



**Environmental, Social
& Governance Report**
2021

A Letter From Our Chief Executive Officer

Dear Fellow Stakeholders,

In the past two years, global events, particularly the COVID-19 crisis and heightened urgency for social justice, created an unprecedented impact on AMN Healthcare and the communities we serve. Our healthcare professionals have been burdened by the public health threat, staffing shortages, and often-challenging responses to the pandemic. For the second year in a row, AMN Healthcare team members were tested as they worked to support our healthcare professionals and expedite their movement to virus hotspots throughout the country. At the same time, AMN Healthcare has been driven by our shared determination to advance social and environmental change in response to events and pressures in our nation and the world.

Our purpose-driven culture, core values, and mission continue to guide us through these challenging times, and we closed the year with exceptionally strong company performance that included making noteworthy progress on our environmental, social, and governance (ESG) objectives. As a result, AMN Healthcare has increased its positive impact on the world around us through a time of unparalleled challenges.

Because of the shared values and commitment among team members and stakeholders, and despite the uncertainty in today's world, I am confidently optimistic about our future. I strongly believe that we have entered a decade of meaningful advances, and since AMN Healthcare is an action-oriented company, we are well-situated to create positive change on many fronts.

ESG advancements by AMN Healthcare are well underway. In environmental sustainability, we are setting ambitious new sustainability goals. I am excited to announce our new climate goals, which include reaching net zero emissions from our own operations by 2024. In supporting the wellness of our country's frontline healthcare heroes, we developed and launched an integrated strategy to care for the caregivers, including mental health counseling on demand for healthcare professionals and their families, and other programs carefully designed to relieve stress on nurses and other practitioners. In diversity, equity, equality, and inclusion, our achievements in gender equity have established us among the nation's leading companies while our deeply inclusive culture drives advancements for underrepresented groups among our team members and in the communities where we live and work.

Conducting business ethically and responsibly has always been paramount at AMN Healthcare. Expansive, carefully planned ESG practices create value by better engaging and enhancing our greatest asset — our team. At the same time, sound ESG programs mitigate risk, drive innovation, reduce costs, and build trust and respect with our



Susan R. Salka
Chief Executive Officer

“

I am excited to announce our new climate goals, which include reaching net zero emissions from our own operations by 2024.

stakeholders, including clients and candidates. As a company steeped in our core values of passion, innovation, respect, customer focus, continuous improvement, and trust, we have always held our operations to exceptionally high standards, and our accelerated ESG journey in 2021 shows our continued commitment.

Our recent ESG highlights are discussed in detail throughout this report, including the establishment of new sustainability goals, such as our commitment to setting Science-Based Targets for our Scope 1, 2, and 3 climate impact by 2024. AMN Healthcare is strong, impactful, and vibrant because of our passionate team, and so we have engaged a third party to review talent acquisition and compensation to achieve pay equity and ensure all people are treated fairly. We recognize the personal burdens on our team, especially our clinicians, so we have established and funded programs to support them when in need. To drive our commitment to sustainability and social impact, we developed an ESG Strategy and Three-Year Roadmap aligned with the United Nation's Sustainable Development Goals and linked to the company's business strategy.

We strive to be an ESG beacon in the healthcare and staffing industries, as we collaborate with client and industry partners to accelerate change in creating a healthy, just, sustainable, and equitable world where all can thrive. We are continuing to embed ESG in the core of our business, and advancing health and wellness for our team members, healthcare professionals, and communities, while driving diversity, equity, equality, and inclusion in our industry.

The AMN Healthcare 2021 ESG report represents the evolution of our previous CSR (Corporate Social Responsibility) reports, providing an expansive and honest look into our ESG strategy, goals, activity, performance, and processes for bolstering and monitoring our progress towards a more sustainable future.

As I prepare to pass the baton of leadership, after more than 32 years with this amazing organization, I am immensely proud of our legacy as a force for positive change powered by the passion and dedication of our entire team. I hope this report conveys the commitment and achievement of AMN Healthcare, represented in our dynamic ESG strategy that will continue to guide our company as we work to create a better world.

With Gratitude,



Susan R. Salka

Chief Executive Officer

We strive to be an ESG beacon in the healthcare and staffing industries, as we collaborate with client and industry partners to accelerate change in creating a healthy, just, sustainable, and equitable world where all can thrive. We embed ESG in the core of our business, advancing health and wellness for our team members, healthcare professionals, and communities, while driving diversity, equity, equality, and inclusion throughout our industry.

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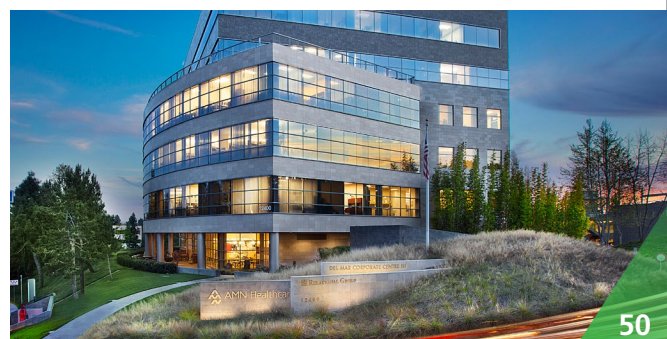
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16



38



50

About this Report

Our environmental and social impact journey started with our first Corporate Social Responsibility (CSR) report in 2014, which was an important first step in communicating our impact to our stakeholders. Our reporting has evolved over these past eight years, and we are proud to share our inaugural Environmental, Social & Governance (ESG) report to further showcase our impact on people, the planet, and the communities we serve. In 2021, AMN Healthcare engaged a leading global consultancy to help guide us in calculating our emissions, improving our disclosures, and building an ESG strategy with ambitious goals to chart our course.

As this represents our first comprehensive ESG report, we have noted any missing or incomplete data and made our best effort to obtain alternate sources of information where possible. This report is aligned with material issues and metrics provided by the Sustainable Accounting Standards Board (SASB, which is now part of the Values Reporting Foundation), the Global Reporting Initiative (GRI), and key performance indicators used by leading ESG rating agencies.



About AMN Healthcare

Empowering the Future of Care

In 1985, AMN Healthcare began our mission to empower healthcare organizations to provide high-quality care when we hired our first nurse. For 37 years since, we have been delivering world class results for our partners by offering innovative staffing and total talent solutions to thousands of healthcare facilities nationwide.

Whatever the need, AMN Healthcare maintains the largest and most diverse network of healthcare professionals including nurses, physicians, allied professionals, language interpreters, and leaders to serve our clients. AMN Healthcare pairs technology solutions such as scheduling analytics, telehealth interpretation, and vendor management systems with custom talent design strategies to power the heart and soul of care. Each placement and assignment we make is done with precision and a drive to help clinicians and partners provide compassionate care to patients. At AMN Healthcare, we pride ourselves on being there for the healthcare professionals and organizations making a difference by providing the talent insights and modern technology needed to unlock the power to deliver life-changing care to communities. We act as a strategic partner connecting our clients to the right solutions at the right time.



#1
largest U.S. healthcare staffing company

95,000+
healthcare professionals deployed in 2021

10,000+
clients served

3,500+
team members

Nurse & Allied Solutions

WORKFORCE STAFFING

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



Physician & Leadership Solutions

WORKFORCE STAFFING

- Physician Staffing
- Interim Leadership

SEARCH

- Executive Search
- Academic Leadership
- Clinical Leadership
- Physicians & Advanced Practices



Technology & Workforce Solutions

TALENT MANAGEMENT

- Vendor Management Systems
- Recruitment Solutions
- Float Pool Management
- Scheduling & Staff Planning
- Credentialing
- Analytics & Assessment

VIRTUAL CARE

- Language Services
- Telehealth Platforms



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

Kristen Mussman
Senior Director

National Human Resources,
Contingent Talent
Management Program

Kaiser Permanente

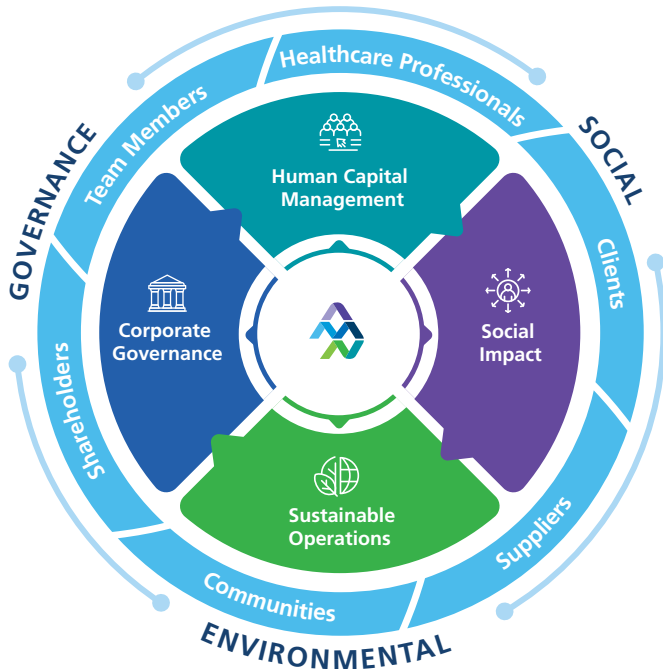


ESG Strategy

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Our ESG Strategy and Goals



We aim to deliver sustainable value to all stakeholders by promoting a diverse, equitable, and inclusive culture that fosters innovation and trust at all levels of our organization and within the communities we serve.

At AMN Healthcare, we take a multi-stakeholder approach to managing ESG (Environmental, Social, Governance) risks and opportunities, and we actively engage our team members, healthcare professionals, clients, shareholders, supplier partners, and local and global communities to advance the health of people and the planet. ESG has always been at the forefront of the work we do and at the heart of our mission as a company.

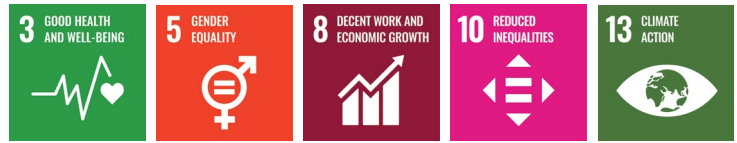
Our social impact and sustainability work to date has focused on reducing our environmental footprints through more sustainable operations; investing in our team members in alignment with our commitment to social justice and diversity, equity, equality, and inclusion; maintaining and enhancing our holistic approach to corporate governance; and supporting our communities through volunteerism, philanthropy, and civic engagement.

As we look forward, we have developed an ambitious and focused ESG strategy, targeting improvements in our core business that can yield the highest social and environmental impact. We are working dutifully to embed ESG into our existing business practices and collaborate with clients, suppliers, and industry partners to drive meaningful change on our collective challenges. AMN Healthcare has identified three key pillars for our ESG strategy which thread together to drive "Health & Wellness for ALL": Health, DEI, and Sustainability.

This report is organized around the overarching categories of Environmental, Social, and Governance, with material issues and our efforts in our key pillars woven throughout.

We strive to be an ESG beacon in the healthcare and staffing industries, leading by example and catalyzing others to advance the transition to a healthy, just, equitable, and sustainable world where all can thrive.

ESG Framework



ASPIRATION

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



APPROACH

- Focus and set ambitious goals
- Minimize footprints and maximize handprints
- Collaborate with client and industry partners to accelerate change
- Embed ESG in the core of our business



VISION

A healthy, just, equitable, and sustainable world where all can thrive and reach or exceed their goals

HEALTH & WELLNESS FOR ALL

PILLAR 1

Health

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



PILLAR 2

DEI

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



PILLAR 3

Sustainability

Catalyzing a sustainable and regenerative future



FOUNDATIONAL

Governance



Our Goals and Commitments

PILLAR 1

Health



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

Our commitments

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

PILLAR 2

DEI



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

Our commitments

- DEI excellence in all team member and healthcare professional recruiting and hiring (e.g., optimized job descriptions, diverse recruiting sources, diverse slates, unconscious bias reduction, etc.)
- Representative diversity at ALL levels of AMN Healthcare
- Equity in compensation, promotion, and career opportunities
- Deeply inclusive culture of belonging
- Significant diverse supplier spend and economic impact in historically underinvested in communities
- Embed DEI in our core business and all decisions

PILLAR 3

Sustainability



Catalyzing a sustainable and regenerative future

Our commitments

- Net zero for Scope 1 and 2 Greenhouse Gas Emissions (GHGe) by 2024
- Set Scope 1, 2, 3 GHGe Science-Based Targets by 2024
- Water and waste footprints measured by 2023. Targets set by 2024 (e.g., context-based water goal, zero waste to landfill)
- Create and share sustainability blueprint to catalyze suppliers, clients, healthcare & staffing industries, by 2024
- Embed sustainability mindset in our core business and all decisions (innovation, investments, purchasing, advocacy, etc.)

FOUNDATIONAL

Governance



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

Our commitments

- Strong ethics, human rights, data privacy, and cybersecurity
- Board diversity reflects diversity of value chain
- Comprehensive reporting of financial performance, and environmental and social impact (explore Integrated Reporting)
- Political advocacy aligns with our values and ESG goals

Our Impact Priorities

SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH AND WELL-BEING



HEALTH IS AT OUR CORE

As the nation's leader in total talent healthcare solutions, we are Empowering the Future of Care, and we are passionate about health equity

5 GENDER EQUALITY



GENDER EQUALITY LEADER

We are a gender equality leader, as our Board of Directors (56% Women), C-Suite (40%), and Leadership (60%) representation show

8 DECENT WORK AND ECONOMIC GROWTH



WORKFORCE IS OUR BUSINESS

We deploy tens of thousands of healthcare professionals every year (including 95,000+ in 2021) and we prioritize supplier diversity as a driver of economic growth

10 REDUCED INEQUALITIES



DEI IS IN OUR DNA

We strive to build a diverse, equitable, and inclusive culture at AMN Healthcare, and we are committed to driving DEI across the healthcare and staffing industries

13 CLIMATE ACTION



INDUSTRY INFLUENCER

We aspire to accelerate healthcare's transformation to net zero climate impact



2021 ESG Highlights

2021 marks a pivotal year in our sustainability and social impact journey, and this first ESG report represents a culmination of our efforts to date and our roadmap for future progress. With an enhanced approach to ESG, we are excited to report on our current progress in pursuit of achieving our strategic ESG objectives.

Creating Social Impact




Our Business is Advancing Health

Deployed
95K
healthcare
professionals
in 2021



1K+
Language Services
interpreters drove
health equity for
12M+
patients, enabling
access, improving
health outcomes, and
saving lives

Partnered with FEMA
and our clients to
administer millions
of COVID-19 vaccines
across the country



Enhancing Environmental Sustainability

Set new goal:
Net zero climate
impact in our direct
operations by 2024



Committed to setting
Science-Based Targets
by 2024 for Scope 1, 2,
and 3 GHGe



Launched our
Sustainability Champions
Leadership Committee



Championing Good Governance

ESG Strategy and
Roadmap developed,
with governance
structure implemented
at the executive and
board level



Women Corporate
Directors Foundation
named our CEO, Susan
Salka, the 2021 WCD
Visionary Award Honoree
for Strategic Leadership



Award-winning Board
diversity with

56% | **33%**
Women | BIPOC

representation on our
Board of Directors



Social

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Social Impact Approach

AMN Healthcare supports the growth of our team members, healthcare professionals, healthcare organizations, and the communities we serve.

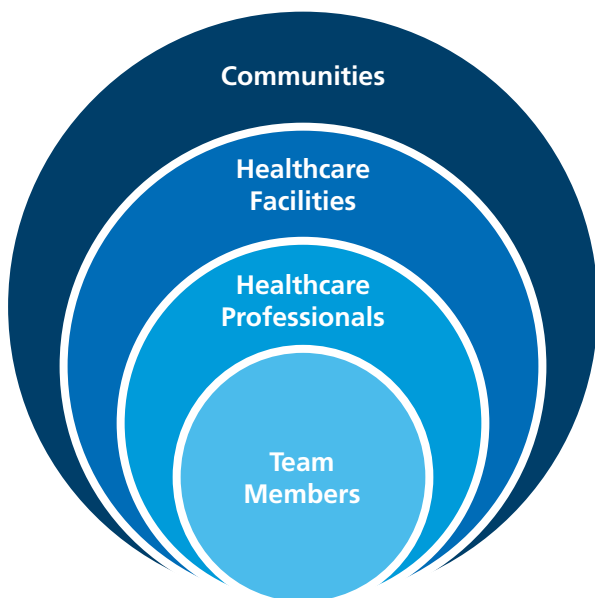
People have always been at the heart of our business, and every day our team helps healthcare organizations provide a quality patient care experience that is more human, effective, and achievable. AMN Healthcare strives to create positive impacts for the healthcare organizations and professionals we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

Throughout the COVID-19 pandemic, we have worked hard to support our front-line healthcare professionals and team members, as the heavy losses, stresses, and health (mind and body) impacts of the past two years continued to mount and placed an unprecedented strain on the healthcare system.

Every day, in everything we do, we strive to make a positive difference in our local, national, and global communities. The impact of our core business this past year includes employment for our 3,500+ team members, the meaningful opportunities we afforded more than 95,000 healthcare professionals, the direct and ripple economic impact of our \$378 million in spend with small and diverse businesses, the use of our technology and innovative talent solutions to reduce inequalities in healthcare, the 12 million people whose access to care was enhanced by our Language Services interpreters, the millions of COVID-19 vaccines we helped administer, and the health outcomes for the millions of patients who had access to and received high-quality care from a clinician who we helped place.

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

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



2021 Social Impact Highlights

Health

Partnered with FEMA and our clients to administer millions of COVID-19 vaccines across the country, with a focus on underserved and hard-to-reach populations

Our 1,000 Language Services interpreters drove health equity for more than **12M** patients enabling access, improving health outcomes, and saving lives

Established a COVID-19 hotline and fielded over **25K** care calls from our healthcare professionals

Diversity, Equity, Equality, and Inclusion

\$378M

in spend with small businesses and diverse-owned companies, including \$190M in spend with businesses that are certified diverse-owned

67%

of our team members are women (60% of leaders, 40% of C-Suite)

36%

of our team members are BIPOC (25% of leaders, 20% of C-Suite)

Giving

\$8.9M

committed to nonprofits focused on advancing social justice, DEI, health, equity, and resilience in healthcare

\$1.1M

given to nonprofits chosen by our clinicians

\$246K

commitment to nonprofits focused on the health and well-being of nurses, and advancing DEI in the nursing profession

Health & Wellness for All

AMN Healthcare Enables Healthcare and Drives Health Equity Amidst the Global Pandemic

As the leader and innovator in total talent solutions for healthcare organizations and the nation’s largest healthcare staffing company, we have been uniquely positioned to support healthcare professionals and healthcare facilities throughout the pandemic.

2021 was characterized by periods of increasing stress and strain in the sector as new variants of the coronavirus presented unforeseen challenges juxtaposed against growing hope as vaccinations and other treatments became more widely available. Our passionate and committed team members, along with our innovative talent solutions, helped deliver consistent healthcare staffing coverage so that patients continued to have clinicians at their bedside throughout the turbulent conditions of the prolonged pandemic. We grew our team and invested heavily in our team members’ development, health, wellness, and sense of belonging. AMN Healthcare was also there for our healthcare professionals each day to provide them with the personal and professional care they needed. In addition, we partnered with clients and community organizations to improve access and equity in healthcare during the pandemic through several significant COVID-19 vaccine projects, resiliency and mental health programs, and clinician recognition and award programs.




Continuing to Care for Team Members and Healthcare Professionals through the Pandemic

We took deliberate action to go beyond the traditional assistance we provide team members and healthcare professionals by creating new mechanisms to ensure they received the additional support they required as they served our communities during this challenging period.

24/7 Crisis Hotline

At the start of the pandemic in March of 2020, AMN Healthcare took swift action to develop, staff, and implement a COVID-19 response structure. We also launched a 24/7 crisis hotline and website with resources to help healthcare professionals and facilities, as well as supplier partners, navigate through the uncertain and ever-changing landscape. In 2021, we continued to offer these support services. Our hotline received over 25,000 care calls (a 300% increase) and supported more than 8,500 professionals facing health issues, personal and health crises, and looking for professional support related to the pandemic.



AMN Healthcare Hardship Fund

We established the AMN Healthcare Hardship Fund to provide financial support for team members experiencing extreme financial hardship. In 2021, we contributed \$500,000 to this new initiative to support our team members in times of crisis. Team members can receive support for qualifying events such as serious or life-threatening illnesses, natural disasters, funeral costs, or other events causing financial strain. This goes above and beyond our standard benefits and employee assistance programs to support our team members' resiliency.



Employee Assistance Programs and Family Support

To support team members, healthcare professionals, and family members during the pandemic, we provided care packages, which included masks, hand sanitizer, and other personal protective items, and offered legal and mental health counseling through our Employee Assistance Programs. This year, we partnered with Doctors on Demand to work to provide mental health and physical health support for clinicians. These initiatives included offering differentiated services specifically for minority healthcare professionals to encourage those who may not have felt inclined to access this support in the past to take advantage of these programs.



Recognizing Nursing Excellence with the Daisy Award

AMN Healthcare and The Center for the Advancement of Healthcare Professionals have participated in the Daisy Award for Extraordinary Nurses, a worldwide awards program that recognizes nurses for the superhuman work they do for patients and families every day. Since the beginning of the program in 2018, AMN Healthcare, in partnership with the DAISY Foundation™, has recognized over 20 outstanding clinicians for the extraordinary, skillful, compassionate care they provided patients and families. Our goal for 2022 is to recognize up to 16 nurses with the Daisy Award.

One of our Daisy Award winners is Mark Turner, an emergency room nurse with American Mobile, an AMN Healthcare company. Mark was nominated for the award for his hard work, dedication, and kindness toward his patients.



“ I know how compassionate Mark is mostly from the patients who come up to the floor from the emergency room. He is just an amazing nurse, doing his job humbly and with love. The fact that Mark can make an impact on so many people in such a short time, not only as an ER nurse but also as a traveler, who is a short-term employee, everywhere he goes, is awesome to me.

Committing to Kindness

Our Be Kind program celebrates healthcare professionals through first-person accounts of compassion and kindness. These stories are shared to inspire others to show grace, have patience, and commit to being the light in someone’s day. AMN Healthcare hopes that kindness awareness inspires others to pay kindness forward, especially to healthcare professionals and essential workers.



COVID-19 Vaccination, Return to Work, Testing, and Contact Tracing Programs for Industries, Organizations, and Schools

2021 was another unprecedented year when all organizations had to grapple with and adapt to the ever-changing conditions of the pandemic, creating an enormous demand for all of our services. Organizations across industries were forced to find creative, cost-effective, and safe means to test and vaccinate their employee base, but many lacked the staffing resources and infrastructure to meet vaccine demand and workplace safety requirements. AMN Healthcare worked closely with our clients and developed new cross-sector partnerships to improve community and workplace access to clinicians, COVID-19 testing, vaccinations, and other services.



As part of an effort to speed the pace of COVID-19 vaccinations, the Federal Emergency Management Agency (FEMA) selected AMN Healthcare to support an historic nationwide vaccination program that significantly expanded vaccine availability and equity to communities, with particular focus on underserved and hard-to-reach populations.



To support a safe return to in-person gatherings, AMN Healthcare teamed up with organizations such as the San Diego Padres, providing COVID-19 testing for employees and fans when the baseball season reopened. In the course of three months, 46 local nurses in our network worked to administer over 30,000 tests.



The Oregon Health Authority reached out to AMN Healthcare in urgent need of mass vaccination services. We placed 652 clinicians across our staffing verticals at hospitals and laboratories throughout the state to provide vaccine support.



Quidel, a major American manufacturer of diagnostic healthcare products, needed a trusted partner to execute their COVID-19 testing strategy. Together, AMN Healthcare and Quidel were able to support COVID-19 testing in all schools in the state of Delaware, placing 125 healthcare professionals to assist in this effort.



Spotlight: Driving Access and Health Equity Through Language Services



AMN Healthcare Language Services broke down language and communication barriers to support access to healthcare.

The AMN Healthcare Language Services team removes barriers to healthcare and provides critical access to interpreters. In the face of the global pandemic, the demand for language services increased and we helped meet that demand with innovative staffing and technology solutions. For many with limited English proficiency, our interpreters did much more than just create enhanced access to health care — they acted as a lifeline, providing a linguistic and cultural link to many who were experiencing isolation, especially with the limitations on friends and family in healthcare settings during the pandemic. AMN Healthcare also provides Certified Deaf Interpreters who work in tandem with American Sign Language interpreters to extend our language services to healthcare providers and patients who are deaf or hard of hearing.

Our interpreters helped ensure equitable provision of services to refugees and survivors of natural and man-made disasters during 2021. In response to ongoing crises in Afghanistan this year, AMN Healthcare provided Pashto and Dari interpretation to support refugees needing healthcare. Similarly, our interpretation services provided communicative autonomy to patients who speak Haitian Creole in the wake of the devastating earthquake in Haiti.

12 million

patients impacted by our language services team in 2021



Lisa interpreted for one of our patients who uses ASL... She was wonderful, knowledgeable, and patient. She was able to pick up on linguistic and cultural nuances that affected the patient's comprehension. Thanks to Lisa, the patient had a successful appointment.



Our Commitment to Diversity, Equity, Equality & Inclusion

Our Diversity, Equity, Equality, and Inclusion (DEI) commitment is grounded in the belief that we should respect all voices and seek diverse perspectives, and the recognition that we succeed when we act together as a positive force for all of humanity. We have the opportunity to influence each other, our industry, and our communities by fostering a diverse team. We are actively engaged in building an organization and society where equality is the norm, equity is achieved, and inclusion is universal. Our strategy to advance and enhance DEI is built on the three defining pillars of Workforce, Workplace, and Marketplace.

OUR PILLARS OF DIVERSITY



WORKFORCE

AMN Healthcare recruits and onboards candidates in a manner that supports and aligns with our DEI goals, resulting in inclusive representation.



WORKPLACE

AMN Healthcare fosters a culture of respect and inclusion of all backgrounds and perspectives. Our eight Employee Resource Groups (ERGs) and more than 100 Diversity Champions (team members across the company who champion DEI) help us nurture a culture of inclusion and belonging for all.



MARKETPLACE

We believe that equitable business opportunities contribute to a more equitable world. Our commitment to diversity extends to our supplier partners and community health partners. We actively engage diverse suppliers and identify new opportunities to support and grow small, minority, women, LGBTQ+, and veteran-owned businesses. By prioritizing supplier diversity, we positively impact the overall socio-economic health of the communities we serve.

Marketplace & Supplier DEI: Investing in Our Communities

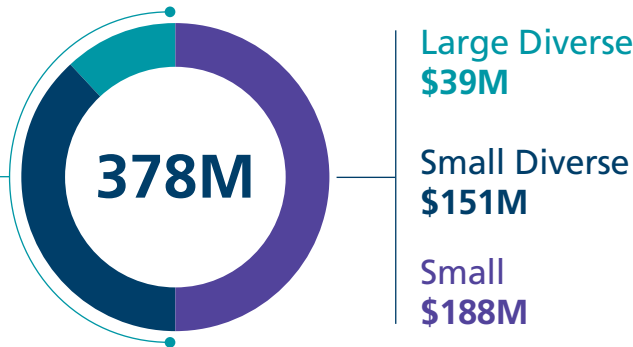
We believe that true equitable positive impact to social determinants of health is achieved by strengthening local economies within the communities we serve. AMN Healthcare works diligently to identify partnerships with and provide support to a diverse range of businesses, specifically targeting those that are small, minority, women, veteran, service-disabled veteran, LGBTQ+, and disabled-owned. We believe that diverse suppliers deserve equal opportunities, and that a diverse supplier base seeds innovation, strengthens our business, and builds strong communities. As a part of our efforts, we launched our Vendor Development Program and are proud of our commitment to fund Minority Business Enterprise (MBE) Certification for 100 minority-owned businesses, 50 of which are Black-Owned businesses. We also engage in partnerships with minority businesses through the National and Regional Minority Supplier Development Councils. We are excited to continue to grow our supplier diversity programs and spend, as we know equitable business opportunities contribute to a more equitable world.

\$378M
in spend with diverse and small suppliers

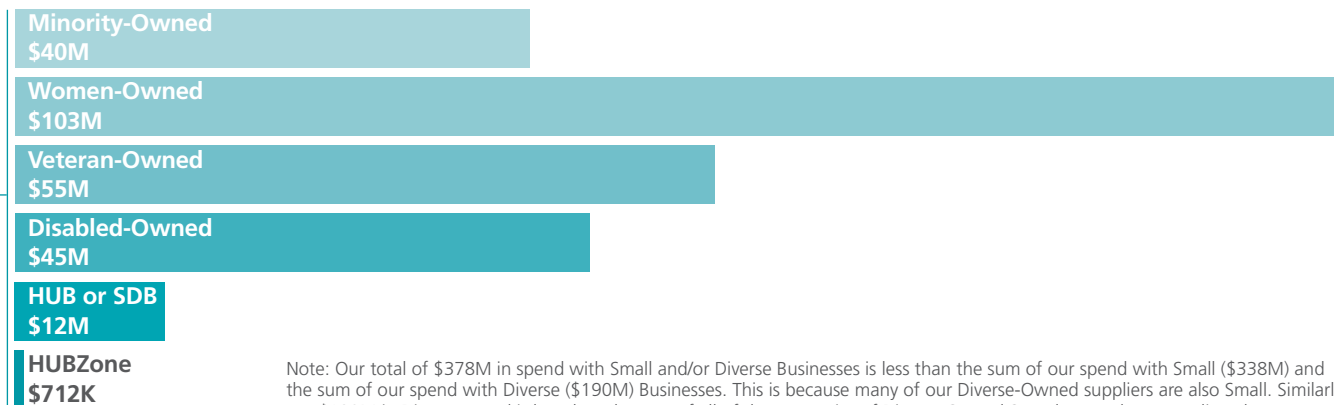
\$338M
in spend with small businesses

\$190M
in spend with diverse businesses

AMN HEALTHCARE 2021 DIVERSE AND SMALL SUPPLIER SPEND



\$190 MILLION IN 2021 DIVERSE SUPPLIER SPEND

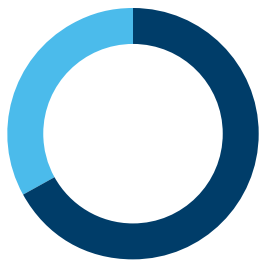


Note: Our total of \$378M in spend with Small and/or Diverse Businesses is less than the sum of our spend with Small (\$338M) and the sum of our spend with Diverse (\$190M) Businesses. This is because many of our Diverse-Owned suppliers are also Small. Similarly, our \$190M in Diverse spend is less than the sum of all of the categories of Diverse-Owned Spend, as we have suppliers that are certified in more than one facet of diversity (for example, Black Woman-Owned, or Service Disabled Veteran-Owned).

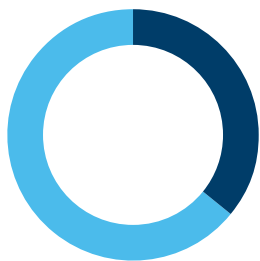
HUB = Historically Underutilized Business (minority, women, socially and economically disadvantaged person, or disabled-owned).
SDB = small business that is owned and operated by socially and economically disadvantaged persons.
HUBZone = small business located in a Historically Underutilized Business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

Workforce & Workplace: Diversity, Equity, Equality, and Inclusion

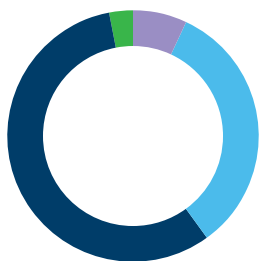
Our ability to empower the future of care would not be possible without the incredible efforts of our team members who work tirelessly to ensure that our clients and healthcare professionals have everything they need to deliver quality patient experience. We also know that as a company we are enriched by the unique voices, backgrounds, and perspectives that individuals bring to our organization. We are proud of the positive impact our diverse team delivers for the healthcare industry.



67%
of team members are women including our CEO, Chief People Officer, Chief Legal Officer, Group President & COO of Strategic Talent Solutions



36%
of our team members are Black, Indigenous, and People of Color (BIPOC), including our Chief Strategy & Experience Officer and Group President & COO of Physician & Leadership Solutions



7%
Baby Boomers

33%
Generation X

57%
Millennials

3%
Generation Z

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

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

2%
Disabled (self-identify)



Promoting a culture of respect and inclusion is a priority for AMN Healthcare.

TRAININGS AND POLICIES

AMN Healthcare recognizes humans have natural blind spots and unconscious biases, which are often based on mistaken, incomplete, or inaccurate assumptions. We are working with our team members to build awareness about these biases and embrace diversity and inclusion by building on our existing policies and practices and adding additional measures to continue to strengthen our culture. AMN Healthcare requires that all team members complete unconscious bias training annually. In 2021, we added two new diversity courses for leaders: Communicating About Culturally Sensitive Issues (required, new leaders are automatically enrolled), and Inclusive Leadership, a live four-hour virtual DEI program for all people leaders at the company. Team members are also required to take a course on inclusive communication. Additional optional training is offered to team members to share principles and strategies that can help foster more productive and meaningful conversations on topics related to diversity, equity, equality, and inclusion.

We have a zero-tolerance policy for sexual harassment or discrimination in the workplace. AMN Healthcare requires all leaders to complete sexual harassment prevention training annually. Our Code of Conduct outlines our policy to ensure equal employment opportunities for all. AMN Healthcare is an equal opportunity employer and makes all employment decisions, including job assignments, training, supervision, compensation, promotions, educational opportunities, and all aspects of day-to-day work on a non-discriminatory basis and in compliance with all applicable laws prohibiting discrimination in employment.

To support DEI in our recruitment and hiring practices, AMN Healthcare ensures that all job listings are written with unbiased and inclusive language. Additionally, we have increased our outreach to both passive and active candidate pools to ensure a diverse slate of candidates for all leadership positions.

To further the principle of equal employment opportunity for all, AMN Healthcare has developed affirmative action plans for minorities and women, qualified individuals with disabilities, and protected veterans. Our Chief People Officer serves as our Affirmative Action Officer with responsibilities to maintain and implement applicable affirmative action plans and to ensure the coordination, direction, and review of plans and policies.



EMPLOYEE RESOURCE GROUPS

At AMN Healthcare, we know how important it is to make sure everyone feels connected, supported, and comfortable in our workplace. To help us accomplish this, we have eight team member led Employee Resource Groups (ERGs) that enable our team members to connect with those who share identity characteristics, interests, or backgrounds. Our goal with these groups is to increase members’ collective and individual visibility and leadership, empower inclusion and understanding, and strengthen a culture of belonging.

To advance our DEI goals, in 2021, our ERGs invested over **\$130,000** in nonprofits and initiatives focused on driving our DEI priorities

AMN Healthcare is proud to be nationally recognized as a DEI leader

941
total participants

26%
of our team members

8
Employee Resource Groups



2021 ERG Spotlight: OPEN



As a company that is at the forefront of health, we recognize the importance of supporting mental health and wellness for our team members.

OPEN (Our Personal Empowerment Network) was founded in 2019 by AMN Healthcare team members. OPEN's mission is to communicate, educate, and advocate for mental health awareness and to create a work environment where everyone feels comfortable communicating authentically, especially when it comes to mental health issues.

OPEN helps team members manage daily challenges and provides support and connection. This work was especially important in 2021, as our team members navigated the challenges, strain, loss, and stress of the pandemic on individuals, families, and communities.

OPEN seeks to be a bright spot in members' work weeks: a place that acknowledges the struggles, but also helps people find a laugh and build connections. OPEN hosts events throughout the year to hear from experts in the mental health field, like National Alliance on Mental Health (NAMI) and Movember. OPEN membership is inclusive, and every AMN Healthcare team member is welcome.

2021 OPEN HIGHLIGHTS:

- Directed donations to and raised funds for nonprofits making a difference on mental health and wellness, including American Foundation for Suicide Prevention, Trevor Project, Mental Health America, NAMI, and Movember
- Hosted PTSD Awareness Fireside chat with Sherman Gillums Jr. in June in partnership with BRAVE
- Took an intersectional approach to exploring "Socialized Masculinity and its Effects on Mental Health" with a four-week panel series in collaboration with all seven of our other ERGs. We explored social ideals around what it means to be masculine and how that may impact men's mental health. Partnering with PRIDE, SLIDE, LALA, BRAVE, PAVE, PACT, and WISE, afforded the opportunity to dive in deep on this topic through a variety of lenses



Investing in Our Team Members

At AMN Healthcare, we lift our team members up, investing in their professional and personal development and supporting their overall wellness and success.

Through our competitive, comprehensive benefits package, health and wellness initiatives, and training and development programs, we enable our team members to achieve their goals at and beyond AMN Healthcare. Our Human Resources team regularly benchmarks to ensure we are offering competitive benefits programs.



SUPPORTING OUR TEAM MEMBERS AND THE CAUSES THEY CARE ABOUT MOST

We strive to ensure our team members know how much they are valued and feel supported. One way we do this is through our competitive benefits. For example, in 2021 we matched 100% of team member contributions to their retirement accounts, up to 10% of their salary.

We also offer our team members eight hours of annual paid volunteer time off to support causes they care about. This time off can be used to volunteer with community organizations or to participate in peaceful demonstrations.





PROMOTING HEALTH AND WELLNESS IN THE WORKPLACE

AMN Healthcare takes a holistic approach to supporting team member health and wellness. Our competitive compensation program includes benefits such as medical, prescription, dental, vision, and long and short-term disability insurance, to support our team members (and their families’) health and security. AMN Healthcare also offers free tobacco cessation programs and free basic medical services such as flu shots and biometric screenings. All team members are required to complete an OSHA-compliant interactive health and safety training program, in addition to following all appropriate workplace health and safety protocols.

AMN Healthcare recognizes that mental health and well-being are just as fundamental as physical health, and this has been especially true during the pandemic. For this reason, team members are able to access free confidential emotional support, work-life solutions, financial resources, mental health, legal counseling, and online support through the company’s Employee Assistance Program. Additionally, AMN Healthcare offers team members access to meditation tools, exercise classes, and other resources like our Zen@AMN sessions. AMN Healthcare works to provide comprehensive health and wellness initiatives to support our team members’ well-being inside and outside of the workplace.

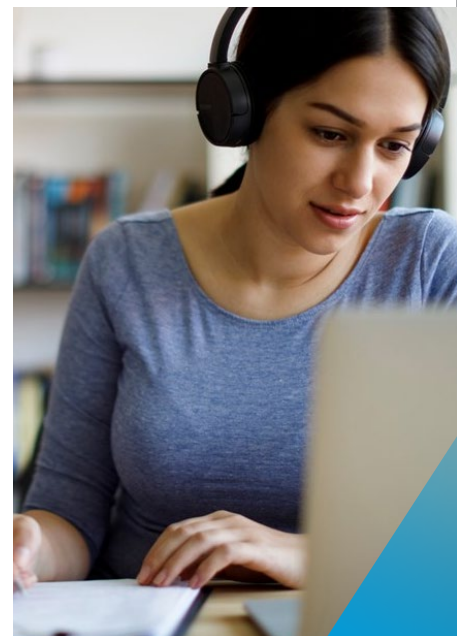


ENCOURAGING LEADERSHIP AND PROFESSIONAL DEVELOPMENT

An important part of our mission at AMN Healthcare is to create a values-based culture of innovation where our team members can achieve their goals. To forward this work, we invest in the development and professional growth of our team members so that they can pursue their passions and goals. AMN Healthcare offers a number of training and development programs, as well as tuition reimbursement.

This past year, our 113 Emerging Leaders Program graduates and our 201 LEAD Program graduates combined to spend more than 6,500 hours developing their leadership acumen.

Every team member has full access to thousands of LinkedIn Learning courses. In 2021, team members logged 8,627 hours of learning on the platform.



Our Research & Thought Leadership

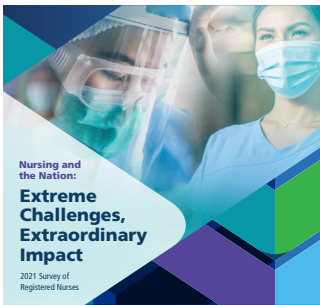
Our Diversity, Equity, Equality, and Inclusion philosophy and our commitment to advancing thought leadership on DEI and social impact in the healthcare industry can also be seen in a variety of our white papers, surveys, and research publications.

AMN Healthcare supports research and provides thought leadership for the healthcare staffing industry on topics ranging from DEI challenges and opportunities to trends and insights on the mental health and economic impacts of the COVID-19 pandemic.



AMN Healthcare:
2021 Healthcare Trends Survey Report

Found that the consequences of COVID-19's impact will be far-reaching, particularly with an uncertain economy, and that provider burnout will likely be one of the most disruptive forces in the industry in the next three years



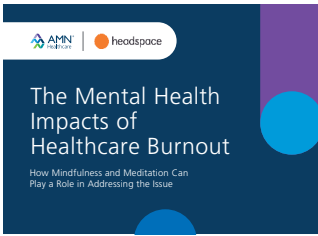
AMN Healthcare:
2021 Surveys of Registered Nurses - Extreme Challenges, Extraordinary Impact

Provides the views of 6,500+ registered nurses, illustrates the pandemic's impact on the mental health and well-being of nurses, highlights trends of nurses seeking advanced education and training, and provides unique viewpoints on diversity, equality, and inclusion in the healthcare environment



O'Grady Peyton's:
2021 Survey of International Nursing

The 2021 Survey of International Nurses represents O'Grady Peyton's inaugural effort to provide data on the characteristics of international nurses working in the United States, the roles they are playing in patient care, and their job-related experiences and perspectives



AMN Healthcare:
[The Mental Health Impact of Healthcare Burnout](#)

Looks at the impacts of burnout on mental health and some of the ways healthcare organizations can embrace meditation and mindfulness to address the issue



B .E. Smith:
[Healthcare Diversity in the Spotlight](#)

Takes a comprehensive look at diversity, equity, and inclusion in the industry today, assessing the diversity landscape and providing actionable recommendations for healthcare organizations



Merritt Hawkins:
[Maryland State Medical Society Survey on Gender and State Pay Gaps for Physicians](#)

Demonstrates that a wide pay gap persists between male and female physicians in Maryland



Merritt Hawkins:
[The Economic Impact of Physicians](#)

Estimates the total economic impact of office-based physicians in active patient care in the U.S., using as barometers physician output, jobs, wages and benefits, and state and local tax revenue



AMN Healthcare Language Services:
[2021 Healthcare World Language Index](#)

In this, the inaugural edition of the Healthcare World Language Index, AMN Healthcare Language Services reports on the world languages other than English most commonly spoken in hospital, medical group, and community health center-based patient encounters, nationally and by state

Spotlight: 2021 Surveys of Registered Nurses

Nursing the Nation: Extreme Challenges, Extraordinary Impact



AMN Healthcare works to identify, understand, and address the harmful effects of the global pandemic on healthcare professionals.

Each year, AMN Healthcare publishes multiple surveys and research reports that provide original data on a variety of healthcare workforce-related topics that are vital to healthcare organizations, practitioners, and patients. Nurses face significant and mounting challenges to their well-being, accelerated by the pandemic and systemic inequities.

Solving these challenges is of paramount importance, because the health of the nation and its people depends on the health of the nation's 4 million nurses.

In 2021, the widespread social and economic effects of the pandemic continued to permeate every industry, particularly the healthcare sector. It's almost impossible to fully comprehend the negative impacts the pandemic has had on the healthcare workforce, but it is clear that nurses, in particular, have had to weather astounding emotional and physical tolls. AMN Healthcare tailored our annual survey of Registered Nurses to develop 2021's survey, [Nursing the Nation: Extreme Challenges, Extraordinary Impact](#), which specifically examines the effects of the pandemic on nurses nationally and identifies levers and opportunities for alleviating hardships going forward. We received nearly 15,000 responses to this year's survey.

The survey uncovered multiple code-red findings:

- **23% of surveyed nurses reporting** it was somewhat likely or extremely likely they would leave the field of nursing because of the COVID-19 pandemic
- **83% of nurses** had cared for patients with COVID-19
- Nurses who treated patients with COVID-19 were **significantly more likely to experience a great deal of stress at work and twice as likely to leave nursing**
- **50% RNs said** the pandemic had an impact on their education plans
- **BIPOC nurses and LGBTQ+ nurses** have greater doubts about workplace commitment to diversity, equality, and inclusion
- **60% of nurses said** gender-based or sexual harassment happens at their workplace from "a moderate amount" to "a great deal"

These astonishing and dismaying findings sound a clear alarm for the healthcare sector and highlight the urgency of taking decisive action.

Nursing the Nation: Extreme Challenges, Extraordinary Impact concludes with a solutions section that examines evidence-based recommendations, leading practices, and first-hand experiences. These solutions include concrete suggestions for how to provide deliberate support for caregivers, empower leaders, and create positive practice environments to enhance inclusion and improve the well-being of nurses in the workplace. AMN Healthcare is working not only to diagnose the industry's problems, but also to provide solutions that alleviate them.



Giving Back & Making an Impact

In addition to the work we do every day at AMN Healthcare, we reinforce our mission to empower the future of care and foster a stronger, more cohesive society through community service and charitable giving. We are proud to support and partner with nonprofits that are dedicated to encouraging diversity and driving equity, as we share those values. We have committed to supporting nonprofits that align with our holistic approach and goals toward health equity. We also recognize that AMN Healthcare is at its best when team members have the opportunity to support causes they care about. That is why we offer eight hours of paid time off for volunteering to our team members and encourage them to give back to their communities in personally meaningful ways.

<p>This year, our team members volunteered thousands of hours, and AMN Healthcare committed</p>	<p>\$6,000,000 Invested in the AMN Healthcare Impact Fund to ensure financial sustainability of our giving</p>
<p>\$8,900,000 to support nonprofit organizations focused on advancing social justice, health equity, and resilience in healthcare.</p>	<p>\$500,000 to launch the AMN Healthcare Team Member Hardship Fund to support our team members</p>
	<p>\$2,400,000 in donations to nonprofits</p>



Donation highlights include

\$1,100,000

AMN Healthcare donated \$1.1M to nonprofits on behalf of 1,100 healthcare professionals that worked more than 1,000 hours during a given period under the stress of the pandemic. We awarded these clinicians with a financial bonus as well as the opportunity for AMN Healthcare to donate \$1,000 to a nonprofit of their choice

\$90,000 and 167 iPads

Continued our support of the International Esperanza Project in Guatemala, donating \$90K and 167 iPads loaded with educational materials helping 350+ students continue to learn during the pandemic

\$220,000

Donated more than \$220K to support nonprofits that are working to make cancer history, funding research, education, screening, detection, social services, and emotional support for cancer patients and their families

\$100,000

Donated \$100K to hunger relief efforts providing 278,868 meals to people in our communities, helping address a key social determinant of health

AMN Healthcare & Health Care Communicators of Southern California Scholarship Fund

For over 15 years, AMN Healthcare has partnered with the Health Care Communicators of Southern California to award an annual scholarship to one or more students to support their passion and help fund their education in healthcare

Provided
1,877
team members paid
time off to volunteer



Spotlight: Our work with the International Esperanza Project



AMN Healthcare strives to have a positive impact on the international healthcare system, which is why we partner with the International Esperanza Project (IEP), a nonprofit dedicated to inspiring hope in developing countries through healthcare, community infrastructure, and education. In 2021, we supported a number of IEP’s efforts to positively impact the children of the El Molino School in Tecpán, Guatemala.

AMN Healthcare donated 167 iPads for the children at El Molino School, enabling continued online learning during the pandemic for more than 350 children in Guatemala.

According to UNICEF, during the pandemic, Latin America has had the longest school shutdowns of any region. Towards the end of 2021, [two out of three children were still out of the classroom](#). Economic challenges and home school conditions inconducive to learning caused children to drop out at a devastating rate. The International Esperanza Project noticed the effects of the pandemic on El Molino School as dropout rates mid-way through 2021 were more than double what they had been in previous years. Children were unengaged and stopped doing their assignments from home and parents burdened with financial hardship struggled to motivate their children to complete their work.

Doing our part to help address these challenges, AMN Healthcare provided 167 iPads to El Molino School that enabled online learning during the pandemic through IEP’s BookTuk Mobile Education Program. The program was designed to mitigate the harm from extended school shutdowns in Guatemala by taking education directly to the children and making it fun. The BookTuk traveled to different neighborhoods several times a week for students to get homework help from teachers and check out books. When the BookTuk was not traveling, it was parked on school grounds, where children could come to check-out iPads fitted with colorful, child-proof cases and loaded with educational games and activities. The teachers reported that the iPads were the most popular item to be checked out of the BookTuk.

Outside of the BookTuk™ Mobile Education Program, our fundraising activities for El Molino School contributed to:

- Leadership classes for girls and sewing instruction for students
- Monthly food deliveries for El Molino School following the shut down for COVID-19
- Covering overhead costs to help keep IEP’s EL Molino School programming afloat during the pandemic
- Audiology equipment that will be used in a speech therapy program initiated by AMN Healthcare





Governance

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Responsible Governance Approach

AMN Healthcare knows that the key to growth and long-term success is good governance. Our company prides itself on maintaining a culture that promotes ethical behavior and drives environmental and social good. Robust stakeholder engagement with our team members, shareholders, healthcare professionals, clients, supplier partners, and the communities that we serve represents the foundation of our corporate governance program. Our holistic approach to governance is defined by robust corporate accountability procedures and policies and the diligent management of business risks and opportunities. Our philosophy is that effective management at the executive level makes us a healthier and better business, and enables us to continue as a trusted and leading partner in the healthcare industry year after year. Continuously evolving our governance policies and practices based on stakeholder feedback and best practices establishes a strong foundation to achieve our collective goals and make a positive impact in the world.

Corporate Governance At a Glance

Strong and effective corporate governance is essential to our success, and we pride ourselves on providing transparent disclosure to our stakeholders on an ongoing and consistent basis.

At AMN Healthcare, we take a comprehensive approach that integrates all components of effective governance, including:

- A strong ethical culture
- A commitment to Board diversity and inclusion
- A comprehensive enterprise risk management program
- A formal shareholder engagement program
- Sound financial, regulatory, and legal compliance functions
- Sustainable business practices

Our strategy focuses on delivering long-term value to AMN Healthcare stakeholders, and our program has been recognized for maintaining the highest standards of governance. To ensure best practices, we align our approach with the Corporate Governance Framework for U.S. Listed Companies provided by the Investor Stewardship Group.

To learn more about our corporate governance practices, including Board policies and executive compensation practices, please see our [2022 Proxy Statement](#) and other governance materials on our [Investor Relations](#) site.

HIGHEST RANKED BY ISS ESG®

HIGHEST RANKED BY ISS ESG®

AMN Healthcare has been recognized as a leader in corporate governance and ESG, as evidenced by several awards from Institutional Shareholder Services (ISS) and Morgan Stanley Capital International (MSCI) AA ratings for ESG efforts in the healthcare services sector.

Named to Bloomberg Gender-Equality Index | 2018–2022

Received a top ranking in HRC Corporate Equality Index | 2018–2022

Named as one of America's Most Responsible Companies | Newsweek | 2020–2022

Honored as a Corporate Champion by Women's Forum of New York for achieving over 50% of Board of Director's seats held by women

Recognized by National Association of Corporate Directors as a finalist for the 2021 NACD DE&I Awards

Board Composition and Diversity

The Corporate Governance and Compliance Committee understands the vital role that a strong board composition with a diverse set of skills and continuous refreshment plays in effective oversight. The Committee is committed to maintaining a diverse and engaged board to effectively manage complex corporate issues by leveraging different experiences to support our long-term objectives and business strategy. With this purpose in mind, the Committee seeks out candidates with unique skills, experiences, and characteristics from different careers, industries, races, ethnicities, and genders. Our Board has instituted a Board Diversity “Rooney Rule” and has committed that the pool of candidates from which Board nominees are chosen must include candidates from historically underrepresented communities who would further diversify the Board.



Code of Conduct, Trainings, and Policies

We are committed to putting our core values of respect, trust, passion, customer focus, continuous improvement, and innovation into practice every day — in all aspects of our work and in all of our interactions. Our Code of Conduct is based on our core values and serves as a guide for our daily decisions and actions.



Commitment to ESG

We are committed to growing our business in a sustainable and socially responsible manner because it is fundamental to our aspiration to be the most trusted and influential force in helping healthcare organizations provide a quality patient care experience that is more human, effective, and achievable. We realize that certain ESG issues can significantly impact our reputation, financial performance, and operational performance over the long-term and interfere with the achievement of our vision, which is why we proactively work to mitigate these risks by continuing to evolve and build on our ESG infrastructure and strategies each year.



Governance Highlights

Stakeholder Capitalism: Aligned 3-Year Business Strategy with the United Nations Sustainable Development Goals

ESG Strategy and Roadmap developed, and procedures and policies implemented to address ESG issues at the executive and board level

1,579
hours of Code of Conduct Training company wide in 2021

New Board Director: Appointed Jorge A. Caballero as a new director to AMN Healthcare Board in December 2021

“Rooney Rule:” Board commitment to include candidates from historically underrepresented communities when considering nominees to fill an open seat on the Board

National Association of Corporate Directors (NACD): AMN Healthcare named as “Best of the Best” and finalist for the 2021 DEI Award

Women’s Forum of New York: Honored AMN Healthcare as national leader with

56%
female corporate Board representation

Most Influential Black Corporate Directors by Savoy Magazine: Daphne Jones & Sylvia Trent-Adams

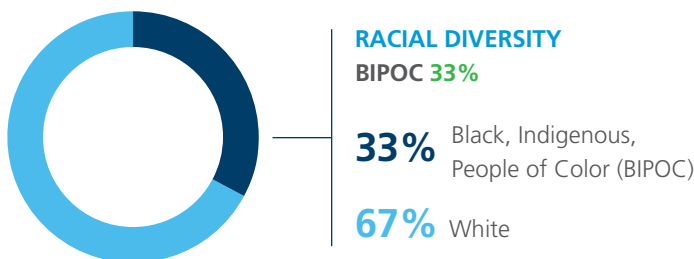
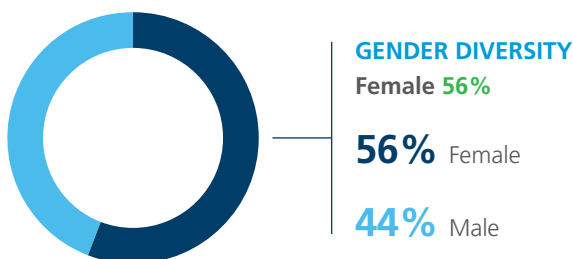
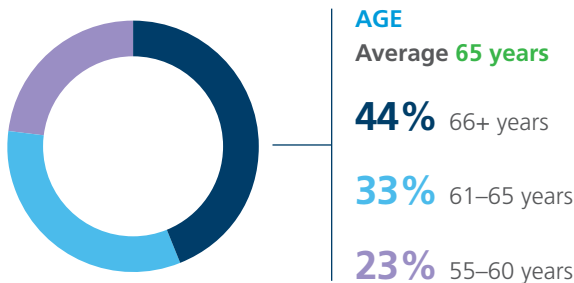
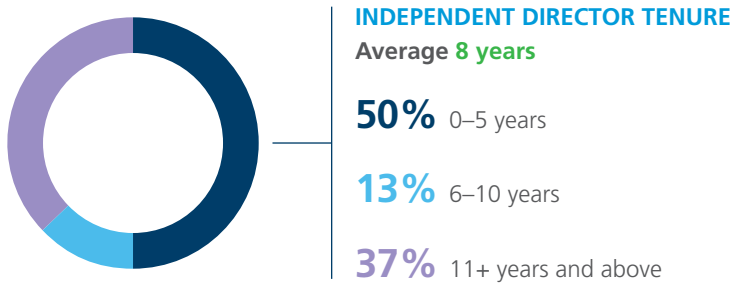
Women Corporate Directors Foundation named our CEO, Susan Salka, the 2021 WCD Visionary Award Honoree for Strategic Leadership

2021 DEI Influencers List by Staffing Industry Analyst: Susan Salka

Strategic Leadership

Independent oversight, intentional board diversity and tenure policies, and compensation transparency characterize our corporate governance success.

A Look at Our Board of Directors



67%
of our Board of Directors are diverse in gender, race, or ethnicity

8 out of 9
Directors are independent

Board Diversity and Succession Planning

Our diverse and engaged Board helps to foster a more innovative business strategy and inspire greater creativity and collaboration at all levels of our company — that is why AMN Healthcare prioritizes diverse perspectives through continuous refreshment and succession planning. The composition of our Board of Directors represents diversity in race and gender, as more than half of our Directors are female and a third are BIPOC. AMN Healthcare also maintains an average aggregate board tenure of approximately eight years and regularly enhances our annual evaluation process to ensure that new perspectives are engaged in directing the business strategy.

- Our Board’s aggregate tenure policy reflects its commitment to consistently evaluate the composition of our Board to ensure that it collectively possesses the experience, skills, knowledge, and level of engagement necessary to serve the best interests of our shareholders. The terms of this policy were developed in part based on insight and feedback we received directly from shareholders.
- The Board does not believe in a specific limit for the overall length of time an independent director may serve. Directors who have served on the Board for an extended period can provide valuable insight into the operations and future of AMN Healthcare based on their experience with, and understanding of, our history, policies, and objectives. The Board also believes that new directors strengthen the diversity of the Board, provide fresh perspectives, and drive long-term value as we continue to evolve. To achieve this balance, the Board maintains an average Board tenure for independent board directors of fewer than 10 years.
- As a result of this refreshment strategy, the Board has appointed a new director in each of the last four years. All four new directors have significantly added to the Board’s diversity of skills, background, and experience and strengthened its ability to support and oversee our long-term strategic objectives. According to the Equilar Gender Diversity Index, only 3% of companies included in the Russell 3000 achieved gender parity on their corporate boards in 2021, and our Board is proud to belong to this group of leaders.

JULY 2018	SEPTEMBER 2019	OCTOBER 2020	DECEMBER 2021
 <p>Daphne E. Jones</p> <p>Experience with strategic, entrepreneurial, and global use technologies in the healthcare sector has been instrumental to our digital transformation and growth strategies</p>	 <p>Teri G. Fontenot</p> <p>Experience in healthcare leadership, corporate finance, economic policy, and healthcare policy has furthered our long-term capitalization strategy and ability to navigate the recent consolidation trends among healthcare delivery organizations</p>	 <p>Sylvia Trent-Adams</p> <p>Experience in directing and coordinating major federal health programs and developing policy and legislative priorities has made a positive impact on our continued COVID-19 response and client and clinician engagement and retention strategies</p>	 <p>Jorge A. Caballero</p> <p>Accomplished global executive with extensive experience in audit, financial, risk management, and mergers and acquisitions, all of which will be beneficial to our growth strategy</p>

Independent Oversight

Practicing best-in-class standards of corporate accountability, AMN Healthcare has an independent Board Chairman and independent Committee Chairs with clearly defined responsibilities for each of its four standing committees. The Chair of the Executive Committee is also the Chair of our Board of Directors. The Board Chair is not an executive officer, but rather an independent director, so as to ensure unbiased company oversight. The Board believes that maintaining an independent chair best positions it to promote stakeholder interests and contribute to overall efficiency and effectiveness. Our CEO is responsible for working with the Board in setting our strategic direction and our day-to-day leadership and performance, while the Chair of the Board leads the Board in overseeing our strategy, provides guidance to our CEO, and presides over Board meetings. Key Board committees responsible for providing oversight, such as the Corporate Governance and Compliance Committee, are composed entirely of independent directors.

Business Ethics

AMN Healthcare is committed to acting with integrity and upholding our values regardless of where or with whom we do business. We hold our team members to the highest standards of ethical conduct by employing best-in-class corporate governance structures. Our Board and its committees regularly and carefully review key governance documents, such as our Code of Conduct, Corporate Governance Guidelines, Committee Charters, and Code of Ethics for Senior Financial Officers, to ensure they contain best practices that are relevant and support our objectives and the values-based culture we strive to maintain.

The foundation of our corporate governance strategy is to promote transparent disclosure to our stakeholders on an ongoing and consistent basis. As such, we publish our governance documents in the “Governance” section of the “Investors Relations” page on [AMNHealthcare.com](https://www.amnhealthcare.com) and provide these materials in print for any stakeholder upon request.



Our Code of Conduct

Effective communication of expectations regarding ethical business conduct as well as compliance with AMN Healthcare policies and procedures begins with proper training. Our philosophy on ethics informs our [Code of Conduct](#), which provides clear and consistent guidance to team members regarding their responsibilities. We encourage our team members to speak up if they see violations to our Code of Conduct. We also have mechanisms in place to help our team members speak up, including our Reporting Misconduct Policy, our interactive Speak Up Guide, Speak Up Training for Managers, a Confidential Hotline, a Confidential Reporting Form, and robust policies to prevent retaliation. Holding each other accountable is critical to the success of our business.

Protecting Our Client’s Privacy and Data

AMN Healthcare has stringent protocols, policies, and security mechanisms in place to protect the privacy of those we support.

Our comprehensive [Privacy Policy](#) governs all relevant business lines and subsidiaries, clearly laying out the categories of data we collect, specific acceptable uses of information collected, the situations in which information is shared, and other aspects of data governance for transparency and to facilitate compliance with our information and data management practices. Our website provides individuals with information on their rights and choices so that they are aware of the extent of and limits to our access to data prior to engaging with AMN Healthcare. While our website educates those who interact with us on our data policies, we also provide training for our team members, including our contractors, on data security and management. Our Chief Information Officer is responsible for overseeing our data security and program management operations and works closely with the team to ensure proper protective measures and protocols are in place internally to mitigate security risks. In 2021, AMN Healthcare continued to invest substantially in privacy and data security, with a focus on overall privacy compliance and breach prevention to support our commitment to protecting the privacy of personal information for team members, healthcare professionals, and clients.



Our Anti-Corruption Policy

Our Anti-Corruption Policy is foundational to our principles and values as a company. Doing business the AMN Healthcare way means we never offer or accept any form of bribe, kickback or other corrupt payment to further our business goals. We have several mechanisms in place to support compliance with anti-corruption policies, including extensive team member resources and materials on how to comply with the law and AMN Healthcare specific standards; stringent due diligence, auditing, and certification processes for our third parties; and team member trainings and certifications to affirm understanding of our policies and the law.

Our Corporate Political Activity Policy

AMN Healthcare makes limited direct political contributions to U.S. state and local candidates in accordance with our [Corporate Political Activity Policy](#). AMN Healthcare occasionally participates in the political process by providing financial support to state or local ballot initiatives relating to specific issues that have a direct impact on our businesses. As appropriate, AMN Healthcare may contribute to Political Action Committees. As with every other aspect of our political involvement, our participation is guided by our Corporate Core Purpose and Values and is fully reported in accordance with governing laws. We are committed to ensuring that our political advocacy and activity is consistent with our ESG and DEI strategies and priorities. AMN Healthcare does not make political contributions outside the United States.

ADDITIONAL AMN HEALTHCARE POLICIES



[Human Rights Policy](#)



[Vendor Code of Conduct](#)



[Code of Ethics for Senior Financial Officers](#)

During 2021, AMN Healthcare did not make any contributions to political candidates, political parties, party officials, or to any Political Action Committees.

Business Model Resilience

Our active approach to building resilience from within

The last two years have highlighted the crucial need for building resilience mechanisms into companies' governance structures in order to shield team members, clients, and partners from threats, vulnerabilities, and risks arising from unexpected external factors. COVID-19 tested our resolve as both a business and a community of individuals, and we are proud to have demonstrated enduring resilience as we adapted to the pandemic's conditions. Our ability to adapt during this tumultuous time is in part thanks to the robust governance mechanisms we have in place, including our business continuity plan, crisis management protocol, and other adjustments to our policies that have allowed us to continue to provide support to clients, healthcare professionals, and ultimately patients, when they most needed us.



BUSINESS CONTINUITY PLAN

Resilience planning at AMN Healthcare is guided by our Business Continuity Management program, which identifies key risks, threats, and vulnerabilities that could impact our continued operations and provides a framework for improving our resilience and capability for an effective response in the event of a business interruption. AMN Healthcare accomplishes this by introducing appropriate resilience strategies to reduce the likelihood and impact of emerging challenges and by developing plans to respond to and recover from arising challenges that cannot be controlled or mitigated.



ENTERPRISE RISK MANAGEMENT

AMN Healthcare also has a holistic Enterprise Risk Management policy and program based on best practice, which is designed to identify and mitigate business risks. This includes conducting a risk inventory and survey with key stakeholders to flag categories of risk that can potentially impact the achievement of our financial and strategic objectives. We consider both the impact and vulnerabilities associated with each risk factor and connect the outcomes of these risks to our financial performance and strategic planning.



CRISIS MANAGEMENT AND COMMUNICATIONS

When a crisis arises, AMN Healthcare has a management and communications policy and procedures to make sure the correct series of actions are taken to gain control of the situation and quickly minimize the effects of any disruption. We have a dedicated Crisis Communications team responsible for key decision-making activities regarding issues with significant impact on company performance. We also have a documented Crisis Management and Communications Plan as well as a Crisis Response Resources page that team members can access when seeking the most up-to-date information.



BUSINESS RESUMPTION AND IT DISASTER RECOVERY PLANNING

The Business Resumption Plan provides departments, divisions, and their teams with a documented set of actions to perform in the event of an unexpected business interruption, enabling information processing to be resumed quickly. In addition, we have mechanisms in place to enable rapid recovery of IT processes, systems, applications, databases, and network assets used to support critical business processes in the case of an unexpected business interruption.

CONTINUED RESILIENCE TO COVID-19

In 2020, we were able to quickly adapt our work environments to prioritize the safety and well-being of our team members. We managed the unexpected risks associated with in-person work and allowed many of our team members to work virtually instead, putting in place extra precautionary measures where in-person work was required.

In 2021, we continued to build out and adapt to the stressors of the pandemic as conditions changed and we transitioned to a virtual environment. We have continued to adapt our team member work models to be flexible through 2021 and into 2022, providing both in-person and virtual options.

Sustainable Governance

At AMN Healthcare, we know that part of successful business today is strategically thinking about how to continue that success tomorrow. We are committed to improving the long-term sustainability of not only our business, but the healthcare industry and beyond. In order to do this, we have built ESG considerations into our governance structures and risk management strategies.

Our Board Committees assist in fulfilling Board oversight responsibilities over our ESG strategy and related risks and opportunities:



In order to continue to build our ESG capabilities as we grow, we have laid out several strategic goals for improving the sustainability of our governance practices in the coming years. These measures will help protect and maintain our company values and support our longevity.



Environmental

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Sustainability Approach

AMN Healthcare is committed to achieving net zero environmental impact across our own operations, accelerating our value chain’s sustainability journey, and catalyzing a healthy, sustainable, and regenerative future where all can thrive.

The climate crisis is threatening the health of people and our planet. As with other environmental challenges, the impacts are inequitably borne. Many of the environmental determinants of health are connected to climate change, including air and water quality and increasing and intensifying natural disasters. These challenges are disproportionately impacting the health and wellness of people of color and the working poor.

AMN Healthcare knows that part of supporting our team members, healthcare professionals, shareholders, clients, and communities includes taking intentional action to combat climate change. And with 63% of Americans reporting that climate change is affecting their local communities, the imperative is even more clear. As the leader and innovator in total talent solutions for healthcare organizations across the nation, AMN Healthcare strives to lead by example in sustainability and seeks to help achieve positive long-lasting change in the healthcare industry. We recognize that every company is responsible for doing its part, and we pride ourselves on minimizing our operational environmental footprint. That is why we are focusing on measuring our climate footprint. We are aligning our efforts with United Nations Sustainable Development Goal (UNSDG) 13 Climate Action. We are committed to meeting global climate priorities and our actions with the Paris Accord goal of keeping global temperature increases under 1.5 degrees Celsius.



Sustainability Highlights

Net zero by 2024

We set a goal to have net zero climate impact in our direct operations (Scopes 1 and 2) by 2024



Calculated our enterprise-wide Scope 1 and 2 GHGe

footprint

for our baseline year



Committed to measuring our

Scope 3

GHGe emissions in 2022



Committed to setting

Science-Based Targets

by 2024 for Scope 1, 2, and 3 GHGe



Established a

Sustainability Champions

Leadership Team



Performed a gap analysis to evolve our overall approach to

TCFD



Managing Climate Risks

Our Approach to Task Force on Climate-Related Financial Disclosures



AMN Healthcare knows that on top of the negative impact on people and planet, the climate crisis is exposing business risks for companies. Stepping in to alleviate the effects of stressors in the healthcare industry has been core to our business since inception, as our flexible staffing model helps acute-care hospitals, community health centers and clinics, physician practice groups, urgent care centers, and many other healthcare settings meet demand swings and capacity challenges that can be amplified by external factors such as climate change.

We know that just as the healthcare systems we assist are susceptible to climate risks, we, too, face climate risks that we must work to responsibly manage. That is why in 2020 AMN Healthcare, building on our holistic approach to effective corporate governance, published our first TCFD Report, detailing our approach to governance, strategy, risk management, and metrics and targets related to the physical and transition risks of climate change, as well as our assessment of opportunities as the world decarbonizes.



Improving Our TCFD Disclosure

This year, we engaged a leading global consultancy to perform a gap analysis and identify key opportunities for improvement so that we can continue to evolve our disclosure of our climate-related risks and opportunities going forward. By leveraging this assessment, we plan to make enhancements to our TCFD reporting and methodology.

TCFD structures its recommendations around four thematic areas that represent core elements of how organizations operate. AMN Healthcare reported on each of these in our inaugural [2020 TCFD report](#). We have refreshed and updated in our [latest TCFD report](#), which can be found in the disclosures section of this ESG report.



GOVERNANCE

Our executive leaders and Board of Directors believe that governance is foundational to a company's success. Our approach integrates all components of effective governance, including a strong ethical culture, an engaged and diverse board, a comprehensive enterprise risk management program, a formal shareholder engagement program, sound financial, regulatory, and legal compliance functions, and sustainable business practices.



STRATEGY

We are evolving our risk management strategies, policies, and practices to identify opportunities where we can better manage our environmental impacts by transitioning to low-carbon energy technologies, reducing our carbon footprint, and refining our approach to sustainable management. In our 2021 TCFD report, we identify climate-related risks and opportunities that could have a potential impact on our business over the short, medium, and long-term, as well as our strategies to manage and mitigate each.



RISK MANAGEMENT

Climate change presents financial risk to the global economy, and we are committed to cautiously assessing risks and opportunities that could have an impact on our profitability and long-term resilience. To achieve this, we are integrating climate risk variables into our enterprise risk management framework that involve our Board and management teams.



METRICS AND TARGETS

Our commitment to reducing our environmental impact involves a combination of sustainability strategies, including reducing our emissions, energy use, waste, and migrating energy procurement in favor of renewable and clean energy. By taking these steps, we are identifying and assessing opportunities to reduce the potential effects of climate change and the transition to a low-carbon economy on our business and will continue to measure and disclose our performance.

Sustainable Operations

AMN Healthcare Aims for Net Zero

AMN Healthcare is taking action to reduce our carbon footprint. This year, we calculated our enterprise-wide Scope 1 and 2 Greenhouse Gas (GHG) emissions, the emissions associated with our own operations and electricity usage, to establish our baseline year. Given the unexpected influences of COVID-19 on our global operations and data availability constraints, we chose to use 2019 as our baseline year to ensure a representative approach to claiming and quantifying all of our emissions. Most of our emissions calculated to date come from our leased facilities — the heating, cooling, and electricity needs of the 568,653 sq. ft of office space leased by us in 2019 resulted in a carbon footprint for our operations of 6,348 Metric tons of CO₂e.

We take this number seriously, and using these calculations as a baseline, we are developing a comprehensive emissions abatement plan to reduce our carbon footprint. Our abatement efforts will revolve around deploying technology solutions, processes, and decisions that help to cut our absolute GHGe as much as possible. For what remains in our Scope 1 footprint we plan to invest in high-quality, certified offsets, and for our remaining Scope 2 footprint we plan to transition our purchased electricity to renewable sources.



Sustainable Workplace

The pandemic has changed the landscape of work and created more opportunities for our team members to work remotely, which will reduce the climate impact of our operations. We have developed a two-pronged approach for advancing sustainability in our real estate decisions going forward.

1

PRIORITIZE SUSTAINABILITY IN OUR OFFICE LOCATION SELECTION AND DEVELOPMENT

We currently have paper, glass, and aluminum recycling programs in place, and we are expanding those recycling efforts to include alkaline battery recycling. We are also implementing a program to use environmentally friendly materials in our breakrooms. As we consider new leased office space options, we will continue to prioritize sustainability.

2

SUSTAINABLE REAL ESTATE REDUCTION

AMN Healthcare works with sustainability specialists committed to a zero waste to landfill approach for our real estate reduction projects. This includes engaging e-waste vendors that provide certified evidence of proper disposal of waste and collect data on materials that are donated, recycled, or sold, and donating office supplies, furniture, and other materials to local nonprofits.



Sustainability Champions

AMN Healthcare Sustainability Champions are an internal network of team members who promote and drive sustainability by reducing our environmental footprint and amplifying the positive impact of our business, our operations, and our value chain.



SUSTAINABILITY CHAMPIONS' GOALS:

1

Drive measurement and transparency of our environmental impacts across our operations and value chain

2

Embed sustainability in our business strategy, decision-making, and operations

3

Leverage behavioral design and education to drive sustainability and encourage our team members and individuals across our value chain to make sustainable decisions

4

Engage in environmental protection projects in our stakeholder's communities

Our Sustainability Roadmap

Tackling climate change and the rest of the environmental challenges we collectively face requires sustained effort year after year. We know that achieving net zero climate impact in our direct operations by 2024 is no small task, and at the same time, that it is just the beginning for us. That is why we have developed an ambitious roadmap and will be setting near and long-term climate, water, and waste goals for our own operations, and more importantly, for our value chain (with plans to catalyze the broader staffing and healthcare industries). Our individual and collective ambition and action these next few years are pivotal for combatting climate change and ensuring a just transition to a sustainable world.

IN 2022

Screen and calculate our Scope 3 GHGe footprint

In order to understand and address our full climate impact, we must measure and significantly reduce not only our direct emissions, but also the emissions across our value chain. As a first step, in 2022 we plan to conduct a Scope 3 screening to understand the extent and nature of our value chain emissions and calculate our Scope 3 footprint to inform abatement strategies.

BY 2023

Enhance our TCFD disclosure

AMN Healthcare plans to use the gap analysis conducted in early 2022 to target areas for enhancement in our climate disclosures and take the necessary actions to strengthen them.

BY 2024

Net zero Scope 1 and Scope 2 GHGe (Greenhouse Gas Emissions)

Our first concrete climate goal is to achieve net zero GHGe in our own operations by 2024. We believe this is an important first step — for AMN Healthcare, and the planet. We plan to achieve net zero by deploying technology solutions, processes, and decisions that help to cut our absolute GHGe as much as possible. For what remains in our Scope 1 footprint we plan to invest in high-quality, certified offsets, and for our remaining Scope 2 footprint we plan to transition our purchased electricity to renewable sources.

Set a Science-Based Target for our Scope 1, 2, and 3 emissions

As the leader and innovator in total talent solutions for healthcare organizations across the nation, AMN Healthcare is committed to being a leader in every area of our business. That is why we plan to commit to and set Science-Based Targets, the gold standard for corporate climate goals, for our Scope 1, 2, and 3 emissions. Setting Science-Based Targets will help us ensure we are doing our part to limiting global warming to below 1.5 degrees Celsius, aligned with the Paris Agreement.

Set ambitious water and waste goals

AMN Healthcare is committed to being responsible stewards of our shared (and precious) natural resources. To this end, we are committed to measuring our water and waste footprints by 2023 and setting goals for our own operations (e.g., context-based water goals, zero waste to landfill) by 2024.

Create and share a sustainability blueprint and toolkit to accelerate the sustainability journeys of our value chain

AMN Healthcare knows that reducing our own operational footprint is important, but just the start. We are committed to helping our suppliers, clients, and the wider healthcare and staffing industries make the business case, and drive sustainability across their operations.



Disclosures

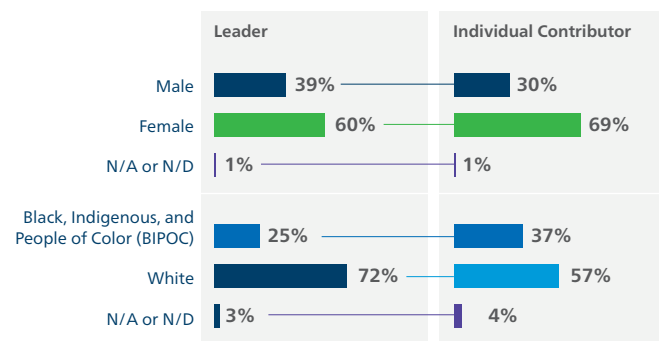
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GRI/SASB Content Index

This report is informed by the Global Reporting Initiative (GRI) standards and Sustainability Accounting Standards Board (SASB) framework. GRI is a universally applicable, comparable framework that facilitates transparency and accuracy. 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.


GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-1	Name of the organization	AMN Healthcare Services, Inc. (NYSE: AMN)
102-2	Activities, brands, products, and services	AMN Healthcare Services, Inc. (NYSE: AMN)
102-3	Location of headquarters	Dallas, TX
102-4	Location of operations	United States of America
102-5	Ownership and legal form	AMN Healthcare was incorporated in 1985
102-6	Markets served	AMN Healthcare 2021 Annual Report
102-7	Scale of the organization	AMN Healthcare 2021 Annual Report
102-8	Information on employees and other workers	<p>In 2021, AMN Healthcare had 3,570 full and part-time team members.</p> <ul style="list-style-type: none"> • Full Time: 3,535 • Part Time: 35 <p>In 2021, AMN Healthcare also had:</p> <ul style="list-style-type: none"> • Temporary: 266 • Contract: 1,261 <p>Total full time, part time, temporary, and contract: 5,097</p> <p>AMN Healthcare CEO Committee:</p> <ul style="list-style-type: none"> • 40% Female (including our CEO) • 20% BIPOC • 10% LGBTQ <p>The AMN Healthcare corporate team:</p> <ul style="list-style-type: none"> • 67% Female, 32% Male, 1% N/A or N/D • 60% White, 36% BIPOC, 4% N/A or N/D • 3% Generation Z, 57% Millennials, 33% Generation X, and 7% Baby Boomers • 3% LGBTQ (self-Identified) • 2% Veterans (self-Identified) • 2% Disabled (self-Identified)
SASB: SVPS-330a.1	AMN Healthcare gender and racial/ethnic group representation of global team members	
SASB: SVPS-000.A	Number of employees by full-time, part-time, temporary, and contract	




GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-9	Supply chain	Our commitment to diversity extends to our vendors, contractors, and suppliers. AMN Healthcare works to facilitate business partnerships with diverse vendors, contractors, and suppliers, and partners with national diversity supplier councils including the Western Regional Minority Supplier Development Council (WRMSDC), the National Minority Supplier Diversity Council (NMSDC), and the Women’s Business Enterprise National Council (WBENC). A key focus moving forward is identifying business opportunities beyond minority, women, and veteran-owned businesses to include more LGBT-owned and disabled-owned businesses. In 2021, AMN Healthcare spent \$378 million with diverse and small business suppliers.
102-10	Significant changes to the organization and its supply chain	No changes
102-11	Precautionary principle or approach	AMN Healthcare 2021 Annual Report.
102-12	External initiatives	<p>AMN Healthcare CEO Susan Salka is a signatory to the CEO Action for Diversity & Inclusion and a member of 50/50 Women on Boards. AMN Healthcare has a Human Rights Policy guided by the International Labour Organization Declaration on Fundamental Principles, the Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights. AMN Healthcare focuses on the following UN Sustainable Development Goals (UNSDGs):</p> <ul style="list-style-type: none"> • SDG 3. Good Health and Well-Being • SDG 5. Gender Equality • SDG 8. Decent Work and Economic Growth • SDG 10. Reduced Inequalities • SDG 13. Climate Action
102-13	Membership of associations	<p>AMN Healthcare participates in a number of associations and organizations, including, but not limited to:</p> <ul style="list-style-type: none"> • Accreditation Council for Pharmacy Education • Advisory Board • Alliance for Ethical International Recruitment Practices • American Academy of Addiction Psychiatry • American Association of Critical Care Nurses • American Association of International Healthcare Recruitment • American Case Management Association • American Health Information Management Association (AHIMA) • American Hospital Association (AHA) • American Nurses Credentialing Center (ANCC) • American Organization of Nurse Executives • American Psychiatric Nurses Association • American Staffing Association (ASA) • Association of California Nurse Leaders • Association of Pediatric Hematology/Oncology Nurses • Association of Perioperative Registered Nurses • Association of Rehabilitation Nurses • Biocom • California Health Information Association (CHIA) • California Staffing Professionals • Catalyst

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-13 (continued)	Membership of associations	<ul style="list-style-type: none"> • Clinical Laboratory Management Association • Connecticut Healthcare Human Resources Association (CHHRA) • Corporate Directors Forum • Dallas Citizens Council • Dallas Regional Chamber • Dallas Society of Human Resources Management • Economic Research Institute • Fort Worth Chamber of Commerce • Gartner, Inc. • Greater Omaha Chamber of Commerce • Healthcare Financial Management Association (HFMA) • Healthcare Leadership Council (HLC) • HR Policy Association • International Association of Privacy Professionals • Medical Group Management Association (MGMA) • Mid-Atlantic Physician Recruiter Alliance • National Association for Health Care Recruitment • 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 Locum Tenens Organizations (NALTO) • 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 • Plano Chamber of Commerce • San Diego Coastal Chambers of Commerce • San Diego Organization of Healthcare Leaders (SOHL) • San Diego Regional Chamber of Commerce • San Diego Society of Human Resource Management • Staffing Industry Analysts (SIA) • Texas Organization of Nurse Executives • Texas Organization of Rural & Community Hospitals (TORCH) • The Conference Board • U.S. Chamber of Commerce • Western Regional Minority Supplier Development Council • Wisconsin Hospital Association • Women Business Leaders of the U.S. Health Care Industry Foundation (WBL)
102-14	Statement from the most senior decision-maker of the organization	AMN Healthcare 2021 ESG Report CEO letter
102-15	Key impacts, risks, and opportunities	AMN Healthcare 2021 Annual Report AMN Healthcare TCFD Disclosures

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-16	Values, principles, standards, and norms of behavior	The AMN Healthcare Code of Conduct provides guidance to our team members, vendors, and partners on the conduct of business according to the highest ethical standards and aligned to AMN Healthcare core values of Respect, Passion, Trust, Continuous Improvement, Customer Focus, and Innovation.
SASB: SVPS- 510a.1 	Description of approach to ensuring professional integrity	AMN Healthcare has a written Code of Conduct with accompanying policies and procedures that provide clear and consistent guidance to team members regarding their responsibilities which include, but are not limited to, conflicts of interest, accuracy of data, and anti-corruption. This information is provided at new team member orientation and reinforced through regular department trainings and communications. All team members review and acknowledge the company's Code of Conduct on an annual basis and interactive training is provided every two years. Oversight of this program rests with the Chief Legal Officer and our Board of Directors. AMN Healthcare also has an internal Ethics and Compliance Committee. All team members are encouraged to Speak Up if a violation of our policies is discovered.
102-17	Mechanisms for advice and concerns about ethics	AMN Healthcare Code of Conduct
102-18	Governance structure	AMN Healthcare Corporate Governance
102-19	Delegating authority	Per AMN Healthcare Corporate Governance Guidelines, one of the primary functions of the Board of Directors is instilling management accountability for creating and fostering a culture that reflects the company's values, ethics, purpose, vision, and social responsibility in order to advance the company's strategy. Additional information can be found on the AMN Healthcare Corporate Governance website .
102-20	Executive-level responsibility for economic, environmental, and social topics	The AMN Healthcare Corporate Governance and Compliance Committee oversees the company's ESG reporting to Sustainability Accounting Standards Board (SASB) standards for the Professional & Commercial Services Industry and Task Force on Climate-Related Financial Disclosures (TCFD) disclosures on climate-related risks. Refer to the Corporate Governance Guidelines and Corporate Governance and Compliance Committee Charter to learn more about Board level oversight of ESG.
102-21	Consulting stakeholders on economic, environmental, and social topics	The AMN Healthcare Corporate Governance and Compliance Committee and our ESG leaders engage with stakeholders regularly to oversee the company's ESG program and consider ESG-related feedback and recommendations provided by stakeholders. Additional information can be found in our Corporate Governance and Compliance Committee Charter .
102-22	Composition of the highest governance body and its committees	The AMN Healthcare Board of Directors achieved 56% female representation in 2021, placing the company in the top 3% for gender diversity among all publicly traded companies. The Board is also 33% BIPOC. Details on the AMN Healthcare Board of Directors can be found in the AMN Healthcare Corporate Governance website .
102-23	Chair of highest governance body	Douglas D. Wheat serves as Chair of the AMN Healthcare Board of Directors. He is an independent director at AMN Healthcare and a Managing Partner at Wheat Investments, LLC.
102-24	Nominating and selecting the highest governance body	Per AMN Healthcare Corporate Governance Guidelines, the Board of Directors is committed to fostering and maintaining a diverse composition and seeks members from a variety of professional and personal backgrounds who combine a broad spectrum of experience and expertise with a reputation for integrity. In its pursuit of diversity and inclusion, the Corporate Governance and Compliance Committee annually reviews with the Board the applicable skills and characteristics needed for director nominees based on the context of the current composition of the Board and company circumstances. This assessment includes consideration of a candidate's judgment, business and management experience (including financial literacy), leadership, strategic planning, diversity, understanding of the healthcare industry, and independence from management. Our Board has instituted a Board Diversity "Rooney Rule" and has committed that the pool of candidates from which Board nominees are chosen must include candidates from historically underrepresented communities who would further diversify the Board.



GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-25	Conflicts of interest	AMN Healthcare maintains a Company Code of Conduct, Corporate Governance Guidelines, and a Vendor Code of Conduct to address potential conflicts of interest. Team members, including directors and executives, are immediately required to disclose any potential conflicts of interests and obtain approval before engaging in any activities at issue. All team members are provided guidance on identifying conflicts of interest and a process for reviewing any potential conflicts through the AMN Healthcare Code of Conduct .
SASB: SVPS-510a.1 	Description of approach to ensuring professional integrity	<p>To help ensure the effectiveness of our ethics and compliance program, AMN Healthcare has adopted written policies and procedures to provide clear and consistent guidance to all team members regarding their responsibilities, which specifically address, among others things, conflicts of interest, accuracy of data, and anti-corruption. These policies and procedures are provided at new team member orientations and made available through other means such as department meetings, training sessions, and our intranet, which is accessible to all team members.</p> <p>Oversight responsibility for our ethics and compliance program rests with our Chief Legal Officer and our Board of Directors. The Board of Directors receives an annual presentation on our ethics and compliance program. The Corporate Governance and Compliance Committee of the Board of Directors receives more frequent periodic reports. Internally, AMN Healthcare has created an Ethics and Compliance Committee to coordinate delegations of authority and responsibility to team members carrying out day-to-day compliance functions and to provide a central framework for establishing, communicating, and monitoring our policies and procedures.</p> <p>Effective communication of expectations regarding ethical business conduct as well as compliance with AMN Healthcare policies and procedures begins with proper training. New team members receive training on key global policies, company values, and the premium AMN Healthcare places on an ethical culture. Department-level training for both team members and managers is tailored to address applicable area-specific compliance policies. AMN Healthcare undertakes several initiatives to foster and maintain a culture of ethics throughout all levels of the company. Team members are required to participate in company-developed interactive Code of Conduct training at least every two years, and to execute acknowledgements of the Code of Conduct on an annual basis.</p> <p>To facilitate the reporting of misconduct or violations to our Code of Conduct, AMN Healthcare has established a Policy on Reporting Misconduct that we refer to as the “Speak-Up” policy. This policy sets forth the responsibility of each team member to report suspected violations through one of many available channels, including channels for making anonymous reports. Team members are encouraged to raise ethical concerns and to report suspected misconduct. Upon discovery of a potential or suspected violation of law or policy, an appropriate investigation is promptly undertaken. Our goal is vigorous, efficient investigation and response to all potential or suspected violations, including proper discipline, which can include reprimand, demotion, reduction in pay, suspension, and/or termination.</p>
102-26	Role of highest governance body in setting purpose, values, and strategy	The AMN Healthcare Board of Directors demonstrates and promotes the company’s values and sets a standard of ethical leadership. The AMN Healthcare leadership team is accountable for creating and fostering a culture that reflects the company’s values, ethics, purpose, vision, and ESG programs to execute corporate strategy and support sustainable business growth.
102-27	Collective knowledge of highest governance body	The AMN Healthcare Board of Directors Corporate Governance and Compliance Committee oversees the company’s shareholder engagement program as it relates to ESG issues.



GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-28	Evaluating the highest governance body's performance	The AMN Healthcare Board of Directors and the Corporate Governance and Compliance Committee oversee the company's shareholder engagement program as it relates to ESG issues and evaluates performance on these issues. One of the functions of the Board of Directors is overseeing AMN Healthcare ESG strategy and related practices and risks. The Corporate Governance and Compliance Committee supports the Board in fulfilling its oversight of ESG strategies and practices. The Committee receives regular updates on ESG strategies, disclosure frameworks, initiatives, and policies from management to carry out its oversight over sustainability reporting frameworks and climate-related risks and opportunities. Refer to Corporate Governance Guidelines for additional information.
102-29	Identifying and managing economic, environmental, and social impacts	The AMN Healthcare Board of Directors and the Corporate Governance and Compliance Committee works with the AMN Healthcare leadership team to identify and manage economic, environmental, and social impacts material to the business. Refer to Corporate Governance Guidelines for additional information on Board Level oversight on ESG.
102-30	Effectiveness of risk management process	The AMN Healthcare Board of Directors and the Corporate Governance and Compliance Committee evaluates the effectiveness of our risk management process with regard to ESG issues.
102-31	Review of economic, environmental, and social topics	The AMN Healthcare Corporate Governance and Compliance Committee oversees the company's ESG reporting to Sustainability Accounting Standards Board (SASB) standards for the Professional & Commercial Services Industry and Task Force on Climate-Related Financial Disclosures (TCFD) disclosures on climate-related risks.
102-32	Highest governance body's role in sustainability reporting	The AMN Healthcare Board of Directors and the Corporate Governance and Compliance Committee provides an annual review of the company's sustainability reporting. Details can be found on the AMN Healthcare Corporate Social Responsibility website .
102-33	Communicating critical concerns	AMN Healthcare has a formal shareholder outreach program to solicit feedback from stakeholders to share with the Corporate Governance and Compliance Committee. Details can be found in the Annual Shareholder Outreach Summary included in the AMN Healthcare 2022 Proxy Statement .
102-34	Nature and total number of critical concerns	AMN Healthcare has no critical concerns to report.
SASB: SVPS- 510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	In 2021, there were no monetary losses as a result of legal proceedings associated with professional integrity.
		
102-35	Remuneration policies	Information on compensation analysis and executive compensation is included in the AMN Healthcare 2022 Proxy Statement .
102-36	Process for determining remuneration	The Compensation Committee retains an independent consultant to assist it in fulfilling its responsibilities for determining remuneration. Since 2008, the Compensation Committee has utilized Frederic W. Cook & Co., Inc. as its independent compensation consultant and conducts a review each year to assess factors affecting independence. As a result of this review, the Compensation Committee has determined that Frederic W. Cook & Co., Inc. is independent and has no conflicts of interest with AMN Healthcare. Frederic W. Cook & Co., Inc. provides consulting services to other companies that have a director who is also a director of AMN Healthcare, but the firm does not have any other relationship or provide any other services to us. Details on our compensation process, policies and the independent review of our compensation consultant is available in the AMN Healthcare 2022 Proxy Statement .

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-37	Stakeholders' involvement in remuneration	Accountability to our shareholders is an essential component of our success, so we engage with them in a variety of ways throughout the year to discuss and obtain feedback on a range of important topics, including compensation. In 2021, we received 93% of votes in favor of our Say-on-Pay proposal. Since 2014, our Say-on-Pay results have averaged 96%, which we believe reflects our pay-for-performance philosophy and level of engagement with our shareholders. Details on our shareholder outreach program and compensation processes and policies are available in the AMN Healthcare 2022 Proxy Statement .
102-38	Annual total compensation ratio	Details on AMN Healthcare named executive officer compensation is provided in the Compensation Discussion & Analysis in the AMN Healthcare 2022 Proxy Statement .
102-39	Percentage increase in annual total compensation ratio	A complete discussion and analysis of the AMN Healthcare compensation program is available in the AMN Healthcare 2022 Proxy Statement .
102-40	List of stakeholder groups	AMN Healthcare identifies important stakeholders as those who directly influence daily activities or challenge the company's ability to effectively drive long-term strategy and growth. For this report, those stakeholders include the Board of Directors, team members (full-time, part-time, and contract), healthcare professionals, clients, shareholders/investors, local communities, local and federal governments, media, and NGOs.
102-41	Collective bargaining agreements	Due to the nature of their work, teams executing AMN Healthcare business strategy from office locations in the United States are not affiliated with or covered by collective bargaining agreements. Additionally, the AMN Healthcare Human Rights Policy provides for freedom of association, which respects team members' right to join, form, or not join a labor union without fear of retaliation, intimidation, or harassment.
102-42	Identifying and selecting stakeholders	<p>AMN Healthcare engages stakeholders through channels relevant to each audience.</p> <p>Board of Directors: Quarterly meetings</p> <p>Team Members: Engagement surveys, company intranet, newsletters, and internal presentations from colleagues and leaders</p> <p>Healthcare Professionals: Focus groups, advisory committees, surveys, email, and social media</p> <p>Clients: Focus groups, advisory committees, procurement standards, quarterly business reviews, ESG practices integrated into contracting, email, social media</p> <p>Local & Federal Government: Maintain close interactions with local, state, and federal government on healthcare and employment regulatory and legal matters, led by dedicated government affairs and regulatory services functions</p> <p>Shareholders/Investors: Quarterly and annual earnings call, investor presentations and conferences, annual shareholders meeting, and through our formal shareholder engagement program</p> <p>Media/NGOs: Ongoing healthcare research and insights and general communications such as interviews, phone calls, email, and social media, led by dedicated social impact and communications functions</p>
102-43	Approach to stakeholder engagement	<p>AMN Healthcare believes that engaging and building productive working partnerships with our stakeholders is a core part of our commitment to being a responsible and responsive partner. To that end, AMN Healthcare seeks to engage our stakeholders in an open and constructive dialogue and develop activities in response to what we hear.</p> <p>Learn more about our stakeholder engagements in the rest of this ESG Report, especially the About AMN Healthcare, ESG Strategy and Highlights, Social Impact Approach, and Governance sections.</p>

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-44	Key topics and concerns raised	<p>Economic & Governance</p> <ul style="list-style-type: none"> • Governance, Ethics & Accountability • Impact on Economic Development • Pay Equity <p>Labor Practices</p> <ul style="list-style-type: none"> • Talent Recruitment • Talent Retention • Talent Engagement <p>Our People</p> <ul style="list-style-type: none"> • Training & Skills Management • Diversity & Equal Opportunity <p>Additional details available in the AMN Healthcare 2022 Proxy Statement and AMN Healthcare 2021 Annual Report</p> <p>Community Engagement</p> <ul style="list-style-type: none"> • Community Investments (Voluntary Donations & Philanthropy) • Volunteerism <p>Product & Service Responsibility</p> <ul style="list-style-type: none"> • Client Satisfaction, Trust & Credibility • Business Loyalty • Data Security & Customer Privacy <p>Environment</p> <ul style="list-style-type: none"> • Emissions • Travel
102-45	Entities included in the consolidated financial statements	This report covers activities occurring from AMN Healthcare office locations across the United States. Memberships, workforce data, governance, and other financial details are provided at the overall company level.
102-46	Defining report content and topic boundaries	AMN Healthcare 2022 Proxy Statement
102-47	List of material topics	AMN Healthcare 2022 Proxy Statement
102-48	Restatements of information	None
102-49	Changes in reporting	Evolved our reporting this year to an ESG (Environmental, Social, Governance)
102-50	Reporting Period	Calendar Year 2021
102-51	Date of most recent report	Calendar Year 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	esg@AMNHealthcare.com
102-54	Claims of reporting in accordance with the GRI Standards	This report is self-declared to be aligned with the Global Reporting Initiative (GRI) reporting framework and standards.
102-55	GRI content index	GRI content index
102-56	External assurance	KPMG LLP (“KPMG”) is responsible for performing an independent audit of the consolidated financial statements and expressing an opinion on the conformity of those financial statements with accounting principles generally accepted in the United States of America, as well as expressing an opinion on the effectiveness of internal control over financial reporting.
103-1	Explanation of the material topic and its boundaries	AMN Healthcare 2021 Annual Report
103-2	The management approach and its components	AMN Healthcare 2021 Annual Report
103-3	Evaluation of approach	AMN Healthcare 2021 Annual Report

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
201-1	Direct economic value generated and distributed	AMN Healthcare 2021 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	AMN Healthcare reports on financial implications, risks, and opportunities related to climate change through the TCFD process. Highlights of this work are included in the Environmental and Governance section of this report and full details are available through our Task Force on Climate-Related Financial Disclosures Report .
201-3	Defined benefit plan obligations and other retirement plans	AMN Healthcare offers team members Deferred Compensation Plans and a 401(k) as retirement savings options. Team members elect to contribute to these plans up to the maximum allowed by law. All liabilities and assets for retirement plans are valued on a daily basis per market rates. At the time of this report, all plans were fully-funded. For both retirement savings plans, from January 1 through June 26, 2021, AMN Healthcare matched 50% on team member contributions up to 6% of their compensation and 100% of the next 4% of contributions. From June 27 through December 25, 2021, AMN Healthcare offered a 100% employer match on both retirement savings plans up to 10% of the team member's contribution. In 2021, 12% of team members participated in the Deferred Compensation Plan and 78% participated in the company's 401(k) retirement plan.
201-4	Financial assistance received from the government	In 2021, AMN Healthcare received approximately \$953,000 in Employee Retention Tax Credits related to COVID-19. AMN Healthcare also received approximately \$1,700,000 in Federal and State Research and Development Tax Credits in 2021.
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	AMN Healthcare regularly reviews wages and compensation packages across all levels of the organization and by gender to ensure employment options with the company are competitive and fair to local market conditions. AMN Healthcare also participates in the Bloomberg Gender-Equality Index.
203-1	Infrastructure investments and services supported	AMN Healthcare did not make any significant infrastructure investments in 2021. AMN Healthcare more than doubled our spend with small and diverse suppliers in 2021 to \$378M, which supported scores of small, minority, women, veteran, and service-disabled-veteran-owned enterprises, which drives significant economic impact.
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts	As the largest provider of healthcare staff in the United States, AMN Healthcare connected more than 95,000 nurses, physicians, allied, and other professionals to jobs in the healthcare sector. Our employment opportunities included nurses, physicians, allied and other clinical professions, executive and clinical leadership interim staff, and medical coding and case management professionals. AMN Healthcare 2021 Annual Report
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 2021 was zero.
205-2	Communication and training about anti-corruption policies and procedures	AMN Healthcare trains all team members across the company's divisions and geographic locations annually on anti-corruption policies and procedures.
206-1	Legal actions for anticompetitive behavior, anti-trust, and monopoly practices	In 2021, AMN Healthcare had one legal action: Anti-competitive and Anti-trust cases: Completed - 1 (resolved in favor of AMN Healthcare) Pending - 0

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
302-1	Energy consumption within the organization	<p>In 2021, AMN Healthcare conducted an initial Scope 1 and 2 footprinting exercise to determine our carbon footprint for our direct operations and energy use using 2019 as our baseline year. The total fuel consumption (natural gas) within the organization from non-renewable sources was about 44,677.07 GJ for 2019. The total electricity consumption in 2019 was 10,321.46 MWh according to the data provided by local utility providers.</p> <p>The total energy consumption of AMN Healthcare during 2019 was estimated to be 81,834.33 GJ.</p>
SASB TR-RO-110a.3. 	The entity shall disclose: a. Total fuel consumed b. Percentage natural gas c. Percentage renewable	AMN Healthcare’s fuel consumption during 2019 was as follows: a. Total fuel consumed: 44,677.07 GJ (natural gas) b. Percentage natural gas: 100% c. Percentage renewable fuel: 0%
302-3	Energy intensity	The energy intensity ratio for AMN Healthcare was estimated to be 39.39 kWh/sq.ft for our 2019 baseline year. This was calculated by dividing the total energy consumption (electricity, natural gas) within the organization in kWh by the total area in sq.ft of AMN Healthcare’s facilities in 2019.
302-4	Reduction of energy consumption	AMN Healthcare plans to continue to reduce future energy use through new initiatives such as remote work arrangements and investments in renewable energy wherever possible.
305-1	Direct (Scope 1) GHG emissions	AMN Healthcare calculated baseline emissions associated with direct operations and energy use for 2019. In 2019, the total direct Scope 1 emissions of AMN Healthcare were 2,529 MTCO ₂ e. This comprises the emissions from natural gas in the facilities and offices across the United States (2249.21 MTCO ₂ e) and the emissions due to the leakage of refrigerants (279.80 MTCO ₂ e) during 2019. This was estimated using the emissions factors from US EPA eGRID. The methodology used for calculating the emissions is in line with the guidelines provided by the standards and guidance of the Greenhouse Gas Protocol.
305-2	Energy indirect (Scope 2) GHG emissions	In the 2019 baseline year, AMN Healthcare emissions from the purchased electricity from the local utility were 3,657 MTCO ₂ e using the market-based approach. The data includes electricity usage at all corporate locations in the U.S., and emissions were calculated using the EPA Power Profiler and greenhouse gas emissions calculator.
305-3	Other indirect (Scope 3) GHG emissions	AMN Healthcare does not currently track its Scope 3 emissions, but plans to screen for and calculate its Scope 3 emissions in 2022.
305-4	GHG emissions intensity	In 2019, AMN Healthcare estimated GHG emissions intensity as 10.88 kgCO ₂ e/Square Foot.
305-5	Reduction of GHG emissions	AMN Healthcare has taken a first step in 2021 to calculate its baseline emissions from its Scope 1 and 2 for the baseline year 2019. AMN Healthcare plans to track its emissions in subsequent years measuring them against the 2019 data to determine emissions reductions.
SASB TR-RO-110a.2. 	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<p>AMN Healthcare has set a goal of net zero Scope 1 and Scope 2 GHG emissions by 2024. In addition, we have committed to setting a Science-Based Target for our Scope 1, Scope 2, and Scope 3 emissions by 2024.</p> <p>Our first concrete climate goal is to achieve net zero GHG emissions in our own operations by 2024. We plan to achieve net zero by deploying technology solutions, processes, and decisions that help to cut our absolute GHG emissions as much as possible. For what remains in our Scope 1 footprint we plan to invest in high-quality, certified offsets, and for our remaining Scope 2 footprint we plan to transition our purchased electricity to renewable sources. For more on our approach, see the Environment section of this report.</p>

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
307-1	Non-compliance with environmental laws and regulations	AMN Healthcare was 100% compliant with environmental laws and regulations in 2021.
401-1	New employee hires and employee turnover	In 2021, AMN Healthcare hired 1,110 new, external hires. <ul style="list-style-type: none"> Female, 736 (66%); Male, 340 (31%); Other gender or N/D, 34 (3%) White, 556 (51%); BIPOC, 513 (46%); N/D, 31 (3%)
SASB: SVPS-330a.2 	Voluntary and involuntary turnover rate for employees	The voluntary turnover rate for 2021 was 20.9% The involuntary turnover rate for 2021 was 1.7% In 2021, AMN Healthcare supported 1,172 internal transfers and promotions.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	AMN Healthcare offers a comprehensive and cost-effective benefits package for team members and their families. We regularly benchmark benefit programs to ensure the company is offering comparable benefits programs that meet, and in some cases exceed, local guidelines and industry standards. Benefits can include: Medical, Prescription, Health and Flexible Savings Accounts, Dependent Care, Health & Wellness Incentives, Dental, Vision, Long and Short-Term Disability, Life and Accidental Death & Dismemberment Insurance, Retirement Programs (401(k) and Executive Deferred Compensation), Training & Development, Paid Time Off (including Volunteer Time Off), Tuition Reimbursement, Leadership/Professional Development, Adoption Assistance, and Health & Wellness initiatives. Some of these benefits may also be available to professionals on assignment with AMN Healthcare. Our benefits program also includes a holistic approach to health and wellness. Discounted medical premiums are provided to team members when they complete annual wellness incentives. AMN Healthcare offers free tobacco cessation programs and free basic medical services such as flu shots and biometric screenings. AMN Healthcare team members are also able to access free, confidential emotional support, work-life solutions, financial resources, mental health and legal counseling, and online support through the company's Employee Assistance (EAP). As of June 27, 2021, AMN Healthcare provided all of our benefits to regular part-time team members (those working 24 hours or more per week). Some benefits are prorated, for example, PTO. This has positively impacted our 28 regular part-time team members. Prior to June, 27, 2021, our part-time team members had access to our 401(k) with the same level of company match as our full-time team members. Our temporary team members (266 in 2021) have access to our 401(k) with company match, and our regular full-time temporary team members (208 of the 266 temporary team members) are provided access to a preventative healthcare plan. Temporary team members are not provided other benefits at this time.
401-3	Parental leave	AMN Healthcare offers paid leave that adheres to local standards and regulations for new parents by birth, adoption, or foster care placement.
SASB: SVPS-330a.3 	Employee engagement as a percentage	AMN Healthcare conducts an annual engagement survey with the exception of 2020 and 2021 due to the disruption of the pandemic. We just completed our 2022 engagement survey, which 83% of our team members have completed, and we will be sharing the results in next year's ESG Report.
403-2	Hazard identification, risk assessment, and incident investigation	AMN Healthcare corporate team members reported 4 injury claims in 2021, resulting in 163 lost days at work and no fatalities.

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
403-4	Worker participation, consultation, and communication on occupational health and safety	We have a robust microsite on our intranet that shares workplace health and safety, ergonomics, and emergency response resources, including short engaging videos (on office safety, home office safety, and proper posture and ergonomics), a Workplace Health and Safety course, COVID-19 resources, and much more. This site also includes mechanisms to report workplace hazards. In addition, we regularly post articles (25 in 2021) and send email updates to team members with workplace health and safety information, trends, and tips.
403-5	Worker training on occupational health and safety	In 2021, AMN Healthcare required all team members to complete an OSHA-compliant interactive health and safety training program.
403-6	Promotion of worker health	AMN Healthcare offers a comprehensive and leading benefits program that includes a holistic approach to health and wellness. Discounted medical premiums are provided to team members when they complete annual wellness incentives. AMN Healthcare also offers free tobacco cessation programs and free basic medical services such as flu shots and biometric screenings. AMN Healthcare team members are also able to access free confidential emotional support, work-life solutions, financial resources, mental health and legal counseling, and online support through the company's EAP.
404-1	Average hours of training per year per employee	<p>All team members at AMN Healthcare are required to take the following courses annually: AMN Healthcare Code of Conduct & Ethics, Cyber Security, Workplace Health & Safety, Speak Up! Reporting & Raising Questions, Antitrust & Competition Law, Inclusive Communication for Team Members, Workplace Harassment Prevention for Team Members and HIPAA Fundamentals for Business Associates. The courses account for a minimum of 4 hours and 40 minutes of training per team member, although many team members opt-in to additional hours of training and professional development. Managers at AMN Healthcare complete an additional 6 hours of training with an expanded course on Speak Up! Reporting & Raising Questions and Workplace Harassment Prevention for Managers and one of two mandatory diversity programs-- Inclusive Leadership or Communicating About Culturally Sensitive Issues. Leaders also participate in recommended inclusion courses, such as: Skills for Inclusive Conversations, Inclusion During Difficult Times, Managing a Diverse Team, and others.</p> <p>In 2021, AMN Healthcare added two new diversity courses for leaders: Inclusive Leadership (live) and Communicating About Culturally Sensitive Issues (online). In 2021, we facilitated Inclusive Leadership, a four-hour virtual, live DEI program for all people leaders at the company. Every leader who joins the company is automatically enrolled in Communicating About Culturally Sensitive Issues (required for all leaders). Every team member who joins the company is automatically enrolled in our required Inclusive Communication course. Additional optional training is offered to team members to share principles and strategies that can help foster more productive and meaningful conversations on topics related to diversity, equity, equality, and inclusion.</p>
404-2	Programs for upgrading employee skills and transition assistance programs	<p>AMN Healthcare invests in learning and talent development for all of our team members. In 2021, team members spent 8,627 hours engaged in LinkedIn Learning courses to further develop their skills and knowledge. AMN Healthcare seeks to actively prepare managers for their roles through an extensive leadership development curricula.</p> <p>In 2021, more than 300 leaders and emerging leaders completed leadership training at AMN Healthcare, which included one or more of the following courses:</p> <ul style="list-style-type: none"> • LEAD: Leadership Excellence through Accountability and Development • Emerging Leader Program • Leading Performance Training
404-3	Percentage of employees receiving regular performance and career development reviews	AMN Healthcare actively supports and encourages career growth and development for team members through an annual review process known as Performance Success Plan (PSP). Annual reviews are provided at least once a year to 100% of our team members. Leaders are encouraged to conduct check-ins and support team development throughout the year.

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS												
405-1	Diversity of governance bodies and employees	<p>The female representation in the Board of Directors of AMN Healthcare during the reporting period was 56% and 33% of the Board are BIPOC. Team member diversity during the reporting period was as follows:</p> <p>Leader</p> <table border="0"> <tr> <td>39% Male</td> <td>25% BIPOC</td> </tr> <tr> <td>60% Female</td> <td>77% White</td> </tr> <tr> <td>1% N/A or N/D</td> <td>3% N/A or N/D</td> </tr> </table> <p>Individual Contributor</p> <table border="0"> <tr> <td>30% Male</td> <td>37% BIPOC</td> </tr> <tr> <td>69% Female</td> <td>57% White</td> </tr> <tr> <td>1% N/A or N/D</td> <td>4% N/A or N/D</td> </tr> </table>	39% Male	25% BIPOC	60% Female	77% White	1% N/A or N/D	3% N/A or N/D	30% Male	37% BIPOC	69% Female	57% White	1% N/A or N/D	4% N/A or N/D
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69% Female	57% White													
1% N/A or N/D	4% N/A or N/D													
405-2	Ratio of basic salary and remuneration of women to men	Women comprise 48% of AMN Healthcare top 10% compensated team members. Additionally, women comprise 48% of the top pay quartile, 53% of upper middle pay quartile, 69% of lower middle pay quartile, and 70% of lower pay quartile. AMN Healthcare reports gender pay data through the Bloomberg Gender-Equality Index.												
406-1	Incidents of discrimination and corrective actions taken	AMN Healthcare had zero reports of systemic workforce discrimination during the reporting year.												
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.												
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The AMN Healthcare Human Rights policy holds a zero tolerance policy for forced labor, slavery, or human trafficking for both the company as well as our vendors.												
410-1	Security personnel trained in human rights policies or procedures	AMN Healthcare has a Human Rights policy, which is shared with all team members and contractors, including security personnel.												
411-1	Incidents of violations involving rights of indigenous peoples	AMN Healthcare has not had any incidents of violating rights of indigenous peoples in 2021 or in the history of operations.												
412-1	Operations that have been subject to human rights reviews or impact assessments	AMN Healthcare has not had any incidents or human rights reviews or impact assessments in 2021 or in the history of operations. The company adopted a Human Rights policy in 2019.												
412-2	Employee training on human rights policies or procedures	AMN Healthcare requires all leaders to complete sexual harassment prevention training annually. The organization also promotes the value of Respect for colleagues and has a zero tolerance policy for workplace harassment.												
413-1	Operations with local community engagement, impact assessments, and development programs	In 2021, AMN Healthcare committed more than \$8.9M to support nonprofits, which included \$6M deposited in the AMN Healthcare Impact Fund, \$500K to establish the AMN Healthcare Hardship Fund to support our team members, and \$2.4M in contributions to nonprofits, inclusive of \$1.1M donated by AMN Healthcare to various charities on behalf of 1,100 healthcare professionals that worked more than 1,000 hours during 2021, in recognition of their dedication and sacrifices throughout the pandemic.												
414-1	New suppliers that were screened using social criteria	AMN Healthcare prioritizes investing in small and diverse-owned suppliers. All of our new and existing suppliers are required to review and comply with our Vendor Code of Conduct .												
415-1	Political contributions	AMN Healthcare maintains a Corporate Political Activity Policy that complies with all state and federal laws. In 2021, AMN Healthcare did not make any contributions to any political candidate, or parties, or Political Action Committees, and did not make any contributions to ballot initiatives.												

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
416-1	Assessment of the health and safety impacts of product and service categories	Every healthcare provider within the AMN Healthcare network undergoes rigorous screening, referencing, and quality control processes that adhere to the same stringent standards as hospitals and healthcare facilities, including credential review, background checks and drug tests, and health screening standards that meet and often exceed Joint Commission and National Committee for Quality Assurance (NCQA) standards. AMN Healthcare screens 100% of physicians and clinicians against the National Practitioner Data Bank (NPDB), an electronic database created by the U.S. Congress in 1986 to document payments in connection with liability judgments and settlements, as well as peer review actions affecting licenses, clinical privileges, and other factors.
416-2	Incidents of noncompliance 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 2021.
417-2	Incidents of noncompliance 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 2021.
417-3	Incidents of non-compliance concerning marketing communications	AMN Healthcare ensures accuracy and truthfulness in marketing communications. In 2021, AMN Healthcare received no incidents of non-compliance concerning marketing communications.
418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	In 2021, AMN Healthcare had one substantiated complaint regarding a breach of customer privacy or data that triggered disclosure under federal law. This isolated situation was promptly resolved with the impacted client, who agreed to provide notification to the ~240 individuals and the Office for Civil Rights (OCR). AMN Healthcare implemented additional HIPAA and data security training materials for healthcare professionals and took additional steps to prevent a subsequent incident. In 2021 we continued to invest heavily in privacy compliance and data breach prevention to support our commitment to protecting the privacy of personal information for team members, healthcare professionals, and clients.
SASB: SVPS-230a.3	Number of data breaches, percentage involving customers' confidential business information or personally identifiable information, and number of customers affected.	
SASB: SVPS-230a.2	Description of policies and practices related to collection, usage, and retention of customer information	AMN Healthcare approaches data and information security on multiple levels. The company has a dedicated IT Risk Management function and a separate Internal Audit function to protect the company from data security threats, and quickly assess and address any concerns. Our executive body is also responsible for Privacy and Data security. AMN Healthcare leverages technical tools to continually scan code to identify potential vulnerabilities. If risks are identified, our Director of IT Risk Management will assess and develop a remediation plan. Additional risk assessment processes are managed for all vendors. Further, all AMN Healthcare team members and contractors receive annual training on data and IT security. AMN Healthcare is firmly committed to protecting the privacy of personal information for team members, healthcare professionals, and clients. Our data privacy program is managed by our Privacy Office, which is part of our Legal Department. The company additionally maintains a Privacy Policy that is aligned with industry standards such as ISO 27001 and NIST CSF to govern all practices around the collection of data and information. Refer to the AMN Healthcare website's Privacy Policy for further information

AMN HEALTHCARE SERVICES, INC.

Task Force on Climate-Related Financial Disclosures (TCFD) Report

INTRODUCTION

At AMN Healthcare, we remain committed to addressing the climate crisis by supporting the transition to a sustainable, low-carbon economy as part of our environmental, social, and governance (ESG) strategy. To address the physical, social, and economic issues created by climate change, AMN Healthcare supports the development and implementation of governmental policy and regulatory frameworks aligned with the Paris Agreement’s goals, enhanced corporate leadership, financial investment in emerging technologies, including mitigation and adaption solutions, robust stakeholder engagement, and individual and collective actions.

Despite the challenges presented by the global COVID-19 pandemic, AMN Healthcare prioritized sustainability by adapting to the evolving landscape to mitigate risk and accelerate our ESG strategy. This ongoing experience has helped to highlight our strengths and the resilience of our team members and provided us with a glimpse of how these disruptions can impact our business and our stakeholders. As a result, we are committed to continuing to build upon the lessons we learn to enhance the resilience of our portfolios against climate-related impacts that can cause similar global economic stress.

AMN Healthcare is committed to being one of the leaders in our industry that is best prepared for future economic disruptions. In 2021, we advanced our ESG strategy by leveraging third-party expertise to assist in measuring our Scope 1 and Scope 2 greenhouse gas emissions (GHGe) and plan to establish Science-Based Targets (SBTs) in 2022 to significantly reduce our climate impact going forward.

KEY TAKEAWAYS

Our focus in 2021 was placed on resourcing the ongoing efforts behind assessing and advancing our environmental initiatives. This year, AMN Healthcare:

- I. Hired a Director of Sustainability & Social Impact to formalize and further develop our ESG strategies, supported by a cross-functional working group
- II. Established a committee of Sustainability Champions to serve alongside our Diversity Champions and Community Champions to help drive our ESG goals
- III. Partnered with a specialized consultancy to assist in building our sustainability roadmap, including climate-related goals
 - i. This partnership and project kicked off in 2021 with the goal of creating more visibility to the footprint AMN Healthcare has across the entire enterprise and value chain. This visibility will enable us to expand our reporting to include full Scope 1, 2, and 3 GHGe
 - ii. We measured our scope 1 and 2 GHGe using 2019 as our baseline
 - iii. In 2022-23, we plan to
 - Conduct an enterprise-wide Scope 3 footprint analysis
 - Set and publish SBTs for GHGe and other climate-related markers like water and waste
 - Further operationalize measurement and reporting on progress towards our climate goals
 - Embed a sustainability mindset in our core business and all decisions
 - Support research advancement on the health equity impacts of climate change

We disclose our risks and opportunities related to climate change through the TCFD process. Highlights of this work are included in the [Environmental](#) and [Governance](#) sections of this report and full details are available in this TCFD Report. Through all of our work, we believe our oversight over these issues is solid and well in place, and our current assessment is that the risks for our

company are low. However, we are committed to continuing to monitor and improve our understanding of climate-related risks and opportunities, and maintaining a robust compliance program and oversight of these risks and opportunities. We are also committed to doing our part by accelerating our sustainability journey to build a competitive advantage and benefit from the increased economic productivity associated with an early adoption of policies and practices now to support our transition to the low-carbon economy a sustainable future demands.

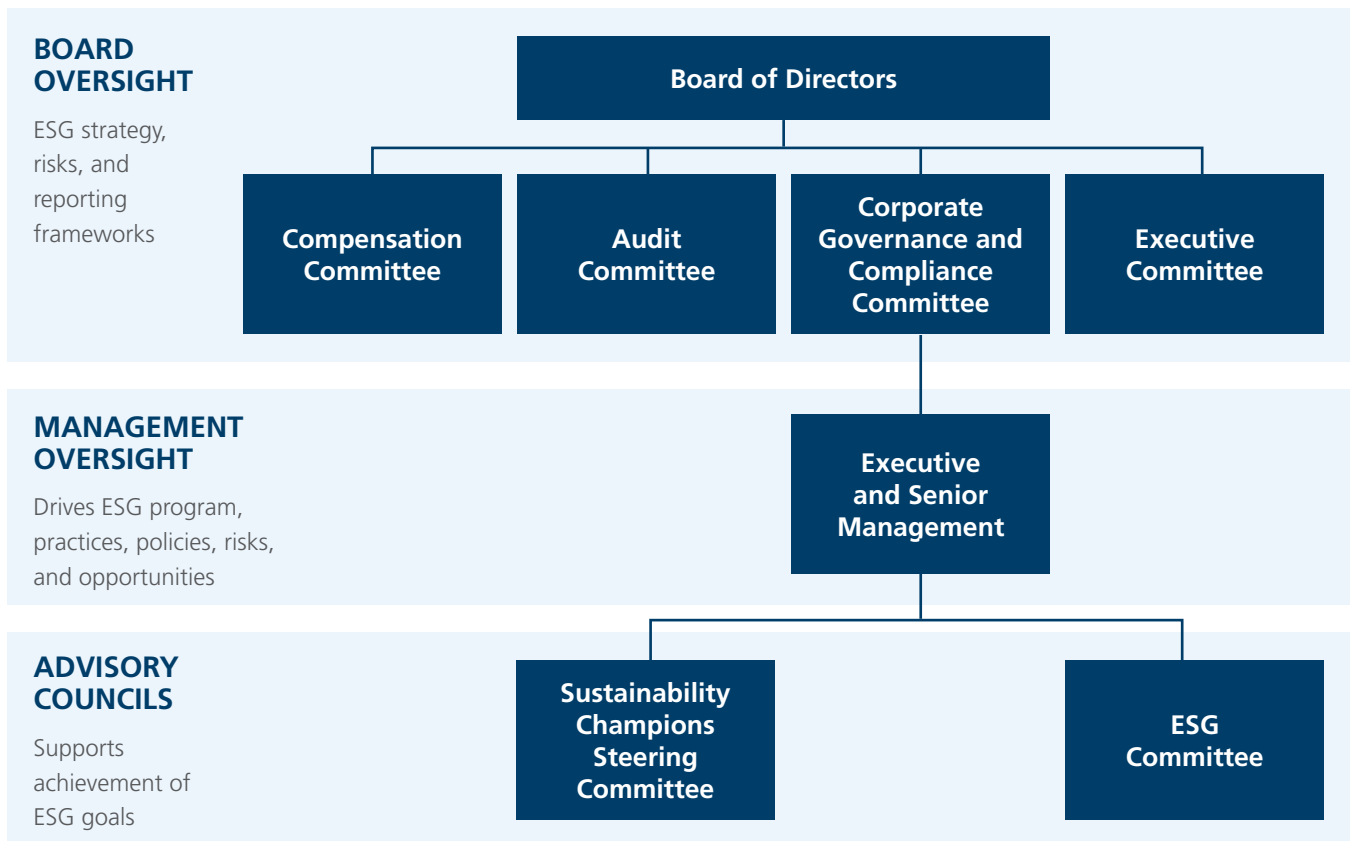
At AMN Healthcare, we recognize that transparency and accountability surrounding climate-related risks and opportunities is critical to maintaining the trust of our stakeholders and helps our investors better understand the implications of climate change on our business, so we strive to report more robustly each year. Accordingly, we have enhanced our disclosures and structured the following report into four sections to align with the recommendations presented in the updated guidance by the Task Force on Climate-Related Financial Disclosures to produce a comprehensive summary of how we manage and mitigate our climate-related risks and opportunities.

Governance

Our commitment to building an industry-leading ESG infrastructure starts at the top of our organization with the AMN Healthcare Board of Directors, who are actively engaged in overseeing our ESG program, strategy, practices, and reporting, including climate-related risks and opportunities.

The following diagram illustrates how our governance of climate change has evolved since our initial TCFD report was published in 2020.

GOVERNANCE STRUCTURE



Board Oversight

The AMN Healthcare Board of Directors has ultimate oversight of our ESG strategy and approach to considering, evaluating, and integrating climate-related risks and opportunities throughout the organization. The Board also helps to shape our enterprise-wide risk capacity, appetite, and tolerance levels, which sets the foundation for our overall business strategy and has been linked to our three-year ESG roadmap. The Board accomplishes its oversight responsibilities at regular intervals throughout the year in which management and each of the Board's committees provide updates to report progress and seek input.

The Board's committees help the Board oversee the management of ESG issues, including those that are climate-related and fall within that committee's areas of expertise. Each committee regularly reports to the Board on its identification and assessment of strategic priorities, goals, risks, and opportunities. The Board also reviews our key risks and risk mitigation strategies associated with execution of our long-term strategic business plan and three-year ESG roadmap. Risk management is an integral component of our strategy, culture, and business operations, and our Board's oversight role and governance structures will continue to evolve to support our business and its related risks.

The Corporate Governance & Compliance Committee assists the Board by overseeing ESG strategies and practices, including governance of reporting frameworks and certain climate-related risks and opportunities. The Committee also reviews regular updates from management responsible for ESG activities and reports to the Board on our progress to ensure alignment with our long-term business strategy.

The Audit Committee assists the Board in fulfilling its oversight over our Enterprise Risk Management program and helps to identify key risks that are relevant to our business, which include but are not limited to, business continuity, risk management, information security, technology systems, and big data and data analytics. It also assists the Board with its oversight of our compliance with legal and regulatory requirements, disclosure practices, and systems of internal controls. Climate-related risks that fall under its purview include operational and financial risks relating to maintenance of network reliability during catastrophic and weather-related events and possible changes in carbon policy that could have a financial impact on the business.

The Compensation Committee assists the Board in fulfilling its oversight responsibilities with respect to risks associated with compensation and human capital management practices to ensure they are aligned with our ESG strategy and long-term shareholder value. This includes our executive compensation philosophy, benefits, incentive pay, talent strategies, and diversity, equity, equality, and inclusion initiatives — all of which are critical to ensuring a sustainable, values-based corporate culture.

Additional information about AMN Healthcare governance policies and committee charters is available under the investor relations tab of our [website](#).

Management Oversight

At AMN Healthcare, the management of climate-related risks and opportunities is a shared responsibility across our company. Executive management, and leaders from various business units throughout our organization, each contribute expertise to address the challenges presented by climate change.

Our Board engages with management on our ESG goals and encourages them to execute on our long-term plan by managing risk to create value and guard against emerging challenges to our business. As part of our annual strategic planning process, the Executive Committee assists the Board in identifying key enterprise risks, supporting risk strategies, and aligning them with our long-term business strategies. This Committee also assists the Board in determining our risk tolerance in light of our (1) existing risk capacity; (2) appetite, if any, to take on additional risk or lessen our risk; (3) risk velocity; and (4) mitigation factors. Management is responsible for managing our business with each individual playing a key role in overseeing and assessing certain climate-related risks and opportunities within their purview. The Executive Committee and each business head operates using an integrated structure that unites strategy development, financial planning, and talent management to ensure that each division is aligned to execute on our long-term business strategy through a climate risk lens to ensure such risks are considered and addressed when developing their strategies.

In 2021, AMN Healthcare created the new role of Director of Sustainability & Social Impact. The Director of Sustainability & Social Impact reports to the Chief Legal Officer, who in turn reports directly to our Chief Executive Officer. The Director of Sustainability & Social Impact plays an integral role in developing our climate and social impact strategy, elevating sustainability and climate-related matters, and ensuring coordination and alignment of ESG activities across the organization.

The creation of this role is a reflection of the importance of sustainability and climate change in our business activities, internal operations, and engagement with stakeholders. The Corporate Governance and Compliance Committee is briefed on a quarterly basis on our ESG strategy, key sustainability, and climate change issues, trends, and results.

Our Chief Legal Officer leads an ESG Committee that identifies and assesses climate-related risks and opportunities. The Chief Legal Officer regularly updates executive leadership and the Board on progress made towards meeting certain ESG-related objectives, including climate-related risks. The Head of Government & Community Relations, Head of Risk Management & Real Estate, Director of Sustainability & Social Impact, and Corporate Governance Manager, all of whom are members of the ESG Committee, each help to monitor current and potential policy issues, including carbon policy changes, that may impact the company or its operations. The Head of Risk Management & Real Estate leads our preparedness to manage potential risks, including climate-related risks.

In January 2022, AMN Healthcare formed a Sustainability Champions Steering Committee to help the Director of Sustainability & Social Impact achieve enterprise sustainability goals. Led by the Director of Sustainability & Social Impact, the Sustainability Champions Steering Committee is responsible for advancing our sustainability strategy and key initiatives in collaboration with partners across the organization and helping coordinate and monitor strategy implementation and progress.

Strategy & Risk Management

As a professional services company, we believe climate change may present more climate-related opportunities than risks, so we have committed to accelerating our sustainability journey to build a competitive advantage and facilitate our transition to a low-carbon economy in the future.

In 2021, we leveraged third-party expertise to help calculate our Scope 1 and Scope 2 footprints and develop a pathway to achieve net zero carbon emissions. In 2022, we announced our commitment to reach net zero Scope 1 and 2 GHGe by 2024. This year, we plan to conduct a Scope 3 screening and calculate our Scope 3 footprint. By 2024, we plan to set SBTs for Scope 1, 2, and 3 GHGe. We also plan to continue to evolve our ESG reporting and disclosure to increase stakeholder accessibility and facilitate understanding surrounding our environmental policies and practices and the progress we make, as we continue to identify opportunities to increase efficiencies and further reduce our carbon footprint while transitioning to low-carbon technologies and renewable energy.

A foundational component of our ESG strategy is our support and alignment with the United Nations Sustainable Development Goals (SDGs). Through our SDG mapping efforts in early 2021, we identified key areas where we have the greatest influence and impact through our business model, strategy, and the services we offer to develop our ESG roadmap to link with our business strategy. We realize that climate risk assessment and scenario analysis aligned to TCFD is a journey, and we are committed to improving our understanding of the related risks and opportunities that could have an impact on our profitability and long-term resilience. As part of this journey, we seek to develop a detailed understanding of how business risks and opportunities are shaped by various climate scenarios. Our three-year ESG roadmap for climate action includes conducting climate-related scenario exercises that will be informed by our assessment of the most relevant risks and opportunities for our business, and the emissions reduction pathways we intend to establish in our commitment to SBTs. Although our greenhouse gas emissions footprint is relatively small, we are aware of potential risks and opportunities for our business, which help inform our strategy, including our low-carbon transition plan and renewable energy targets as part of our net zero emissions goal.

The TCFD has divided climate-related risks into two categories: physical risks and transition risks. The physical and transition risks and impacts of climate change can occur over the short, medium, and long-term. Below we set forth examples and discussions surrounding our early assessments of climate-related risks and opportunities that can have a potential impact on our operations over the short, medium, and long-term, as well as our strategies to manage and/or mitigate each, if applicable. With added internal talent and external advisory, we are excited to conduct a more in-depth scenario analysis surrounding these and other risks and opportunities over the course of 2022 and 2023.

As a professional services company with a relatively low footprint, we do not currently anticipate any of the identified risks to have material impact on our business. However, we are committed to continuing to improve our understanding of these risks, and maintain a robust oversight and compliance program to monitor the risks and opportunities of a warming world and of the necessary transition to a low-carbon economy.

TERM HORIZONS		CATEGORIES OF RISK	
Short	< 1 Year	Physical Risks	Created by a changing climate
Medium	2 - 4 Years	Transition Risks	Created by the world's transition to a low-carbon economy
Long	> 5 Years		

We have a robust Enterprise Risk Management program that embeds the identification and management of risk into the day-to-day culture of our company. The purpose of our Enterprise Risk Management program is to guide enterprise decision-making based on established risk tolerances that best support the company in achieving our long-term business and ESG strategies. To do this effectively, we realize we must continuously evolve our processes for identifying and assessing risks to ensure they remain relevant and effective. We recognize that check-the-box exercises and one-off management of risks is insufficient for meeting our ambitious ESG commitments. Therefore, we have established and integrated into our ERM program, assessment and management of climate-related risks and opportunities.

The Board is ultimately responsible for overseeing our Enterprise Risk Management program. In conjunction with this responsibility, the Board addresses our key risks, risk capacity, appetite, and tolerance levels to provide the foundation for our overall business and ESG strategy. The Board believes that overseeing processes for assessing and managing the various risks we face is important to value creation and preservation for all AMN Healthcare stakeholders. Therefore, the Board meets with executive management regularly to oversee the company's enterprise risk governance framework and discuss how the key risks identified impact our long-term strategies and ESG initiatives.

AMN Healthcare relies on numerous levels of review to identify and assess climate-related risks that are relevant to our business and operations, which include, but are not limited to, business continuity and disaster recovery planning, site emergency action planning, crisis management planning, and resilience. Purposeful and calculated risk taking is important for us to be competitive and to achieve our long-term ESG goals. Accordingly, our enterprise risk governance framework reflects a collaborative process where the Board, executive management, and other leaders and team members apply a disciplined approach to our strategic planning decisions to balance the ESG risks and opportunities to our business and the services we provide.

EXAMPLES OF PHYSICAL RISKS	
Acute Physical Risks	Event-driven impacts caused by extreme weather events and the increased frequency of such events (including wildfires, extreme heat, droughts, and hurricanes)
Chronic Physical Risks	Overall shifts in climatic behavior, such as increasing average temperature and precipitation patterns, sea level rise, etc.

We have a comprehensive Business Continuity Management program, including Crisis Communications, Business Resumption Plans, and an IT Disaster Recovery plan to respond to key risks, threats, and vulnerabilities that could disrupt our business

operations and workforce. Our Business Continuity Management program provides a foundation for organizational resilience and improves our capability for an effective and timely response. Our Business Resumption Plans, which are in place at all levels of the organization, focus on business preparedness to identify and assess natural and man-made physical events that could negatively impact or disrupt our operations, revenue, or brand.

ACUTE RISK IDENTIFICATION AND ASSESSMENT OF PHYSICAL RISKS

We conduct risk assessments that help us determine the operational impact resulting from a major disruption of services caused by natural disasters or other events. This assessment process prioritizes risks based on the level of impact to our network and business operations. Currently we monitor and manage acute climate-related risks: hurricanes, extreme rainfall and flooding, wildfires, winter storms, and tornadoes.

CHRONIC RISK IDENTIFICATION AND ASSESSMENT OF PHYSICAL RISKS

In addition to monitoring short-term climate-related risks, such as the increased severity of extreme weather events in certain parts of the U.S. that may impact our ability to engage and place healthcare professionals effectively, we also strive to stay current on long-term climate-related risks, such as more gradual climate shifts, and consider the extent to which such risks may have on our ability to execute our strategies. To effectively address such risks, we actively engage in resilience planning that includes, but is not limited to, the following activities:

- **Business Continuity and Disaster Recovery**
 Our Business Continuity Management program details our processes and procedures for responding to hazardous weather conditions or natural disasters, including communications to stakeholders, the continuity of our business, and recovery plans.
- **Site Emergency Action Planning**
 We believe that preparation is our best defense, so our Emergency Response Plan is designed to provide guidance in the event of an emergency. We have trained Emergency Response Teams in place who are responsible for evaluating the initial severity of an emergency and determining the appropriate response.
- **Crisis Management Planning and Response**
 Our Crisis Management Communication Plan outlines our response and communication goals for dealing with any crisis, including natural, technological, human, or marketplace, and provides guidelines for an activated Response Management Team.

We recognize that while climate-related risks and opportunities are inherently linked, each requires a customized management approach. This means our approach for managing physical resilience will differ from that used to manage risks driven by the transition to a low-carbon economy. We also recognize the importance of intangible value and consider impacts related to brand value, reputational risk, future business opportunities, and customer expectations. When reviewing potential risks and opportunities, management evaluates a comprehensive set of data points to define the magnitude of the impact and consults internal and external experts on next steps.

EXAMPLES OF TRANSITION RISKS

Policy and Legal Risks	Policy changes, such as carbon taxes, permit restrictions, etc. and legal risks, such as lawsuits
Technology Risks	Disruptive technologies impacting demand and modes of delivery for products and services
Market Risks	Shifts in supply chain and demand for products and services
Reputational Risks	Changing public perceptions of products, services, or companies

REGULATORY RISKS

Transitioning to a low-carbon economy will have a significant impact on the global economy including impacts to the costs associated with regulatory compliance, insurance requirements, the valuation of assets, and potential fines or litigation due to non-compliance. To manage these risks, we actively monitor policy and regulatory developments related to climate change and the environment. We realize climate change is expected to have an impact on emerging regulations and the market, so we are planning for a low-carbon future and are committed to reducing our environmental footprint and achieving our climate goals. We also continue to work with our landlords and property owners to reduce our carbon footprint and invest in green energy when possible. Our Scope 1 and 2 GHGe are not significant enough to create a material carbon price risk for us when it comes to our operational footprint. That said, as we measure our Scope 3 GHGe we expect that to impact our risk from a value chain lens. Regardless, we are committed to net zero operational GHGe by 2024, and will be setting Science-Based Targets for our Scope 1, 2, and 3 footprint. While we are making these commitments, we are continuing to take action to support their achievement. For example, we have installed energy-efficient systems because it is the right thing to do and aligns with our vision and values, and will also have the effect of lowering our exposure to carbon price risk even further. We are also mindful that disclosure requirements are continuing to evolve and expand, which is one of the reasons we are continuing to enhance our disclosures on our climate impact, risks, and opportunities.

TECHNOLOGY RISKS

As we transition to a low-carbon economy, there is uncertainty in specific technological development and deployment beyond what is driven by carbon pricing. We recognize that reliance on existing products and services could be impacted by a transition to a more remote environment that leverages energy-efficient and lower emission technology. We also believe that we may experience shifts in operational expense and cost impacts attributable to a migration to remote work environments, including data security, privacy, and technology investments. Client demand impacts associated with market shifts to telehealth and remote technology may also occur as a result of climate change.

MARKET AND REPUTATIONAL RISK

When considering applicable reputation risks, we recognize that our stakeholders have expectations regarding how we respond to climate change issues. We also recognize that our clients, healthcare professionals, team members, and shareholders expect us to both do our part to address climate change and manage the impacts that may result from a transition to a low-carbon economy. Our brand is essential to the maintenance and growth of our business, and negative impacts on our reputation and brand could adversely impact our financial performance. Accordingly, reputational risk is regularly reviewed by both our Board and executive management. Climate change can create significant change in consumer behavior, which could impact demand for some of our existing services and products, uncertainty in the market, and supply of labor and materials. In addition, clients and prospective clients may increasingly place greater importance on climate-related vendor stewardship when making purchase decisions. Raw material cost changes may impact travel and related costs for healthcare professionals and corporate team members. Risks in this area can lead to loss of revenue or market share if these expectations are not addressed.

POTENTIAL CLIMATE-RELATED PHYSICAL AND TRANSITION RISKS AND OPPORTUNITIES FOR AMN HEALTHCARE

Risks & Opportunities	Time Frame	Discussion
<p>REGULATORY: Carbon taxes, carbon trading, mandates to use renewable energy, and other government measures to reduce use of fossil fuels</p>	Medium-Term	<p>As a result of our commitment to achieve net zero operational carbon emissions by 2024, AMN Healthcare will be well positioned to minimize any potential risks associated with carbon taxes, increases in energy costs, and fines or litigation for non-compliance.</p> <p>As part of our ESG strategy, AMN Healthcare also plans to explore opportunities where we can assist our clients, team members, and supplier partners to become more mindful of the transition risks associated with a low-carbon economy.</p>
<p>TECHNOLOGY: Expanded energy efficiency legislation and standards, including those for data centers or those that affect equipment which may be used in data centers</p>	Medium-Term	<p>AMN Healthcare conserves energy at our offices and uses data centers that are energy and cooling efficient. We also drive conservation through the introduction of more energy-efficient IT equipment and virtualizing workloads to increase system utilization while leveraging other opportunities to improve efficiency and conservation.</p> <p>As part of our ESG strategy, AMN Healthcare also plans to explore opportunities where we can assist our clients, team members, and suppliers to become more energy efficient as well.</p>
<p>REPUTATIONAL: Increased expectations for companies related to climate change response and advocacy</p>	Short- and Medium-Term	<p>In response to investor interest and to assist stakeholder understanding, we started reporting on climate change through our initial 2019/2020 TCFD disclosure and will continue to report more robustly each year. Our commitment to environmental leadership is demonstrated through our pledge to achieve net zero carbon emissions across our operations by 2024.</p>
<p>PHYSICAL: Increased frequency of severe weather events (hurricanes, typhoons, storms, flooding, heat waves, extreme cold fronts) that could impact operations and the supply chain</p>	Short-, Medium- and Long-Term	<p>AMN Healthcare has established measures to monitor and minimize impacts of severe weather events to its operations.</p>
<p>PHYSICAL: Prolonged, increased temperatures leading to increased water stress</p>	Medium- and Long-Term	<p>AMN Healthcare has established measures to monitor and minimize the impacts of increased global temperatures leading to a rise in sea level and deepening water stress.</p>

Metrics and Targets

Our commitment to reducing our environmental impact involves a combination of sustainability strategies, including reducing our emissions, energy use, water use, waste, and migrating energy procurement in favor of renewable and clean energy. By taking these steps we are identifying and assessing opportunities to reduce potential risk, and will continue to measure and disclose our performance.

The below metrics represent our current assessment. Over the course of the next two years, we intend to expand these metrics to include more comprehensive measures, including our Scope 3 GHGe.

This table reflects data for our two largest offices in San Diego and Dallas:

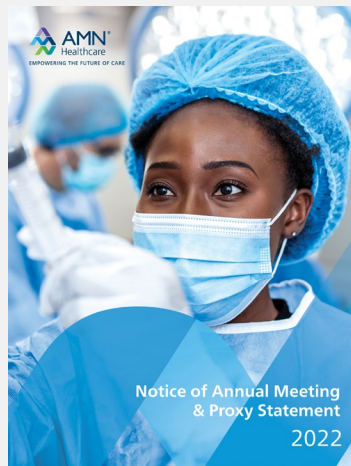
METRIC	UNIT	2020	2019	2018	2017
Scope 2 GHG Emissions	MT CO2e	1,017	1,237	1,310	1,113
Scope 2 GHG Emissions Intensity	MT CO2e / 1,000 sqft	3.6	4.3	4.6	3.9
Scope 2 GHG Intensity %Change	% change from prior year	-16.3%	-6.5%	17.9%	
Energy Consumption	MWh	2,955	3,667	1,882	1,932
Energy Consumption Intensity	MWh / 1,000 sqft	10.4	12.9	12.8	11.5
Energy Intensity %Change	% change from prior year	-19.4%	0.8%	11.3%	
Water Consumption	MT	2,159	3,814	3,592	3,356
Water Consumption Intensity	MT H2O / 1,000 sqft	7.6	13.4	12.6	11.8
Water Intensity %Change	% change from prior year	-43.3%	6.3%	6.8%	
Waste Generation	MT	142	967	1,212	1,265
Waste Generation Intensity	MT Waste / 1,000 sqft	0.5	3.4	4.3	4.4
Waste Intensity %Change	% change from prior year	-85.3%	-20.9%	-2.3%	

This table is our baseline Scope 1 and 2 GHGe footprint analysis reflecting data from all AMN Healthcare office locations:

METRIC	UNIT	2019
Scope 1 GHG Emissions	MT CO2e	2,529
Scope 2 GHG Emissions (location)	MT CO2e	3,657
Scope 2 GHG Emissions (market)	MT CO2e	3,819
Scope 1+2 GHG Emissions (location)	MT CO2e	6,186
Scope 1+2 GHG Emissions (market)	MT CO2e	6,411
Scope 1+2 GHG Emissions Intensity	MT CO2e / 1,000 sqft	11.2
Energy Consumption	MWh	10,321
Energy Consumption Intensity	MWh / 1,000 sqft	11.7



Annual Report



**Notice of Annual Meeting &
Proxy Statement**



**Environmental, Social &
Governance Report**

ABOUT AMN HEALTHCARE

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

Our Mission



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



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



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

AMNHealthcare.com

NYSE: AMN

Toll Free: (866) 871-8519

Our Values

Our six core values drive our culture and our strength as a company.

 **Continuous Improvement**

 **Customer Focus**

 **Passion**

 **Trust**

 **Innovation**

 **Respect**

Our Aspiration

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

Awards List

Forbes America's
Best Large Employers
(2022)



Bloomberg Gender-
Equality Index
(2018–2022)



Human Rights Campaign
Corporate Equality Index
(2018–2022)



Fortune 1000 List
(2020–2021)



Forbes America's Best
Temporary Staffing
Firms (2021)



Newsweek America's
Most Responsible
Companies (2020–2022)



Barron's 100 Most
Sustainable
Companies (2022)



Highest Rating by
Institutional
Shareholder Services



Women's Forum of
New York Corporate
Champion (2021)

