



amedisys

2021

ENVIRONMENTAL,
SOCIAL &
GOVERNANCE
REPORT



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CEO LETTER

Welcome to our first environmental, social and governance report. The nature of our work at Amedisys brings us into contact with people in communities across the US and gives us a voice both locally and nationally on healthcare matters. Our goal is to be a good corporate citizen and to act responsibly in the way we treat our patients, our employees, our communities and the environment that we all share. These ESG objectives also align closely with our strategic pillars of achieving clinical distinction, becoming an employer of choice, operational efficiency and driving growth.

This report outlines the actions we are taking and our achievements in these very important areas. We are in the early stages of mapping our progress, and we are committed to sharing our journey so that our investors, patients, employees and other stakeholders will be able to hold us accountable for our performance.

First and foremost, we strive to give our patients the best care possible. It is important that we give them the confidence they need to trust us implicitly, at particularly difficult times in their lives. We aim to do this by operating with the highest levels of ethical behavior, employing the best qualified medical staff and creating an environment where these highly skilled people wish to work. Through these efforts, 99% of our care centers have been rated 4 stars or higher, outperforming national averages in all service categories.

Our outstanding people are integral to delivering this exceptional quality of care and to our success as a company. We are very pleased to have been recognized as one of the 150 best places to work in healthcare for the past two years. We have always set out to create a diverse and inclusive company culture where different opinions, views and backgrounds are welcomed, and everyone's talents are honored. This respect drives innovative thinking and well-rounded decision-making, and makes for happy colleagues, as witnessed by our employee satisfaction ratings, which are 7 percent higher than the industry average.

While we are not a carbon-intensive business, we still do everything in our power to reduce our impact on the environment – using resources efficiently, reducing waste and cutting our carbon emissions wherever possible. We have made a commitment to achieve net zero greenhouse gas emissions by 2050 and are proud to have recently become a signatory to the United Nations Global Compact, the world's largest corporate sustainability initiative. We fully support its ten principles on human rights, labor, environment and anti-corruption.

Continuing to embrace our social responsibilities will allow us to attract the best staff, provide high-quality services to patients, help address climate change and drive our business forward. I look forward to sharing our progress with you over the years to come.

Chris Gerard
President and Chief Executive Officer









ABOUT AMEDISYS

We are a leading healthcare services company committed to helping our patients age in place by providing clinically excellent care and support in the home. We serve patients across the United States through four operating divisions: home health, hospice, personal care and high-acuity care. We deliver clinical care that best suits each patient's needs, whether that is home-based recovery and rehabilitation after an operation or injury, care that empowers patients to manage a chronic disease, hospice care at the end of life, assistance with daily activities or delivering the essential elements of inpatient hospital, palliative and skilled nursing facility care to patients in their homes.

We aim to be the best choice for care wherever our patients call home. We do this by providing individualized clinical care, being a great employer and delivering operational excellence and efficiency, which when combined, drive growth.

Our Vision - Where We Want to Go	Our Mission - Why We Are Here	Our Strategy - How We Will Achieve Our Mission And Vision
<p>We will lead the future of healthcare in the home – establishing ourselves as the premier choice for those requiring care and allowing our patients to age in place wherever they call home.</p>	<p>We honor those we serve with compassionate home health, hospice, personal care and high-acuity care services that apply the highest quality clinical practices toward allowing our patients to maintain a sense of independence, quality of life and dignity.</p>	<p>Our strategy is to become the best choice for care wherever our patients call home. We'll do that by excelling in clinical distinction; becoming an employer of choice; achieving operational excellence and efficiency – allowing Amedisys to make a difference in the lives of even more patients and their families.</p>

OUR VALUES – THE 'SPIRIT' OF AMEDISYS

-  **SERVICE** - Remember why we are here
-  **PASSION** - Care and serve from the heart
-  **INTEGRITY** - Do the right thing, always
-  **RESPECT** - Communicate openly and honestly
-  **INNOVATION** - Influence and embrace change
-  **TALENT** - Invest in personal and professional growth

AWARDS AND RECOGNITION

- Amedisys named to Modern Healthcare's 2022 Best Places to Work in Healthcare: For the second year in a row, Modern Healthcare named Amedisys in its prestigious Best Places to Work in Healthcare list. The magazine's annual recognition program honors 150 companies and organizations that "empower employees to provide patients and customers with the best possible care, products and services".
- Ninety-nine percent of our care centers now achieve 4+ stars, with 81% achieving 4.5+ stars per the July 2022 Quality of Patient Care release
- Outperformed the national average in all measurement categories for Care Compare

Over 3,000 hospitals and 90,000 physicians nationwide have chosen us as a partner in post-acute care

One of the largest providers of home health and hospice in the US:

~21,000 employees

528 care centers

38 states in US and Washington, DC

11.5 million+ visits

445,000+ patients

OUR APPROACH TO ESG

Social responsibility is at the core of our business, a business driven by the need to care for people at their most vulnerable, when sick or dying. Everything we do is to maintain the trust of both our employees, who give the care, and our patients, who receive it. To do that we have to make sure we meet the highest standards in our clinical work, our employment practices, our governance and the way we approach our use of the planet's precious resources.

We are integrating environmental, social and corporate governance (ESG) considerations throughout the company, from our daily operations to our executive leadership and our Board of Directors. An employee-led ESG committee, made up of executive and senior management, sets the general ESG strategy. It develops, implements and monitors initiatives and policies based on that strategy, oversees the communication of the strategy to employees, investors and stakeholders and monitors and assesses developments in ESG matters.

This approach is supported by a robust governance structure that ensures our standards meet or exceed legal requirements. The Nominating and Corporate Governance Committee oversees our ESG strategy. It reviews and approves policies and procedures relating to our corporate social responsibility and ESG matters and evaluates the impact of our practices on communities and individuals.

As of April 2022, Amedisys is proud to become a signatory to the [United Nations Global Compact](#), the world's largest corporate sustainability initiative that encourages businesses to support responsible principles on human rights, labor, environment and anti-corruption, and advance implementation of the UN's Sustainable Development Goals (SDGs).

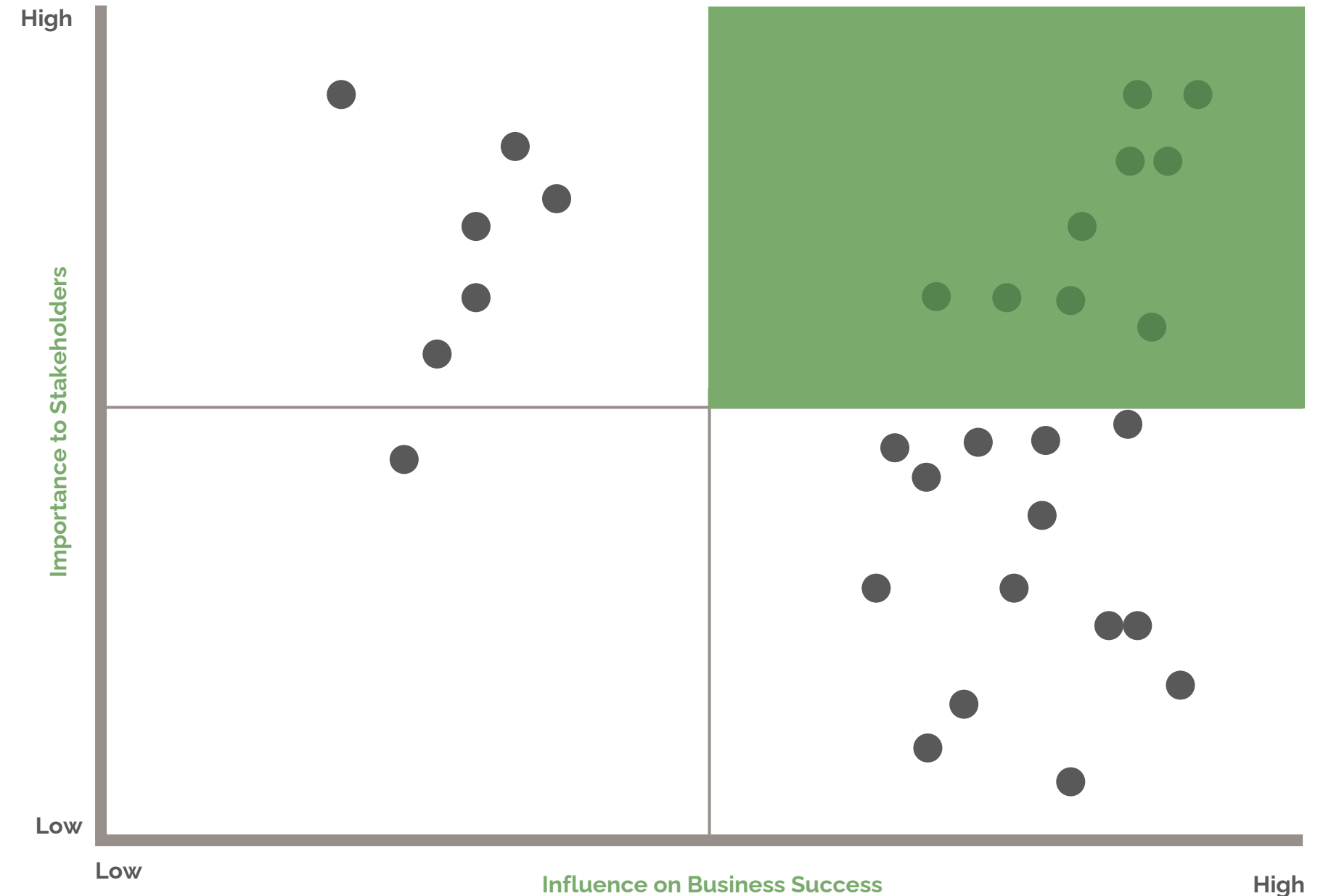


OUR MATERIAL ESG TOPICS

To determine our priority ESG topics, we conducted our first ESG materiality assessment in 2021. Conducted by an independent consultant, the assessment reviewed peer disclosures, investor priorities and industry-specific ESG frameworks and ratings (e.g., SASB, TCFD, UN SDGs, MSCI, Sustainalytics and ISS) to narrow the universe of potentially material topics and understand external stakeholder concerns. We then carried out a series of in-depth interviews and surveys with internal stakeholders to gauge how a given topic would impact the future success of our business.

The assessment identified a variety of ESG topics that are of significant concern to key stakeholders and likely to influence the success of our business. Our key priorities include (listed alphabetically):

- Board Composition, Structure & Effectiveness
- Board Oversight of ESG
- Business Ethics
- Data Privacy & Cybersecurity
- Employee Engagement & Satisfaction
- Employee Health & Safety
- Executive Remuneration
- Product Quality & Safety
- Talent Acquisition, Retention & Development



GOVERNANCE



Our robust system of governance protects our business, our employees, our patients and our communities, and oversees our ESG performance.

We have a strong system of independent governance and have taken additional steps to incorporate environmental and social factors into that system, to ensure that we meet the high standards expected of a leading healthcare company.

CORPORATE GOVERNANCE

Our Board is the ultimate decision-making authority at Amedisys, overseeing management and protecting the long-term interests of stockholders through five committees: the Audit Committee, the Compensation Committee, the Nominating and Corporate Governance Committee, the Quality of Care Committee and the Compliance and Ethics Committee. The Board consists of nine members, led by a Chairman and Independent Lead Director, seven of whom are completely independent. Directors must demonstrate the highest personal and professional ethics, integrity and values and follow our strict Corporate Governance guidelines.

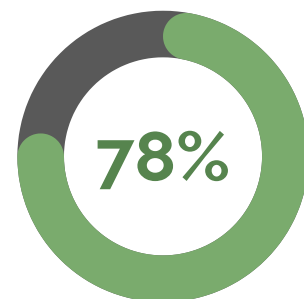
The Board delegates authority for the day-to-day management of the company to the Executive Management team, consisting of six members including the Chief Executive Officer and Chief Financial Officer as of April 2022. The full Board holds five face-to-face meetings each year as well as monthly telephone meetings, and additional meetings with management as necessary.

The Board seeks directors who represent a mix of backgrounds and experiences that will enhance the quality

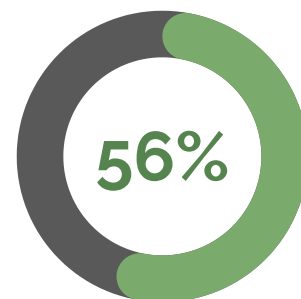
of the Board's deliberations and decisions. In identifying candidates for membership on our Board of Directors, the Nominating and Corporate Governance Committee takes into consideration a number of factors. Our Board of Directors considers diversity across a number of categories, including diversity of gender, race, ethnicity, nationality, age, education and geography as well as professional backgrounds. Five of the nine directors are female, and one is a person of color. Currently, the Independent Lead Director and chairs of the Audit, Compensation, and Nominating and Corporate Governance Committee are all female.

Board Statistics

Independent Directors



Gender Diversity



ESG OVERSIGHT

Our strategy on corporate social responsibility is overseen by the Nominating and Corporate Governance Committee. It evaluates the impact of activities on communities and individuals and recommends and reviews policies and procedures relating to our corporate social responsibility and ESG matters. Diversity and inclusion, along with other human resources matters, are overseen by the Compensation Committee.

The management-led ESG committee sets the general strategy relating to ESG matters. It is also responsible for developing, implementing, and monitoring initiatives and policies based on that strategy, communicating with employees, investors and stakeholders, and monitoring and assessing developments in ESG matters. The committee prepares an annual update on ESG-related topics for the Board committee, although specific topics are brought to the board more regularly.

ETHICS AND COMPLIANCE

As a leader in providing home health, hospice, personal care and high-acuity care services, we must meet the highest standards of ethical and legal conduct. Our reputation for quality, integrity, honesty and respect in all our business dealings is essential to our continued success.

The Board's Compliance and Ethics Committee ensures our compliance with all legal requirements, including federal and state healthcare laws and regulations, fraud and abuse laws and Medicare program requirements. It oversees all matters regarding the company's compliance and ethics department and program and supports the management team in maintaining a culture of compliance throughout the company.

In addition to the oversight provided by the Board, the company has an executive compliance committee that includes representation and leadership from all departments and lines of business.

As an industry leader, we take a strong stance against fraud,

waste and abuse in home health, hospice, personal care and high-acuity care services. We maintain stringent standards for regulatory compliance and are ardent advocates for anti-fraud reforms.

Our Code of Ethical Business Conduct provides a clear framework on which employees and Board members should base their decision-making. It provides details of what is expected from everyone to maintain the highest standards of responsibility, transparency and commitment. The Code applies to all directors, officers and employees of the company and its wholly owned subsidiaries. Agents and contractors of the company are also expected to read, understand and abide by this Code.

Compliance is a consistent focus, with employees trained at hire, as regulations change, and retrained at least annually to reinforce compliance standards. Training includes:

- Code of conduct and compliance plan
- Privacy and security
- General compliance training principles

Knowledge and adherence to our compliance standards is expected of all employees, and we work closely with our human resources department to ensure consistent enforcement of all policies and procedures. Any individual with questions or concerns is encouraged to seek guidance from their supervisor, the Compliance staff, or anonymously through our 24/7 compliance hotline. Any issues raised through these channels are investigated by a dedicated team.

We review company activities regularly to confirm compliance with all laws and regulations. Our reviews include care center assessments, audits of clinical documentation and monitoring of other key activities to ensure ongoing adherence to the Conditions of Participation, Medicare coverage and eligibility guidelines and compliance with other regulations.

ENTERPRISE RISK MANAGEMENT

Identifying and managing the key risks that our company faces is crucial to protecting our business and enhancing stockholder value.

We entrust responsibility of this to the Enterprise Risk Management Committee (ERMC), made up of executive officers and the Senior Vice President of Assurance Services, overseen by the Board's Audit Committee and approved by the Board of Directors.

The ERMC is responsible for ensuring that significant risks to the Company, including financial, operational, strategic, technology and legal/compliance related risks, are identified and managed by the appropriate teams. Due to the many, diverse components of our risk profile, including health and safety, payer risk, talent management, patient safety, quality of care, process efficiency, false claims, reputational risk and business continuity, multiple functions in the organization are involved in the management of risk at Amedisys.

All key risks are assigned a "risk owner(s)" who report to the respective executive team sponsor(s) and to the ERMC quarterly on risk mitigation and monitoring activities. A formal risk assessment to confirm key risks is conducted annually while emerging risks and any changes to our risk profile is evaluated quarterly. All identified risks are tracked and prioritized, and top enterprise risks mitigation activity and status are presented to the Audit Committee each quarter. The Audit Committee oversees financial reporting with respect to the Company's major financial exposures and the steps management has taken to monitor and control such exposures, as well as for the effectiveness of the enterprise risk management process.

Training is a critical element which contributes to the mitigation of risk. In addition to the ERMC, all employees undertake a range of training such as compliance training, IT and information security training, and employee health and safety training. There are monthly campaigns on health & safety and OSHA compliance.

DATA PRIVACY AND CYBERSECURITY

We share the concerns of our service users about the protection of personal information online. As such, we have robust security measures and tools in place to help protect against the loss, misuse and alteration of private information under our control.

Dedicated privacy and security teams work constantly to protect our customers' data and Amedisys' systems. We follow rigorous guidelines and meet standards required by regulation with external auditing of our security controls and annual penetration testing performed by an expert third party. Additionally, we have achieved HITRUST information protection certification this year for our high-acuity care services line of business.

Strong partnerships with major software and IT suppliers, such as Microsoft and Rapid7 strengthens our controls around data protection, and we regularly test the system for phishing and other types of cyber threats. Employees are trained in data security and privacy-related risks and procedures, both at the onboarding stage and in subsequent annual or ad-hoc training. We emphasize that data security is everyone's responsibility.

The Board of Directors takes data security very seriously and is regularly updated on cyber threats and other relevant and current information. They recently took part in a session on the menace of ransomware, in which they heard about the extent of the threat, initiatives the security team are putting in place to combat it, and what Amedisys is doing to mitigate cybercriminal activity.

The Audit Committee reviews and receives regular briefings concerning Amedisys' information security and technology risks, including discussions of our information security and risk management programs. Our Chief Privacy Officer and our Information Security Officer lead our privacy and cybersecurity risk management programs, respectively, which are overseen by the executive ERMC.

Amedisys mandates privacy and security training for new

employees, as well as annual training for current employees. In 2021, 100% of our employees received this training which aids in our ability to thwart attacks. Our multidisciplinary approach to continuous employee education reflects requirements of global regulatory frameworks and data best practices.



SOCIAL



We value relationships with our people and the communities where we operate.

We aim to protect our clients' health and our employees' well-being as well as contribute to our local communities. Taking care of our people is our top priority, as our success is inextricably linked to our ability to attract qualified and passionate employees. By taking good care of our own people, we enable them to provide industry-leading care for the patients who use our services.

We focus on creating an open and inclusive place to work, with comprehensive benefits, personal and professional development and high clinical standards. We also look at where we can support the communities in which we live and work.

MANAGING OUR PEOPLE

Our employees are critical to our vision to be the leading aging-in-place company, as it is their skills, commitment and passion that deliver the quality of care our patients value. Creating a warm and welcoming workplace where all our people can feel they belong starts from our core values - Service, Passion, Integrity, Respect, Innovation and Talent. These values create the SPIRIT of Amedisys and set the tone for our workforce strategy.

As part of this, we offer competitive remuneration as well as a comprehensive benefits package, which gives employees and their families access to a variety of innovative, flexible and convenient health and wellness programs that support their physical and mental health by providing tools and resources to help them improve or maintain their health status.

Our focus on the health and safety of our employees became even more critical during the COVID-19 pandemic, and we took action to help protect, educate and

care for our employees. We enhanced our telehealth and wellness programs and offered education and resources related to the National Health Emergency, to provide our employees with more ways to access resources to meet their needs.

Beyond tangible benefits, we believe listening to our employees and acting on what they tell us is crucial to maintaining our culture. We have instituted numerous formal listening programs - pulse surveys, focus groups and town halls - to routinely gather feedback from our employees and address any concerns. Our quarterly employee engagement surveys show results above healthcare benchmarks, which have improved even as the benchmark has declined. Results from the surveys go directly to leaders who create action plans to address any issues raised by their teams.

In 2021, employee satisfaction as measured in our quarterly employee engagement survey increased two basis points and is 7% above the healthcare industry benchmark.

In addition, participation increased by five basis points with 83% of our employees completing the survey. Our participation rates were 6% above the healthcare industry benchmark in 2021.

The management team sees key employee data weekly, and the board receives a human capital update monthly, with additional deeper dives into the metrics four times a year. All major policy updates and employee-related issues are presented to the Board of Directors, which has a profound interest in the development and retention of our talent.

Oversight for employee issues is held by the Board's Compensation Committee. In 2020 and 2021 the Committee tied a portion of executive officers' short-term incentive (cash bonus) compensation to a corporate level performance measure based on achievement of goals related to employee retention and employee engagement.

TALENT ACQUISITION, RETENTION AND DEVELOPMENT

Our people are our greatest asset. We go to great lengths to acquire, retain and develop talent in a competitive healthcare industry. Our clinicians drive our business – it is the way they initiate and provide care that propels quality and revenues.

To acquire and retain talent we offer a great culture, an opportunity to provide the highest quality clinical care and competitive pay. We also ensure our people have significant opportunities for development and continuing education and attractive incentive opportunities that reward leadership and quality care. We offer opportunity for promotion at all levels, which is an area that we will be focusing on and formalizing over the next year.

Our recruitment strategy starts with getting the basics right - ensuring remuneration and other benefits are competitive



and motivate the quality of care that we expect. We know that good clinicians want to work in organizations that are focused on quality. We promote our culture as one where employees will be valued, where they can be authentic, and where they can take advantage of flexible schedules to fit their lifestyles.

We have created a 'welcome home' onboarding and orientation experience for new employees and caregivers. We focus on connecting people with their teams, giving them support to learn our systems and training on how to deliver quality care – both online and by shadowing more experienced colleagues. We survey new hires to make sure they have a sense of belonging in their care center and have everything they need to get started. All employees benefit from ongoing training and ad hoc training for new processes or tools.

Enabling our employees to develop both as people and as professionals is a key part of both our recruitment and retention policies. We have launched a robust Leadership Development program for new leaders, Area Vice Presidents, and Vice President leadership. We have established leadership performance tools to highlight where leaders may have opportunity for growth; and talent specialists partner with our leaders to build and execute plans of action for success.

Those who participated in our leadership development programs had 16% higher engagement and belonging than those who have not yet completed a program. In addition, we have seen increased leader retention as a result of the programs.

Retaining our employees in turn improves the quality and



consistency of the care we provide. We aim to reduce turnover by being the best employer of clinicians, a place where people can come to work, feel fulfilled in what they do and know they will be heard and respected. We introduced a predictive turnover model that reveals employees at risk of leaving, providing management and human resources the opportunity to address retention issues proactively. Not only can we intervene on an individual level, but by identifying the key drivers of turnover within specific pockets of the business, we are able to make targeted changes to behaviors and policies to create a better workplace. We ended 2021 with an overall voluntary turnover rate of 20.4%*.

DIVERSITY AND INCLUSION

Amedisys strives to create an organizational culture and climate in which every individual is valued, all team members have a sense of belonging and feel empowered to do their best work. We want all team members to feel they can bring their full selves to work and unlock their full potential.

Diversity and Inclusion is a business imperative. Research tells us that better representation leads to better performance which, for us, equates to better care for our patients. We endeavor to create a culture of caregiving where our employees feel as cared for every day as our patients do.

Our commitment to Diversity and Inclusion goes right to the top, starting with a diverse Board of Directors. Women currently comprise over half of the directors on our Board, and in December 2020, we expanded the Board to add a woman of color.

We have clear policies of non-discrimination and non-harassment of employees based on gender, orientation or any other protected characteristic. These are in the employee handbook, which all employees must abide by.

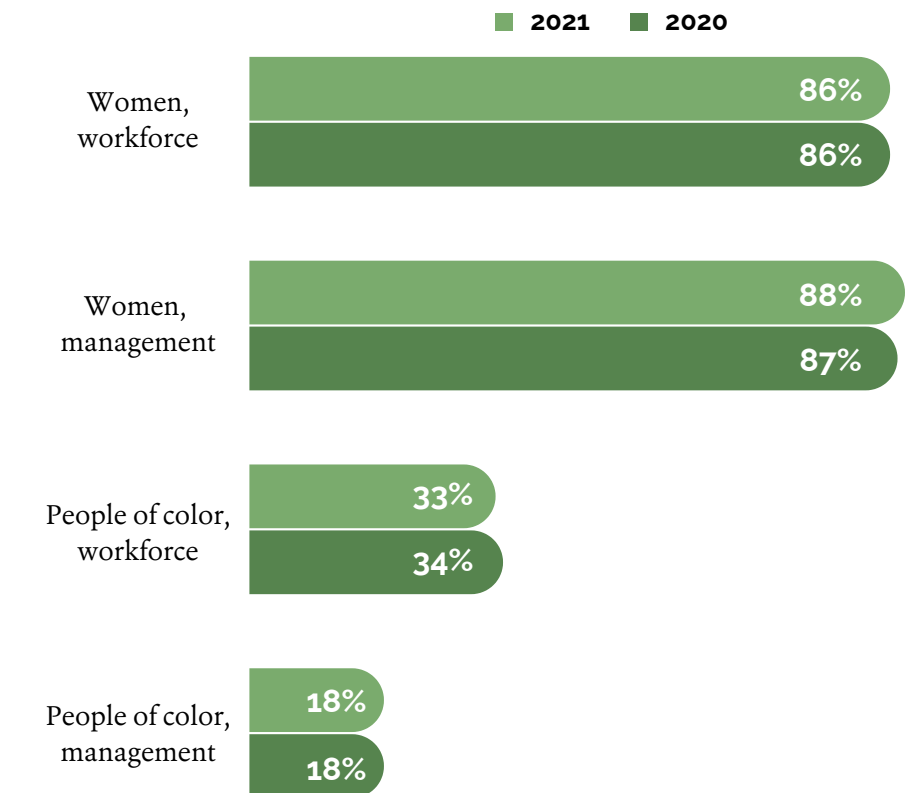
We have also put in place extensive training to ensure a company-wide commitment to diversity and inclusion and

are developing measures of our performance so that we can continuously improve.

In addition, we have structures in place to ensure we maintain a supportive, positive and inclusive work environment for all employees. In 2020, we created an employee-led Diversity and Inclusion Council to address company policies and procedures which works to:

- Ensure an inclusive working environment free of discrimination
- Build capacity and competency to lead and manage a diverse workforce
- Ensure equal access to professional growth and advancement opportunities
- Provide education and training to encourage inclusive behaviors
- Represent the organization in the community

Diversity Statistics



*Voluntary turnover rate as calculated consistent with incentive performance measures, excluding acquisitions in the year in which they were acquired.

Employee Resource Groups are a key initiative of the Council. These are voluntary, employee-led groups that aim to foster a sense of belonging to the company and one another. Those currently in place are:

- The Global Black Community Employee Resource Group
- The LGBTQIA+ Employee Resource Group
- The disAbilities Employee Resource Group

All Amedisys employees are welcome to join any or all of these groups, and to suggest others. Over 250 team members have joined an ERG, and since launch we have seen significant increases in employee engagement for minority groups. All ethnic groups continue to report feelings of engagement well above benchmark.

All our people leaders undertake 'Leading Inclusively' training, which teaches them how to create a safe environment, tackle unconscious bias and promote an inclusive culture. Our caregivers can also access short courses on diversity and inclusion, including education on microaggressions, inequality and unconscious bias.

We are gathering a number of metrics to support our understanding of the diversity of our employees, including race and gender and other human capital metrics. Some metrics, such as LGBTQIA+ or Veteran status, are harder to track, as we must wait for people to self-disclose. As employees feel more confident in the safety of the Amedisys environment, we hope self-disclosure will grow. We conduct ongoing reviews to identify and address any potential disparate pay activities and have controls to ensure appropriate compensation placement.

We currently exceed industry benchmarking for women in leadership roles and meet industry benchmarks for race and ethnic representation in leadership roles.

QUALITY OF CARE

We put patient quality at the heart of everything we do. Delivering on our commitment to quality is paramount – it's the right thing to do for our patients, it's the right thing to do for our caregivers, and it's the right thing to do for our shareholders.

Our rise to being the best-in-class care-at-home organization has been our greatest achievement. Since 2015, we have focused relentlessly on quality. We are proud to report that in the July 2022 Quality of Patient Care release, Amedisys Home Health had a star rating of 4.46 (a substantial and hard-earned rise on the 2015 score of 3.49). A total of 99% of our home health care centers now achieve 4+ stars, with 81% achieving 4.5+ stars.

We have an equal focus on quality in our hospice business. Though hospice quality measures are newer than those for home health, we have applied the same unwavering attention to quality, and it continues to show. This has been a tireless effort and though we are proud of our results, we will never be satisfied. Quality is why we do what we do. Amedisys outperformed the national average for all nine quality measures in the Hospice Item Set (HIS) in the CMS February 2022 preview report.

To achieve these high standards requires constant and consistent attention to detail. New employees and leaders are trained on our approach to quality and all employees receive customer service training. We measure the quality of service given to each patient and we are active in avoiding unnecessary hospitalizations. We produce quarterly action plans for any process improvement opportunities identified in our care centers.

Our clinical protocols are designed to minimize patient quality risk and improve patient health outcomes. We are accredited by ACHAP and our patient safety and quality metrics surpass CMS expectations. We have thorough processes for measuring service quality and safety and a robust incident reporting and investigation process across the organization, which tracks all incidents around quality



of care and where staff can report any patient concern or issue with equipment issue.

Incidents are reported quarterly to the Board's Quality of Care Committee as are all matters relating to the quality of the Company's clinical outcomes and the care provided to its patients. The dual purposes of the Quality of Care Committee are to assist our Board of Directors in fulfilling their oversight responsibilities relating to the review of policies and procedures in connection with the delivery of quality medical care to patients and patient safety and to promote a culture of quality throughout our company.

"99% of our home health care centers now achieve 4+ stars"



Amedisys' employees in communities across the country.

We are proud of our record in caring for patients in historically underserved communities, such as rural communities, or groups that have difficulty accessing healthcare for cultural, emotional or physical reasons. Our nationwide footprint, and our model of providing a variety of services by visiting patients at home means that no transportation is needed. Indeed, we are often the only medical service provider outside the emergency room that these patients have access to. To further expand our services for underserved communities, we are also piloting a limited number of monitoring services and virtual patient rounding visits via telehealth.

We are also proud to participate in the We Honor Veterans program. We Honor Veterans is a national awareness campaign conducted by the National Hospice and Palliative Care Organization in collaboration with the Department of Veterans Affairs. Its goal is to help hospice professionals better understand the challenges veterans may be facing due to illness, isolation or traumatic life experiences and guide them to a more peaceful death. Currently, approximately 93% of our hospice care centers participate in the We Honor Veterans program.



COMMUNITY ENGAGEMENT

We engage with our community through the Amedisys Foundation, which was formed to provide support to our patients and employees. It has two funds: the Patients' Special Needs Fund and the Amedisys Employees 1st Fund. In order to support the two funds, during 2021, the Amedisys Foundation raised more than \$1 million of funds from Amedisys' employees and patients' families, and, Amedisys contributions totaling approximately 25% of the funds.

The Patients' Special Needs Fund provides financial assistance to our patients during difficult times. Grants, up to the value of \$1,500, are available for general bills and

comfort items and to assist with the costs of funerals, cremation and burial. In 2021, the fund provided nearly \$600,000 of grants to patients in communities across the country. We are also in the process of establishing a third grant which will provide funds to grant patients a dying wish.

The Amedisys Employees 1st Fund provides financial assistance to our eligible team members who are experiencing severe financial need caused by unexpected emergencies, such as natural disasters, serious illness or injury, funeral expenses or extreme circumstances, like a house fire. Grants up to the value of \$2,500 are available. In 2021, the fund provided nearly \$300,000 of grants to



ENVIRONMENTAL



Our environmental credentials support our plans to play our part in tackling the climate crisis.

We have always aimed to conduct our business in an environmentally responsible way.

Keys to this are ensuring we:

- reduce and, where possible, eliminate the use of substances or materials that may cause environmental damage.
- reduce waste generation and dispose of all waste through safe and responsible methods; and
- minimize environmental risk by employing safe technologies and operating procedures and responding appropriately to accidents and emergencies.

Amedisys is not a carbon-intensive business, and so the negative environmental impacts of our work tend to be minimal. However, we recognize the risks posed by global climate change and do everything in our power to reduce our impact, while supporting efforts from businesses and governments across the world to address this issue.

Our Code of Ethical Business Conduct stresses our commitment to act as conscientious stewards of natural resources. We comply with all laws that protect the environment, and expect all our employees to follow suit, particularly when it comes to disposing of hazardous waste.

We encourage any employee, if unsure whether a particular situation or activity amounts to a violation of environmental laws, to consult with their supervisor, manager or our Legal department. Both the Board of Directors and the management team take a keen interest in our environmental performance and are updated on relevant environmental topics throughout the year.

ENVIRONMENTAL IMPACT OF OUR OPERATIONS

The areas where we can actively reduce our environmental impact include management of our fleet, facilities and through our energy and resource usage including through our waste management strategy (see to the right).

Fleet Management

Most of the mileage associated with our business operations arises from clinicians visiting patients. Most of these journeys are made in private vehicles; however, we have a fleet of approximately 2,000 vehicles for the use of employees who meet a certain mileage threshold. We track the mileage and emissions of our own vehicles via a dashboard that is shared by our fleet partners. Moving forward, we seek to better understand emissions associated with our employees' private car usage.

Our fleet is typically made up of small cars with low fuel requirements, though a small portion is larger SUV-type vehicles for use in snowy areas. We normally replace fleet

vehicles at three years or 80,000 miles to ensure maximum efficiency. We do not, as of yet, have any electric vehicles in our fleet, as battery life is not yet sufficient to service the many miles our clinicians may have to travel in a day. We continue to consider options related to the electrifying of our fleet.

Travel was significantly reduced during the pandemic. We seek to find ways to continue to reduce clinician travel, such as through greater adoption of telemedicine where appropriate. We are also looking at how we can optimize routes for clinicians to make them more fuel efficient.

Our Facilities

We have two main offices, in Baton Rouge and Nashville, and approximately 500 smaller offices and care centers. All our facilities are leased spaces, where we have operational control. If possible, during the fit-out process of new leases, or at the point of updating, we request the use of sustainable paint, LEED-certified automated lighting, heating, ventilation and air conditioning systems that only operate when the office is occupied. We also use recycled flooring, LED lighting and locally sourced materials where we can.

Energy Usage

We seek to better understand the energy intensity of our operations, particularly through the electricity consumed at our offices and healthcare facilities. Where we have good partnerships with energy providers who have sources of renewable energy, we take advantage of that. However, those opportunities are limited to certain locations. We continue to consider options to increase the use of renewable sources of energy in our operations.

WASTE MANAGEMENT STRATEGY

There are two main types of waste associated with our business – clinical and general waste. Most of the clinical waste falls under the category of biohazardous waste. All our employees are trained to handle biohazardous and other waste materials in accordance with established control, storage and disposal procedures and must report all spills or accidents involving hazardous materials promptly to their supervisor.

Our medical waste in 2021 was 10,522 lbs., which is an increase from 2020. However, this aligns with the growth in our patient census and is minimal given the nature of our work and the number of patients we see daily. We partner with medical waste management company SteriCycle, who measure and dispose of our waste.

One of the biggest opportunities for us to reduce our waste is document printing. In the past we were a heavy user of paper records, but over the last few years we have digitalized much of our documentation, using DocuSign for contracts where possible, and using our e-platform for clinicians' records. We have also implemented strict rules for the use of printers across the organization and have a five-year plan with our records storage company to reduce our paper waste footprint.

CLIMATE CHANGE & GREENHOUSE GAS (GHG) EMISSIONS

Amedysis is proud to commit to achieve net zero GHG emissions from our operations by no later than 2050. To achieve this, we intend to seek guidance from, and collaborate with, the necessary internal and external stakeholders. More information about our climate transition plan will be available in future reporting.

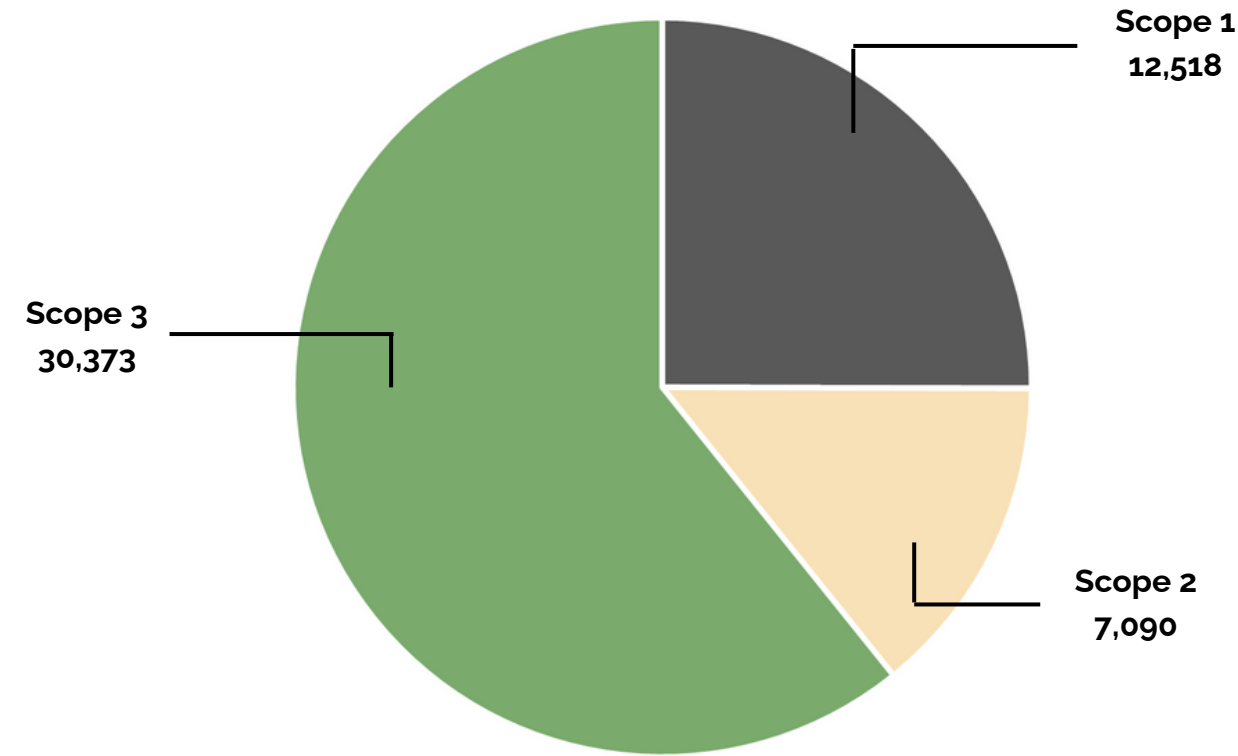
We strive to implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and continue to enhance our understanding of the risks and opportunities that climate change presents to our business.

In 2022, we conducted our first GHG inventory, focusing on energy usage at our offices and healthcare facilities and fuel consumed by our corporate and employee-owned vehicles. While we are proud of these preliminary efforts to quantify our footprint, we acknowledge there is still much work to be done. We seek to adopt additional tools and expand expertise where necessary for timely and reliable GHG accounting in the years ahead.

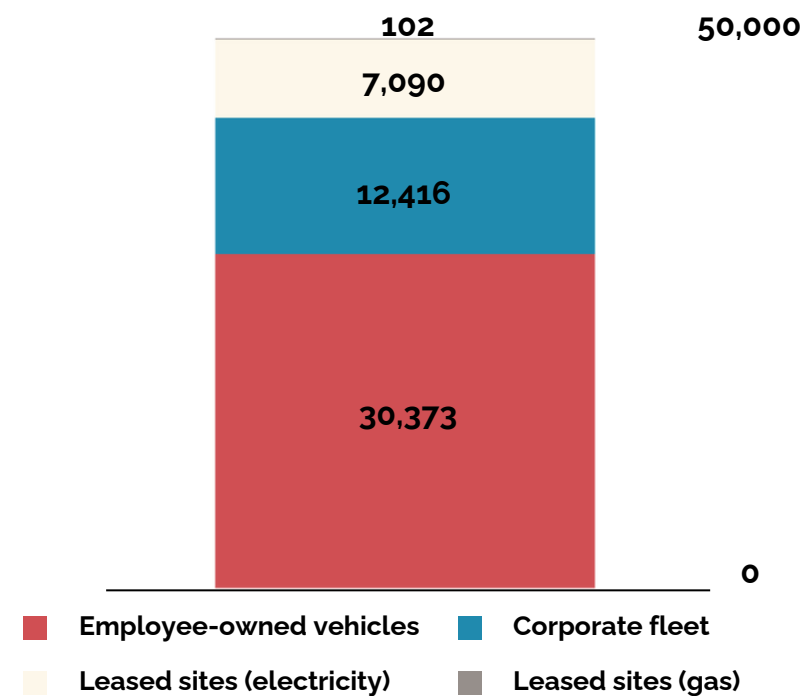
We are very aware of the risk of climate change and its impact on our business. Extreme climate events are becoming increasingly common in the US, and our business and our patients are vulnerable to the effects of these events. To avoid potential disruption, we have robust procedures for responding to severe climate activity such as forest fires, snowstorms, tornadoes or hurricanes. These include checking the survivability of any building we might lease, and developing processes for business continuity, such as 'virtual care centers' and transfer of back office functions, should such a disruption occur.

We also focus on the financial implications of climate risk, putting in place an appropriate level of business disruption coverage insurance, and analyzing the recovery time needed if a care center or group of centers were to go out of action. Our mitigation processes mean we rarely see a significant impact on operations related to severe weather events.

2021 GHG EMISSIONS BY SCOPE*
(49,980 tCO₂e)



2021 GHG EMISSIONS BY SOURCE
(tCO₂e)



"Amedysis is proud to commit to achieve net zero GHG emissions from our operations by no later than 2050"

* Amedysis' carbon footprint was calculated using a methodology aligned with the GHG Protocol standard, the standard developed by the World Resources Institute (WRI) and used by governments and businesses all over the world. Estimated data was used where necessary.

ESG PERFORMANCE DATA

PEOPLE & COMMUNITIES	UNIT	FY 2021	FY 2020
Full-time employees	#	14,772	14,474
Part-time employees	#	1,645	1,956
New hires	#	7,354	7,452
Open positions filled by internal candidates	#	1,425	1,133
Turnover rate (total)	%	26.3%	25.8%
Voluntary turnover rate	%	20.4%	17.5%
Involuntary turnover rate	%	5.9%	8.3%
Average Training & Development hours	#	26	27
Training & Development spend	\$	\$19,819,800	\$20,619,000
Performance reviews completed	%	96%	98%
Value of tuition reimbursement	\$	\$125,000	\$151,000
Total recordable incident rate (TRIR)	#	3.97	5.23
Days away, restricted, or transferred (DART) rate	#	2.98	4.07
Engagement survey participation	%	83%	78%
Employee engagement/satisfaction measurement	%	93%	92%
Charitable contributions	\$	\$250,000	\$250,000

DIVERSITY & INCLUSION	WORKFORCE		MANAGEMENT	
	FY 2021	FY 2020	FY 2021	FY 2020
Percent female	85.9%	86.0%	88.1%	87.4%
Percent racial/ethnic minority	33.1%	33.7%	18.4%	18.1%
American Indian/Alaskan Native	0.4%	0.4%	0.6%	0.6%
Asian	2.4%	2.2%	1.2%	1.2%
Black	12.3%	12.3%	5.6%	5.3%
Hispanic	16.6%	17.5%	10.3%	10.3%
Native Hawaiian/Pacific Islander	0.2%	0.1%	0.0%	0.1%
Two or more races	1.2%	1.1%	0.6%	0.6%
White	66.9%	66.3%	81.6%	81.9%
Percent under 30 years old	7.4%	8.2%	--	--
Percent 30-50 years old	55.0%	55.3%	--	--
Percent over 50 years old	37.6%	36.5%	--	--

Note:

- Voluntary turnover rate as calculated consistent with incentive performance measures, excluding acquisitions in the year in which they were acquired.
- Race/ethnicity data as self-disclosed by employee population.
- Age data is not reported at the management level.

ESG PERFORMANCE DATA

ENVIRONMENTAL	UNIT	FY 2021
Scope 1 Emissions	tCO2e	12,517.6
Scope 2 Emissions	tCO2e	7,090.0
Scope 3 Emissions	tCO2e	30,372.8
Total Scope 1 and 2 Emissions	tCO2e	19,607.6
Total Scope 1, 2 and 3 Emissions	tCO2e	49,980.4
Total electricity consumption from operations	KWh	18,121,433
Total amount of medical waste	t	10,522

SASB INDEX

The Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) framework enables businesses to identify, manage, and communicate financially-material sustainability information to investors. The below index maps our current disclosures for key relevant ESG topics from the Health Care Delivery industry standards. We will evaluate additional metrics as needed for future reporting.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	HC-DY-130a.1	Performance Data
Waste Management	Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	Quantitative	Metric tons (t)	HC-DY-150a.1	Waste Management
Patient Privacy & Electronic Health Records	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	Discussion and Analysis	n/a	HC-DY-230a.2	Data Privacy & Cybersecurity
Access for Low-Income Patients	Discussion of strategy to manage the mix of patient insurance status	Discussion and Analysis	n/a	HC-DY-240a.1	Ethics & Compliance
Employee Health & Safety	(1) Total recordable incident rate (TRIR) and (2) days away, restricted, or transferred (DART) rate	Quantitative	Rate	HC-DY-320a.1	Performance Data
Employee Recruitment, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) physicians, (b) non-physician health care practitioners, and (c) all other employees, Description of talent recruitment and retention efforts for health care practitioners	Quantitative, Discussion and Analysis	Rate, n/a	HC-DY-330a.1 HC-DY-330a.2	Performance Data, Talent Acquisition, Retention & Development
Climate Change Impacts on Human Health & Infrastructure	Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events, Percentage of health care facilities that comply with the Centers for Medicare and Medicaid Services (CMS) Emergency Preparedness Rule	Discussion and Analysis, Quantitative	n/a Percentage (%)	HC-DY-450a.1 HC-DY-450a.2	Climate Change & GHG Emissions, 100%

FORWARD-LOOKING STATEMENTS

This report does not cover all information about our business. References in this report to information should not be construed as a characterization regarding the materiality of such information to our financial results or for purposes of the U.S. securities laws. The information covered by this report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our ESG framework, including goals, commitments, and strategies and related business and stakeholder impacts. These statements involve risks and uncertainties, and actual results may differ materially from any future results expressed or implied by the forward-looking statements, including any failure to meet stated goals and commitments in our ESG framework, and execute our strategies in the time frame expected or at all, as a result of many factors, including changing government regulations, continued uncertainty regarding the extent and duration of the impact of the COVID-19 pandemic and the responses of government and private industry thereto.

More information on risks, uncertainties, and other potential factors that could affect our business and performance is included in our filings with the SEC, including in the “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections of Amedisys’ most recently filed periodic reports on Form 10-K and Form 10-Q and subsequent filings. Forward-looking statements speak only as of the date the statements are made and are based on information available to Amedisys at the time those statements are made and/or management’s good faith belief as of that time with respect to future events. Amedisys assumes no obligation to update forward-looking statements to reflect events or circumstances after the date they were made, except as required by law





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