



2025 IMPACT REPORT

This report uses the following symbols to indicate that additional information can be found elsewhere in this report, on our website, or in other disclosures:



Internal link



External link



Downloads

Table of Contents

1 Introduction

- 04 A Message from Our President and Chief Executive Officer
- 05 About AMN Healthcare
- 07 Impact Strategy
- 08 Stakeholder Engagement
- 10 2025 Highlights
- 11 Awards and Accolades

2 Innovating for Better Health Outcomes

- 13 Accessible and Quality Healthcare
- 14 Tech-Enabled Innovation
- 16 Language Services
- 18 School Solutions
- 19 Client Partnership

3 Promoting Responsible Business

- 21 Corporate Governance
- 23 Enterprise Risk Management
- 24 Business Ethics and Compliance
- 26 Responsible Supply Chain
- 28 Workplace Health and Safety
- 30 Data Governance and Cybersecurity
- 33 Government Relations

4 Empowering Our People and Communities

- 35 Corporate Team Members
- 42 Healthcare Professionals
- 45 Communities

5 Partnering for Environmental Stewardship

- 49 Environmental Management
- 50 Our Science-Based Targets
- 51 Climate Risk Assessment

6 Disclosures and KPIs

- 54 About this Report
- 55 GRI Content Index
- 73 SASB Content Index
- 75 Key Performance Indicators
- 78 Environmental Data Appendix
- 81 Forward-Looking Statements

INTRODUCTION

- 04 A Message from Our President and Chief Executive Officer
- 05 About AMN Healthcare
- 07 Impact Strategy
- 08 Stakeholder Engagement
- 10 2025 Highlights
- 11 Awards and Accolades



A Message from Our President and Chief Executive Officer

Dear Fellow Stakeholders,

Healthcare is at an inflection point. Across the country, organizations are navigating workforce shortages, rising complexity, and increasing demand for care while clinicians seek more flexibility, support, and meaning in their work. In this environment, AMN Healthcare's role as a trusted workforce partner has never been more vital. We are a purpose-driven organization, and our impact on the people and communities we serve is a component of our success.

In 2025, we marked a meaningful milestone—AMN's 40th anniversary—giving us an opportunity to reflect how far we've come. Over four decades, we have grown from a pioneering healthcare staffing company into a comprehensive, technology-enabled total talent partner, empowering the future of care along side our clients and clinicians.

AMN is uniquely positioned as the bridge between the total talent needs of healthcare clients and a broad network of high-quality healthcare professionals. Through deep, long-term client partnerships, we connect more clinicians to more moments of care, helping increase access to quality care in communities nationwide. By understanding the needs of both healthcare organizations and professionals, we create solutions where everyone can thrive. Patients receive the care they deserve, clinicians find meaningful and flexible opportunities, and organizations build more resilient workforces for the future.

We align our work with an impact strategy that integrates our purpose with our long-term growth ambitions. This strategy focuses on three priorities: health; people, culture & communities; and environmental stewardship. The solutions we deliver for clients and clinicians expand access to care, support those at the center of healthcare, and help reduce our environmental footprint.

Our first priority is health, expanding access to quality care and strengthening the healthcare system. Building on our role connecting client needs with clinician talent, we use data-driven, technology-enabled solutions to match the right professionals to the right opportunities at the right time. AMN clinicians delivered care to over 15 million patients at more than 2,300 healthcare systems across the U.S. in 2025. This commitment is reflected in where care is delivered. In 2025 AMN placed a significant share of the clinicians outside the 40 largest cities, including 40% of permanent physician placements and 61% of locum tenens placements, helping meet critical needs in rural and underserved areas.

Our second pillar is people, culture and communities. Within AMN, we focus on attracting, developing, and retaining talented team members, offering meaningful career paths, a strong and enabling culture, and benefits and well-being programs that help people thrive at work and at home. For healthcare professionals, we invest in career matching, education, and engagement so they can build rewarding, flexible careers that align with their skills and aspirations, supported by competitive benefits and resources that promote their well-being. We extend this commitment into the communities we serve through donations, volunteerism, and targeted initiatives that help strengthen local health systems and support more equitable access to care. In 2025, AMN Healthcare donated \$596,542 to 44 nonprofit community groups and provided 8,013 volunteer hours.

Our third pillar is environmental stewardship. We recognize that a healthier planet is essential for healthier people and more resilient healthcare systems. We are working to reduce our environmental footprint across our operations, advance our climate commitments, and collaborate with partners and suppliers to support a lower-carbon, more resource-efficient future for healthcare. In 2025, AMN used 2,879 MWh of renewable energy to power our operations. We offset our remaining Scope 1 and 2 emissions with Gold Standard improved cooking stove carbon credits, benefiting communities in Guatemala.

Strong governance, including responsible use of technology and AI, robust ethics and compliance, and clear oversight, guides all of our operations. We are thoughtful about how we design, govern, and deploy our digital solutions, and in 2025, we continued formalizing a comprehensive AI use policy to provide clear guardrails. For us, technology is an enabler of human judgment, compassion, and trust—not a replacement for it. Every innovation we pursue is aimed at strengthening the clinician-patient relationship, enhancing quality and safety, and creating lasting value for our clients, professionals, shareholders, and communities.

Looking ahead, we will continue to invest in innovation, people and partnerships across the healthcare ecosystem to help build a more resilient and sustainable healthcare system for the patients and communities who rely on it.

With Gratitude,

Cary Grace
President and Chief
Executive Officer

▲ We align our work with a clear impact strategy that integrates our purpose with our long-term growth ambitions.”



About AMN Healthcare

Who We Are

AMN Healthcare is the leader and innovator in total talent solutions for healthcare, bringing together the people, processes, and technology to provide continuity of quality care. Through a steadfast partnership approach, we solve the most pressing workforce challenges to enable better clinical outcomes and access to care. In 2025, our healthcare professionals reached patients at more than 2,300 healthcare systems, including 93 percent of the top healthcare systems nationwide. We provide a comprehensive network of quality healthcare professionals and deliver a fully integrated and customizable suite of workforce technologies.

Our Mission

To empower the future of care by serving as the trusted, innovative workforce partner to healthcare organizations and professionals nationwide.

Our Vision

To be healthcare's preferred total talent workforce partner, providing the people and technology platform to help build a sustainable and adaptable workforce across all models, connecting more clinicians to care.



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.



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.



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.



Passion

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

AMN at a Glance



2,326

Healthcare Systems Served, 93% of the Top 100 and 71% of the Top 200 Health Systems in the U.S.



96k~

Healthcare Professionals Placed



20

Distinctive Solutions



13M

Patients Reached



2,664

Corporate Team Members



\$2.7B

in Revenue in 2025

Our Business

AMN's extensive portfolio of 20 solutions continually evolves to address the shifting demands of both clients and clinicians. We deliver AI-powered tools that integrate with clients' existing systems, enabling efficient access to a wide range of talent and enhancing workforce flexibility. Our staffing services provide contingent, flexible, and permanent placements across a wide range of clinical specialties. Additionally, our workforce management solutions leverage data analytics, advisory services, and process outsourcing to enhance workforce operations.

Our strategic workforce solutions are grouped into three business areas:

60%

Nurse & Allied Solutions

Workforce Staffing

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

Virtual Care

- Televate

26%

Physician & Leadership Solutions

Workforce Staffing

- Locum Tenens
- Interim Leadership

Leadership Search

- Executive Search
- Clinical Leadership

Physician Search

- Physician and Advanced Practice Search

15%

Technology & Workforce Solutions

Talent Management

- Vendor Management Systems
- Recruitment Solutions
- Float Pool Management
- Analytics & Assessment

Virtual Care

- Language Services



To learn more about AMN Healthcare, please visit [AMNHealthcare.com](https://www.AMNHealthcare.com)

Impact Strategy

Our impact strategy is designed to deliver measurable value for our business, clients, stakeholders, and the communities we serve. As we live up to our commitment to advance health and wellness for all, we have created an impact strategy built on three core pillars:

- Health
- People, Culture, and Communities
- Environmental Stewardship

These pillars are reinforced by a foundation of strong, transparent corporate governance.

AMN last completed a full materiality assessment in 2022 to identify and prioritize issues with the highest potential to create meaningful long-term impact on our company and communities. Those key topics informed our impact strategy. Continued stakeholder engagement allows AMN to refine and update that strategy. Our recent internal assessments have led us to conclude that environmental impacts and risks are not material to our business at present. However, we continue to include it in our impact strategy to respond to stakeholder interest and to maintain transparency.

We have developed our impact strategy in alignment with our business strategy to support our clients' and clinicians' goals and priorities. We strive to do good, meaningful work every day, driving outsized shared value.

Our Mission: Empowering the Future of Care

Our Growth Imperatives

Expand Share Across the Broader Market

- Serve clients across all delivery models (supplier-led, vendor neutral, direct)
- Cross-sell our portfolio of solutions into our client base
- Accelerate growth in faster growing markets and care settings (post-acute, imaging, PT, schools, etc.)

Accelerate Growth as Industry Demand Increases

- Gain incremental share from improved speed to fill and fulfillment initiatives
- Benefit from demand increases across our broader market footprint
- Drive scale benefit from our tech-enabled global workforce

Drive Earnings Growth with Operating Leverage

- Continue automation of tasks and process redesign to lower costs, improve speed, and leverage talent
- Grow higher-margin service lines to improve operating leverage
- Grow revenue 2x operating expenses, leading to double-digit, long-term earnings growth

Our Impact Pillars

Health

Enhancing the delivery of care through our services and solutions.

Our Priorities

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

[Read More](#)

People, Culture, and Communities

Fostering a sense of belonging through a welcoming environment where everyone feels recognized and valued.

Our Priorities

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

[Read More](#)

Environmental Stewardship

Promoting regulatory readiness and climate resilience.

Our Priorities

- Source 100% renewable energy and offset remaining Scope 1 and 2 emissions to progress on our 2030 Science-Based Targets
- Prepare for state-level climate reporting requirements

[Read More](#)

Corporate Governance

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

[Read More](#)

Stakeholder Engagement

AMN is committed to cultivating strong, collaborative partnerships with our stakeholders, recognizing their central role in guiding responsible leadership and meaningful impact. Through open, constructive, and frequent engagement, we build trust and shared purpose, inviting feedback that directly shapes our strategies, programs, and priorities. In 2025, stakeholder input played a defining role in refining initiatives under our impact pillars.

On **Health**, clients emphasized the need for more agile and predictive workforce solutions, which informed our expansion of WorkWise and the scaling of clinician education resources to improve care quality and readiness across the system.

In **People, Culture, and Communities**, team members rated career development, belonging, and community involvement as key priorities. Their insights drove the expansion of our Employee

Resource Groups (ERGs), renewed recognition programs, and strengthened community investments across our footprint.

For **Environmental Stewardship**, investors, clients, and suppliers underscored the need for transparency, readiness, and value chain collaboration. Their expectations confirmed the importance of our climate commitments approved by the Science Based Targets initiative (SBTi) and guided the rollout of our supplier Sustainability Blueprint to support alignment on emissions measurement, reporting, and long-term reduction efforts.

More details related to our 2025 engagement are outlined below. Each action reflects our continued commitment to listening, learning, and delivering value where it matters most.

Stakeholder Group	How We Engaged	Outcomes
Team Members	<ul style="list-style-type: none"> Team Member Experience Survey Company-wide and department meetings Bi-monthly senior leadership town halls Quarterly all-hands town halls, and question-and-answer sessions Performance management discussions Ongoing professional development and learning opportunities 	<ul style="list-style-type: none"> Interest- and team-based MS Teams channels News-focused intranet with a social media feed Weekly news round up and monthly events bulletin In-person and online events and activities, such as Company Carnival and Holidays at the Hubs
Healthcare Professionals	<ul style="list-style-type: none"> Active engagement through multiple channels—podcasts, social media, and industry forums to share updates and gather input 	<ul style="list-style-type: none"> Other engagement channels included focus groups, advisory committees, surveys, AMN Passport, and the LMS

- Action planning** launched after the annual Team Member Experience Survey
- 79% participation rate in the 2025 survey, which reflected **increased engagement and strong input** from team members
- Resources and support provided** through the Perceptyx platform, human resources (HR) office hours, and leadership training to turn insights into action
- Individual Development Plans** to help team members chart their development at AMN
- Updated intranet which drove over **1.2 billion site visits** in 2025

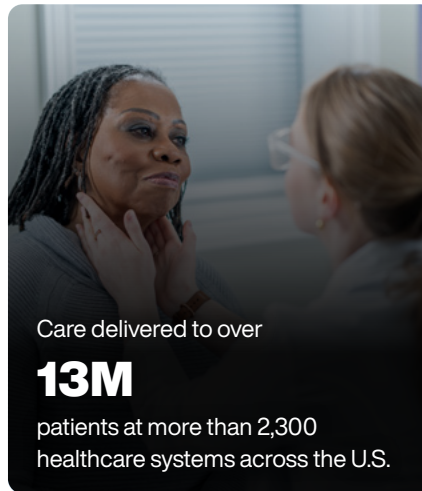
- Clinician Experience Team launched** to address feedback and enhance support across assignments
- Well-being initiatives extended**, including the Caring for Caregivers Fund and mental health resources
- Insights from surveys, focus groups, and advisory committees drove **improvements to benefits and streamlined credentialing processes**
- Education resources continuously offered** to maintain robust learning and education programs for clinicians
- AMN Passport mobile app upgraded** for easier scheduling, credentialing, and communication

Stakeholder Group	How We Engaged	Outcomes
<p>Clients</p>	<ul style="list-style-type: none"> ▪ Focus groups ▪ Advisory committees ▪ Quarterly business reviews ▪ Client and industry summits ▪ Social media ▪ Podcasts <ul style="list-style-type: none"> ▪ White papers, research surveys, and case studies 	<ul style="list-style-type: none"> ▪ Acted on client feedback from focus groups, advisory committees, and quarterly business reviews to shape our tech-enabled solutions ▪ Enhanced technology platforms like WorkWise and AMN Passport to improve workforce efficiency and client experience ▪ Provided tailored social impact updates to meet client expectations for transparency and sustainability and social impact performance
<p>Governments</p>	<ul style="list-style-type: none"> ▪ Proactive engagement with policymakers at local, state, and federal levels through in-person meetings and legislative forums to advance healthcare workforce solutions 	<ul style="list-style-type: none"> ▪ Focused on clinician shortages and responsible staffing practices ▪ Addressed policy priorities in areas such as regulatory compliance, healthcare delivery improvements, and long-term workforce resilience
<p>Suppliers & Vendors</p>	<ul style="list-style-type: none"> ▪ Enterprise Supplier Summit ▪ Vendor development program <ul style="list-style-type: none"> ▪ Industry conferences, surveys, and in-person meetings to foster collaboration and innovation 	<ul style="list-style-type: none"> ▪ Introduced AMN's Sustainability Blueprint to share best practices and KPIs for supplier sustainability progress ▪ Expanded supplier development program, providing resources and funding certifications for small, minority-, women-, LGBTQ+-, and veteran-owned businesses ▪ Onboarded suppliers to Supplier.io platform to improve transparency and reporting ▪ Conducted supplier assessments to tailor engagement activities and strengthen supply chain resilience
<p>Shareholders, Investors, Media and Nongovernmental Organizations</p>	<ul style="list-style-type: none"> ▪ Quarterly and annual earnings calls ▪ Investor presentations and conferences <ul style="list-style-type: none"> ▪ Annual shareholders meeting ▪ Formal shareholder engagement program and informal engagement throughout the year 	<ul style="list-style-type: none"> ▪ Communicated SBTi targets ▪ Prepared for state-level climate regulations ▪ Expanded workforce insights coverage ▪ Published fourth annual Sustainability and Social Impact Report

2025 Highlights



Innovating for Better Health Outcomes



Care delivered to over
13M
patients at more than 2,300
healthcare systems across the U.S.

Supported approximately

26,000

temporary or permanent
placements with more than
17,000 healthcare
professionals

More than

320M

minutes of interpreters
bridging barriers in more than
300 languages



Empowering Our People and Communities



11

Employee Resource Groups
held 170+ events

\$569,542

donated to 44 nonprofit
groups

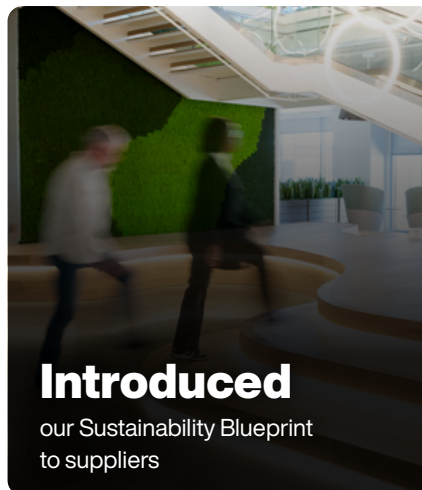
Provided team members
with an average of

9.78

hours of training

2,879 MWh

of renewable energy used
for our operations and the
remaining Scope 1 and 2
emissions offset with Gold
Standard improved
cooking stove carbon
credits



Introduced

our Sustainability Blueprint
to suppliers



Partnering for Environmental Stewardship

97%

of team members
completed compliance
and ethics training



95%

phishing simulation
success



Promoting Responsible Business

Awards & Accolades

Equality 100 Award for Perfect HRC Corporate Equality Index Score for second year in a row



2025 Becker's Top 150 Places to Work in Healthcare



ISS 2025 Governance Quality Score of 1



Top Executive Search Firm of 2025 by Modern Healthcare



SIA's Largest Staffing Firm in America for 2025



Modern Healthcare Innovators Award 2025



INNOVATING FOR BETTER HEALTH OUTCOMES

As a leader in healthcare total talent solutions, AMN is uniquely positioned to drive innovation in workforce solutions that result in improved patient outcomes. Some impacts are immediate—matching the right clinicians to the right roles, reducing gaps in coverage, and keeping care on track for patients and families. Behind that are continuous improvements in workforce management, technology integration, and client-focused services that give organizations better tools to plan, schedule, and coordinate care.

In this section:

- 13 Accessible and Quality Healthcare
- 14 Tech-Enabled Innovation
- 16 Language Services
- 18 School Solutions
- 19 Client Partnership



AMN Policies and Related Links

- [Privacy Policy](#)
- [Code of Conduct](#)

Accessible and Quality Healthcare

AMN's tech-driven workforce and care-delivery solutions strengthen our organization's ability to provide equitable, high-quality, and continuous care, even amid workforce shortages, rising patient acuity, and unexpected disruptions. Our advanced digital platforms, analytics, and AI-enabled tools help health systems retain access to skilled clinicians, anticipate care demands, and manage both clinical and non-clinical labor with greater precision.

These capabilities enable clients to:

- Streamline contingent staffing and reduce time to fill
- Build flexible, cost-effective workforce models that adapt to fluctuating patient volumes
- Rapidly connect healthcare professionals with patients, both in person and virtually
- Protect continuity of care during labor disruptions or hard-to-staff periods
- Improve workflow efficiency and reduce administrative burden for healthcare professionals
- Support clinician well-being by expanding career pathways and flexible service options
- Strengthen patient experience and outcomes through reliable access to qualified professionals



Virtual Care

AMN delivers virtual care solutions that expand access to high-quality care, reduce delays, and improve patient outcomes—especially in underserved, rural, or resource-constrained settings. Our virtual care ecosystem is designed to help health systems extend clinical capacity, lower operational barriers, and create more consistent patient experiences across the continuum of care.

AMN virtual care provides:

- 24/7 on-demand access to primary and specialized clinicians through secure digital platforms
- Support for virtual medical, nursing, behavioral health, and specialty consultations
- Virtual messaging, photo sharing, prescription support, and remote assessments
- Integration with hospital workflows, electronic medical records (EMR), and existing care-delivery teams
- Virtual nurse support to help reduce hospital readmissions, improve discharge readiness, and enhance post-acute care coordination
- Scalable models that help organizations cover care gaps during staffing shortages, rural access challenges, or unexpected surges

Tech-Enabled Innovation

AMN continues to advance workforce management through tech-enabled innovation, building an integrated ecosystem of solutions that help healthcare organizations improve access, quality, and operational performance. Our platforms combine advanced analytics, AI-driven automation, and real-time labor intelligence to address persistent workforce challenges and support better health outcomes across care settings.

By integrating these capabilities with advisory insights and operational tools, AMN helps healthcare organizations build flexible, cost-effective staffing models that adapt to changing patient needs. This combination of technology and expertise allows health systems to maintain high standards of care, respond rapidly to unexpected surges or disruptions, and ensure that both clinical and non-clinical teams are supported with the right resources at the right time.

AMN's commitment to responsible, human-centered innovation ensures our technology not only improves operational outcomes but also supports the well-being of caregivers and the communities they serve—reducing administrative burden, enhancing clinician experience, and contributing to more resilient, sustainable care delivery.



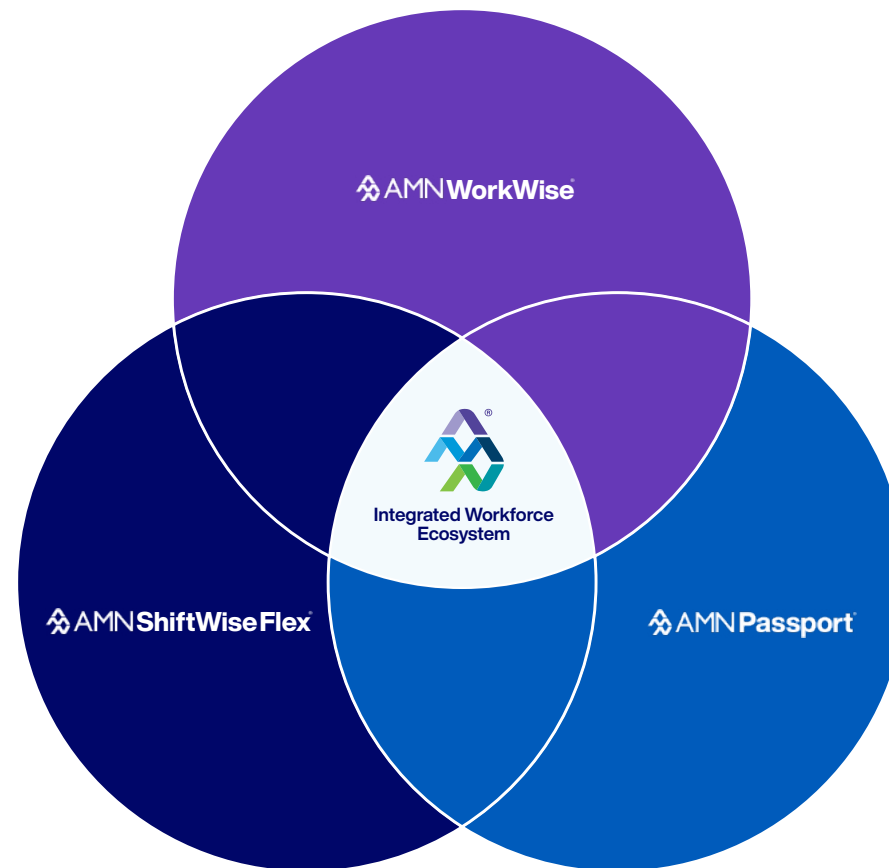
AMN received awards for our tech-enabled innovation in 2025:

- Finalist for the DCEO Excellence in Healthcare: Achievement in Innovation
- Modern Healthcare Innovators 2025 Award for Passport and WorkWise

Our Solutions

AMN delivers an integrated suite of total talent and workforce optimization solutions designed to help healthcare organizations create resilient, efficient, and high-performing workforces.

Together, our solutions enable health systems to forecast and plan, source and mobilize, and support and retain the talent they need to deliver high-quality care. While each platform serves a distinct purpose, they are designed to complement one another and integrate seamlessly with existing technologies, giving clients a more coordinated, data-driven view of their workforce and the tools to act on it.



WorkWise™

is AMN's holistic workforce technology suite that combines predictive planning, analytics, and automated workflows, helping organizations understand their staffing needs and forecast demand.

ShiftWise Flex™

simplifies contingent workforce management by automating vendor sourcing, credential tracking, compliance, and invoicing to help healthcare organizations reduce costs and improve fill rates.

AMN Passport™

empowers clinicians by allowing them to self-manage job preferences, credentials, and assignments, drawing directly from shifts and opportunities identified through ShiftWise Flex.

Integrated Workforce Ecosystem

AMN WorkWise

WorkWise is AMN's unified, AI-powered workforce optimization platform that enables health systems to plan, predict, and deploy talent with accuracy and speed. By integrating workforce planning, predictive scheduling, vendor management, and candidate engagement into one intelligent solution, WorkWise gives leaders real-time visibility and control across their entire talent ecosystem. The platform supports all labor strategies—from internal agencies and float pools to contingent and per-diem staffing—helping organizations adapt quickly to changing patient demand. Through automation, advanced analytics, and seamless integrations, WorkWise reduces operational friction and accelerates time-to-fill. The result is a more resilient, efficient workforce that strengthens care continuity and improves health outcomes.

24% ▼
Clinician Bill Rates

27% ▼
Overtime Hours

Up to
\$14M ✓
in annual savings

AMN ShiftWise Flex

ShiftWise Flex is AMN's vendor management system (VMS) built specifically for healthcare, accelerating time-to-fill and improving cost, quality, and compliance across contingent staffing. The platform uses AI-driven matching, automated workflows, and real-time visibility to curate the best candidates quickly, streamline credentialing, and reduce administrative friction for managers and suppliers. With a broad supplier network and configurable controls, leaders can standardize processes, enforce compliance, and optimize rates while maintaining flexibility for local needs.

Historically, suppliers often had to navigate different processes depending on the program or client, creating variability and inefficiency. Today, AMN is moving toward more standardized, tech-enabled supplier assessment and compliance visibility—using tools like ShiftWise Flex to clearly communicate requirements, automate documentation capture, and provide transparent status views for all stakeholders. Seamless integrations connect ShiftWise Flex to existing systems and to AMN's broader ecosystem, creating a coordinated view from demand to deployment. The result is faster coverage, stronger clinical readiness, and a more resilient contingent workforce.

60M+
AI-Generated
Matches per Week

1,100+
Healthcare Staffing
Supplier Network

100k+
Weekly Credentials
Processed

AMN Passport

AMN Passport is AMN's mobile-first, clinician-centered experience that streamlines every step of the workforce journey—from onboarding and credentialing to scheduling, communication, and pay. Designed to reduce administrative burden and improve clinician satisfaction, Passport gives healthcare professionals a seamless, self-service platform to manage assignments, update credentials, and stay connected with AMN support teams. For clients, Passport strengthens retention, increases engagement, and improves workforce reliability by ensuring clinicians are ready, informed, and supported before they arrive on-site and throughout their assignment. Integrated with AMN's broader workforce ecosystem, Passport accelerates time-to-fill, enhances transparency, and helps organizations maintain staffing stability. The result is a more empowered clinician experience and a more dependable workforce for patient care.

346,000+
AMN Passport
Registered Users

4.7
Star
Rating

9,000+
jobs featured
for nursing,
allied travelers,
and locum
tenens

Elevating Workforce Resilience with WorkWise

In 2025, NewYork-Presbyterian expanded its long-standing partnership with AMN by rolling out the WorkWise platform across its enterprise. By connecting WorkWise directly to its human capital management and EMR systems, this large, complex health system automated staffing orders, credentialing updates, and timekeeping, sharply reducing manual work, lowering the risk of errors, and speeding time-to-fill for critical roles.

NewYork-Presbyterian now uses WorkWise's predictive analytics to forecast staffing needs by specialty, shift pattern, and location, allowing leaders to plan coverage weeks in advance instead of relying on last-minute fixes. Through its connection with AMN Passport's AI-driven talent matching and self-service tools, managers receive faster, high-quality clinician submissions, while a unified view across managed services programs, vendor management systems (VMS), float pools, per diem, and permanent roles gives the system a single source of truth to guide labor mix, cost management, and long-term workforce sustainability so teams can stay focused on delivering exceptional care.

Language Services

Our Language Services solutions offer remote and on-site options that help patients overcome language and communication challenges throughout their healthcare experience. By connecting patients with skilled interpreters and support services, AMN facilitates clear communication, ensuring that individuals who are limited English proficient (LEP), deaf, or hard-of-hearing receive the level of care they deserve.

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.



AMN is recognized as a global leader in language access, reflecting our commitment to reducing health disparities by ensuring every patient can be heard and understood. In the 2025 Nimdzi 100 Report—a globally respected benchmark for language service providers (LSP)—AMN was named the top healthcare exclusive LSP for the fourth consecutive year and recognized as the most productive LSP worldwide, underscoring the scale and impact of our solutions for LEP, deaf, and hard-of-hearing patients across the U.S.

How We Bridge the Gap

1. Ensuring Accuracy and Clarity

The foundation of equitable care is accurate information. An interpreter’s ability to translate medical concepts precisely ensures patients understand their diagnosis and treatment options. This reduces the likelihood of misunderstanding and empowers patients to manage their own health.

2. Acting as a Cultural Broker

Language is deeply tied to culture. An LEP patient may have cultural beliefs about illness that differ from Western medical perspectives. Skilled interpreters act as cultural brokers, alerting the provider to these nuances without overstepping their role. This helps providers tailor their approach, building trust and compliance with the treatment plan.

3. Utilizing Various Modalities for Access

Geography should not determine the quality of care. With the rise of Video Remote Interpreting (VRI) and Over-the-Phone Interpreting (OPI), interpreters can reach patients in rural or underserved areas where on-site staff may not be available. Whether interpreters work in person or remotely, their presence ensures consistent, reliable language access.

4. Qualifications that Ensure Quality Care

To truly close the gap in healthcare, interpreters must maintain rigorous professional standards. Fluency in English and a target language is the baseline, but it is not the finish line.

Our Work

Over **320M** minutes of interpretation, including:

Over **6.7M** minutes of ASL interpretation

Almost **3,000** healthcare partners

16,322 medical facilities (locations) served

Over **300** languages offered via audio and video

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

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

⁴ Promoting Health Equity Through Language Access



Ensuring Language Access When It Matters Most

When Texas Children’s Hospital—one of the nation’s premier pediatric health systems—faced a sudden and significant communication crisis, AMN delivered when it mattered most. After the system’s primary over-the-phone interpretation vendor went down unexpectedly, more than 150,000 minutes of essential monthly interpretation support were immediately at risk across five hospitals, 16 urgent care centers, eight imaging centers, and more than 100 outpatient clinics. For a health system that cares for one of the most diverse pediatric populations in the country, the disruption posed an urgent threat to care continuity, safety, and equitable access.

Within 15 minutes, AMN Language Services mobilized its nationwide network of certified medical interpreters and activated redundant technology pathways to stabilize the situation. AMN absorbed a 50% surge in call volume almost instantly without a single service interruption. Over the next month, AMN maintained uninterrupted support while sustaining industry-leading quality standards, ensuring clinicians could communicate clearly with families across dozens of languages, including those requiring specialized pediatric terminology.

This rapid response protected far more than operational workflows—it safeguarded the ability of thousands of families to understand diagnoses, consent to treatment, and participate fully in their child’s care. For Texas Children’s Hospital, AMN’s reliability demonstrated what a true partner brings to the bedside: resilience, readiness, and a commitment to equitable care that holds firm even in moments of unexpected crisis.



In February 2025, AMN joined forces with the Seattle/King County Clinic to mark its 10th anniversary. Together, they supported one of the nation’s largest community-driven free health clinics as it delivered essential dental, vision, medical, behavioral health, and social services. More than 3,300 uninsured and underinsured individuals received care, many after going years without access to care. To ensure language was never a barrier, AMN provided more than 20,000 minutes of virtual medical interpretation, augmenting on-site volunteer interpreters and enabling seamless communication across 46 patient-reported languages. An additional 15 less common languages were identified and supported during the event.

³Wilson 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

School Solutions

K-12 schools across the U.S. continue to face a severe and escalating shortage of clinical professionals, intensifying the risk that students will go without federally mandated services that support learning, safety, and well-being. In response, AMN partners with district leaders to ensure students receive uninterrupted access to this critical support, whether through nurses, speech-language pathologists, school psychologists, or other related service providers. To meet growing demand and overcome geographic and staffing constraints, AMN delivers flexible service models that include on-site care, fully remote teletherapy, and a hybrid model that blends both. This hybrid approach has become increasingly essential for districts nationwide, especially those in rural or underserved areas, allowing schools to expand access without sacrificing quality, continuity, or compliance.

AMN's commitment to comprehensive student support is further strengthened by Televate®, our secure web-based virtual therapy platform. Televate enables licensed clinicians to provide school psychology, speech-language pathology, mental health services, and other required support with the same fidelity as in-person care. The platform's seamless integration with school systems, scheduling tools, and Individualized Education Program workflows ensures students receive timely interventions while educators gain reliable staffing continuity throughout the academic year. As highlighted in our school-based, hybrid-model research, this combination of in-person presence and virtual reach helps districts maintain compliance, reduce service backlogs, mitigate staffing shortages, and deliver equitable support to students regardless of their location.

Together, AMN's hybrid delivery model and Televate technology empower school systems to uphold their educational and clinical obligations, even amid unprecedented shortages, ensuring all students have access to the care they need to learn, grow, and thrive.



Client Partnership

AMN's Center for Workforce Research is our engine for evidence-based insight on the evolving healthcare workforce landscape, translating frontline signals into practical guidance for health systems, policy leaders, and clinicians. The center curates surveys, white papers, statistical reports, and briefings that illuminate supply and demand dynamics, care-delivery models, and emerging workforce risks, as well as a monthly newsletter with actionable strategies leaders can apply immediately. This information, published on our [AMN Insights](#) hub, helps industry leaders, policymakers, and healthcare organizations stay informed and prepared to address emerging challenges and opportunities within the sector.

In 2025, we published more than 150 workforce insight resources on AMN Insights, including white papers, webinars, podcast episodes, surveys, and case studies.

The **2025 Survey of Registered Nurses** offers actionable recommendations for improving nurse engagement and satisfaction. The report provides practical strategies such as advanced scheduling and AI tools, mentorship, and workplace safety to create environments where nurses thrive.

[View survey](#)



The **2025 Healthcare Leadership Trends Survey** delivers an annual analysis on the challenges and priorities facing healthcare executives, helping organizations navigate workforce transitions and leadership changes.

[View survey](#)



How AI Is Revolutionizing Healthcare Workforce Management reveals how artificial intelligence (AI) is transforming hospital staffing and operations. The blog post explores digital strategies for supporting care teams and maximizing efficiency.

[View blog post](#)



Cybersecurity in Healthcare: Why Hospitals Must Strengthen Every Link explores the need for comprehensive security across healthcare systems and vendors. This blog post focuses on data protection and coordinated defense strategies to safeguard sensitive information.

[View blog post](#)



Balancing the Complexities of the Healthcare Workforce in Rural Markets shares real-world solutions for rural staffing shortages and hospital sustainability. The webinar highlights collaborative approaches and tactics to build stronger regional health systems.

[Access the recording](#)



The **2025 Review of Physician and Advanced Practitioner Recruiting Incentives** offers a high-level view of how hospitals and health systems are structuring salaries, bonuses, and other incentives to attract in-demand physicians and advanced practitioners.

[View whitepaper](#)



The **2025 Survey of Physician Appointment Wait Times** provides benchmark data on access to physicians across U.S. metro areas, specialties, and payor types, including Medicaid and Medicare acceptance. With average wait times for a physician visit rising, the report offers actionable insights to help organizations reduce delays and improve patient access to care.

[View survey](#)



Maximizing Workforce Cost Efficiency guides leaders with proven strategies for lowering labor costs while maintaining high standards of care. The whitepaper provides methods to optimize workforce spending.

[View whitepaper](#)

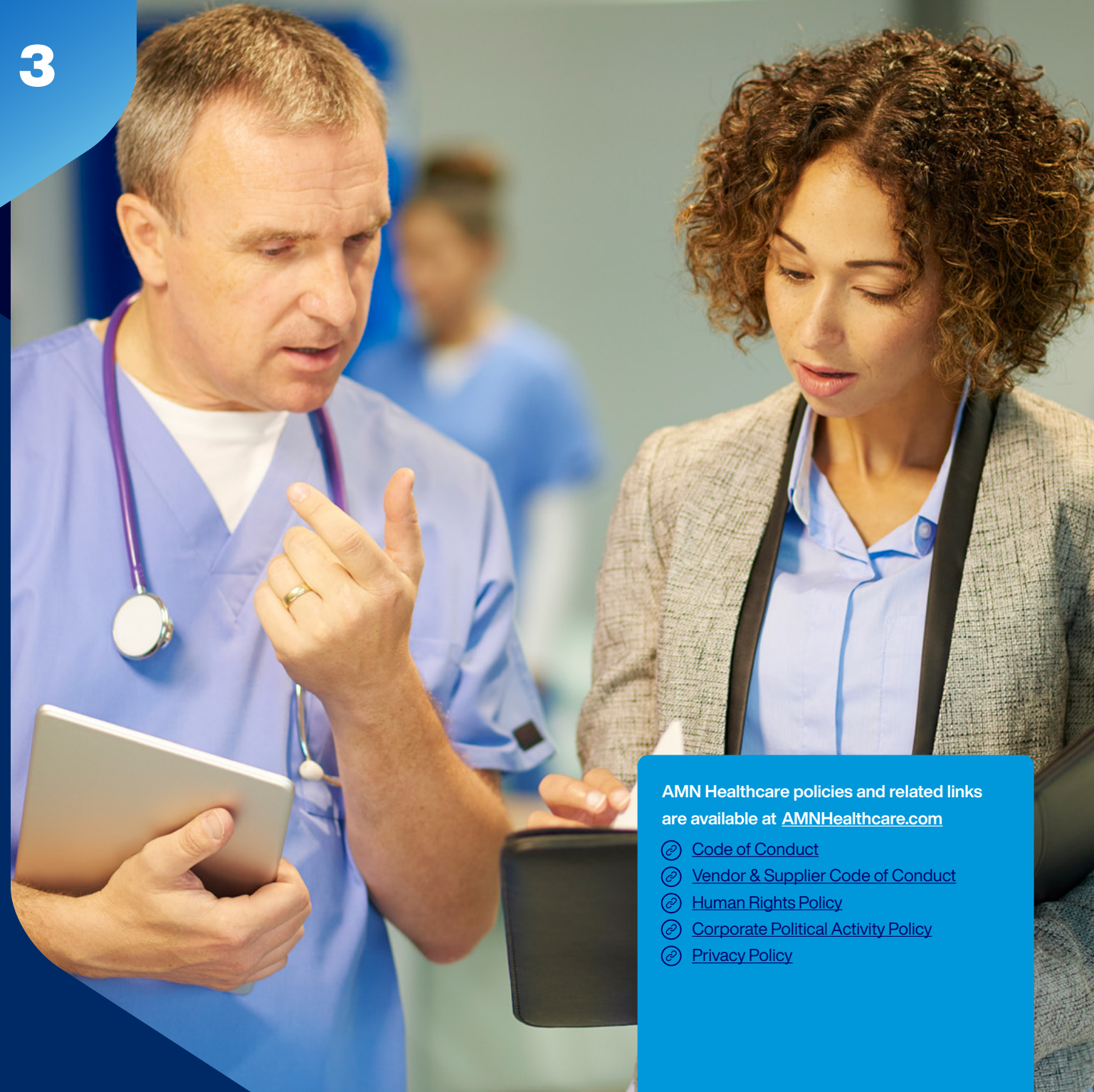


PROMOTING RESPONSIBLE BUSINESS

How we do business shapes our impact. At AMN, responsible governance is foundational and set in motion by our Board of Directors and executive leadership. Strong corporate governance drives both ethical conduct and operational strength, while sustaining the financial discipline that is central to our strategy. Through enterprise risk management (ERM), compliance, health and safety, data stewardship, cybersecurity, and government relations, we consistently uphold standards, build trust, and create enduring value for those we serve.

In this section:

- 21 Corporate Governance
- 23 Enterprise Risk Management
- 24 Business Ethics and Compliance
- 26 Responsible Supply Chain
- 28 Workplace Health and Safety
- 30 Data Governance and Cybersecurity
- 33 Government Relations



AMN Healthcare policies and related links are available at [AMNHealthcare.com](https://www.amnhealthcare.com)

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

Corporate Governance

Board of Directors

AMN's Board of Directors provides strategic oversight across key areas, including the advancement of the company's impact strategy and the integration of these objectives into decision-making and operations. The varied perspectives and skills of our directors add significant value to our strategy, fostering effective governance, accountability, and long-term success.

For more information on the background of each board member, visit the [Board of Directors](#) section of our website. Board composition metrics can also be found in the KPI section of this report.

The Corporate Governance and Compliance Committee oversees the integration of our governance, sustainability, and social impact strategy into our business and the execution of our initiatives. Our Board, the Talent and Compensation Committee, the CEO, the Executive Management Team, and our Human Resources Department play integral roles in overseeing critical strategic initiatives related to team member wellness, engagement, inclusion, and overall human capital management.

The following table describes how sustainability and impact responsibilities are allocated among the Board and its committees. For a full description of committee responsibilities, see their charters on AMNhealthcare.com. More information about our climate-related governance can be found in the our Science-Based Targets section.



Corporate Governance Highlights



Average tenure of our independent directors nominated for election at our 2026 annual meeting is less than **5** years

Commitment to maintain an aggregate average tenure of less than 10 years for independent directors

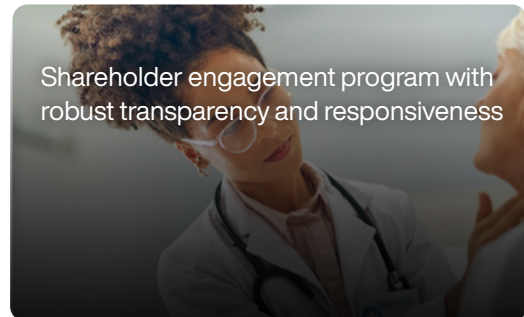
Elected **5** New directors since 2020, plus an additional new director nominated for election in 2026

No shareholder rights plan (also known as a poison pill)

Annual director elections with a majority voting standard

Board consists of experienced directors with varied skillsets in healthcare, finance and audit, business transformation/mergers and acquisitions, government and policy advocacy, human capital management, legal and risk management, digital technology, other public company experience, and C-suite leadership

Third-party board and committee evaluations to maximize effectiveness



Proxy access features consistent with market practice

Stock ownership guidelines for senior executives and non-employee directors

 At AMN, our executive compensation program is designed to align leadership performance with long-term value creation, responsible growth, and the expectations of our stakeholders. In 2025, 30% of the target annual cash incentive bonus—the Leadership Component—was linked to outcomes beyond financial performance, including measurable progress in workforce engagement, talent development, operational excellence, and client-centric innovation. These goals reflect our commitment to maintaining a values-driven culture, supporting our people, and delivering sustainable solutions that improve access to care.

Learn more about corporate governance at AMN Healthcare:

[2026 Proxy Statement](#)

[Corporate Governance Guidelines](#)

[Audit Committee Charter](#)

[Corporate Governance and Compliance Committee Charter](#)

[Talent and Compensation Committee Charter](#)

Enterprise Risk Management

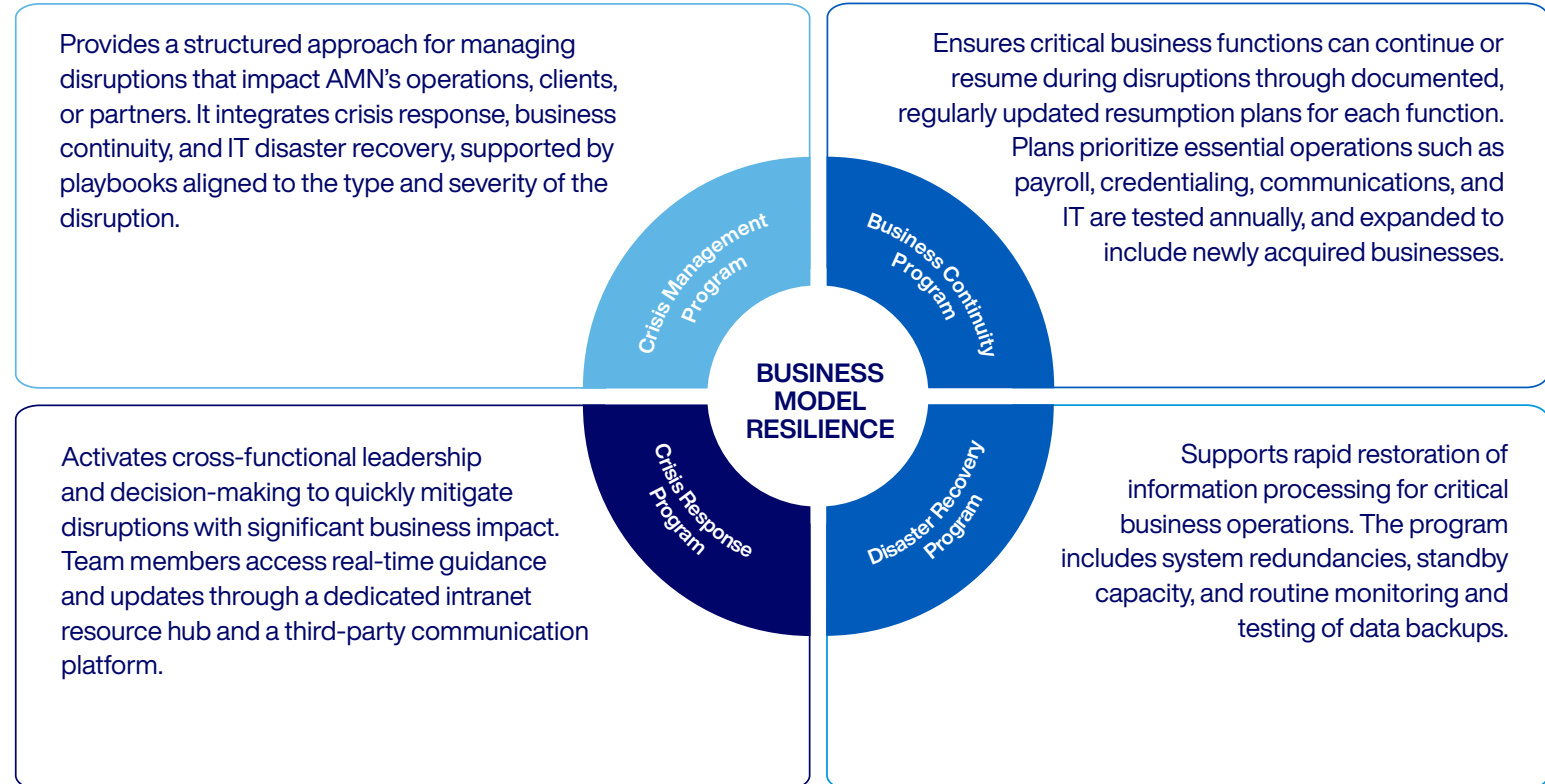
AMN maintains a disciplined and forward-looking ERM program to identify and address the risks most likely to influence our strategic priorities, operational performance, and long-term value creation. Each year, we conduct a comprehensive, enterprise-wide risk assessment that evaluates both emerging and persistent risks, including those related to workforce dynamics, technology and cybersecurity, regulatory change, and market conditions. These insights inform the development of robust mitigation strategies, help refine our organizational risk appetite, and ensure risk awareness is embedded in decision-making across every business unit.

Oversight of the ERM framework is provided by our Executive Risk Management Committee (ERMC), which meets annually to validate risk ownership, assess mitigation effectiveness, and reinforce alignment with our risk appetite. This governance is supported by a strong internal control environment and coordinated preparedness programs, including disaster recovery and business continuity planning, enabling AMN to maintain service delivery and protect our workforce during periods of disruption.

2025 Key Selected Risk Areas

- Client engagement
- Healthcare professional supply and 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. Climate-related considerations are included in the ERM process and addressed in our Crisis Management program. Based on these exercises, we have determined environmental impacts and risks are not currently material to our business.



Third-Party Risk Management

Our Third Party Risk Management (TPRM) program defines how we assess and monitor third-party risks related to security, privacy, compliance, and resilience. As our ecosystem evolves, third parties are critical to resilience, data protection, and service continuity. Our TPRM identifies and mitigates risk before onboarding and throughout the relationship.

In 2025, AMN strengthened our TPRM by using OneTrust, our centralized Governance, Risk and Compliance (GRC) platform, to register and risk-assess vendor engagements before contract execution. Higher-risk services receive enhanced due diligence. This

standardized process ensures cross-functional review—including Legal, Privacy, IT, Risk Management and Information Security—using criteria for data sensitivity, operational impact, security posture, compliance, and business continuity.

Assessments include SOC 2 Type II reviews, privacy controls, and regulatory compliance checks, with control testing for higher-risk services, especially when restricted AMN data may be accessed or stored. Higher-risk vendors must provide evidence of strong information security practices.

Business Ethics and Compliance

As a trusted partner in healthcare, AMN places ethics and transparency at the core of our actions and relationships. Our reputation depends on ethical conduct and unwavering integrity—values that build trust with clients, healthcare professionals, team members, and stakeholders alike. We maintain clear policies and procedures that communicate our standards and expectations across our Board, teams, vendors, and partners.

Every team member shares responsibility for upholding the highest levels of integrity. AMN team members have the support of leaders, designated Ethics Champions, and our Ethics and Compliance program Ethics in Action. Together, we will continue to strengthen and embody our culture as we fulfill AMN's mission. Our core values and strong commitment to ethics and compliance are a testament to AMN's position as an industry leader and protect our team members, supplier partners, clients, healthcare workers, and, ultimately, patients.



For more than a decade, our leadership has appointed Ethics Champions throughout the company to serve as ambassadors of ethics and compliance requirements. In 2025, 70 Ethics Champions supported the development and execution of 43 audit plans, managed the quarterly certification of their departments' audit plans, and completed quarterly training with their teams on Speak Up, audit plans, privacy, conflicts of interest, and fraud.



In 2025, AMN enhanced visibility and engagement with our Ethics and Compliance program through expanded internal education and communications, anchored by National Corporate Compliance and Ethics Week, which emphasized awareness, recognition, and reinforcement. Throughout the week, more than 200 team members deepened their understanding of our Speak Up culture, Code of Conduct, global policies, audit plans, and mandatory training. The Ethics in Action team led interactive games, activities, and targeted education on topics such as privacy, fraud prevention, and compliance. Ethics Champions also played a vital role in communicating with their teams, encouraging participation, and reinforcing key expectations in day-to-day work.



Code of Conduct

AMN's [Code of Conduct](#) embodies our core values and establishes clear expectations for ethical behavior across the company. The code applies to our Board of Directors, all team members (full-time, part-time, and temporary) as well as agents, officers, interpreters, consultants, and healthcare professionals assigned to work with AMN customers. It provides guidance on 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, government interactions, and anti-bribery and anti-corruption practices. All new team members receive the Code of Conduct during orientation and onboarding, and AMN reinforces these expectations through required annual training and regular communication that sustain a culture of integrity. More than 97% of AMN's corporate-workforce participated in our Compliance and Ethics training program in 2025.

In 2025, AMN focused on reinforcing awareness of and adherence to the code and related policies through required annual training and expanded ethics and compliance communications.

Human Rights Policy

AMN's [Human Rights Policy](#) affirms our commitment to ethical conduct and compliance with laws, while striving to respect and promote human rights throughout our business relationships. This policy applies to team members, healthcare professionals, vendors, and suppliers alike. Our approach is rooted in international standards, including the International Labour Organization Declaration, the Universal Declaration of Human Rights, and the United Nations Guiding Principles on Business and Human Rights.

Training, Awareness, and Audits

Our training programs and activities outline expectations and responsibilities, serving as a guide for our daily decisions and actions. We provide training through two tracks: (1) specialized training for healthcare professionals and (2) training for our corporate team members.

Healthcare Professionals

- Our Clinician Education Solutions team oversees learning and development to ensure training compliance and readiness.
- 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) and
 - Accountability training (reporting obligations)

Corporate Team Members

- Guided by the Ethics and Compliance 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 acknowledgement annually with interactive training every two years)
 - Interactive health and safety training
 - Harassment prevention and discrimination training (varies according to state and local laws)
 - Privacy training

Speak Up Policy

Our Policy on Reporting Misconduct, also known as Speak Up, encourages open communication and empowers corporate team members, clinicians, and other stakeholders who interact with AMN to report misconduct or violations of our Code of Conduct safely and confidently. Team members, clinicians, and other stakeholders interacting with AMN can report potentially unethical or illegal activities by calling a confidential hotline, sending an email to a dedicated address, filling out a confidential reporting form on the company intranet, or contacting our Chief Legal Officer.

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. All reports are reviewed promptly and handled with discretion. AMN investigates concerns thoroughly and takes appropriate corrective action to ensure compliance with our Code of Conduct and maintain a culture of integrity.

Responsible Supply Chain

Supplier Code of Conduct and Ethical Expectations

AMN's [Vendor & Supplier Code of Conduct](#) defines the ethical and legal standards expected of all vendors, including suppliers, contractors, partners, agents, and any company delivering products or services to or on behalf of AMN. The code addresses 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. It also establishes our expectations for the protection of people in the workplace and in communities, including labor and human rights, inclusivity, and environmental impact mitigation.

We select vendors carefully and strive to work with those who share our values and commitment to ethical business practices and legal compliance. AMN periodically audits vendors to confirm compliance with our Vendor & Supplier Code of Conduct and, as needed, prescribes corrective actions in cases of non-adherence to our expectations.

These expectations take on heightened importance as AMN supports healthcare organizations during critical events, such as labor disruptions, surge staffing needs, and deployments in rural or underserved communities, where local suppliers often play a vital role in ensuring continuity of care. In these situations, vendor reliability, safety, and ethical alignment are essential to maintaining access to timely, high-quality care for vulnerable patients. Our code ensures all suppliers—both national and local—share AMN's values and meet the standards required to operate in sensitive, high-acuity environments.

The Supplier Partnership Office (SPO) ramped up its efforts to support supplier growth, activation, performance, and retention risk mitigation.

Driving Supplier Network Growth

- Expanded supplier participation on the Medefis platform: Quickly onboarded new suppliers to support new business efforts and overall platform growth.
- Continued growth of the locum tenens supplier network: Increased the number of staffing partners from 64 to 83, improving coverage in rural areas and hard-to-fill specialties while reducing reliance on any single supplier.

Improving Supplier Activation and Readiness

- Preparedness for strikes and demand surges: Reviewed and confirmed 30 locum tenens staffing partners with the ability to support clients during labor disruptions, ensuring rapid access to qualified professionals during high-risk events.
- Faster time to productivity: Focused onboarding support helped new suppliers complete setup requirements more quickly and establish clear working relationships with account and performance managers.

Enhancing Supplier Performance and Retention

- Improved performance through regular business reviews: Structured supplier meetings helped increase the rate at which candidate submissions convert to bookings, improving engagement and return on effort for suppliers.
- Reduced supplier attrition through compliance support: Proactive intervention helped at-risk suppliers return to full compliance, avoiding suspension or removal from active programs.

Supplier Development and Inclusion

To strengthen our ecosystem, AMN operates a Supplier Development program that helps small, minority-, women-, LGBTQ+-, veteran-owned, and local businesses meet healthcare-grade compliance expectations and expand their capacity to serve clients. Through this program, AMN provides resources, technical support, and, in many cases, funding for supplier certifications that improve transparency and open access to new contracting opportunities. These investments not only reinforce supplier performance and risk management but also advance economic opportunities in the communities our clients serve.



In 2025, Kaiser Permanente nominated AMN for an award recognizing the impact of our supplier development programs.

Ongoing Oversight and Continuous Improvement

AMN also maintains an ongoing process of vendor oversight. We periodically audit suppliers to confirm adherence to the Vendor & Supplier Code of Conduct, verify security and privacy controls, evaluate operational readiness, and confirm resilience in high-risk scenarios such as emergency deployments or potential service interruptions. When gaps are identified, vendors are required to implement corrective actions within defined timelines to ensure continued compliance and to safeguard the integrity of AMN's service delivery.



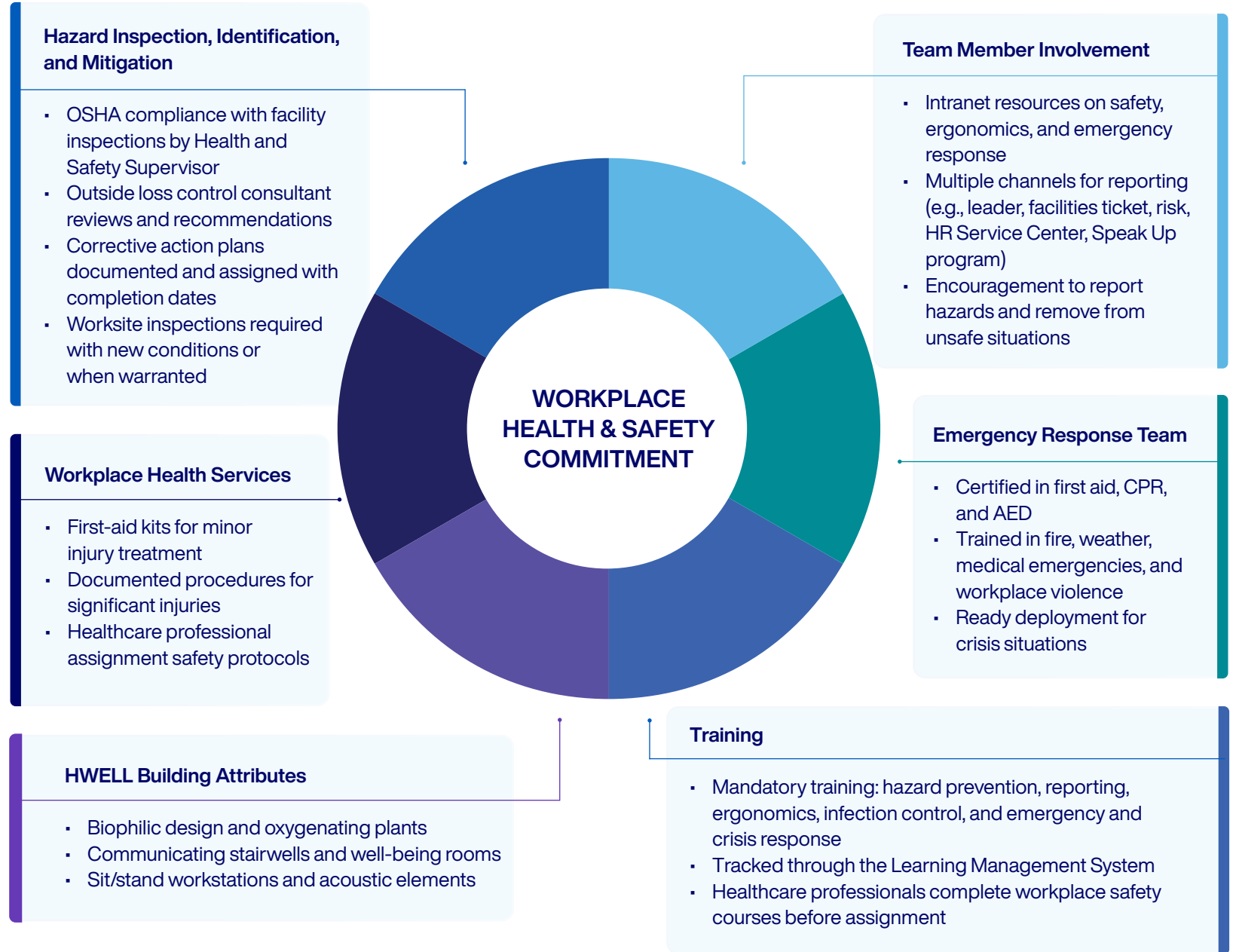
Advancing Supplier Sustainability, Together

At the 2025 Supplier Summit, AMN introduced our Sustainability Blueprint to staffing suppliers, outlining the climate transition plan co-developed with Agendi, expectations for alignment with our SBTi-aligned targets, and the roadmap for supplier engagement on emissions reporting and sustainability practices. The event brought together 102 suppliers from 55 organizations and featured discussions on AMN's approach to supplier screening and assessment, insights from evaluating the sustainability maturity of key suppliers, and guidance on onboarding to the Supplier.io platform, including completion of sustainability profile questions to support transparency and progress tracking.

Workplace Health and Safety

At AMN, the well-being and safety of our team members and healthcare professionals are at the heart of our mission. We recognize our people drive our impact, and their health, safety, and security are essential for sustaining our business and supporting long-term growth.

AMN's Environmental Health and Safety (EHS) Committee meets quarterly with representatives from eight functional areas, including risk management, human resources, clinical operations, compliance, and facilities. Committee members are expected to actively participate in all meetings, review and recommend safety policies, report unsafe conditions, complete assigned action items, and model safe work practices—ensuring each member contributes to continuous improvement in AMN's safety program. The committee oversees a wide range of safety priorities, including OSHA and safety-related regulatory compliance, workplace violence prevention, safety training development, injury trend reviews and lessons learned, emergency preparedness, safety projects and initiatives, and safety communications for healthcare professionals and corporate team members.



Throughout the year, our Risk Management team reinforces workplace safety. In 2025, we published 16 occupational health and safety articles on our intranet for our corporate team members. We also offered hands-on CPR and first-aid courses for team members across multiple corporate offices and promoted seasonal initiatives like the “12 Days of Office Safety” to support a consistent culture of safety and preparedness.

Additionally, in July 2025 we launched a new safety communications program for healthcare professionals, providing each clinician with between two and seven role-specific safety articles per year focused on best practices and hazards.

Team members complete annual workplace safety training covering injury and illness prevention including ergonomics, emergency preparedness and response, and hazard and injury reporting. As of December 31, 2025, AMN achieved a 96.4% completion rate for workplace safety training, demonstrating strong engagement with core safety expectations across the organization.



In April, AMN cast the spotlight on Workplace Violence Prevention Awareness Month, a dedicated time to focus on preventing workplace violence and strengthening a culture of safety, respect, and support for everyone. Workplace violence can include verbal abuse, threats, harassment, intimidation, or physical assaults, and it can occur in any industry or role. At AMN, every team member plays a vital role in fostering a safe environment for colleagues and candidates by completing annual workplace violence prevention training, which covers warning signs, confidential reporting methods, emergency procedures, and incident response protocols. As of December 31, 2025, AMN achieved a 95% completion rate for this training. Team members are encouraged to stay alert and promptly report concerning or threatening behavior, suspicious non-employees, suspicious or threatening communications, and domestic violence concerns that could impact the workplace, reinforcing a shared responsibility to speak up and keep one another safe.

Data Governance and Cybersecurity

AMN is committed to maintaining safe and secure systems for creating, receiving, using, handling, and storing information related to our company, team members, healthcare professionals, clients, vendors, partners, and others. We employ robust systems to receive and store data securely and have measures to detect, contain, and respond to any data security incidents. We continuously assess the risks and changes in the cyber environment and dynamically adjust our program and investments as appropriate.

Information security, data privacy, and responsible AI use are integral parts of our ERM program. To learn more, see the ERM section. The Board of Directors oversees these areas through Board committees and management, but everyone at AMN has a vital role in protecting information and privacy.

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.

Board of Directors

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

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 Council

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 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

Cybersecurity and Privacy Frameworks, Standards, and Certifications

AMN recognizes that defending against cyber threats is foundational to healthcare operations and trust. We use the National Institute of Standards and Technology (NIST) Cybersecurity and Privacy Frameworks to elevate our awareness, management, and reduction of cybersecurity and privacy risks. Our protocols are regularly evaluated and updated to align with industry standards such as ISO 27001, and our IT Risk Management program is equipped with dedicated resources to address technology risks and compliance requirements.

To further demonstrate our commitment, AMN maintains SSAE18 SOC 2 Type II certification—the U.S. information security standard—for five of our consumer-facing talent solutions applications: Language Services, ShiftWise Flex, B4Health, Passport, and WorkWise. This certification, along with ongoing alignment to the Health Insurance Portability and Accountability Act (HIPAA), Sarbanes-Oxley, Gramm-Leach-Bliley, and the General Data Protection Regulation (GDPR) confirms our adherence to the highest security standards.

Comprehensive Cybersecurity and Resilience

Our cybersecurity program extends beyond certification. We implement a risk-based approach that includes encryption, multi-level authentication, secure backups, and comprehensive recovery processes. Advanced strategies such as vulnerability scanning, penetration testing, threat intelligence, and incident response planning are embedded across all platforms to anticipate and mitigate evolving security risks.

We conduct annual reviews and updates of our technology policies, which cover everything from data inventory maintenance and third-party risk assessment to monitoring and incident response—all supported by insurance coverage to limit our exposure to certain events, including network security matters.

Cybersecurity is everyone’s responsibility. As such, our team members are empowered and trained to help safeguard sensitive data. All team members must complete a course on information security annually and a test to identify attack vectors. We also train in phishing, smishing, spoofing, and other forms of social engineering.



Building a Resilient Security Culture

The AMN Information Security team conducts a comprehensive program designed to reinforce our commitment to safeguarding client data and maintaining regulatory compliance. Phishing simulation exercises demonstrated a 95% success rate in identifying and avoiding malicious links, underscoring measurable improvements in user resilience. These initiatives, aligned with the NIST Cybersecurity Framework, integrate structured training, interactive engagement, and recognition of Security Champions to embed a culture of security across all business units. By mitigating human-factor risk and ensuring compliance readiness, this program strengthens our security posture and supports the continuity and integrity of our operations.

While the cyber threat landscape continues to evolve and the U.S. healthcare sector remains a prime target for bad actors, AMN maintained an effective security posture throughout 2025. Despite a high volume of attempts across our environment, consistent with industry trends, the organization experienced no confirmed material incidents of ransomware, malware, or large-scale data exfiltration during the reporting period. Any such attempts were effectively addressed by our established security controls.

These results reflect our commitment to resilience and cyber risk management, supported by ongoing security operations and continuous improvement to adapt to an ever-changing threat environment.

Elements of Our Information Security Approach



Crisis Management Team

Our interdepartmental teams are empowered to make tactical decisions in response to events that affect our team members, healthcare professionals, and facilities counterparts.



Business Continuity and 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.



Cyber Governance

Our Managed Detection and Response program identifies and assesses risks and changes in the cyber environment.



Third-Party Risk Management

We evaluate third-party vendors and partners for risks to reduce exposure using a leading governance, risk, and compliance commercial technology platform.

Responsible and Ethical Use of Artificial Intelligence

AI is an area of strategic importance to our company's future. As such, AMN is evolving our AI use policy, which includes guardrails, guiding principles, and governance to ensure safe, ethical, and compliant use of AI across the organization.

As part of our commitment to responsible and ethical use of AI, AMN has established an Enterprise Artificial Intelligence Use Committee to assess the risks and opportunities associated with AI technologies. The committee acts as an oversight body, working in collaboration with IT, Risk, Internal Audit, HR, and Legal departments to evaluate AI use cases, ensure regulatory compliance, and protect company data and reputation. By maintaining transparent documentation and fostering accountability, the committee supports the responsible integration of AI, encouraging innovation and efficiency while upholding our values and safeguarding stakeholders throughout the organization.

More information about how we are training our corporate team members on responsible AI usage can be found in the [Professional Development](#) section.

Government Relations

Commitment to Public Policy and Industry Involvement

AMN remains steadfast in our commitment to advancing public policy initiatives that benefit both our organization and the broader healthcare industry. During the reporting period, we engaged proactively with leading industry trade associations dedicated to healthcare staffing and workforce solutions. All political participation was conducted in accordance with applicable laws and regulations, guided by our mission, values, and the principles outlined in our Corporate Political Activity Policy. This policy ensures transparency and accountability in all our advocacy activities.

Our executive management reports annually to the Governance and Compliance Committee regarding compliance and overall strategic priorities for political and policy lobbying and political contributions that align with AMN's long-term corporate strategy.

Advocacy Efforts in 2025

Throughout 2025, AMN continued to participate in advocacy by directly collaborating with federal and state policymakers to address critical challenges such as clinician shortages. We support legislation to enhance healthcare workforce flexibility, including measures to support state licensure reciprocity and the expansion of healthcare professionals' scope of practice. Our advocacy also encourages the advancement of telehealth services. By actively participating in coalitions such as the American Staffing Association and the National Association of Travel Healthcare Organizations, we contributed to the development of sustainable staffing solutions and promoted equitable access to care. Our efforts included leveraging trade associations for policy education and engaging both internal and external stakeholders on emerging issues, such as innovative nursing education pathways and staffing models that support patient care.

Political Contributions

In 2025, AMN did not make contributions to political candidates, parties, party officials, or Political Action Committees (PACs). We made a modest corporate contribution to the American Staffing Association (ASA) administrative fund, which is used to cover administrative costs related to their PAC activities. The PAC itself is funded exclusively by personal contributions from the owners and management staff of ASA member organizations.



Our complete Corporate Political Activities Policy can be found on [AMNhealthcare.com](https://www.amnhealthcare.com).

EMPOWERING OUR PEOPLE AND COMMUNITIES

People are at the heart of AMN's impact, whether it's the team members we employ, the healthcare professionals we place, the clients and leaders we partner with, or ultimately, the patients receiving care. Our corporate team members develop and build the strategies, solutions and technology that make it possible to deliver responsive, reliable workforce solutions. Healthcare professionals bring that work to life at the bedside, in clinics, in schools, and across communities, advancing health and wellness for millions of patients each year. Guided by compassion, we work alongside our partners to help create healthier communities across the country.

In this section:

- 35 Corporate Team Members
- 42 AMN Healthcare Professionals
- 45 Communities

4



Corporate Team Members

Talent Acquisition and Retention

Delivering results for clients starts with a highly engaged team. The ability to attract, develop, engage, and retain top-tier talent is fundamental to AMN's success, longevity, and growth. AMN seeks to hire and retain people who can grow with the company, supported by competitive benefits, meaningful relationships with colleagues and clients, and development programs that promote both professional advancement and personal well-being.

We recruit and cultivate a workforce with varying perspectives, backgrounds, skill sets, and experiences, which drives innovation while aligning with our values.

AMN also promotes transparency and fairness by including compensation ranges in all job postings nationally and locally.

AMN reinforces talent attraction and retention through community partnerships that offer team members meaningful opportunities to serve alongside colleagues and clinicians. These experiences build connection, purpose, and engagement—key drivers of a resilient and committed workforce.



See [Key Performance Indicators](#) for more information.





A flagship example is the International Esperanza Project (IEP), AMN's long-standing global health partnership focused on improving access to care in underserved communities. Team Hope, the team member and clinician volunteer program embedded within IEP, provides structured opportunities for AMN team members to support this work through service, fundraising, and hands-on engagement.

Participation in IEP through Team Hope allows team members to align their professional lives with AMN's mission and values while building relationships across the organization.



For the third year in a row, AMN was recognized as one of the 150 Top Places to Work in Healthcare by Becker's Hospital Review in 2025. This recognition is a testament to our ongoing commitment to foster an environment where our team members thrive.



In 2025, AMN again offered our Summer Associate program, hosting 25 college students across 13 departments, with interns placed under leaders in Human Resources, Legal and Compliance, Finance, Strategic Accounts, IT, Physician and Leadership Solutions, Marketing, and Communications. Over 10 weeks in the Dallas and San Diego hubs, interns participated in development workshops on AMN Business Acumen, Finding Purpose at Work, Maximizing AI, and Opening Doors with LinkedIn, resumes, and interview preparation, while also engaging in community service at Ronald McDonald House locations and on-site speed networking with AMN leaders. Reflecting the strength of this early-career pipeline, three associates extended their internships through the end of 2025, and two were hired into full-time roles at AMN.



In 2025, almost 900 AMN corporate team members and 512 clinicians logged volunteer hours in support of IEP through Team Hope, reflecting broad participation across roles, functions, and geographies.

Professional Development

AMN supports ongoing professional development to help team members build skills, advance their careers, and adapt to a rapidly evolving business landscape. These learning opportunities include some of the following programs.

Learning and Development Tool and Resources	Description	2025 Participation
LAUNCH	New hire onboarding experience designed to create a welcoming first impression and equip new team members with the essentials to succeed	333 team members participated
LinkedIn Learning	A curated catalog of learning courses to help team members build core skills, deepen expertise, and support their career growth	2,547 active licenses with 89% of learners logging in to view videos
Learning Lounge	An interactive chat channel where team members participate in micro-learning development challenges on professional and personal topics that reinforce AMN's values and strategic goals	Six LinkedIn learning micro-learning challenges were posted in the Learning Lounge in 2025
Mentorship Program	An enterprise-wide mentoring platform open to all team members, enabling individuals to connect with mentors who have experience in areas where mentees want to build skills, knowledge, and networks	95 participants in the program offered in 2025
Education Assistance Program	A tuition assistance benefit that reimburses approved expenses at nationally recognized or accredited institutions of higher learning, helping team members pursue education that supports their career growth	AMN disbursed more than \$300,000 to 91 team members in 2025
LEAD: Leadership Excellence through Accountability and Development	A three-day leadership development program required for all people leaders to understand the AMN culture, what is expected from leaders, and to network cross-functionally	38 team members participated in three sessions offered in 2025
Performance Success Plan Training	Training to support the performance review process	259 leaders and 652 team members participated
Leader Onboarding Guide for New Team Members	An onboarding guide for leaders to help new team members feel at ease	Provided to all leaders with new team members

Performance Success Plan

AMN actively supports career growth and development for team members through our Performance Success Plan process, which combines annual reviews with ongoing coaching and feedback. Each year, all team members receive a formal review, and leaders are encouraged to hold regular check-ins, recognize progress, and partner with their teams on development goals.

We also encourage Individual Development Plans (IDPs), which help team members identify short- and long-term goals to develop new skills and career paths. Altogether, more than 160 IDPs were created in 2025.

Advancing AI Skills and Adoption

In 2025, AMN expanded training and adoption of generative AI to support productivity, innovation, and responsible use across the organization. All team members have access to Microsoft Copilot Chat, a generative AI tool that supports everyday tasks such as information retrieval, drafting, and problem solving, with required training to promote effective and responsible use.

Microsoft Copilot Work, which integrates AI capabilities directly into Microsoft productivity applications, is available to senior leaders and a strategic group of team members. Access is role-based and supported by additional, targeted training to ensure appropriate use and value creation.

More than 70% of team members have completed or are actively completing generative AI training. Among team members with access to Microsoft Copilot Work, more than two-thirds have completed or are progressing through specialized training focused on practical workplace application.

AMN continues to invest in AI learning resources and usage standards to increase adoption, strengthen governance, and responsibly scale AI capabilities in support of long-term innovation and operational effectiveness.



Culture & Belonging

At AMN, we embrace the ways we are similar and different, respecting all voices and ensuring everyone has the opportunity to 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.

Building an inclusive culture begins with living our six core values—customer focus, trust, respect, passion, continuous improvement, and innovation. AMN seeks to hire individuals who share these values and who help create a welcoming workplace at every level of our company.

At AMN, inclusion means creating an environment where every team member feels seen, heard, and valued. This strong sense of belonging strengthens engagement and retention, supports business performance, and enhances the experience we deliver to our clients, patients, and the communities we serve.

Team Member Experience

AMN's culture emphasizes open communication, visible leadership, and a strong sense of shared purpose. Executive leaders are accessible and transparent about company performance, strategy, and goals, helping team members feel informed, valued, and connected to AMN's mission.

Employee listening is a critical lever for understanding what matters most to our team members and activating meaningful engagement. The annual Team Member Experience survey is our primary tool for understanding how team members feel about their work, their connection to the organization, and their sense of belonging. In 2025, 79% of team members responded to the survey, meaning nearly four out of five team members shared meaningful feedback about what it is like to work at AMN.

Throughout the year, AMN reinforces connection and communication through regular touchpoints. These include company-wide and department meetings, bi-monthly senior leadership town halls, and quarterly all-hands town halls with open question-and-answer sessions. Virtual and in-person connection events—such as watch parties, town halls, and celebrations—provide additional opportunities for team members to engage with leaders and each other.

2025 Team Member Experience Survey By the Numbers

Engagement increased from

63% to 78%

Insights received on

12

Team member experience categories

3,539

comments, including 81% with positive/neutral tone

2 out of 3

team members feel like they belong at AMN

Three top-rated factors:



Ethics

84%

(favorable)



Manager relationship

83%

(favorable)



Social connection

82%

(favorable)

Values in Practice Awards

Our annual Values in Practice (VIP) Awards further reinforce our culture, recognizing team members nominated for demonstrating excellence across AMN's six core values.

In 2025, there were more than 633 nominations, 60 finalists, and 24 award recipients.

Employee Resource Groups

Our ERGs are vibrant, team-member-led communities. Open to all, ERGs bring people together across roles and levels to build connections around shared passions and experiences. These community networks enhance AMN's company culture and sense of belonging, providing a welcoming space for meaningful connections, collaboration, and professional development opportunities.

Nearly half of AMN team members participate in one or more ERGs where they can celebrate cultural heritage, build positive relationships, and contribute to AMN's community impact commitments through volunteerism and outreach with local nonprofits. In 2025, ERGs hosted more than 170 events, meetings, and programs, awarded 10 professional development grants, and coordinated in-kind donations such as CareKits for our international nonprofit partner in Guatemala.

Each of our 11 ERGs is supported by an executive sponsor who helps amplify the group's mission, connects members to thought leaders, and models AMN's values in action. ERGs further support member growth through webinars, continuing education grants, stretch projects, and mentorship from senior leaders, helping to strengthen belonging and foster a culture where people feel encouraged to show up as their authentic selves and contribute their best work.



In 2025, we launched our eleventh ERG, **Motivating Our Community Via Exercise (MOVE)**, a workplace community for fitness and holistic wellness enthusiasts. With more than 175 team members joining in the first month, this ERG shows the importance of evolving workplace communities that align with team members' passion for self-improvement and connection with others.

Company Carnival

AMN values opportunities to celebrate our unique company culture. In 2025, we hosted a weeklong celebration called the Company Carnival, where remote and hybrid team members could build connections and have fun together, both in person and online. Beyond enjoying the business-focused carnival games and delicious regional food options, team members demonstrated their generative AI skills with carnival-themed prompting challenges, explored how carnivals around the world reflect the rich history of local communities, and learned more about each other's unique stories through our digital interactive carnival map.



Benefits and Well-Being

Our wellness program supports mental, emotional, and physical health through resources that include:

- Medical, dental, vision, and prescription insurance
- Long-term and short-term disability insurance
- Employee stock purchase program
- Matching program for retirement account contributions, including a Roth 401(k) plan option for eligible team members
- Eight hours of annual paid volunteer time
- Free mental health services
- Free financial planning and legal counseling

Other benefits:



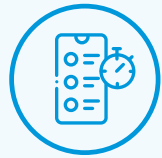
Quit for Life

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



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.



Rally by Optum Interactive Wellness Platform

Provides incentives and tracking for physical activity and healthy eating.



Empower Financial Wellness

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



SupportLinc Employee Assistance Program (EAP)

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



Domestic Violence Support Program

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

AMN Hardship Assistance Fund

The AMN Hardship Assistance Fund supports team members facing a catastrophic and unexpected hardship that causes undue financial stress. The program allows AMN corporate team members experiencing a qualifying event, such as serious or life-threatening illnesses, natural disasters, death, or being a victim of domestic abuse, to apply for non-taxable grant assistance of up to \$5,000.

To learn more about how we support healthcare professionals in similar situations, see the Caring for Caregivers section.



In 2025, the AMN Hardship Assistance Fund awarded nearly \$138,000 to 43 team members in need.

In 2025:

97%

of eligible team members received merit increases or other financial awards for performance

85%

of eligible team members enrolled in part of our health benefit plan

21,000+

peer-to-peer recognitions

Healthcare Professionals

Development and Education

Navigating talent shortages, fostering retention, and building resilient workforce pipelines in today's dynamic healthcare landscape all depend on attracting, developing, and retaining highly qualified healthcare professionals. Strong professional development and continuing education are central to this strategy and remain a key differentiator for AMN in the marketplace.

AMN invests in robust, evidence-based educational resources to support ongoing learning, skill advancement, and long-term resilience for nurses and allied health professionals. In 2025 alone, clinicians completed over 229,000 courses across AMN's education ecosystem, including through platforms such as HealthStream and RN.com. These platforms include hundreds of state-approved and specialty-relevant courses. AMN developed 138 new courses internally, including 30 state-specific offerings, to meet emerging clinical, regulatory, and professional development needs.

AMN clinicians also completed more than 500 courses in culturally informed care, covering cultural competency, inclusion, and ethics in healthcare—reinforcing our

commitment to equitable, patient-centered care in every setting. In addition to free continuing education resources, healthcare professionals benefit from continuing education tuition discounts at 14 partner universities, making advanced degrees and certifications more accessible and affordable.

Our support extends beyond continuing education courses to include the full assignment lifecycle. AMN's client-specific virtual orientation programs help clinicians prepare for facility workflows before they arrive on-site, enabling clinicians to reach the bedside faster and improving onboarding consistency for client partners. A structured performance review process is built into each nursing and allied assignment, helping ensure quality, identify development needs, and reinforce high standards of care across all clinical disciplines.

Together, these investments reflect AMN's commitment to helping clinicians build meaningful, sustainable careers while strengthening the clinical excellence, readiness, and resilience of the nation's healthcare workforce.



Engagement

AMN actively listens to the challenges and barriers healthcare professionals encounter while on assignment so we can resolve issues quickly and effectively when they arise. To keep that dialogue open, we conduct regular feedback cycles throughout each assignment, gathering insights through post-assignment evaluations and targeted surveys.

Qualitative feedback from nurses and allied professionals informs improvements to credentialing workflows, assignment preparation, and clinical support resources. Themes such as onboarding clarity, communication touchpoints, cultural competency needs, and career development opportunities directly guide enhancements to AMN Passport, virtual orientation content, and clinician support services. This same feedback shapes our advocacy priorities and the solutions we co-create with partners.

Together, these engagement channels provide a continuous understanding of what clinicians experience on the front lines. This allows AMN to rapidly identify trends, remove barriers that impact care delivery, and develop solutions that elevate clinician well-being, professional growth, and overall assignment success.

Benefits and Well-Being

AMN offers a broad range of programs and resources to support the health, well-being, and work-life balance of healthcare professionals across all disciplines. In 2025, 43% of eligible healthcare professionals enrolled in AMN medical benefits, demonstrating strong utilization of these offerings. Among interpreters, 60% enrolled in medical benefits, reflecting their full eligibility for the same health and welfare programs available to corporate team members. Both healthcare professionals and interpreters also have access to AMN's 401(k) retirement plan, reinforcing our commitment to long-term financial security for all members of our workforce.

To ensure professionals feel supported in every aspect of their work, our Clinical Operations team partners closely with Human Resources to deliver integrated well-being initiatives tailored to the realities of clinical practice. Clinical managers receive cross-training in crisis care management, and a centralized high-risk support team is available to assist with complex situations as they arise. Together, these benefits and support structures help clinicians and interpreters maintain their health, manage life's demands, and feel cared for—professionally, emotionally, and financially—as they provide vital care to communities across the country.



Healthcare Professional Benefits

- Core Benefits – medical, dental, and vision
- Dependent Care Flexible Spending Account
- Health Savings Account
- Employer paid life and accidental death insurance
- Supplemental life and accidental death insurance
- Short-term disability
- Pet Health Insurance
- Commuter benefits
- Teladoc Diabetes Management program
- Free Mastermind Meditate membership
- Gym programs – One Pass Select and 24-hour fitness
- Health advocate
- SmartConnect Medicare Concierge
- Employee Stock Purchase Program
- Voluntary benefits including accident, critical illness, hospital indemnity and legal
- Employee Assistance Program



AMN believes the amazing clinicians we work with deserve the same level of professional care and services as the patients they support every day. That's why we have Caring for Caregivers. This program helps alleviate the stresses that come with life-changing events, with grants of up to \$5,000 for clinicians who have worked on assignment for the company within the past 120 days, and who have experienced qualifying life-changing events or extreme times of need within the last 90 days.

Recognizing Exceptional Nursing

AMN is deeply committed to elevating and celebrating the extraordinary impact of nurses, as illustrated by our partnership with the DAISY Foundation. In 2025, AMN supported nurse recognition both inside the organization and across the communities we serve by funding DAISY Awards and expanding our investment in programs that honor exceptional clinical care, compassion, and service.

In 2025, AMN sponsored 14 DAISY Awards and 7 DAISY Nurse Leader Awards and provided recognition across 12 healthcare organizations nationwide. To learn more about our support of DAISY Mission program, see the Communities section.

Nurses recognized through AMN-supported DAISY programs not only receive public acknowledgement of their excellence but also gain access to additional opportunities that strengthen professional growth, advance clinical expertise, and support well-being. These investments reinforce AMN's belief that recognizing compassion in practice is essential to retaining a resilient nursing workforce—and that honoring extraordinary nurses creates a ripple effect of healing and humanity across the healthcare system.

DAISY Award Winners



Nashae Carty Taylor

Across her unit, Nashae is known for delivering consistently kind, attentive, and patient-centered care that helps create a safe, healing environment for every person she serves. Whether supporting patients with complex needs or guiding someone through a vulnerable moment, she builds trust through calm professionalism, active listening, and cultural sensitivity. By modeling inclusive, high-quality care and uplifting her colleagues, Nashae strengthens team wellbeing and reminds those around her of the purpose at the heart of nursing.



Rayner Jewel Morales

Rayner is recognized by patients and peers as a dependable teammate who routinely goes above and beyond to support both clinical quality and a positive care experience. Since stepping into the Charge Nurse role, he has become a trusted mentor on the night shift, making sound decisions in the absence of on-site leadership and keeping the unit running smoothly. His steady presence, collaborative spirit, and approachable, upbeat demeanor foster a supportive work environment that helps the team deliver consistent, compassionate care in a high-acuity setting.



Robin Cline

Robin exemplifies a strong commitment to patient rights, safety, and experience, always centering patients and families in critical decisions. When a surgery was added to a care plan without clear consent from the patient or their family, she spoke up to ensure their voice and wishes were fully honored. In advocating for informed consent and shared decision-making, Robin demonstrates the ethical courage and accountability that underpin a sustainable, person-centered healthcare system.



Tammy Fogg

Over the past 14 years, Tammy has completed 19 leadership engagements across diverse client settings, consistently stepping in during times of transition and leaving each perioperative team stronger and more resilient. She embodies the spirit of the DAISY Award through clinical excellence, compassionate leadership, and an unwavering dedication to quality, safety, and team development. Her impact can be seen in every operating room she helped stabilize and rebuild, and in the surgeons, nurses, and patients whose experience improved because of her focus on collaboration, reliable processes, and continuous improvement.

Communities

AMN continues to empower the future of care through focused philanthropy and meaningful volunteer service aimed at advancing health and wellness for all. We prioritize initiatives where the greatest health and equity needs intersect with our ability to make a tangible difference, particularly in underserved communities.

Our giving efforts are concentrated in two focus areas:



**Healthcare workforce
resilience**



**Access to healthcare and
improved patient outcomes**

Making a Difference in Our Communities

\$596,542

donated to community
programs

44

nonprofits supported



8,013 Hours of Impact

In 2025, AMN employees turned corporate purpose into measurable community impact, contributing just over 8,000 hours through paid volunteer time off plus more than 3,800 hours through the company's YourCause platform. With every team member receiving eight paid volunteer hours each year, 1,098 team members gave their time to local causes—from mentoring youth and supporting families at Ronald McDonald Houses to stocking food banks and building homes—demonstrating how removing barriers to service amplifies engagement.

The program reflects AMN's belief that community service is fundamental to sustainable healthcare. By compensating employees for volunteer hours and matching charitable giving, AMN strengthens the social infrastructure that supports both caregivers and the communities we serve. Whether walking to end Alzheimer's, raising funds through company-wide events, or volunteering abroad, employees are helping advance AMN's social impact priorities—building workforce resilience and improving access to care.

Building a Resilient Healthcare Workforce Through Education

AMN's investments in healthcare education are designed to strengthen workforce resilience by expanding access, advancing equity, and supporting the well-being of both learners and educators. Through strategic academic partnerships, scholarship programs, and faculty development initiatives, AMN helps remove financial, structural, and social barriers to healthcare education while fostering learning environments where clinicians can thrive—today and into the future.

Expanding Access to Healthcare Education and Entry Pathways

In 2025, AMN continued to invest in education pathways that support diverse, non-traditional learners and strengthen workforce readiness in communities facing economic hardship. Through partnerships with **Dallas College** and the **Kaiser Permanente School of Allied Health Sciences**, AMN provided scholarships and wraparound supports that enabled students to persist in their programs and focus fully on clinical training.

At **Dallas College**, AMN awarded 10 scholarships in fall 2025 to students pursuing nursing, radiologic sciences, vocational nursing, and respiratory care. The program prioritizes first-generation, mid-career, and nontraditional students, including student parents. Since 2023, 15 students have also received childcare support through the AMN Health Services Program Fund—an essential resource that enables parents to remain enrolled and engaged during demanding clinical rotations. Early outcomes indicate that this support reduces financial strain and strengthens persistence, building more inclusive entry points into healthcare careers.

At the **Kaiser Permanente School of Allied Health Sciences**, AMN scholarship funding supported 17 medical assisting students in 2025, each receiving \$4,000 to offset tuition costs across four academic quarters. The program serves a predominantly nontraditional and diverse student population—82% women,

a majority students of color, and 65% age 25 or older. Financial support allowed recipients to reduce work hours, stabilize household finances, and concentrate on clinical training, strengthening early-career workforce pipelines and long-term advancement into nursing, sonography, physician assistant, and physician pathways.

Advancing Equity Through Faculty Development and Learning Environments

AMN also invests in strengthening the institutions and educators responsible for training future clinicians. In 2025, AMN funding supported equity-centered faculty development, curriculum advancement, and inclusive learning environments that promote academic success and belonging.

At **Georgetown University's School of Nursing**, AMN provided funding to support faculty development focused on justice in learning, inclusive pedagogy, power dynamics, and ethics in healthcare education. Seventy faculty members strengthened their capacity to facilitate complex conversations, integrate equity-centered inquiry into coursework, and foster psychological safety in the classroom. These efforts indirectly impacted more than 300 Bachelor of Science in Nursing students and extended into the broader community through faculty-led health education for over 60 elementary school students in underserved areas. AMN's investment also supported Georgetown's launch of a new Ph.D. program in health equity and ethics, reinforcing long-term institutional capacity for leadership, research, and accountability in healthcare education.

Complementing this work, AMN's investment at **Emory University's School of Nursing** enabled the launch of an Academic Support Resource Center designed to ensure equitable testing conditions for students with ADHD and other learning differences. The center provides reduced-distraction testing environments, proctored exams, and tutoring support. In its first full semester, the center supported 120 students, contributing to greater academic confidence and performance while reducing structural barriers to success.

Supporting Clinician Resilience and Well-Being

Recognizing that workforce resilience extends beyond education into professional practice, AMN also invests in programs that support clinician well-being and compassionate care delivery. In 2025, AMN provided funding to the **Schwartz Center for Compassionate Healthcare**, supporting Schwartz Rounds—structured forums where healthcare teams can reflect on the emotional and ethical challenges of caregiving. These programs have been shown to improve teamwork, communication, and emotional resilience, helping reduce burnout and strengthen the human foundation of healthcare delivery.



Expanding Global Impact Through Compassionate Care

In 2025, AMN deepened its global impact through a multi-year partnership with the DAISY Foundation. AMN's investment in the DAISY Mission program spans three years (2024-2026), with \$15,000 awarded in 2025 and \$30,000 committed for 2026, with an overall investment of \$75,000 over three years to empower nurses serving in humanitarian medical missions. In 2025, AMN-supported nurses served in 14 countries across four continents—Dominican Republic, Ghana, Guatemala, Honduras, Jamaica, Kenya, Micronesia, Nigeria, Panama, Paraguay, Peru, Philippines, Rwanda, and Uganda. Together, they provided essential healthcare services to 19,555 patients—individuals living in remote islands, rural villages, and urban slums where geographic and systemic barriers create massive gaps in healthcare access.

Altogether, 28 nurses received DAISY Mission grants, with \$39,481 in financial assistance distributed to offset travel and mission-related expenses.

These missions exemplify AMN's belief that advancing global health begins with empowering compassionate clinicians. By removing financial barriers and fostering cross-cultural collaboration, AMN supports nurses so they can deliver critical care and help strengthen local health systems, leaving lasting tools, knowledge, and hope in the communities they touch.

Access to Healthcare and Improved Patient Outcomes

AMN advances access to quality care and supports better patient outcomes through partnerships, volunteerism, and programs that extend healthcare resources to underserved communities.

Our partnership with the International Esperanza Project demonstrates how collective action can create lasting health impact. In 2025, AMN contributed clinical expertise, volunteer leadership, and operational support to a humanitarian mission in Guatemala, bringing essential medical, surgical, and community health services to individuals who often lack access to consistent care.

The 2025 mission included 17 AMN team member volunteers and 10 AMN clinicians, joining a multidisciplinary medical team to provide compassionate, high-quality care. Across the mission, the team delivered 997 patient consultations, performed 154 life-changing surgeries, and helped 126 families improve health at home through the installation of smoke-free stoves and clean water filtration systems. The mission also strengthened local healthcare capacity through on-site education, cross-disciplinary collaboration, and resource sharing with community partners.



PARTNERING FOR ENVIRONMENTAL STEWARDSHIP

Environmental challenges are intensifying health risks and deepening health inequities for vulnerable communities worldwide. As a provider of total talent solutions in healthcare, our direct operational footprint is smaller than many clinical settings, yet our reach across the healthcare workforce and value chain gives us a significant opportunity—and responsibility—to advance more sustainable, equitable care. We are committed to transparently measuring, managing, and reducing our impacts and to working with partners to decarbonize and strengthen resilience across the healthcare value chain.

In this section:

- 49 Environmental Management
- 50 Our Science-Based Targets
- 51 Climate Risk Assessment



Environmental Management

Climate change is a central public health issue, making it a critical concern for the healthcare sector and its partners. Although AMN's direct (Scope 1 and 2) emissions are relatively low, our leadership in innovative total talent solutions gives us a meaningful opportunity to help healthcare organizations advance impactful climate strategies. In addition to supporting client goals, we are also preparing for and complying with emerging climate-related disclosure requirements, recognizing that strong climate governance and reporting are now essential to doing business in healthcare.

This approach supports clients in meeting their own climate commitments while creating business value through improved efficiency, risk management, and resilience across the healthcare value chain.

Our Environmental Stewardship Culture

Environmental stewardship at AMN is about embedding sustainability into everyday decisions, from how offices are run to how teams, vendors, and leaders show up for the environment and for clients. Environmental considerations are increasingly integrated into governance, real estate, operations, and employee engagement so that climate and resource impacts are addressed across our organization.

Managing Our Footprint

Culture and Governance	<p>Educate and engage team members on environmental topics through ongoing communications, trainings, events, and sustainability-related volunteer opportunities.</p> <p>Address climate resilience at the highest levels of AMN's governance.</p>
Sustainable Real Estate	<p>Prioritize leasing office space in buildings that are LEED certified and/or have high Energy Star scores.</p> <p>Right-size our real estate footprint to reflect remote and flexible work, reducing emissions associated with buildings and commuting.</p>
Resource Efficiency and Renewable Energy	<p>Minimize energy consumption and waste while maximizing efficient use of natural resources in our operations.</p> <p>Procure 100% renewable electricity for our offices, either directly or through energy attribute certificates (EACs)/renewable energy credits (RECs).</p>
Circularity and Waste Reduction	<p>Maintain recycling programs for paper, glass, alkaline batteries, and aluminum.</p> <p>Minimize waste during office decommissioning by prioritizing reuse, donation, and responsible disposal of materials.</p>
Supplier Engagement	<p>Require suppliers, through our Vendor & Supplier Code of Conduct, to comply with environmental laws and to actively manage and reduce impacts related to climate, energy, water, and waste.</p> <p>Use supplier environmental maturity assessments to identify high-leverage opportunities to engage and support suppliers.</p>



Since 2022, AMN has attempted to track water use and waste generation, but as a tenant in shared office buildings, data is only available as pro rata estimates based on leased square footage rather than direct metering of AMN's actual consumption. Since these estimates do not reliably reflect AMN's actual performance, we are not setting water or waste reduction targets at this time.

Our Science-Based Targets

AMN has set near- and long-term goals approved by the SBTi to significantly reduce greenhouse gas (GHG) emissions across our operations and value chain. Our goals, all of which are measured against the 2022 base year, are as follows:

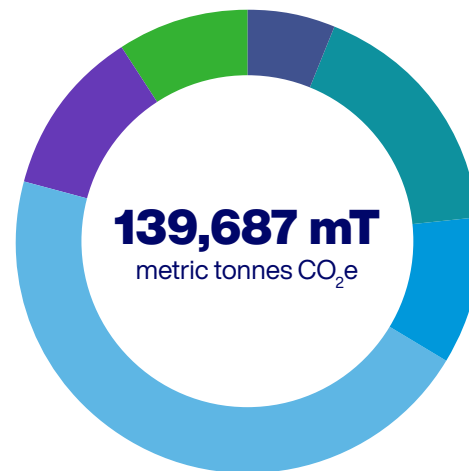
- To reduce absolute Scope 1, 2 and 3 emissions by 42.8% by 2030
- To reduce absolute Scope 1, 2 and 3 emissions by 90% by 2050, with all residual emissions neutralized, ultimately achieving net-zero emissions across its value chain by the same year

To achieve these science-based emissions reduction goals, AMN has launched several key mechanisms. An internal carbon pricing strategy is applied to Scope 1 and 2 emissions, generating dedicated funding to purchase renewable energy credits that offset electricity use and reduce Scope 1 emissions.

AMN has also committed to procure 100% renewable electricity through energy attribute certificates, ensuring all purchased electricity comes from renewable sources. To maintain net zero operational impact, we offset 100% of our remaining Scope 1 and 2 emissions with Gold Standard improved cookstove carbon credits. These credits fund projects that replace traditional, highly polluting stoves with cleaner or more efficient models in low- and middle-income countries.

Our 2025 Progress

Greenhouse Gas Emissions measured in MT CO₂e¹



Scope 1	-9%
Scope 2	-39%
Scope 3 Category 1	-15%
Scope 3 Category 6	-4%
Scope 3 Category 15	-17%
All Other Scope 3	-39%

³Where 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.

Scope 1 and 2 Emissions

AMN is reducing Scope 1 and 2 emissions through a variety of measures, including optimizing our leased office footprint to align with our flexible work model. In keeping with the above commitments, we source 100% of our purchased electricity through RECs and partner with Agendi Consulting, a Green-e[®]-certified REC broker, to ensure the quality, transparency, and credibility of our REC transactions.

In 2025, we sourced 3,800 MWh of U.S. Green e[®] certified, Texas-sited RECs for our largest office and purchased 109 MT CO₂e of Gold Standard improved cookstove credits in Guatemala to fully offset our Scope 1 emissions.

Scope 3 Emissions

In collaboration with our suppliers, AMN aims to drive a sustainable and resilient healthcare staffing industry that supports environmental health and equity. Our long-term vision is to create a healthcare sector that not only delivers high-quality care but also prioritizes environmental sustainability and health equity.

To address our Scope 3 emissions, which make up the vast majority of our GHG emissions, AMN has partnered with a sustainability consultancy to develop a Sustainability Blueprint that maps key Scope 3 categories, highlights hotspots, and prioritizes reduction opportunities. The blueprint provides a roadmap for how AMN will work across internal teams and with suppliers to improve data quality, set meaningful goals, and sequence actions over time. In 2025, we introduced the Sustainability Blueprint at the AMN Healthcare Supplier Summit.

To learn more, see the Responsible Supply Chain section.

Climate Risk Assessment

AMN continues to strengthen our approach to identifying, assessing, and disclosing climate-related risks and opportunities. To date, these risks and opportunities have not met AMN's financial materiality threshold, but they are important inputs to strategic and operational decision-making.

We use the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to inform the development and disclosure of our strategy related to climate-related risks and opportunities.



With support from consulting partners, AMN reviewed leased sites in or next to protected and high-biodiversity areas near six of our facilities, including our San Diego office adjacent to Torrey Pines State Reserve. The assessment concluded that AMN's activities at this location do not negatively affect biodiversity. As such, biodiversity management is not considered a material issue for AMN's current operations.

Governance

The AMN Board of Directors has oversight responsibility for our environmental stewardship strategy and approach to identifying, evaluating, and integrating risks and opportunities throughout the organization within the ERM strategies, including our Crisis Management Plan.

The Corporate Governance and Compliance Committee of the Board oversees climate-related strategies and practices, including the company's governance of disclosures mandated by reporting regulations and frameworks, as well as climate-related risks and opportunities. The committee receives regular progress reports from management on climate-related initiatives.

In addition, the Audit Committee reviews and oversees the ERM program. The Audit Committee helps identify and oversee the management of financially material risks, including any climate-related risks that may reach this level of impact. Climate-related risks within the committee's purview include financial risks related to maintaining network reliability during catastrophic and weather-related events, as well as possible changes in carbon policy that could have a financial impact on the business.

Our executive management provides guidance on strategies and disclosures for our climate-related initiatives. The Chief Legal Officer leads a cross-functional team that focuses on corporate governance, risk management, shareholder governance engagement, and sustainability objectives and reporting, including identifying and assessing climate-related risks and opportunities. This team focuses its efforts on advancing and ensuring compliance with state reporting requirements, our climate-related goals, strategies, and initiatives, with guidance and support from other teams, including Risk Management and Facilities.

Strategy

AMN's climate-risk assessment considers the physical and transition-related climate risks and opportunities across multiple time horizons and two global warming scenarios developed by the Intergovernmental Panel on Climate Change. This multi-layered analysis supports our efforts to integrate climate-related considerations within our future-facing strategy.

Our strategy is multi-pronged. We have established a strong governance structure. Our risk framework addresses a low-carbon future by extending its systemic risk assessment to climate whenever relevant (accounting for the overall reduction of our environmental footprint). We remain focused on our goals through consistent assessment of our climate-related metrics and targets. Moreover, we understand the importance of addressing the impact of our climate-related risks and opportunities, and do so through a holistic approach, which tackles our carbon management, our water consumption, and our waste output.

Metrics and Targets

AMN measures and monitors energy consumption every year. We also track GHG emissions from our operations and value chain, including operational GHG emissions intensity by square feet.

AMN believes businesses have a vital role in reducing GHG emissions and building a resilient, lower-emissions economy. In 2024, the SBTi validated our GHG reduction targets. AMN is committed to reducing absolute Scope 1, 2, and 3 GHG emissions by 42.8% by 2030 from a 2022 base year. For the long term, AMN commits to reducing absolute Scope 1, 2, and 3 GHG emissions 90% by 2050 from the same base year. Additionally, AMN is committed to reaching net-zero GHG emissions across the value chain by 2050.

Risk Management

AMN's Executive Risk Management Committee meets at least annually to review the ERM framework, which supports our efforts for risk management to be updated and relevant to changing systems. The ERM process guides decision-making as it is based on established risk tolerances that best support the company in achieving long-term business and sustainability and social impact strategies. Since 2023, sustainability and social impact has been a part of the risks reviewed through this process. This evaluation includes insurable, regulatory, litigation, market, reputational, value chain, and operational risks. Climate change is a risk in and of itself and can also act as a force multiplier and a systemic risk among the traditional risks considered in our ERM process.

Through this annual analysis, we have been able to conclude that our environmental impacts and risks are not currently material to our business or for the purposes of securities regulations. Regardless of these findings, we will continue to closely assess these risks independently of our ERM framework.

For identified risks, AMN focuses on mitigation and exposure reduction, for example, by incorporating prevention and preparedness measures into facility and technology processes to address potential physical impacts. The most recent climate-related risk assessment informs AMN's ERM framework and highlights both current operational exposures and emerging regulatory and market risks, especially state-level climate reporting and emissions rules. AMN is enhancing processes to monitor and respond to these evolving requirements and will continue to integrate updated climate scenario findings and TCFD-aligned analysis into risk management and transition planning.



DISCLOSURES & KPI

In this section:

- 54 About This Report
- 55 GRI Content Index
- 73 SASB Content Index
- 75 Key Performance Indicators
- 78 Environmental Data Appendix
- 81 Forward-Looking Statements



About This Report

Our 2025 Impact Report highlights our efforts over the last year to advance health and wellness for all. This report is published to inform and engage our stakeholders, including the Board of Directors, team members, healthcare professionals, clients, suppliers and vendors, government agencies, investors and shareholders, the media, and nongovernmental organizations—about our purpose, strategies, actions, and impacts.

Reporting Period & Scope

The information presented in this report covers activities and accomplishments from our fiscal year ending December 31, 2025, unless otherwise noted. Where applicable, descriptions of our practices, policies, and programs may reflect more current information.

Definition of Materiality

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.

Our Approach to Disclosures

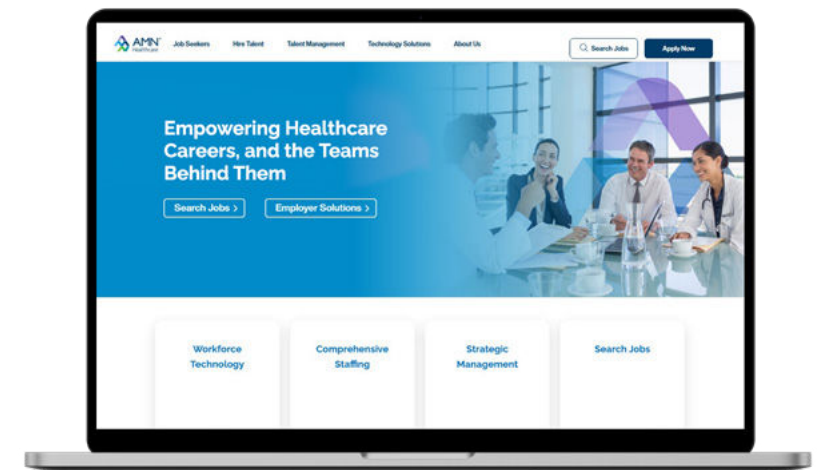
While we believe that our disclosures and methodologies reflect our business strategy and are reasonable at the time made or used, as our business or applicable methodologies, standards, or regulations develop and evolve, we may revise or cease reporting or using certain disclosures and methodologies 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 report, 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.

Reporting Frameworks and Standards

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)
- 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 considers the topic or recommendation material to AMN's business for the purpose of securities regulations.



To learn more, please visit AMNHealthcare.com

GRI Content Index

This report is informed by the Global Reporting Initiative (GRI) standards. GRI is a framework for disclosing on economic, social, and environmental impacts, which facilitates transparency and accuracy. The index below outlines our 2025 GRI disclosures. In addition to our 2025 Impact Report, some GRI disclosures can be found in our **2025 10-K/Annual Report (10-K)** and in our **2026 Proxy Statement (Proxy)**. Below is a mapping of how our latest disclosure aligns with the framework.

STATEMENT OF USE:

AMN Healthcare has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025, with reference to the GRI standards.

DISCLOSURE	LOCATION
GENERAL DISCLOSURES	
GRI 2: GENERAL DISCLOSURES 2021	
2-1 Organizational details	Ownership and legal form: AMN Healthcare was incorporated in 1985 Location of headquarters: Dallas, TX Location of operations: United States of America 2025 Impact Report: About AMN Healthcare. 2025 Form 10-K: Cover
2-2 Entities included in the organization’s sustainability reporting	2025 Form 10-K: Exhibit 21.1 contains the entities included in our sustainability reporting.
2-3 Reporting period, frequency and contact point	Sustainability reporting period: January 1, 2025, through December 31, 2025 Reporting cycle: Annual Financial reporting period: January 1, 2025, through December 31, 2025 Reporting cycle: Annual Publication date of the report: TBD Contact point for questions regarding the report: esg@AMNHealthcare.com
2-4 Restatements of information	<ul style="list-style-type: none"> Our 2024 Impact Report included a discrepancy between the Greenhouse Gas Emissions figures listed in the narrative portion of the report and those listed in Environmental Data Appendix. The “All Other Scope 3” Emissions for 2023 and 2024 were incorrectly listed in the narrative (page 52) as 12,667 and 10,199 respectively. The figures reported 2024 Environmental Data Appendix (page 78) were correct and are consistent in this 2025 Impact Report. Our 2024 Impact Report incorrectly reported the Workforce Voluntary and Involuntary Turnover Data for 2023 and 2024. The figures have been corrected in this 2025 report in the Key Performance Indicators (page 77).
2-5 External assurance	While this Impact Report has not been externally assured, the information within has been quality reviewed for completeness and accuracy by our dedicated internal resources.

DISCLOSURE	LOCATION
<p>2-6 Activities, value chain and other business relationships</p>	<p>2025 Impact Report: About AMN Healthcare; Stakeholder Engagement; Innovating for Better Health Outcomes. 2025 Form 10-K: Item 1: Business – Overview of Our Company and Business Strategy, Our Services, Our Geographic Markets and Client Base; and Our Industry.</p>
<p>2-7 Employees</p>	<p>2025 Impact Report: Corporate Team Members. 2025 Form 10-K: Item 1: Business – Human Capital Management.</p> <p>AMN Healthcare EEO-1 Report. As of December 31, 2025, AMN Healthcare had:</p> <p>Corporate Team Members 2,664 full- and part-time corporate team members (FTE 2,639, PTE = 25); we had 259 temporary workers in 2025.</p> <p>Healthcare Professionals During the fourth quarter of 2025, we had an average of the following working for us:</p> <ul style="list-style-type: none"> ▪ 8,722 nurses, allied, and other healthcare professionals ▪ 234 executive and clinical leadership interim staff ▪ 2,670 medically qualified interpreters <p>This does not include independent contractors, such as our locum tenens and contract interpreters, who were not our employees in 2025. AMN Healthcare does not track non-guaranteed hours employees. We also do not report separate gender percentages for temporary employees.</p>
<p>2-8 Workers who are not employees</p>	<ul style="list-style-type: none"> ▪ 1,325 Contract ▪ 11 Agency Temps ▪ 50 Independent Contractors ▪ 1,264 SOW Consultants ▪ 2,150 Contract Interpreters
<p>2-9 Governance structure and composition</p>	<p>2025 Impact Report: Corporate Governance. 2026 Proxy Statement: Directors at a Glance; AMN Healthcare Board of Directors; Director Independence; Director Biographies. Further details on the AMN Healthcare Board of Directors can be found on the AMN Healthcare Corporate Governance website.</p>
<p>2-10 Nomination and selection of the highest governance body</p>	<p>2026 Proxy Statement: Director Biographies; Board Effectiveness - Director Nomination Process, Refreshment.</p>
<p>2-11 Chair of the highest governance body</p>	<p>2026 Proxy Statement: Board & Committee Structure.</p>
<p>2-12 Role of the highest governance body in overseeing the management of impacts</p>	<p>2025 Impact Report: Corporate Governance. 2026 Proxy Statement: Sustainability and Social Impact. Additional information can be found in our Corporate Governance and Compliance Committee Charter.</p>

DISCLOSURE	LOCATION
2-13 Delegation of responsibility for managing impacts	2025 Impact Report: Corporate Governance. 2026 Proxy Statement: Sustainability and Social Impact. Additional information can be found in the Board committee charters on the AMN Healthcare Corporate Governance website.
2-14 Role of the highest governance body in sustainability reporting	The AMN Healthcare Board of Directors actively engaged in our 2025 Impact Report priorities assessment, helping to inform and approve priority sustainability and social impact topics that drive our strategy and our disclosure and reporting. The Board reviews and approves our annual Form 10-K, which includes information about our Human Capital Management, and reviews and, it or through its relevant committees approves, then applicable sections of our Proxy Statement, which includes an overview of our sustainability and social impact program, reporting, and goals.
2-15 Conflicts of interest	2025 Impact Report: Business Ethics and Compliance, Responsible Supply Chain. See our Code of Conduct and the Vendor & Supplier Code of Conduct. 2026 Proxy Statement: Policies and Procedures Governing Conflicts of Interest and Related Party Transactions; Certain Transactions. AMN Healthcare is not aware of any conflicts of interest with shareholders of more than 5% of the company's equity.
2-16 Communication of critical concerns	2025 Impact Report: Stakeholder Engagement; Speak Up Policy 2026 Proxy Statement: Key Corporate Governance Practices - Communications with the Board of Directors; Board Oversight - Enterprise Risk; Information Security, Cybersecurity and Data Privacy. 2025 Form 10-K: Item 1-C: Cybersecurity
2-17 Collective knowledge of the highest governance body	2026 Proxy Statement
2-18 Evaluation of the performance of the highest governance body	2026 Proxy Statement: Board Effectiveness - 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. 2026 Proxy Statement: Actions Taken in Response to 2025 Evaluations
2-19 Remuneration policies	2026 Proxy Statement: Director Compensation and Ownership Guidelines; Compensation Discussion and Analysis
2-20 Process to determine remuneration	2026 Proxy Statement: Compensation Discussion and Analysis - Response to 2025 Say-On-Pay Vote & Shareholder Engagement; Our Compensation Determination Process.
2-21 Annual total compensation ratio	2026 Proxy Statement: CEO Pay Ratio.
2-22 Statement on sustainable development strategy	2025 Impact Report: A Message from Our President and Chief Executive Officer; Impact Strategy. 2026 Proxy Statement: A letter from the Board Chair and the President and Chief Executive Officer.

DISCLOSURE	LOCATION
<p>2-23 Policy commitments</p>	<p>2025 Impact Report: Business Ethics and Compliance; Code of Conduct; Vendor and Supplier Code of Conduct; Human Rights Policy.</p> <ul style="list-style-type: none"> ▪ AMN Healthcare Code of Conduct is approved by the Corporate Governance & Compliance Committee of the Board of Directors. ▪ AMN Healthcare Code of Ethics for Senior Financial Officers is reviewed and recommended by the Audit Committee and Corporate Governance Committee and approved by the complete Board of Directors. ▪ AMN Healthcare Corporate Political Activity Policy is reviewed and approved by Executive Management and the Board of Directors. ▪ AMN Healthcare Human Rights Policy is approved by the Compensation Committee of the Board of Directors.
<p>2-24 Embedding policy commitments</p>	<p>2025 Impact Report: Business Ethics and Compliance.</p>
<p>2-25 Processes to remediate negative impacts</p>	<p>2025 Impact Report: Business Ethics and Compliance. See our Code of Conduct.</p>
<p>2-26 Mechanisms for seeking advice and raising concerns</p>	<p>2025 Impact Report: Business Ethics and Compliance. See our Code of Conduct, Human Rights Policy, and Vendor and Supplier Code of Conduct.</p>
<p>2-27 Compliance with laws and regulations</p>	<p>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.</p>
<p>2-28 Membership associations</p>	<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"> ▪ Advisory Board ▪ Alliance for Ethical International Recruitment Practices ▪ American Association of Critical Care Nurses ▪ American Case Management Association ▪ American College of Healthcare Executives ▪ American Health Information Management Association (AHIMA) ▪ American Hospital Association (AHA) ▪ American Nurses Credentialing Center (ANCC) ▪ American Organization of Nurse Executives ▪ American Psychiatric Nurses Association ▪ American Speech-Language-Hearing Association ▪ American Staffing Association (ASA) ▪ Association of California Nurse Leaders ▪ Association of Corporate Counsel (ACC) ▪ Association of Pediatric Hematology/Oncology Nurses ▪ Association of Perioperative Registered Nurses ▪ Association of Rehabilitation Nurses

DISCLOSURE	LOCATION
<p>2-28 Membership associations</p>	<ul style="list-style-type: none"> ▪ California Health Information Association (CHIA) ▪ California Staffing Professionals ▪ Clinical Laboratory Management Association ▪ Connecticut Healthcare Human Resources Association (CHHRA) ▪ Dallas Regional Chamber ▪ Economic Research Institute ▪ Healthcare Financial Management Association (HFMA) ▪ Indiana Hospital Association ▪ Massachusetts Health & Hospital Association ▪ Medical Group Management Association (MGMA) ▪ Michigan Health & Hospital Association ▪ Mid-Atlantic Physician Recruiter Alliance ▪ Minnesota Hospital Association ▪ National Association for Home Care & Hospice (NAHC) ▪ National Association of Business Resources ▪ National Association of Clinical Nurse Specialists ▪ National Association of Community Health Centers ▪ National Association of Corporate Directors (NACD) ▪ National Association of Health Services Executives (NAHSE) ▪ National Association of Travel Healthcare Organizations (NATHO) ▪ National Committee for Quality Assurance (NCQA) ▪ National Minority Supplier Development Council (NMSDC) ▪ Nebraska Hospital Association ▪ New Mexico Organization of Nurse Leaders ▪ Ohio Hospital Association ▪ Oncology Nursing Society ▪ San Diego Regional Chamber of Commerce ▪ Staffing Industry Analysts (SIA)

DISCLOSURE	LOCATION
2-28 Membership associations	<ul style="list-style-type: none"> • Texas Organization of Nurse Executives • Texas Organization of Rural & Community Hospitals (TORCH) • Velocity • Western Regional Minority Supplier Development Council • Wisconsin Hospital Association • Women Business Leaders of the U.S. Health Care Industry Foundation (WBL) • Women Corporate Directors (WCD) • Women’s Business Enterprise National Council (WBENC)
2-29 Approach to stakeholder engagement	<p>2025 Impact Report: Stakeholder Engagement.</p> <p>2026 Proxy Statement: Our Corporate Governance Program - Shareholder Engagement Program.</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>2026 Proxy Statement: Our Corporate Governance Program - Shareholder Engagement Program.</p>
3-2 List of material topics	<p>2023 Sustainability & Social Impact Report: Approach to Sustainability and Social Impact - ESG Priorities Assessment.</p>
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 2025 Impact Report. Also see the 2022 ESG Report, Materiality Assessment, for a detailed description of our last assessment.</p> <p>2026 Proxy Statement: Sustainability & Social Impact.</p>
GRI 201: ECONOMIC PERFORMANCE 2016	
201-1 Direct economic value generated and distributed	<p>2025 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	<p>2025 Impact Report: Climate Risk Assessment.</p>

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 2025, AMN Healthcare offered an employer match of 50% of the first 6% of team member contributions.</p> <p>In 2025, 378 team members participated in the Deferred Compensation Plan out of 479 team members that are eligible to participate and 88% of eligible corporate team members participated in the company's 401(k) retirement plan.</p> <p>2025 Form 10-K: Item 8. Financial Statements and Supplementary Data – Notes to Consolidated Financial Statements – Note (10), Retirement Plans.</p>
201-4 Financial assistance received from government	<p>AMN did not receive any financial assistance or incentives from any government or Export Credit Agencies during the reporting period. AMN Healthcare primarily operates in the United States. No government is present in AMN Healthcare's shareholding structure.</p>
MARKET PRESENCE	
GRI 3: MATERIAL TOPICS 2021	
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.</p> <p>2026 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	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	See GRI 203-2 below.
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	
203-1 Infrastructure investments and services supported	2025 Impact Report: Innovating for Better Health Outcomes; Empowering our People and Communities - Communities.
203-2 Significant indirect economic impacts	<p>As a significant provider of healthcare staff in the United States, AMN Healthcare placed more than 96,000 healthcare professionals (nurses, physicians, allied, and other professionals) in temporary and permanent positions in the healthcare sector in 2025. 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>

DISCLOSURE	LOCATION
PROCUREMENT PRACTICES	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Supplier and Vendor Code of Conduct.
GRI 204: PROCUREMENT PRACTICES 2016	
204-1 Proportion of spending on local suppliers	AMN Healthcare does not track and report this information on local suppliers.
ANTI-CORRUPTION	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Business Ethics and Compliance. See Code of Conduct, Code of Ethics for Senior Financial Officers, Human Rights Policy, and Vendor and Supplier Code of Conduct.
GRI 205: ANTI-CORRUPTION 2016	
205-1 Operations assessed for risks related to corruption	Per the company's Global Anti-Corruption Policy, AMN Healthcare regularly assesses operations for instances of corruption. The total number of incidents related to corruption in our operations in 2025 was zero. We have assessed all of our operations for risk related to corruption and focus our efforts where there is the greatest risk: our international recruitment business and contracts with other international vendors. All of our contracts are screened for anti-corruption risk, and there are escalation points that trigger a full vetting process. This is a very low risk area for AMN Healthcare. There are currently no significant risks in this area.
205-2 Communication and training about anti-corruption	100% of our governance body members receive communication on our anti-corruption policies and procedures. AMN Healthcare communicates our anti-corruption policy to all of our international vendors and 100% have received the policy and provided certification to their compliance with our anti-corruption policy. Our anti-corruption policy applies to all employees and is communicated in our policy library. AMN Healthcare trains all team members across the company's divisions and geographic locations annually on anti-corruption policies and procedures. 2025 Impact Report: Business Ethics and Compliance; Code of Conduct; Vendor and Supplier Code of Conduct.
205-3 Confirmed incidents of corruption and actions taken	See GRI 205-1 a above. AMN Healthcare had no confirmed incidents of corruption.
ANTI-COMPETITIVE BEHAVIOR	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Business Ethics and Compliance; Code of Conduct.
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	
206-1 Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	In 2025, AMN Healthcare had no legal actions in these areas.

DISCLOSURE	LOCATION
TAX	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Form 10-K: Item 8. Financial Statements and Supplementary Data - Notes to Consolidated Financial Statements.
GRI 207: TAX 2019	
207-1 Approach to tax	2025 Form 10-K: Item 8. Financial Statements and Supplementary Data - Notes to Consolidated Financial Statements.
207-4 Country-by-country reporting	AMN Healthcare does not report this information.
ENERGY	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Impact Strategy; Partnering for Environmental Stewardship - Climate Risk Assessment.
GRI 302: ENERGY 2016	
302-1 Energy consumption within the organization	2025 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. 2025 Impact Report: Environmental Data.
302-3 Energy intensity	2025 Impact Report: Environmental Data.
302-4 Reduction of energy consumption	2025 Impact Report: Environmental Data.
WATER AND EFFLUENTS	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics 3-3 Management of material topics	2025 Impact Report: Impact Strategy; Environmental Data. 2026 Proxy Statement: Sustainability & Social Impact.
GRI 303: WATER AND EFFLUENTS 2018	
303-1 Interactions with water as a shared resource	AMN Healthcare is evaluating water-related goals.
303-3 Water withdrawal	AMN Healthcare does not track and report this information.
303-4 Water discharge	AMN Healthcare does not track this information and does not believe it is material to our operations.
303-5 Water consumption	2025 Impact Report: Environment – Environmental Data.

DISCLOSURE	LOCATION
BIODIVERSITY	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	Our consulting partners have helped us look into areas of high biodiversity value in close proximity to some of our primary facilities. This is not material to our operations.
GRI 304: BIODIVERSITY 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"> 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.
EMISSIONS	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Impact Strategy; Partnering for Environmental Stewardship; Environmental Data; Climate Risk Assessment. 2025 Form 10-K: Item 1A: Risk Factors.
GRI 305: EMISSIONS 2016	
305-1 Direct (Scope 1) GHG emissions	2025 Impact Report: Environmental Data.
305-2 Energy indirect (Scope 2) GHG emissions	2025 Impact Report: Environmental Data.
305-3 Other indirect (Scope 3) GHG emissions	2025 Impact Report: Environmental Data.
305-4 GHG emissions intensity	2025 Impact Report: Environmental Data.
305-5 Reduction of GHG emissions	2025 Impact Report: Our Science-Based Targets, Environmental Data.
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
WASTE	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Impact Strategy; Partnering for Environmental Stewardship; Environmental Data.
GRI 306: WASTE 2020	
306-1 Waste generation and significant waste-related impacts	AMN Healthcare does not track or report on this information.
306-2 Management of significant waste-related impacts	AMN Healthcare does not track or report on this information.
306-3 Waste generated	2025 Impact Report: Environmental Data.
306-4 Waste diverted from disposal	2025 Impact Report: Environmental Data.
306-5 Waste directed to disposal	2025 Impact Report: Environmental Data.
SUPPLIER ENVIRONMENTAL ASSESSMENT	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	See Vendor and Supplier Code of Conduct.
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	
308-1 New suppliers that were screened using environmental criteria	2025 Impact Report: Responsible Supply Chain; Our Science-Based Targets.
308-2 Negative environmental impacts in the supply chain and actions taken	2025 Impact Report: Responsible Supply Chain; Our Science-Based Targets; Climate Risk Assessment We have identified our travel vendors, e.g., airlines, rental car companies, and delivery services companies as suppliers that have negative environmental impacts.
EMPLOYMENT	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Impact Strategy; Empowering our People and Communities. 2025 Form 10-K: Item 1: Business – Human Capital Management, Our Healthcare Professionals.
GRI 401: EMPLOYMENT 2016	
401-1 New employee hires and employee turnover	2025 Impact Report: KPI Appendix

DISCLOSURE	LOCATION																								
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>2025 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>2025 Benefits Participation</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>81%</td> <td>46%</td> </tr> <tr> <td>Dental</td> <td>81%</td> <td>39%</td> </tr> <tr> <td>Vision</td> <td>73%</td> <td>33%</td> </tr> <tr> <td>401K</td> <td>88%</td> <td>20%</td> </tr> </tbody> </table>	Benefit Program	Corporate	Healthcare Professional	Medical	81%	46%	Dental	81%	39%	Vision	73%	33%	401K	88%	20%									
	Benefit Program	Corporate	Healthcare Professional																						
	Medical	81%	46%																						
	Dental	81%	39%																						
	Vision	73%	33%																						
401K	88%	20%																							
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>2025 Parental Leave Data</p> <table border="1"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> <th>Not Specified</th> </tr> </thead> <tbody> <tr> <td>Total Eligible</td> <td>2,057</td> <td>931</td> <td>11</td> </tr> <tr> <td>Total Used</td> <td>239</td> <td>56</td> <td>0</td> </tr> <tr> <td>% Used</td> <td>12%</td> <td>6%</td> <td>0%</td> </tr> <tr> <td>Total Returned of LOA</td> <td>157</td> <td>44</td> <td>0</td> </tr> <tr> <td>% RLOA</td> <td>66%</td> <td>79%</td> <td>0%</td> </tr> </tbody> </table>		Female	Male	Not Specified	Total Eligible	2,057	931	11	Total Used	239	56	0	% Used	12%	6%	0%	Total Returned of LOA	157	44	0	% RLOA	66%	79%	0%
		Female	Male	Not Specified																					
	Total Eligible	2,057	931	11																					
	Total Used	239	56	0																					
	% Used	12%	6%	0%																					
	Total Returned of LOA	157	44	0																					
% RLOA	66%	79%	0%																						
LABOR MANAGEMENT RELATIONS																									
GRI 402: LABOR/MANAGEMENT RELATIONS 2016																									
402-1 Minimum notice periods regarding operational changes	<p>AMN Healthcare does not have a policy on the minimum number of weeks' notice provided to employees prior to implementation of significant changes.</p>																								
OCCUPATIONAL SAFETY																									
GRI 3: MATERIAL TOPICS 2021																									

DISCLOSURE	LOCATION
3-3 Management of material topic	2025 Impact Report: Workplace Health and Safety.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	
403-1 Occupational health and safety management system	2025 Impact Report: Workplace Health and 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 occupational health services provided.
403-4 Worker participation, consultation, and communication on occupational health and safety	2025 Impact Report: Workplace Health and Safety.
403-4 Worker participation, consultation, and communication on occupational health and safety	2025 Impact Report: Workplace Health and Safety.
403-5 Worker training on occupational health and safety	2025 Impact Report: Workplace Health and Safety.
403-5 Worker training on occupational health and safety	2025 Impact Report: Workplace Health and Safety.
403-6 Promotion of worker health	2025 Impact Report: Benefits and Well-being.
403-7 Prevention and mitigation of occupational safety impacts directly linked by business relationships	2025 Impact Report: Benefits and Well-being.
403-8 Workers covered by an occupational health	AMN Healthcare implements many elements of an occupational health and safety management system, which is crucial to ensuring the well-being of our team members. AMN Healthcare employs a Health & Safety Supervisor who oversees all aspects of the health and safety program and is responsible for the development and implementation of safety policies and procedures, including, but not limited to, injury and illness prevention, emergency 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. The EHS Committee serves as a collaborative forum for promoting and maintaining a safe and healthy work environment for our team members. The EHS Committee evaluates and enhances team member safety by implementing policies and safe work practices to ensure alignment with relevant regulatory requirements, responds to team member reports of potential workplace hazards, and drives continuous improvement of AMN Healthcare's health and safety program. Workplace inspections are conducted periodically at our offices to proactively identify potential safety and health hazards, use of hazardous materials, and enforce safe work practices to prevent unsafe working conditions from developing and ensure the effectiveness of our health and safety program. If any hazards are identified, corrective actions are documented and implemented. Additionally, incident investigations are conducted, as appropriate, to identify root causes of unsafe conditions and prevent future incidents from occurring. All team members are provided with comprehensive health and safety training in accordance with applicable regulatory requirements, which covers hazard identification, safe work practices, workplace violence prevention, and emergency procedures. Training records are tracked and maintained in a Learning Management System. AMN Healthcare also partners with an outside loss control consultant to help identify exposures and provide recommendations for exposure mitigation when necessary.

DISCLOSURE	LOCATION
403-9 Work-related injuries	2025 Impact Report: KPI Appendix. In accordance with OSHA's guidance and injury and illness recordkeeping requirements, AMN Healthcare's temporary employees have been excluded from the calculations, as host employers are responsible for recording injuries and illness of temporary workers.
403-10 Work-related ill health	2025 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.
TRAINING AND EDUCATION	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Business Ethics and Compliance; Empowering our People and Communities 2025 Form 10-K: Item 1: Business – Learning and Professional Development.
GRI 404: TRAINING AND EDUCATION 2016	
404-1 Average hours of training per year per employee	See GRI 3-3 above. AMN Healthcare tracked a total of 36,270 hours that team members spent across various learning programs. AMN Healthcare does not track and report this data by gender or employee category. Team members were provided with an average of 9.78 hours of training.
404-2 Programs for upgrading employee skills and transition assistance programs	2025 Impact Report: Corporate Team Members - Professional Development. 2025 Form 10-K: Item 1: Business – Learning and Professional Development.
404-3 Percentage of employees receiving regular performance and career development reviews	2025 Impact Report: Corporate Team Members - Performance Success Plan
DIVERSITY AND EQUAL OPPORTUNITY	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Empowering our People and Communities 2025 Form 10-K: Item 1: Business. See Code of Conduct, Human Rights Policy, and Vendor and Supplier Code of Conduct.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	
405-1 Diversity of governance bodies and employees	2025 Impact Report: KPI Appendix. 2025 Form 10-K: Item 1: Business – Human Capital Management. 2026 Proxy Statement: Director Nominee Snapshot.

DISCLOSURE	LOCATION
405-2 Ratio of basic salary and remuneration of women to men	Women comprise 51% of AMN Healthcare top 10% compensated team members. Additionally, women comprise 56% of the top pay quartile, 71% of upper middle pay quartile, 73% of lower middle pay quartile, and 76% of lower pay quartile.
NON-DISCRIMINATION	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Impact Strategy. 2026 Proxy Statement. See Code of Conduct, Human Rights Policy, and Vendor and Supplier Code of Conduct.
GRI 406: NON-DISCRIMINATION 2016	
406-1 Incidents of discrimination and corrective actions taken	AMN Healthcare had zero reports of systemic workforce discrimination during the reporting year.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	Due to the nature of their work, teams executing AMN Healthcare business strategy from office locations in the United States are not affiliated with or covered by collective bargaining agreements. Additionally, the AMN Healthcare Human Rights Policy provides for freedom of association, which respects team members' right to join, form, or not join a labor union without fear of retaliation, intimidation, or harassment. See Code of Conduct, Human Rights Policy, and Vendor and Supplier Code of Conduct.
CHILD LABOR	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Business Ethics and Compliance. See Code of Conduct, Human Rights Policy, and Vendor and Supplier Code of Conduct.
GRI 408: CHILD LABOR 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	The AMN Healthcare Human Rights Policy holds a zero-tolerance policy for child labor for both the company as well as our vendors. We have assessed our operations, and they do not pose a significant risk for incidents of child labor. AMN Healthcare continually evaluates our vendor onboarding process and makes improvements as necessary in the process to contribute to the abolition of child labor.
FORCED OR COMPULSORY LABOR	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Business Ethics and Compliance. See Code of Conduct, Human Rights Policy, and Vendor and Supplier Code of Conduct.

DISCLOSURE	LOCATION
GRI 409: FORCED OR COMPULSORY LABOR 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The AMN Healthcare Human Rights Policy details our zero-tolerance policy for forced labor, slavery, or human trafficking for both the company as well as our vendors.
SECURITY PRACTICES	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	AMN Healthcare does not employ security personnel.
GRI 410: SECURITY PRACTICES 2016	
410-1 Security personnel trained in human rights policies or procedures	AMN Healthcare does not employ security personnel.
RIGHTS OF INDIGENOUS PEOPLES	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Business Ethics and Compliance. See Code of Conduct, Human Rights Policy, and Vendor and Supplier Code of Conduct.
GRI 411: RIGHTS OF INDIGENOUS PEOPLES	
411-1 Incidents of violations involving rights of indigenous peoples	AMN Healthcare has not had any incidents of violating rights of indigenous peoples in 2025 or in the history of operations.
LOCAL COMMUNITIES	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Impact Strategy; Innovating for Better Health Outcomes; Empowering our People and Communities.
413-1 Operations with local community engagement, impact assessments, and development programs	2025 Impact Report: Innovating for Better Health Outcomes; Empowering our People and Communities.
413-2 Operations with significant actual and potential negative impacts on communities	AMN Healthcare does not track and report on this information.

DISCLOSURE	LOCATION
SUPPLIER SOCIAL ASSESSMENT	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Responsible Supply Chain. 2026 Proxy Statement. See Vendor and Supplier Code of Conduct.
GRI 414: SUPPLIER SOCIAL ASSESSMENT	
414-1 New suppliers that were screened using social criteria	2025 Impact Report: Responsible Supply Chain. See Vendor and Supplier Code of Conduct.
PUBLIC POLICY	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Government Relations. 2026 Proxy Statement: Political Activity and Trade Associations. See Code of Conduct and Corporate Political Activity Policy.
GRI 415: PUBLIC POLICY 2016	
415-1 Political contributions	2025 Impact Report: Political Contributions.
CUSTOMER HEALTH AND SAFETY	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Innovating for Better Health Outcomes.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	
416-1 Assessment of the health and safety impacts of product and service categories	AMN Healthcare applies rigorous, standardized credentialing processes to 100% of clinicians, including primary source verification, background and sanction screening, and health and compliance requirements aligned with federal, state, and client standards. All providers are continuously monitored, including National Practitioner Data Bank (NPDB) queries, to ensure ongoing eligibility and patient safety. AMN Healthcare is certified by The Joint Commission under the Health Care Staffing Services Certification Program, demonstrating adherence to the highest standards of quality and patient care.
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 2025.

DISCLOSURE	LOCATION
MARKETING AND LABELING	
GRI 417: MARKETING AND LABELING 2016	
417-2 Incidents of non-compliance concerning product and service information and labeling	AMN Healthcare received no incidences of serious or willful non-compliance or non-compliance concerning product and service information and labeling in 2025.
417-3 Incidents of non-compliance concerning marketing communications	AMN Healthcare ensures accuracy and truthfulness in marketing communications. In 2025, AMN Healthcare received no substantiated incidents of non-compliance concerning marketing communications.
CUSTOMER PRIVACY	
GRI 3: MATERIAL TOPICS 2021	
3-3 Management of material topics	2025 Impact Report: Data Governance and Cybersecurity 2026 Proxy Statement: Information Security, Cybersecurity and Data Privacy. See Privacy Policy and Ad and Cookie Policy.
GRI 418: CUSTOMER PRIVACY 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Based on the information at hand, no Indicator of Compromise or evidence of a data breach of material value or impact has been identified or substantiated by AMN Healthcare for the period of January 1 to December 31, 2025. AMN Healthcare received no complaints from regulatory bodies in 2025.

SASB Content Index

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

CODE	METRIC	CATEGORY	RESPONSE AND/OR LOCATION
DATA SECURITY			
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	See 2026 Proxy Statement: Information Security, Cybersecurity and Data Privacy; 2025 Impact Report: Data Governance and Ethics
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	See Privacy Policy Governance and Ethics –
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 2025.
WORKFORCE DIVERSITY & ENGAGEMENT			
SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (2) all other employees	Quantitative	40% of individual contributors, 30% of non-executive management, and 16% of executive management are BIPOC. 69% of individual contributors, 68% of non-executive management, and 53% of executive management are women, including our CEO. 2025 Impact Report: People, Culture and Communities, KPI appendix
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	See KPI Appendix.
SV-PS-330a.3	Employee engagement as a percentage	Quantitative	People, Culture & Communities and KPI Appendix

CODE	METRIC	CATEGORY	RESPONSE AND/OR LOCATION
PROFESSIONAL INTEGRITY			
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>2025 Impact Report: Business Ethics & Compliance Code of Conduct Code of Ethics for Senior Financial Officers Vendor & Supplier Code of Conduct Human Rights Policy 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.
ACTIVITY METRIC			
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	GRI Content Index – GRI 2-7 and 2-8
SV-PS-000.B	Employee hours worked, Percentage billable	Quantitative	We do not report on the number of hours our team members work, or percentage billable.

Key Performance Indicators

PEOPLE AND CULTURE METRICS	FY2025	FY2024	FY2023
Headcount and Workforce Statistics ^{1,2}			
Total Headcount	2,664	2,968	3,585
Workforce by Generation			
Generation Z (1997-2012)	5%	5%	5%
Generation Y / Millennials (1981-1996)	57%	57%	57%
Generation X (1965 – 1980)	33%	32%	31%
Baby Boomers (1946 – 1964)	5%	6%	6%
Internal Transfers and Promotions			
Total	472	481	788
Female	70%	73%	71%
Male	30%	27%	28%
White	63%	59%	58%
BIPOC	35%	38%	39%
Not Disclosed	2%	3%	<1%
External New Hires by Gender			
Female	58%	61%	63%
Male	42%	39%	37%
External New Hires by Race & Ethnicity			
Black	20%	16%	25%
Hispanic	12%	15%	8%
Asian	5%	8%	8%

PEOPLE AND CULTURE METRICS	FY2025	FY2024	FY2023
Native Hawaiian or Other Pacific Islander	0%	<1%	<1%
Native American or Alaskan Native	1%	2%	<1%
Two or More Races	4%	6%	6%
Other	0%	0%	0%
White	56%	49%	48%
Not Disclosed	1%	3%	5%
External New Hires by Generation			
Generation Z (1997-2012)	16%	15%	11%
Generation Y / Millennials (1981-1996)	57%	62%	63%
Generation X (1965 – 1980)	24%	21%	24%
Baby Boomers (1946 – 1964)	3%	2%	2%
Employee Demographic Disclosures			
Female	69%	68%	69%
Male	31%	31%	30%
BIPOC	36%	37%	39%
White	60%	60%	59%
Not Disclosed	3%	3%	3%
LGBTQ+	2%	2%	3%
Veterans	3%	2%	3%
Disability	3%	3%	3%

¹In 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.

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

PEOPLE AND CULTURE METRICS	FY2025	FY2024	FY2023
Organizational Level – Diversity by Gender			
Individual Contributors			
Female	69%	69%	71%
Male	31%	30%	29%
Leaders³			
Female	68%	67%	65%
Male	31%	33%	35%
Executives			
Female	53%	52%	52%
Male	47%	48%	46%
Organizational Level – Diversity by Race & Ethnicity			
All Team Members			
BIPOC	37%	37%	39%
Black	11%	11%	14%
Hispanic	13%	13%	13%
Asian	7%	7%	7%
Native Hawaiian or Other Pacific Islander	<1%	<1%	<1%
Native American or Alaskan Native	1%	<1%	<1%
Two or More Races	4%	4%	4%
Other	1%	<1%	<1%
White	60%	60%	59%
Not Disclosed	3%	3%	3%

PEOPLE AND CULTURE METRICS	FY2025	FY2024	FY2023
Individual Contributors			
BIPOC	40%	40%	41%
Black	12%	13%	15%
Hispanic	13%	14%	14%
Asian	8%	7%	7%
Native Hawaiian or Other Pacific Islander	<1%	<1%	<1%
Native American or Alaskan Native	1%	<1%	<1%
Two or More Races	4%	4%	4%
Other	1%	1%	<1%
White	58%	60%	56%
Not Disclosed	3%	3%	3%
Leaders			
BIPOC	30%	29%	31%
Black	6%	6%	8%
Hispanic	11%	13%	13%
Asian	6%	5%	5%
Native Hawaiian or Other Pacific Islander	<1%	<1%	<1%
Native American or Alaskan Native	1%	1%	<1%
Two or More Races	3%	4%	4%
Other	2%	1%	<1%
White	67%	69%	66%
Not Disclosed	3%	3%	2%

³Leaders includes all leaders except Executives, who are shared as a distinct population.

PEOPLE AND CULTURE METRICS	FY2025	FY2024	FY2023
Executives			
BIPOC	16%	16%	16%
Black	6%	6%	9%
Hispanic	1%	1%	2%
Asian	9%	9%	5%
Native Hawaiian or Other Pacific Islander	0%	0%	0%
Native American or Alaskan Native	0%	0%	0
Two or More Races	0%	0%	0%
Other	0%	0%	0%
White	81%	82%	82%
Not Disclosed	3%	3%	2%
CULTURE AND RESPONSIBLE BUSINESS METRICS	FY2025	FY2024	FY2023
Board Composition & Diversity			
Race/Ethnic Diversity			
White	56%	67%	67%
BIPOC	44%	33%	33%
Gender Diversity			
Male	56%	56%	44%
Female	44%	44%	56%
Age Diversity			
55-60	33%	33%	25%
61-65	11%	11%	13%
66+	56%	56%	63%

CULTURE AND RESPONSIBLE BUSINESS METRICS	FY2025	FY2024	FY2023
Employee Engagement⁴			
Engagement Survey Participation	79%	79%	85%
Engagement Survey Overall Score	78%	63%	75%
Workforce voluntary turnover	14%	15%	14%
Workforce involuntary turnover	6%	6%	6%
Workforce retention	81%	81%	79%
Giving Metrics			
Recorded Volunteer Hours	8,013	5,659	15,595
Health & Safety Metrics⁵			
Work-related injuries and illnesses – healthcare providers	325	353	440
Work-related Injuries – all employees	332	366	450
Number and rate of fatalities resulting from work-related injuries	0	0	0
Number and rate of high-consequence work-related injuries	0	0	0
Number and rate of recordable work-related injuries	7/0.2	13/0.3	10/0.2
Main Types of work-related injuries	Repetitive Motion	Repetitive motion, slips/trips/falls, noise exposure	
OSHA incident rate	0.2	0.3	0.2
Business & Ethics Compliance			
No. of Speak Up reports made across all categories	57	57	56
No. of substantiated reports	15	23	16

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.

⁵ The Incident Rate represents the number of injuries and illness per 100 full-time workers. It is calculated as Number of Injuries and Illness X 200,000, where 200,000 is the base for 100 equivalent full-time workers (working forty hours per week, 50 weeks per year). AMN Healthcare's OSHA Incident Rate is for corporate team members, and is based on 10,125,193 hours worked.

Environmental Data Appendix

	2023	2024	2025	2024 vs 2025	Metric Narrative
LEASED FACILITIES					
Total Leased Facilities Square Footage	485,511	334,976	244,417	-27%	We reduced operational square footage by 90,559 sq ft by decommissioning several offices
SCOPE 1					
Fugitive Emissions	113	120	109	-9%	The decrease in operational square footage resulted in a corresponding reduction in fugitive emissions, though not proportionally. This is because a portion of the closed square footage relied on cooling systems outside of AMN's operational control, and therefore did not contribute to reported fugitive emissions.
Sub-total Scope 1	113	120	109	-9%	
SCOPE 2					
Natural Gas	154	130	79	-39%	Natural gas fuel consumption dropped from 2,474 mmBtu to 1,490 mmBtu, primarily due to a decrease in operational square footage.
Electricity (Location-based)	1,861	1,123	855	-24%	Electricity consumption dropped from 3,540 MWh to 2,879 MWh, primarily due to a decrease in operational square footage.
Electricity (Market-based)	0	0	0	-	RECs were purchased and retired for all MWh of electricity consumption captured in Scope 2.
Sub-total Scope 2 (Location-based)	2,015	1,253	934	-25%	
Sub-total Scope 2 (Market-based)	154	130	79	-39%	
TOTAL Scopes 1 & 2 (Location-based)	2,128	1,373	1,043	-24%	
TOTAL Scopes 1 & 2 (Market-based)	267	250	188	-25%	

	2023	2024	2025	2024 vs 2025	Metric Narrative
SCOPE 3					
Purchased Goods and Services	43,171	82,082	69,671	-15%	A significant decrease in relevant company spend from \$1.59B to \$1.21B led to a decrease in emissions.
Capital Goods	5,487	5,074	2,212	-56%	A significant decrease in relevant company spend on fixed assets from \$60,764,949.82 to \$25,494,331.44 led to a decrease in emissions.
Fuel- and Energy-Related Activities	352	468	373	-20%	The decrease in operational square footage and resulting energy consumption led to a drop in FERA emissions.
Upstream Transportation & Distribution	53	49	47	-4%	While company spend on shipping and mailing increased slightly from \$77,067.69 to \$78,387.63, emissions decreased modestly based on data provided directly by the shipping vendor.
Waste Generated in Operations	389	127	53	-58%	In 2024, all non-remote employees were assumed to be in-office 5 days per week. In 2025, it was confirmed that employees not designated as "remote" were, on average, in office 2.3 days a week. This led to a decrease in total in-office days, which in turn led to a decrease in estimated waste generation in the office.
Business Travel	23,485	55,643	53,236	-4%	Overall reduction in business travel activity year-over-year, particularly in lodging stipends for travel nurses from \$320,476,549.30 to \$286,699,507.64.
Employee Commuting (inc. Telecommuting)	5,352	3,062	2,677	-13%	Decrease in headcount (including a drop in hybrid employees from 1,305 to 1,180 and remote employees from 1,663 to 1,486) led to a corresponding decline in both commuting miles and telecommuting workdays.
Upstream Leased Assets	0	6	11	66%	Increase in square footage that AMN leases but lacks operational control over (e.g. coworking locations with specific spaces reserved), resulting in an increase in energy consumption.
Downstream Leased Assets	0	40	40	-1%	Virtually no change to the amount of square footage that AMN subleases to other entities or to their energy consumption.
Investments	16,838	13,397	11,179	-17%	Decrease in total value of company investments year over year.
Sub-total Scope 3	95,126	159,949	139,499	-13%	The decrease in overall Scope 3 emissions is primarily a result of decreased spend in all major relevant categories (e.g. Purchased Goods & Services, Capital Goods, Business Travel) and a reduction in headcount.

	2023	2024	2025	2024 vs 2025	Metric Narrative
TOTAL Scopes 1, 2, and 3 (Location-based)	97,254	161,322	140,542	-13%	
TOTAL Scopes 1, 2, and 3 (Market-based)	95,393	160,199	139,687	-13%	
EMISSIONS INTENSITY					
Market-Based Emissions Intensity (MT CO ₂ e per 1,000 sq. ft.)	196.48	478.21	571.51	20%	
Market-Based Emissions Intensity (MT CO ₂ e per employee)	26.85	53.98	52.40	-3%	
ENERGY USAGE					
Total Energy Consumption (MWh)	4,774	3,617	2,947	-19%	Reflects consumption across all locations, all Scopes
Energy Consumption Intensity (MWh/1,000 sq. ft.)	9.83	10.78	12.06	12%	
WASTE					
Total Waste Disposed (Metric Tons)	846	272	113	-58%	
Recycled (Metric Tons)	203	87	36	-59%	
Landfill (Metric Tons)	643	185	77	-58%	
Waste Generation Intensity (MT CO ₂ e per 1,000 sq. ft.)	0.80	0.38	0.22	-43%	

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, the demand for care, the needs of our clients and clinicians, our ability to drive engagement, retention, how we design, govern and deploy our digital solutions, the ability of our innovations to strengthen the client-patient relationship, enhance quality and safety, and create value for our clients, professionals, shareholders, and communities, 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, 2025, 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.

AMNHealthcare.com

NYSE: AMN

Toll Free: (866) 871-8519



EMPOWERING THE FUTURE OF CARE

© 2026 AMN Healthcare