117">▪ San Diego Coastal Chambers of Commerce</li> <li data-bbox="2034 1117 2449 1150">▪ San Diego Regional Chamber of Commerce</li> </ul>

Disclosure	Location
2-29 Approach to stakeholder engagement	<p>2024 Impact Report: Stakeholder Engagement.</p> <p>2025 Proxy Statement: Shareholder Engagement.</p> <p>Also, see our Insights page for our latest studies, white papers, and research.</p>
2-30 Collective bargaining agreements	<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 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.</p>

Material Topics	
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	<p>2022 ESG Report: Materiality Assessment.</p> <p>2025 Proxy Statement: Shareholder Engagement.</p>
3-2 List of material topics	2024 Impact Report; see also 2023 Sustainability & Social Impact Report.

Economic Performance	
GRI 3: Material Topics 2021	
3-3 Management of material topics	<p>Details on our management of sustainability and social impact topics can be found throughout the 2024 Impact Report. Also see the 2022 ESG Report, Materiality Assessment, for a detailed description of our last assessment.</p> <p>2025 Proxy Statement: Sustainability and Social Impact.</p>
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	<p>2024 Form 10-K: Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operations—Overview of Our Business.</p> <p>AMN Healthcare does not report separately for regional or market levels.</p>
201-2 Financial implications and other risks and opportunities due to climate change	2024 Impact Report: Climate Resilience Strategy



Disclosure	Location
201-3 Defined benefit plan obligations and other retirement plans	<p>AMN Healthcare offers corporate team members Deferred Compensation plan or 401(k) retirement savings options and a Roth 401(k). 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. In 2024, AMN Healthcare offered an employer match of 50% on team member contributions up to 6% of their compensation and 100% of the next 4% of contributions.</p> <p>In 2024, 662 team members participated in the Deferred Compensation Plan out of 815 team members that are eligible to participate and 84% of eligible corporate team members participated in the company's 401(k) retirement plan.</p> <p>2024 Form 10-K: Item 8. Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note (9) Retirement Plans.</p>
201-4 Financial assistance received from government	<p>In 2024, AMN Healthcare received approximately \$2,520 in Employee Retention Tax Credits. AMN Healthcare also received approximately \$2,039,854 in Federal and State Research and Development Tax Credits in 2024. No other financial assistance or incentives were received from any government or Export Credit Agencies during the reporting period.</p> <p>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.</p>

Market Presence	
<b>GRI 3: Material Topics 2021</b>	
3-3 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>2025 Proxy Statement: Sustainability and Social Impact</p>
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	AMN Healthcare does not track and report this information.
202-2 Proportion of senior management hired from the local community	AMN Healthcare does not track and report this information.

Indirect Economic Impacts	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	See GRI 203-2 below.

Disclosure	Location
<b>GRI 203: Indirect Economic Impacts 2016</b>	
203-1 Infrastructure investments and services supported	2024 Impact Report: Health; Language Services; Technology Solutions; Giving
203-2 Significant indirect economic impacts	<p>As a significant provider of healthcare staff in the United States, AMN Healthcare placed more than 119,000 healthcare professionals (nurses, physicians, allied, and other professionals) in temporary and permanent positions in the healthcare sector in 2024. 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.</p> <p>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.</p>
<b>Procurement Practices</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Vendor & Supplier Code of Conduct.
<b>GRI 204: Procurement Practices 2016</b>	
204-1 Proportion of spending on local suppliers	AMN Healthcare does not track and report this information on local suppliers.
<b>Anti-Corruption</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	<p>2024 Impact Report: Business Ethics &amp; Compliance.</p> <p>See Code of Conduct, Code of Ethics for Senior Financial Officers, Human Rights Policy, and Vendor &amp; Supplier Code of Conduct.</p>

Disclosure	Location
<b>GRI 205: Anti-corruption 2016</b>	
205-1 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 2024 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 currently no significant risks in this area.</p>
205-2 Communication and training about anti-corruption	<p>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.</p> <p>2024 Impact Report: Business Ethics &amp; Compliance; Code of Conduct; Vendor &amp; Supplier Code of Conduct.</p>
205-3 Confirmed incidents of corruption and actions taken	See GRI 205-1 a above. AMN Healthcare had no confirmed incidents of corruption.
<b>Anti-competitive Behavior</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Business Ethics & Compliance; Code of Conduct.
<b>GRI 206: Anti-competitive Behavior 2016</b>	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2024, AMN Healthcare had no legal actions in these areas.
<b>Tax</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Form 10-K: Item 8. Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements.
<b>GRI 207: Tax 2019</b>	
207-1 Approach to tax	2024 Form 10-K: Item 8. Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements.
207-4 Country-by-country reporting	AMN Healthcare does not report this information.

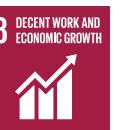
Disclosure	Location
<b>Energy</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Managing Our Climate Impact, Risks & Opportunities
<b>GRI 302: Energy 2016</b>	
302-1 Energy consumption within the organization	2024 Impact Report: Environmental Data.
302-2 Energy consumption outside of the organization	AMN Healthcare does not track this information but does report relevant Scope 3 emissions that are related to energy consumption. 2024 Impact Report: Environmental Data.
	
302-3 Energy intensity	2024 Impact Report: Environmental Data Appendix.
302-4 Reduction of energy consumption	2024 Impact Report: Environmental Data Appendix.
<b>Water and Effluents</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Impact Strategy; Environmental Data. 2025 Proxy Statement: Sustainability and Social Impact.
<b>GRI 303: Water and Effluents 2018</b>	
303-1 Interactions with water as a shared resource	2024 Impact Report: Managing our Climate Risks & Opportunities
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	2024 Impact Report: Environmental Data.
<b>Biodiversity</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Managing our Climate Risks & Opportunities

Disclosure	Location
<b>GRI 304: Biodiversity 2016</b>	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	San Diego Office (12400 High Bluff Dr., Suite 500 & 600) adjacent to Torrey Pines State Reserve: a protected area targeted for conservation with terrestrial and maritime ecosystem.
304-2 Significant impacts of activities, products, and services on biodiversity	This is not material to our operations.
304-3 Habitats protected or restored	This is not material to our operations.
304-4 IUCN Red List species and national conservation list species with habitats in affected areas by operations	AMN Healthcare does not track this information and does not believe it is material to our operations.
<b>Emissions</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Climate Resilience Strategy; Environmental Data; Disclosures  2024 Form 10-K: Item 1A: Risk Factors.
 	
<b>GRI 305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	2024 Impact Report: Environmental Data; Disclosures—Environmental Data Appendix.
305-2 Energy indirect (Scope 2) GHG emissions	2024 Impact Report: Environmental Data; Disclosures—Environmental Data Appendix.
305-3 Other indirect (Scope 3) GHG emissions	2024 Impact Report: Environmental Data; Disclosures—Environmental Data Appendix
305-4 GHG emissions intensity	2024 Impact Report: Environmental Data; Disclosures—Environmental Data Appendix.
305-5 Reduction of GHG emissions	2024 Impact Report: Environment.
305-6 Emissions of ozone-depleting substances (ODS)	AMN Healthcare does not track and report this information because it is not material to our operations.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	AMN Healthcare does not track or report this information because it is not material to our operations.

Disclosure	Location
<b>Waste</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Impact Strategy; Climate Resilience Strategy; Environmental Data; Managing Our Climate Impact, Risks & Opportunities.
<b>GRI 306: Waste 2020</b>	
306-1 Waste generation and significant waste-related impacts	AMN Healthcare does not track or report on this information.
306-2 Management of significant waste-related impacts	AMN Healthcare does not track or report on this information.
306-3 Waste generated	2024 Impact Report: Environmental Data Appendix.
306-4 Waste diverted from disposal	2024 Impact Report: Climate Resilience Strategy
306-5 Waste directed to disposal	2024 Impact Report: Environmental Data Appendix.
<b>Supplier Environmental Assessment</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	See Vendor & Supplier Code of Conduct.
<b>GRI 308: Supplier Environmental Assessment 2016</b>	
308-1 New suppliers that were screened using environmental criteria	2024 Impact Report: Supplier Environmental Maturity Mapping.
308-2 Negative environmental impacts in the supply chain and actions taken	2024 Impact Report: Environmental Data; Managing Our Climate Impact, Risks & Opportunities  We have identified our travel vendors, e.g., airlines, rental car companies, and delivery services companies as suppliers that have negative environmental impacts.



Disclosure	Location															
<b>Employment</b>																
<b>GRI 3: Material Topics 2021</b>																
3-3 Management of material topics	<p>2024 Impact Report: Impact Strategy; People, Culture &amp; Communities.</p> <p>2024 Form 10-K: Item 1: Business—Human Capital Management, Our Healthcare Professionals.</p>															
<b>GRI 401: Employment 2016</b>																
401-1 New employee hires and employee turnover	2024 Impact Report: KPI Appendix															
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>2024 Impact Report: Benefits and Well-being. Discounted medical premiums are provided to team members when they complete annual wellness incentives. AMN Healthcare offers free tobacco cessation programs and free medical services such as flu shots and biometric screening to our team members.</p> <p>We also provide our full time temporary team members with a preventive healthcare plan and access to our 401k plan.</p>															
	<p><b>2024 Benefits Participation</b></p> <table border="1"> <thead> <tr> <th>Benefit Program</th> <th>Corporate</th> <th>Healthcare Professional</th> </tr> </thead> <tbody> <tr> <td>Medical</td> <td>56%</td> <td>40%</td> </tr> <tr> <td>Dental</td> <td>51%</td> <td>35%</td> </tr> <tr> <td>Vision</td> <td>57%</td> <td>29%</td> </tr> <tr> <td>401K</td> <td>72%</td> <td>22%</td> </tr> </tbody> </table>	Benefit Program	Corporate	Healthcare Professional	Medical	56%	40%	Dental	51%	35%	Vision	57%	29%	401K	72%	22%
Benefit Program	Corporate	Healthcare Professional														
Medical	56%	40%														
Dental	51%	35%														
Vision	57%	29%														
401K	72%	22%														

Disclosure	Location																								
401-3 Parental leave	<p>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.</p> <p><b>2024 Parental Leave Data</b></p> <table border="1"> <thead> <tr> <th>Benefit Program</th><th>Corporate</th><th>Healthcare Professional</th><th>Not Specified</th></tr> </thead> <tbody> <tr> <td>Total Eligible</td><td>2,076</td><td>948</td><td>3</td></tr> <tr> <td>Total Used</td><td>180</td><td>43</td><td>1</td></tr> <tr> <td>% Used</td><td>80%</td><td>19%</td><td>0.4%</td></tr> <tr> <td>Total Returned of LOA</td><td>140</td><td>15</td><td>0</td></tr> <tr> <td>% RLOA</td><td>78%</td><td>9%</td><td>0.4%</td></tr> </tbody> </table>	Benefit Program	Corporate	Healthcare Professional	Not Specified	Total Eligible	2,076	948	3	Total Used	180	43	1	% Used	80%	19%	0.4%	Total Returned of LOA	140	15	0	% RLOA	78%	9%	0.4%
Benefit Program	Corporate	Healthcare Professional	Not Specified																						
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Total Used	180	43	1																						
% Used	80%	19%	0.4%																						
Total Returned of LOA	140	15	0																						
% RLOA	78%	9%	0.4%																						
<b>Labor Management Relations</b>																									
<b>GRI 402: Labor/Management Relations 2016</b>																									
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.																								
<b>Occupational Safety</b>																									
<b>GRI 3: Material Topics 2021</b>																									
3-3 Management of material topic	<p>2024 Impact Report: Workplace Health &amp; Safety.</p> <p>2024 Form 10-K: Item 1: Business—Health &amp; Safety.</p>																								
<b>GRI 403: Occupational Health and Safety 2018</b>																									
403-1 Occupational health and safety management system	2024 Impact Report: Workplace Health & Safety.																								
403-2 Hazard identification, risk assessment, and incident investigation	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.																								
 																									

Disclosure	Location
403-4 Worker participation, consultation, and communication on occupational health and safety	2024 Impact Report: Workplace Health & Safety.
403-4 Worker participation, consultation, and communication on occupational health and safety	2024 Impact Report: Workplace Health & Safety.
403-5 Worker training on occupational health and safety	2024 Impact Report: Workplace Health & Safety.
403-5 Worker training on occupational health and safety	2024 Impact Report: Workplace Health & Safety.
403-6 Promotion of worker health	2024 Impact Report: Benefits and Well-being.
403-7 Prevention and mitigation of occupational safety impacts directly linked by business relationships	2024 Impact Report: Benefits and Well-being
403-8 Workers covered by an occupational health	<p>2024 Impact Report: Workplace Health &amp; Safety.</p> <p>AMN Healthcare implements many elements of an occupational health and safety management system, which is crucial to ensuring the well-being of our team members. AMN Healthcare employs a Health &amp; Safety Supervisor who oversees all aspects of the health and safety program and is responsible for the development and implementation of safety policies and procedures, including, but not limited to, injury and illness prevention, emergency and crisis response, and workplace violence prevention. AMN Healthcare has an active Environmental Health and Safety (EHS) Committee, which is comprised of representatives from various departments, including Corporate Risk Management, Facilities, Human Resources, Legal, Compliance, Clinical Operations, and Housing and Travel. Training records are tracked and maintained in a Learning Management System.</p>
403-9 Work-related injuries	<p>2024 Impact Report: KPI Appendix.</p> <p>In accordance with OSHA's guidance and injury and illness record keeping requirements, AMN Healthcare's temporary employees have been excluded from the calculations, as host employers are responsible for recording injuries and illness of temporary workers.</p>

Disclosure	Location
403-10 Work-related ill health	2024 Impact Report: KPI Appendix.  AMN Healthcare does not track work-related ill health for workers who are not employees. AMN Healthcare Client facilities are not controlled by AMN Healthcare. See GRI 403-9 above.
<b>Training and Education</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Talent Acquisition and Retention  2024 Form 10-K: Item 1: Business—Learning and Professional Development.
<b>GRI 404: Training and Education 2016</b>	
404-1 Average hours of training per year per employee	See GRI 3-3 above.  AMN Healthcare tracked a total of 48,866 hours that team members spent across various learning programs. AMN Healthcare does not track and report this data by gender or employee category.
404-2 Programs for upgrading employee skills and transition assistance programs	2024 Impact Report: Talent Acquisition and Retention  2024 Form 10-K: Item 1: Business—Learning and Professional Development.
404-3 Percentage of employees receiving regular performance and career development reviews	2024 Impact Report: Talent Acquisition and Retention
<b>Diversity and Equal Opportunity</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: People, Culture & Communities  2024 Form 10-K: Item 1: Business.  See Code of Conduct, Human Rights Policy, and Vendor & Supplier Code of Conduct.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
405-1 Diversity of governance bodies and employees	2024 Impact Report: Board Composition 2024 Form 10-K: Item 1: Business—Human Capital Management.  2025 Proxy Statement: Director Nominee Snapshot.



Disclosure	Location
405-2 Ratio of basic salary and remuneration of women to men	Women comprise 63% of AMN Healthcare top 10% compensated team members. Additionally, women comprise 67% of the top pay quartile, 69% of upper middle pay quartile, 69% of lower middle pay quartile, and 69% of lower pay quartile. AMN Healthcare reports gender pay data through the Bloomberg Gender-Equality Index, included as an appendix
<b>Non-Discrimination</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	<p>2024 Impact Report: Impact Strategy.</p> <p>2025 Proxy Statement.</p> <p>See Code of Conduct, Human Rights Policy, and Vendor &amp; Supplier Code of Conduct.</p>
<b>GRI 406: Non-Discrimination 2016</b>	
406-1 Incidents of discrimination and corrective actions taken	AMN Healthcare had zero reports of systemic workforce discrimination during the reporting year.
<b>Freedom of Association and Collective Bargaining</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 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 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.</p> <p>See Code of Conduct, Human Rights Policy, and Vendor &amp; Supplier Code of Conduct.</p>
<b>Child Labor</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	<p>2024 Impact Report: Business Ethics &amp; Compliance.</p> <p>See Code of Conduct, Human Rights Policy, and Vendor &amp; Supplier Code of Conduct.</p>

Disclosure	Location
<b>GRI 408: Child Labor 2016</b>	
408-1 Operations and suppliers at significant risk for incidents of child labor	The AMN Healthcare Human Rights Policy holds a zero-tolerance policy for child labor for both the company as well as our vendors. We have assessed our operations, and they do not pose a significant risk for incidents of child labor. AMN Healthcare continually evaluates our vendor onboarding process and makes improvements as necessary in the process to contribute to the abolition of child labor.
<b>Forced or Compulsory Labor</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Business Ethics & Compliance.  See Code of Conduct, Human Rights Policy, and Vendor & Supplier Code of Conduct.
<b>GRI 409: Forced or Compulsory Labor 2016</b>	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The AMN Healthcare Human Rights Policy details our zero-tolerance policy for forced labor, slavery, or human trafficking for both the company as well as our vendors.
<b>Security Practices</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	AMN Healthcare does not employ security personnel.
<b>GRI 410: Security Practices 2016</b>	
410-1 Security personnel trained in human rights policies or procedures	AMN Healthcare does not employ security personnel.
<b>Rights of Indigenous Peoples</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Business Ethics & Compliance.  See Code of Conduct, Human Rights Policy, and Vendor & Supplier Code of Conduct.
<b>GRI 411: Rights of Indigenous Peoples</b>	
411-1 Incidents of violations involving rights of indigenous peoples	AMN Healthcare has not had any incidents of violating rights of indigenous peoples in 2024 or in the history of operations.

Disclosure	Location
<b>Local Communities</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Impact Strategy; Health; Giving;
413-1 Operations with local community engagement, impact assessments, and development programs	2024 Impact Report: Health; Giving.
413-2 Operations with significant actual and potential negative impacts on communities	AMN Healthcare does not track and report on this information.
<b>Supplier Social Assessment</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Communities.  2025 Proxy Statement.  See Vendor & Supplier Code of Conduct.
<b>GRI 414: Supplier Social Assessment</b>	
414-1 New suppliers that were screened using social criteria	2024 Impact Report: Communities.  See Vendor & Supplier Code of Conduct.
<b>Public Policy</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Government Relations.  2025 Proxy Statement: Political Activity and Trade Associations.  See Code of Conduct and Corporate Political Activity Policy.
<b>GRI 415: Public Policy 2016</b>	
415-1 Political contributions	2024 Impact Report: Government Relations.

Disclosure	Location
<b>Customer Health and Safety</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Health.
<b>GRI 416: Customer Health and Safety 2016</b>	
416-1 Assessment of the health and safety impacts of product and service categories	Every healthcare provider within the AMN Healthcare network undergoes rigorous screening, referencing, and quality control processes that adhere to the same stringent standards as hospitals and healthcare facilities, including credential review, background checks and drug tests, and health screening standards that meet and often exceed Joint Commission and National Committee for Quality Assurance (NCQA) standards. AMN Healthcare screens 100% of physicians and clinicians against the National Practitioner Data Bank (NPDB), an electronic database created by the U.S. Congress in 1986 to document payments in connection with liability judgments and settlements, as well as peer review actions affecting licenses, clinical privileges, and other factors. AMN Healthcare is Joint Commission certified through its Healthcare Staffing Services Certification Program.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	AMN Healthcare had no incidences of serious or willful noncompliance concerning the health and safety impacts of our products and services in 2024.
<b>Marketing and Labeling</b>	
<b>GRI 417: Marketing and Labeling 2016</b>	
417-2 Incidents of non-compliance concerning product and service information and labeling	AMN Healthcare received no incidences of serious or willful non-compliance or non-compliance concerning product and service information and labeling in 2024.
417-3 Incidents of non-compliance concerning marketing communications	AMN Healthcare ensures accuracy and truthfulness in marketing communications. In 2024, AMN Healthcare received no substantiated incidents of non-compliance concerning marketing communications.
<b>Customer Privacy</b>	
<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	2024 Impact Report: Business Continuity & Information Safety  2025 Proxy Statement: Information Security, Cybersecurity and Data Privacy.  See Privacy Policy and Ad and Cookie Policy.
<b>GRI 418: Customer Privacy 2016</b>	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Based on the information at hand, no Indicator of Compromise or evidence of a data breach of material value or impact has been identified or substantiated by AMN Healthcare for the period of January 1 to December 31, 2024. AMN Healthcare received no complaints from regulatory bodies in 2024.

# SASB Content Index

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

Code	Metric	Category	Response And/Or Location
<b>Data Security</b>			
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	See 2025 Proxy Statement: Information Security, Cybersecurity and Data Privacy; 2024 Impact Report: Data Governance & Technology; Business Ethics & Compliance
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	See Privacy Policy
SV-PS-230a.3	(1) Number of data breaches, (2)percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	AMN Healthcare is not aware of any data breaches of material impact during 2024.
<b>Workforce Diversity &amp; Engagement</b>			
SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (3) all other employees	Quantitative	2024 Impact Report: People, Culture & Communities, KPI Appendix
SV-PS-330a.2	Employee engagement as a percentage	Quantitative	2024 Impact Report: People, Culture & Communities and KPI Appendix

Code	Metric	Category	Response And/Or Location
<b>Professional Integrity</b>			
SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	<p>AMN Healthcare has adopted written policies and procedures, including a Code of Conduct and the other policies listed below, to provide clear and consistent guidance to all team members regarding their responsibilities.</p> <p>2024 Impact Report: Business Ethics &amp; Compliance: Code of Conduct</p> <p>Code of Ethics for Senior Financial Officers</p> <p>Vendor &amp; Supplier Code of Conduct</p> <p>Human Rights Policy</p> <p>Corporate Political Action Policy</p>
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	AMN Healthcare does not report this because it is confidential information.
<b>Activity Metric</b>			
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	GRI Content Index—GRI 2-7 and 2-8
SV-PS-000.B	Employee hours worked, Percentage billable	Quantitative	We do not report on the number of hours our team members work, or percentage billable.

# 2024 Environmental Data Appendix

	2022	2023	2024	2024 vs 2023	Metric Narrative
<b>Leased Facilities</b>					
Total Leased Facilities Square Footage	434,424	485,511	334,976	-31%	We reduced operational square footage by 150,535 sq. ft. by decommissioning of several offices.
<b>Scope 1 (MT CO<sub>2</sub>e)</b>					
Fugitive Emissions	144	113	120	6%	Methodology update. The source for estimating the amount of refrigerant required to cool a space was updated, resulting in a higher emissions estimation.
Sub-total Scope 1	144	113	120	6%	
<b>Scope 2 (MT CO<sub>2</sub>e)</b>					
Natural Gas	256	154	130	-16%	Natural gas fuel consumption decreased from 2,890.52 mmBtu to 2,474.00 mmBtu. This is due to a decrease in squarefootage YoY as well as shifting to Scope 3 locations where AMN does not have operational control.
Electricity (Location-based)	2,117	1,861	1,123	-40%	A decrease in squarefootage YoY as well as shifting locations where AMN does not have operational control to Scope 3 led to a decrease in electricity consumption from 4,774,471.21 kWh to 3,540,121.86 kWh.
Electricity (Market-based)	2,334	-	-	-	Zero market-based emissions explained by the purchase of RECs
Sub-total Scope 2 (Location-based)	2,373	2,015	1,253	-38%	
Sub-total Scope 2 (Market-based)	2,590	154	130	-16%	
TOTAL Scopes 1& 2 (Location-based)	2,517	2,128	1,373	-35%	
TOTAL Scopes 1& 2 (Market-based)	2,734	267	250	-0.6%	

	2022	2023	2024	2024 vs 2023	Metric Narrative
<b>Scope 3 (MT CO<sub>2</sub>e)</b>					
Category 1: Purchased Goods & Services	95,782	43,171	82,083	90%	An increase in spend led to a slight increase in emissions. However, an update in emission factor database years (the most commonly used EF increased from 0.029 kg CO <sub>2</sub> e/2023 USD in AR4 to 0.051099618 kg CO <sub>2</sub> e/2024 USD in AR5) was the driving factor of the increase in emissions.
Category 2: Capital Goods	4,013	5,487	5,075	-8%	A decrease in spend from \$73,223,121.61 to \$60,764,949.82 led to a decrease in emissions.
Category 3: Fuel- and energy-related activities	773	352	468	33%	While energy consumption from Scope 1 and Scope 2 decreased YoY, updated emissions factors were used to calculate upstream emissions from electricity and natural gas, resulting in increased emissions.
Category 4: Upstream Transportation & Distribution (inc. WTT)	533	53	49	-8%	More accurate supplier-specific emissions report provided in 2024, vs distance-based calculations used in 2023.
Category 5: Waste Generated in Operations	466	389	127	-67%	In 2023, it was assumed that all non-remote employees were in-office 4 days per week. In 2024, it was confirmed that most employees not designated as "remote" were in office 2 days a week. Additionally, the average waste generation per capita use decreased YoY. Together, this led to a decrease in total in-office days, and a decrease in waste generation in the office.
Category 6: Business Travel	23,083	23,485	55,643	137%	Distance-based data was provided for air travel in 2023, but only spend-based data was provided in 2024, resulting in an increase in estimated emissions from this data source. Additionally, spend data on travel nurse accommodation was excluded in 2023. This spend data (\$320,476,549) was included in the 2024 inventory, drastically increasing emissions.
Category 7: Employee Commuting (inc. Telecommuting)	8,510	5,352	3,062	-71%	All non-remote employees were assumed to commute 4 days a week in 2023. In 2024, it was confirmed that all non-remote employees commute 2 days per week. Additionally, hybrid employee count dropped from 1,640 to 1,305. Together, this led to a drop in total commute days per year from 328,000 to 196,373. Finally, updated estimated commute distances were applied, decreasing total commute distance per year from 6,922,883 to 2,770,340.
Category 8: Upstream Leased Assets	-	-	6		In 2023, locations that AMN leases, but lacks operational control over, were not included in upstream leased assets. For the 2024 inventory, any location that AMN leases a defined space, but lacks operational control over (coworking locations with specific spaces reserved) were classified as an upstream leased asset.
Category 13: Downstream Leased Assets	-	-	40		In 2023, offices that were subleased to other entities were not included in downstream leased assets. For the 2024 inventory, any location that AMN subleased to other entities was classified as a downstream leased asset.

	2022	2023	2024	2024 vs 2023	Metric Narrative
Category 15: Investments	20,158	16,838	13,397	-20%	Reduced investment in utility companies YOY.
<b>Sub-total Scope 3</b>	153,318	95,127	159,950	68%	The increase in Scope 3 and overall emissions is primarily due to updated emissions factors and the inclusion of additional Business Travel data identified during this reporting year. We are working to reassess and, if necessary, recalculate our 2022 and 2023 emissions inventories to reflect the update and ensure consistency across reporting years.
<b>TOTAL Scopes 1, 2, &amp; 3 (Location-based)</b>	155,835	97,254	161,322	66%	
<b>TOTAL Scopes 1, 2, &amp; 3 (Market-based)</b>	156,052	95,393	160,199	68%	
<b>Emissions Intensity</b>					
Market-Based Emissions Intensity (MT CO <sub>2</sub> e per 1,000 sq. ft.)	359.57	196.48	478.21	143%	
Market-Based Emissions Intensity (MT CO <sub>2</sub> e per employee)	36.87	26.85	53.98	101%	
<b>Energy Usage</b>					
Total Energy Consumption (MWh)	5,683	4,774	3,617	-24%	
Energy Consumption Intensity (MWh/1,000 sq. ft.)	13.08	9.83	10.78	0.10%	
<b>Waste</b>					
Total Waste Disposed (Metric Tons)	1,845	846	272	-68%	We have recycling programs in place and various strategies for reducing waste sent to landfills.
Recycled (Metric Tons)	450	203	87	-57%	
Landfill (Metric Tons)	1,395	643	185	-71%	
Waste Generation Intensity (MT CO <sub>2</sub> e per 1,000 sq. ft.)	1.07	0.80	0.38	-53%	

# Bloomberg Gender-Equality Index

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

KPI	FY2024
<b>Leadership</b>	
Percentage of Women on Company Board	44%
Chairperson Is a Woman	N
Committees Chaired by Women	40%
Female Chief Executive Officer or Equivalent	Y
Chief Financial Officer or Equivalent Is a Woman	N
Female Executives (C-Suite)	50%
Has Chief Diversity Officer or Equivalent Executive	N
<b>Talent Pipeline</b>	
Women in All Levels of Management	64%
Women in Senior Management (Directors and Above)	57%
Women in Middle and/or Other Management	65%
Women in Non-managerial Positions	71%
Women in Total Workforce	68%
Women Promoted as % of Total Promoted	71%
Women New Hires	63%
Women Attrition	17%

KPI	FY2024
Time-Bound Action Plan with Targets to Increase Representation of Women in Leadership	N <sup>1</sup>
Time-Bound Action Plan with Targets to Increase Representation of Women in the Company	N <sup>2</sup>
Mean Gender Pay Gap (Raw) <sup>3</sup>	22
Gender Pay Gap Adjusted Mean Percent	Not Measured
Gender Pay Gap Action Plan	N
Executive Compensation Linked to Gender Diversity or DEI	N
<b>Inclusive Culture</b>	
Fully Paid Primary Parental Leave Weeks	0
Fully Paid Secondary Parental Leave Weeks	0
Parental Leave Retention Rate	95%
Back-Up Family Care Services	N
Flexible Working Policy	Y
Has Employee Groups for Women	Y
Unconscious Bias Training for All Employees	Y
Annual Sexual Harassment Training	N <sup>4</sup>

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

<sup>2</sup>Women comprise 68% of our workforce, therefore an action plan to increase representation is not seen as being necessary.

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

<sup>4</sup>We require sexual harassment training upon hire and every two years thereafter for every team member. We also assign according to law and applicable role (e.g., all team members in Illinois and New York receive workplace harassment prevention training annually).

# Key Performance Indicators

People and Culture Metrics	FY2024	FY2023	FY2022
<b>Headcount and Workforce Statistics<sup>1,2</sup></b>			
<b>Total Headcount</b>	2,968	3,585	4,233
<b>Workforce by Generation</b>			
Generation Y / Millennials (1981-1996)	57%	57%	58%
Generation Z (1965 – 1980)	5%	5%	5%
Baby Boomers (1946 – 1964)	6%	6%	7%
<b>Internal Transfers and Promotions</b>			
Total	481	788	1,378
Female	73%	71%	71%
Male	27%	28%	28%
White	59%	58%	57%
BIPOC	38%	39%	40%
Not Disclosed	3%	<1%	<1%
<b>External New Hires by Gender</b>			
Female	61%	63%	70%
Male	39%	37%	29%
<b>External New Hires by Race &amp; Ethnicity</b>			
Black	16%	25%	28%
Hispanic	15%	8%	13%
Asian	8%	8%	6%

People and Culture Metrics	FY2024	FY2023	FY2022
Native Hawaiian or Other Pacific Islander	<1%	<1%	<1%
Native American or Alaskan Native	2%	<1%	<1%
Two or More Races	6%	6%	4%
Other	0%	0%	<1%
White	49%	48%	45%
Not Disclosed	3%	5%	3%
<b>External New Hires by Generation</b>			
Generation Y / Millennials (1981-1996)	62%	63%	59%
Generation Z (1997 and onward)	15%	11%	9%
Generation X (1965 – 1980)	21%	24%	27%
Baby Boomers (1946 – 1964)	2%	2%	5%
<b>Employee Demographic Disclosures</b>			
Female	68%	69%	69%
Male	31%	30%	30%
BIPOC	37%	39%	41%
White	60%	59%	57%
Not Disclosed	3%	3%	3%
LGBTQ+	2%	3%	3%
Veterans	2%	3%	3%
Disability	3%	3%	3%

<sup>1</sup>In this report, we use BIPOC as an umbrella term that includes historically underrepresented racial and ethnic groups, including people who identify as Black, Hispanic/Latinx, Asian, Native Hawaiian or Other Pacific Islander, Native American or Alaskan Native, Two or More Races, and Other.

<sup>2</sup>Certain categories that are less than 100% due to rounding of responses not disclosed or response rate <2%.

People and Culture Metrics	FY2024	FY2023	FY2022	People and Culture Metrics	FY2024	FY2023	FY2022				
<b>Organizational Level—Diversity by Gender</b>											
<b>Individual Contributors</b>											
Female	69%	71%	70%	BIPOC	40%	41%	43%				
Male	30%	29%	28%	Black	13%	15%	18%				
<b>Leaders*</b>											
Female	67%	65%	66%	Hispanic	14%	14%	13%				
Male	33%	35%	33%	Asian	7%	7%	7%				
<b>Executives</b>											
Female	52%	52%	49%	Native Hawaiian or Other Pacific Islander	<1%	<1%	<1%				
Male	48%	46%	50%	Native American or Alaskan Native	<1%	<1%	<1%				
<b>Organizational Level—Diversity by Race &amp; Ethnicity</b>											
<b>All Team Members</b>											
BIPOC	37%	39%	41%	Two or More Races	4%	4%	4%				
Black	11%	14%	16%	Other	1%	<1%	<1%				
Hispanic	13%	13%	13%	White	60%	56%	54%				
Asian	7%	7%	6%	Not Disclosed	3%	3%	3%				
Native Hawaiian or Other Pacific Islander	<1%	<1%	<1%	<b>Leaders*</b>							
Native American or Alaskan Native	<1%	<1%	<1%	BIPOC	29%	31%	33%				
Two or More Races	4%	4%	4%	Black	6%	8%	9%				
Other	<1%	<1%	<1%	Hispanic	13%	13%	13%				
White	60%	59%	57%	Asian	5%	5%	5%				
Not Disclosed	3%	3%	3%	Native Hawaiian or Other Pacific Islander	<1%	<1%	<1%				
				Native American or Alaskan Native	1%	<1%	<1%				
				Two or More Races	4%	4%	5%				
				Other	1%	<1%	<1%				
				White	69%	66%	65%				
				Not Disclosed	3%	2%	2%				

\* Leaders includes all leaders except Executives, who are shared as a distinct population.

People and Culture Metrics	FY2024	FY2023	FY2022	People and Culture Metrics	FY2024	FY2023	FY2022
<b>Executives</b>							
BIPOC							
Black	16%	16%	16%	Engagement Survey Participation	6%	9%	7%
Hispanic	6%	2%	3%	Engagement Survey Overall Score	1%	5%	6%
Asian	2%	3%	3%	Volunteer Hours	9%	5%	6%
Native Hawaiian or Other Pacific Islander	3%	0%	0%	Workforce voluntary turnover	15,595	15,028	15,028
Native American or Alaskan Native	0%	0%	0%	Workforce involuntary turnover	6%	6%	3%
Two or More Races	0%	0%	0%	Workforce retention	17%	14%	87%
Other	0%	0%	0%		81%	79%	87%
White	0%	0%	0%				
Not Disclosed	82%	82%	82%				
<b>Board Composition</b>							
<b>Race/Ethnic Diversity</b>							
White	3%	2%	2%	Work-related injuries and illnesses—healthcare providers	353	440	827
BIPOC	33%	33%	33%	Work-related Injuries—all employees	67%	67%	67%
<b>Gender Diversity</b>							
Male	33%	33%	33%	Number and rate of fatalities resulting from work-related injuries	0	0	0
Female	33%	33%	33%	Number and rate of high-consequence work-related injuries	0	0	0
<b>Age Diversity</b>							
55-60	56%	44%	44%	Number and rate of recordable work-related injuries	13/0.3	10/0.2	15/0.4
61-65	44%	56%	56%	Main Types of work-related injuries	Repetitive motion, slips/trips/falls, noise exposure		
66+	44%	56%	56%	OSHA incident rate	0.3	0.2	0.4

\*\* Employee Engagement is based on an annual enterprise-wide survey of a variety of factors, including workplace practices, benefits and opportunities for career growth, among other factors.

\*\*\*The Incident Rate represents the number of injuries and illnesses per 100 full-time workers. It is calculated as Number of Injuries and Illness X 200,000, where 200,000 is the base for 100 equivalent full-time workers (working forty hours per week, 50 weeks per year). AMN Healthcare's OSHA Incident Rate is for corporate team members, and is based on 10,125,193 hours worked.

# Forward-Looking Statements

This Impact Report includes estimates, projections, and statements related to our business plans, objectives, initiatives, strategies, and practices that may constitute “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Such statements include, among others, statements regarding client goals and our ability to meet those goals, our ability to expand access to care, our ability to drive engagement, retention, productivity and innovation, our ability to invest in ways to build the healthcare talent pipeline, the expected impact of the healthcare talent pipeline on patient outcomes, statements regarding the anticipated effectiveness of our third-party risk management program, statements regarding priorities, strategies, goals, policies, plans, commitments and targets, the ability for these programs performance to drive value, engagement, productivity, retention, or impact our risk profile, future strategies, objectives, investments or disclosures, climate or climate-related risks or opportunities and the potential impact on us or our clients, or our ability to mitigate these risks, statements regarding the materiality of our environmental risks, other risks to our business and our ability to mitigate these risks, the potential impact of new regulations, 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 “aim,” “believe,” “commitments,” “could,” “estimates,” “expect,” “goals,” “intend,” “may,” “targets,” “strive,” “will,” or 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 Impact Report are set forth in the Company’s Annual Report on Form 10-K for the year ended December 31, 2024 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 Impact Report are likely to cause these statements to become outdated with the passage of time.



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