



Cross Country Healthcare Issues Annual Sustainability Report

June 15, 2023

BOCA RATON, Fla.--(BUSINESS WIRE)--Jun. 15, 2023-- Cross Country Healthcare, Inc. (Nasdaq: CCRN), a market-leading, tech-enabled workforce solutions platform and advisory firm, today issued its 2022 Sustainability Report. The report highlights Cross Country Healthcare's perspectives on governance and addressing societal and environmental challenges while aiming to foster a diverse and inclusive culture that can drive impact, innovation, and sustainable growth.

This press release features multimedia. View the full release here: <https://www.businesswire.com/news/home/20230615494402/en/>



The 2022 Cross Country Healthcare Sustainability Report highlights the organization's perspectives on governance and addressing societal and environmental challenges while aiming to foster a diverse and inclusive culture that can drive impact, innovation, and sustainable growth. (Photo: Business Wire)

for women by InHerSights, and Certified™ by Great Place to Work®.

For three consecutive years, we have received the Top Workplaces USA award and the Top Workplaces Award for Diversity, Equity & Inclusion Practices, and were recently recognized as a recipient of the Top Workplaces Awards for Innovation and Leadership and the Women Executive Leadership Elevate Award recognizing gender diversity in our Boardroom by Energage. We have a history of investing in diversity, equality, and inclusion as a key component of the organization's overall sustainability program, closely aligned with its core values to create a better future for its people, communities, and its stockholders.

FORWARD-LOOKING STATEMENTS

In addition to historical information, this press release contains statements relating to our future results (including certain projections and business trends) that are "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, Section 21E of the

View the 2022 Sustainability Report and learn more about Cross Country Healthcare's Environmental, Social and Governance (ESG) highlights and accomplishments [here](#). The report is part of Cross Country's commitment to transparency to internal and external stakeholders and serves as a benchmark for future ESG initiatives and efforts.

"At Cross Country, we seek to elevate how we think about our impact and evolve our industry through leadership in innovation, technology, customer service and corporate citizenship," said John A. Martins, President and CEO of Cross Country Healthcare. "As we continue to focus on our ESG efforts, we are committed to furthering our sustainability-related governance, with the goal of setting exemplary business standards and conducting our business in strict compliance with all applicable governmental laws, rules, and regulations."

The report includes the results of Cross Country's Priority ESG Topics Assessment, conducted through a third-party consultant to identify priority topics across several stakeholder groups, including investors, customers, corporate and field employees, and community and non-profit partners. The results evaluated our ESG-related risks and opportunities and identified new areas of focus, such as technology innovation, pay equity and access to quality healthcare.

About Cross Country Healthcare

Cross Country Healthcare, Inc. is a leading tech-enabled workforce solutions and advisory firm with 36 years of industry experience and insight. We solve complex labor-related challenges for customers while providing high-quality outcomes and exceptional patient care. As a multi-year Best of Staffing® award winner, we are committed to an exceptionally high level of service to our clients and our homecare, education, and clinical and non-clinical healthcare professionals. Our locum tenens line of business, Cross Country Locums, has been certified by the National Committee for Quality Assurance (NCQA), the leader in healthcare accreditation, since 2001. We are the first publicly traded staffing firm to obtain The Joint Commission Certification, which we still hold with a Letter of Distinction. Cross Country Healthcare is rated as the top staffing and recruiting employer

Securities Exchange Act of 1934, as amended (the "Exchange Act"), and the Private Securities Litigation Reform Act of 1995, and are subject to the "safe harbor" created by those sections. Forward-looking statements consist of statements that are predictive in nature and/or depend upon or refer to future events. Words such as "expects", "anticipates", "intends", "plans", "believes", "estimates", "suggests", "appears", "seeks", "will", "could", and variations of such words and similar expressions are intended to identify forward-looking statements. These statements involve known and unknown risks, uncertainties and other factors that may cause our actual results and performance to be materially different from any future results or performance expressed or implied by these forward-looking statements. These factors include, but are not limited to, the following: the overall macroeconomic environment, including increased inflation and interest rates, demand for the healthcare services we provide, both nationally and in the regions in which we operate, our ability to attract and retain qualified nurses, physicians and other healthcare personnel, costs and availability of short-term housing for our travel healthcare professionals, the functioning of our information systems, the effect of cyber security risks and cyber incidents on our business, the effect of existing or future government regulation and federal and state legislative and enforcement initiatives on our business, our customers' ability to pay us for our services, our ability to successfully implement our acquisition and development strategies, including our ability to successfully integrate acquired businesses and realize synergies from such acquisitions, the effect of liabilities and other claims asserted against us, the effect of competition in the markets we serve, our ability to successfully defend the Company, its subsidiaries, and its officers and directors on the merits of any lawsuit or determine its potential liability, if any, and other factors, including, without limitation, the risk factors set forth in Item 1A. "Risk Factors" in the Company's Annual Report on Form 10-K for the year ended December 31, 2022, as filed and updated in our Quarterly Reports on Form 10-Q and other filings with the SEC. You should consult any further disclosures the Company makes on related subjects in its filings with the SEC.

Although we believe that these statements are based upon reasonable assumptions, we cannot guarantee future results and readers are cautioned not to place undue reliance on these forward-looking statements, which reflect management's opinions only as of the date of this press release. There can be no assurance that (i) we have correctly measured or identified all of the factors affecting our business or the extent of these factors' likely impact, (ii) the available information with respect to these factors on which such analysis is based is complete or accurate, (iii) such analysis is correct, or (iv) our strategy, which is based in part on this analysis, will be successful. Except as may be required by law, the Company undertakes no obligation to update or revise forward-looking statements. All references to "the Company", "we", "us", "our", or "Cross Country" in this press release mean Cross Country Healthcare, Inc. and its consolidated subsidiaries.

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