



ATLANTIC HEALTH

Community of Care



2024



In every single thing we do,
we seek to do good.



Saad Ehtisham
President & CEO

- 3 Overview
- 5 Environmental
- 8 Social Equity
- 13 Governance

As a leading health care provider, our mission is to build healthier communities.

To promote access to health care services, well-being, and security for every patient and caregiver, we support our extraordinary caring with a commitment to environmental sustainability, social responsibility, and principled business practices.

“Every day, Atlantic Health delivers extraordinary care to thousands of New Jersey residents. We demonstrate our commitment to integrity and transparency in all we do, ensuring our patients receive the very best care as we uphold the highest ethical standards. Through our Community of Care program, we deliver high-quality, personalized care while driving sustainability and health equity. Our operations are designed to create positive impacts for the environment and the people we serve—today and for generations to come.”

Atlantic Health's Community of Care: Our commitment to the community



“Organizations that embrace ESG principles position themselves as catalysts for positive change, setting a new standard for responsible and impactful operations.”

Forbes, “3 Reasons Why ESG Is Important To Nonprofits”

We are pleased to present our 2024 ESG Annual Report, detailing the achievements and results of our Community of Care program over the past year. This report demonstrates our commitment to the communities we serve. It highlights efforts across Atlantic Health to strengthen environmental sustainability, social responsibility, and corporate governance.

Our team of more than 20,000 professionals remains dedicated to these principles, ensuring the program's success. This report shares examples of how this dedication provides value to our patients, team members, and community—both now and in the future.

Special thanks to the Atlantic Health Board of Trustees and our program leaders for their guidance in developing and sustaining these vital initiatives. Your advice remains essential as we incorporate these principles into our organizational framework.

Please review this report and share your insights as we move our Community of Care program forward and work to enhance the well-being of the communities we serve.

Thank you for your continued support.

A handwritten signature in black ink that reads "Nikki Sumpter".



Nikki Sumpter
Executive Vice President
Chief Administrative Officer

Our commitment to sustainability, equity, and integrity

ESG at a glance

ESG is a framework for evaluating an enterprise’s performance with regard to socially desirable impacts or results. The initials stand for “environmental, social, governance,” which are the three pillars of the framework. At the most basic level, the desired outcome for the environmental pillar is sustainability; for social, it is equity; and for governance, integrity.



Why ESG? Why now?

We live in a hyper-connected world, and our actions—as an organization and as individuals—can and often do have a far-reaching impact. We should all want that impact to be positive.

ESG has always been in Atlantic Health’s DNA. We recognize that we all live on the same planet, we all want to be valued, and we all want to trust our institutions, especially the institutions that care for us. That’s why ESG is a priority. It’s not a legal obligation for us. It’s a choice to do the right thing in all things.

More and more, the community, including our current and potential patients and team members, are viewing their choices through a socially minded lens. We want them to see that, in every area of our operation, Atlantic Health strives to do the right things for the right reasons.



“Strengthening the well-being of those in our care is Atlantic Health’s steadfast mission—an unwavering commitment we advance through our Community of Care program.

Grounded in social responsibility and sustainability, our team assesses how every decision—from bedside interactions to business operations—affects the communities we serve. We’re proud to see this disciplined approach delivering measurable improvements in health outcomes, environmental stewardship, and community prosperity.”



Laura Ann Kelly
Chair
Board of Trustees

Leading the way to a greener future for health care

GOAL:

Building sustainability
for our planet

We practice conservation
and are farsighted
stewards of our
environment and
natural resources.



Atlantic Health's environmental initiatives gained significant momentum throughout 2024. Through our participation in the U.S. Department of Energy's Better Buildings program, energy-efficient hospital upgrades reduced system-wide energy consumption by 9% since 2019. Solar installations and our cogeneration plants increased clean energy production while driving emissions down.

In 2024, all Atlantic Health hospitals achieved Energy Star Certification—a distinction earned by fewer than 25% of similar facilities nationwide. This recognition validates our disciplined energy management approach and puts us on track to meet our 2029 goal of 20% energy reduction.

Beyond environmental benefits, these initiatives deliver substantial cost savings in an era of rising electricity prices—proving that responsible stewardship strengthens both our planet and our financial sustainability.

ATLANTIC HEALTH HOSPITALS EARN ENERGY STAR CERTIFICATION

With a near-perfect score of 99, Overlook is the first of our hospitals to receive the prestigious ENERGY STAR certification from the U.S. Environmental Protection Agency (EPA). A score of 99 means the hospital is more energy efficient than 99% of similar buildings nationwide.

Morristown has also received its ENERGY STAR certification, and our remaining hospitals are all currently eligible for ENERGY STAR.

NEW INITIATIVES DELIVER RESULTS

Atlantic Health's cogeneration plant at Morristown Medical Center has cut emissions by nearly 45% through advanced natural gas technology that captures waste heat for steam production. Meanwhile, our Share My Meals partnership addresses food waste head-on, recovering prepared meals for local families rather than sending them to landfills.



Atlantic Health System is proud to be the only health system in NJ to earn this distinction.

ENERGY STAR scores:

Overlook.....99

Morristown.....80

Newton.....93

Chilton.....94

Hackettstown....77

Atlantic Health System has achieved a significant milestone as all its hospitals have received the prestigious Energy Star Certification, marking us as a leader in energy efficiency within the health care sector. The certification, awarded by the U.S. EPA, recognizes buildings that perform in the top 25% of similar facilities nationwide for energy efficiency, meeting strict energy performance standards set by the EPA.



"Sustainability isn't separate from our work—it's woven into every aspect of care delivery and facility management. This approach allows us to strengthen community health in tangible ways, making environmental stewardship essential to everything we do."

Carolyn Brown-Dancy
Executive Director Health,
Safety, & Sustainability



Since 2019, the implementation of energy-efficient projects in our hospitals has resulted in a 9% reduction in system-wide energy usage as of June 2024.

This represents significant progress toward the commitment made by Atlantic Health. Atlantic Health has pledged to reduce its electricity usage by 20% by 2029.

365 days of RECYCLING



Atlantic Health hosted two big recycling events in **2024**. On Earth Day, we shredded almost 14 tons of paper and collected more than three tons of electronics for recycling. And on America Recycles Day in November, we shredded more than 15 tons of paper and paper products.

Each one of those 'days' was actually a two-day event. But we recycle on every one of the other 361 days, too. Our rate of recycling was up in **2024**, to about 35% in some locations.



More than
29 tons
of paper shredded



**Chilton Medical Center
Hackettstown Medical Center
Morristown Medical Center
Newton Medical Center
Overlook Medical Center**



**Morristown Medical Center
Overlook Medical Center**

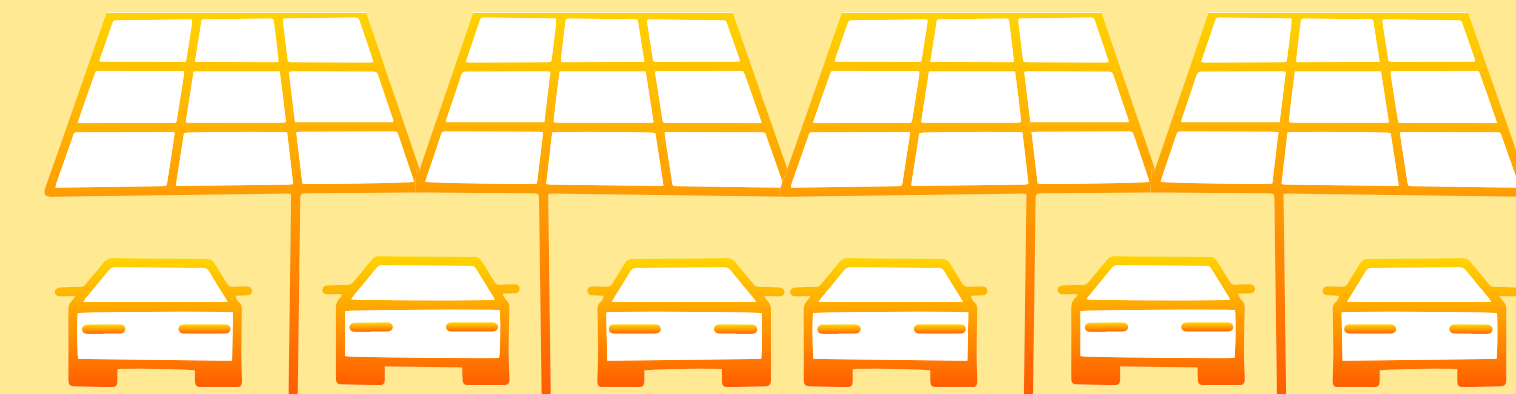


**Ambulatory Surgery Center – Rockaway
Ambulatory Surgery Center – 111 Madison**

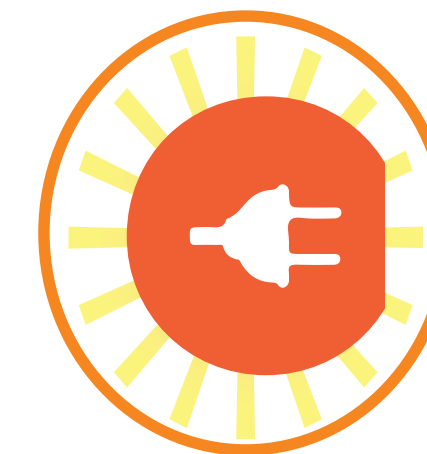
Steady progress on solarization

Three of our facilities are fully operational with carport-mounted solar in the parking lots. Morristown, Chilton, and Rockaway are generating 25%, 30%, and 50% of their electricity, respectively, from solar. Plans are still in place to solarize the rest of our facilities, but material costs and expiring government incentives are contributing to a longer-than-expected timeline for full implementation.

With solar arrays and cogeneration plants, Atlantic Health is reducing greenhouse gas emissions at a rate equivalent to removing **1,300 cars** from the road.



More power. Reduced emissions. Big savings.



Atlantic Health achieved a reduction of nearly **45%** in emissions through the construction of a CoGen plant at Morristown Medical Center that uses natural gas to generate electricity and captures the waste heat to generate steam.

Reduced CO₂ emissions by 45%



Atlantic Health System has been awarded The Joint Commission's Sustainability Certification of Distinction, receiving this recognition with no recommendations or improvement required. This should instill confidence in our sustainability practices.

This prestigious certification, which highlights our commitment to sustainable health care practices and operational excellence, brings with it a range of benefits for our organization and stakeholders, including improved patient outcomes, cost savings, and a reduced environmental footprint.

AHS, as one of the pioneering health systems to receive this certificate at a system level, is reinforcing our role as a leader in sustainability within the health care sector. This achievement should inspire and motivate others to follow suit.



This partnership enables Atlantic Health to minimize food waste by recovering prepared meals and delivering them to local families and community partners.

Participating Medical Centers:

- **Hackettstown Medical Center**
- **Morristown Medical Center**
- **Overlook Medical Center**

Share My Meals Inc.
Food Donation Receipt

RECEIPT NUMBER: 0013-June 2024
DONATION DATE: 6/1/2024 - 6/30/2024

Atlantic Health System, Morristown Medical
100 Madison Avenue Morristown NJ 07960

DONOR ACKNOWLEDGMENT

By donating the food below, the donor certifies that all donated prepared food items meet the definition of "apparently wholesome food" and all grocery items meet the definition of "apparently fit grocery product" under the Bill Emerson Good Samaritan Food Donation Act, 42 U.S.C §1791.

Signature of authorized person on behalf of donor: Emma Atanasio
Emma Atanasio, Aug 1, 2024 10:08 EDT

TOTAL DONATION FAIR MARKET VALUE: \$2007.80

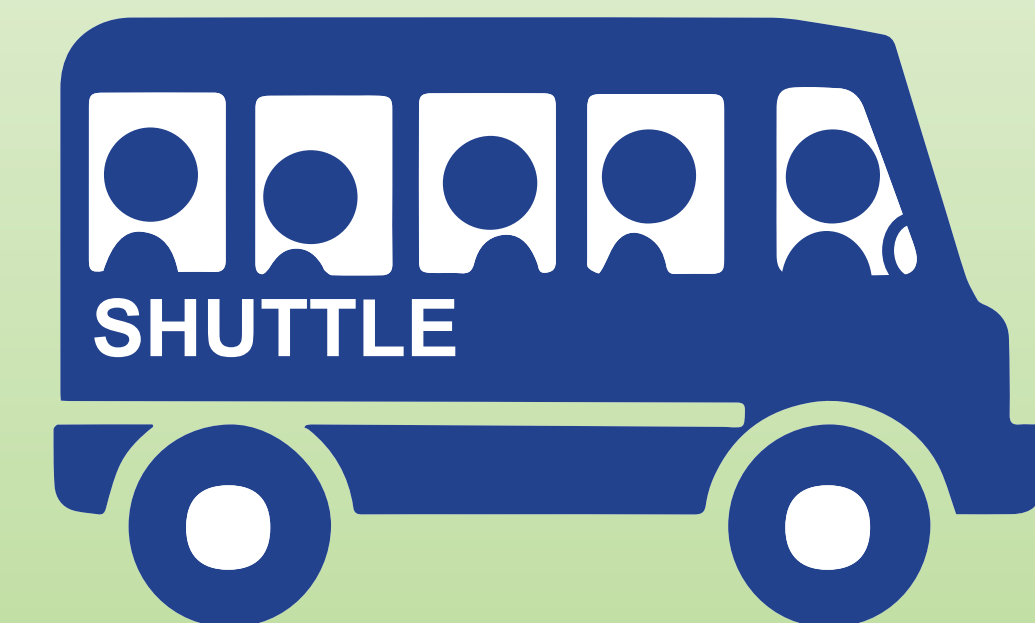
DONATION DETAIL

Donation Date	Number Of Container	Donation Value
06/19/24	#Trays:16.00, #Jars:, #Bowls:, #Drinks:, #Dairy:, #Baked goods:, #Individual meals:, #Pounds of produce:, #Pounds of other food:	\$640.00
06/26/24	#Trays:21.00, #Jars:, #Bowls:, #Drinks:, #Dairy:, #Baked goods:, #Individual meals:, #Pounds of produce:, #Pounds of other food:	\$840.00
06/28/24	#Trays:13.00, #Jars:, #Bowls:, #Drinks:, #Dairy:, #Baked goods:6, #Individual meals:, #Pounds of produce:, #Pounds of other food:	\$527.80

DONATION ACKNOWLEDGMENT

----- **500** -----

That's how many stops our Atlantic Mobile Health shuttle service makes every day, picking team members up and dropping them off at train and bus stations, between parking lots, and even for meetings. Team members can leave their cars at home and skip the tailpipe emissions. If they really need to drive, hopefully it's in an electric vehicle, which they can charge at our fast-growing network of charging stations at all our major facilities. We're also helping our patients to leave their cars at home, too, encouraging telehealth visits as appropriate. In 2024, Atlantic Medical Group conducted almost 100,000 telehealth visits.



500+ WAYS
WE'RE REDUCING EMISSIONS EVERY DAY

Engaging all our communities with respect, dignity, and care

GOAL:

Building equity for all people

We build a respectful workplace culture and remain committed to ensuring all individuals—regardless of background or circumstance—can access the care they need.



Atlantic Health maintains a steadfast commitment to fair treatment across all aspects of our operations. In 2024, we continued successful programs focused on excellent patient care and expanded initiatives that address the needs of our system and communities.

For patients, our efforts in 2024 meant improved physical access to care, respectful treatment that honors individual backgrounds and preferences, and consistently high-quality outcomes. For our team members, these efforts fostered professional satisfaction and opportunities to make meaningful contributions in our workplace and the communities we serve.

There is no downside to treating everyone—no exceptions—with dignity, respect, and a welcoming spirit. We are in the business of healing people, and that extends beyond the exam room or surgical suite. Our words and actions can positively impact the lives of those we encounter, whether colleague or patient.

We advanced this commitment in meaningful ways throughout 2024 and will continue building on this foundation in 2025.



“We believe that everyone deserves access to quality health care, and that every member of the Atlantic Health team deserves to be treated with dignity and professionalism. We will always work to remove any barriers that stand in the way of reaching these goals. Everyone in our communities benefits when we uphold high standards of care and conduct.”

Armond Kinsey
Vice President
Chief Talent & Diversity Officer

2024 COMMUNITY HEALTH DEPARTMENT STATISTICS

General Community Health Programs	# Programs 2024	# Participants 2024
Virtual Presentations	92 presentations	2,858 participants
Virtual Exercise Classes	40 classes	507 participants
In-Person Health Education Presentations	90 presentations	1,547 participants
In-Person Community Events	84 events	6,823 participants
MMC Underserved Grant Health Screenings	56 screenings	1,221 participants
Flu Vaccination Clinics	12 clinics	268 vaccinations
Community-Based Tobacco Cessation	6 6-week sessions	20 participants
Diabetes Health Education & Support	10 patients enrolled	4 completed the program



ADVANCING DIABETES CARE THROUGH NATIONAL PARTNERSHIP

Atlantic Health stands alone among New Jersey health systems as a member of the Cardiometabolic Center Alliance, a national network of

health care organizations dedicated to enhancing care quality and patient outcomes for those with cardiometabolic conditions. Through this collaboration, we combine advanced research, individualized treatment approaches, and proven methodologies to treat the complex connections between heart disease, metabolic conditions like diabetes, and their underlying risk factors.

Strengthening Communities Through Partnership and Service

From building homes with Habitat for Humanity to supporting food pantries addressing hunger, Atlantic Health volunteers work alongside organizations tackling critical community needs. These partnerships allow us to extend our mission of caring while helping our partners reach more families and strengthen more neighborhoods across the communities we serve.

Partner organizations:

- **nourish.NJ**
- **GRACE – Summit**
- **Habitat for Humanity – Warren County**
- **American Red Cross**
- **Boys & Girls Clubs of Union County**
- **The Outreach Program**
- **Loaves and Fishes in Boonton**
- **Sparta Food Pantry**



Social Drivers of Health (SDOH) Initiative: A Proactive Approach to Identifying and Addressing Barriers to Health

Medical treatment alone doesn't determine health outcomes—factors like stable housing, adequate nutrition, and reliable transportation matter just as much. In 2024, Atlantic Health expanded its proactive Social Drivers of Health (SDOH) screening to identify and help resolve non-medical barriers that affect patient well-being.

We screen all adult patients admitted to our hospitals, adult patients in primary care and pulmonary practices, and pregnant patients of any age in Women's Health practices. Patients with identified needs receive direct connections to community resources and social service organizations through after-visit summaries, our online Community Resource Directory, and personalized support from social workers or community health workers when needed.

To ensure coordinated care, Atlantic Health established a system-wide Psychosocial Collaborative that aligns how we address patients' social needs across all care settings, delivering more effective, patient-centered outcomes.



Supporting Military Families: 57 Heroes Reunited in 2024

As a Prime Platinum Partner of Bring A Hero Home (BAHH), Atlantic Health supported active-duty military members in 2024 through funding raised at the annual BAHH Golf Charity event. This program covers travel costs for service members to return home for both personal leave and family emergencies. In 2024, the event raised \$50,000, bringing 57 active-duty service members home—the most individuals helped in a single year since the program began six years ago.

Finding opportunities through Project SEARCH

For nearly a decade, Atlantic Health has partnered with Project SEARCH to provide on-the-job training for young adults with disabilities ages 18-21. What began at Overlook Medical Center has expanded to Newton and Hackettstown Medical Centers, graduating 87 young adults who have developed valuable job skills—27 of whom now work at Atlantic Health. In 2024, New Jersey state legislators from Sussex, Morris, and Union Counties formally recognized these efforts with Senate and General Assembly citations.



Key program features include:

- Free online training for managers and team members who mentor employees with disabilities
- Practical guidance on creating inclusive work environments
- Effective communication strategies and skill development approaches

850

team members were forces for change in **2024** as members of our Business Resource Groups, including **311** who belong to more than one group.



Annual Turkey Toss

Thanksgiving gifts for our workforce

Team member donations to the community

4523 Turkeys

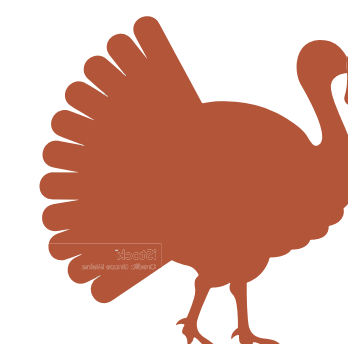
4333 Hams

1582 Pies

1927 Fruit baskets

2336 Diapers and feminine hygiene products

2398 Food items (pasta, rice, oatmeal, cereals, soups)



The top languages spoken in our areas of service are:



SPEAKING THEIR LANGUAGE

In 2024, our qualified interpreter program continued to grow in its third year. Five cohorts trained 52 team members, expanding our language capabilities to include Spanish, Portuguese, and Mandarin, with additional languages planned.

When team members can interpret in person for patients, it creates a significantly better experience than relying on external telephone interpretation services. The result is improved quality of care, higher patient satisfaction, and reduced costs.

2024 MLK Day Meal-Packing Event



504

Atlantic Health team member volunteers

550

volunteer hours

358

boxes of meal kit bags

12,816 meal kit bags

77,000 servings

→ 214,696 servings since 2022



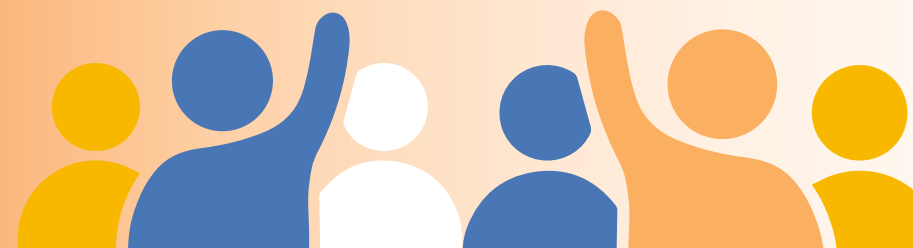


Community Benefit:

Atlantic Health is committed to improving the health status of the communities it serves and provides community benefit as part of a measured approach to meeting identified health needs in the community. Community benefit includes charity care, subsidized health services, community health services, and financial contributions to community-based health organizations. For the most recent year of data available (2024), Atlantic Health provided \$508,664,662 in total community benefit across the following areas:

Subsidized Health Services	\$263,586,072
Cash and In-Kind Contributions	\$1,186,383
Financial Assistance	\$41,980,920
Medicaid Assistance Shortfall	\$112,284,266
Health Professional Education	\$66,277,822
Health Research Advancement	\$1,284,211
Community Health Improvement Services	\$22,064,988

TEAM MEMBERS
DONATED **5567.5**
VOLUNTEER HOURS
IN **2024** TO
HELP MAKE OUR
COMMUNITIES
AND THE WORLD A
BETTER PLACE.



Building Hope: Atlantic Health Partners with Habitat for Humanity



Atlantic Health team members joined Warren County Habitat for Humanity to help build a home for the Fischer family in Franklin Township. The home dedication took place on June 15th, celebrating not just the completion of a house, but the creation of a foundation for a family's future. This partnership reflects our commitment to strengthening the communities we serve, one home and one family at a time.





Atlantic Equity Institute

In 2024, Atlantic Health strengthened the Atlantic Equity Institute (AEI), advancing its simple but powerful mission: to ensure every person has the opportunity for optimal health.

We expanded AEI's governance structure through specialized workgroups that integrate health equity front and center into our strategic planning and organizational priorities.

AEI also enhanced its role as connector and catalyst by coordinating efforts across internal teams and community partners, sharing best practices, and leveraging system resources more effectively. Guided by the American Hospital Association's health equity roadmap, AEI kept patients at the center while driving collective impact within our communities.

Finally, we advanced regulatory compliance and quality standards through targeted, data-driven action plans. These efforts address health disparities, improve care for all, and embed equity into our operational framework—reinforcing our commitment to systemic change.



SPOTLIGHT: Food Insecurity

Atlantic Health supports community-based food banks and pantries across our service areas, helping ensure that individuals and families have access to nutritious meals.

In 2024, we strengthened partnerships with local food organizations to develop patient-centered solutions, including Food is Medicine initiatives such as produce prescription programs. These efforts connect patients to healthy food options as part of their care plans, reinforcing our commitment to addressing the social factors that influence health and well-being.



Governing to a higher standard

GOAL:

Building an ethical global marketplace

We conduct our business with integrity and transparency, governing through a resilient corporate structure that appreciates the far-reaching impact of our choices.



Atlantic Health maintains robust governance that reaches far beyond regulatory compliance. Our board actively infuses our core values throughout the organization, guiding decisions that affect every patient, team member, and community we serve. In 2024, this strategic leadership guided critical advances in artificial intelligence for radiology, cybersecurity protections that scan 1.5 billion transactions daily, and workforce initiatives that achieved an 81st percentile engagement score and 31% reduction in nurse turnover. We recruited 4,940 new team members and earned recognition as a Fortune Best Company to Work For for the 15th consecutive year—demonstrating just how strong governance translates directly into exceptional care and organizational success.

Our refined recruitment strategies attract top health care professionals, while our focus on engagement and workplace culture keeps valued team members with us longer.

Our governance framework ensures every decision aligns with four strategic priorities: performance, population health, growth, and innovation through research and education. This disciplined leadership approach delivers excellence across all Atlantic Health operations.



2024 by the numbers

The Atlantic Health team is now
21,861
members strong

We touched
1,100,000
unique lives in 2024

We recruited a record
4,940
new team members,
including over 915 nurses

“We’ve built a governance process that works. Our priorities are clear, and we’re advancing on every front: bringing in the right trustees; educating our board effectively; leveraging technology strategically; investing according to our values; and recruiting, retaining, and supporting exceptional team members. We don’t just meet legal requirements—we exceed them, and we hold ourselves accountable to those higher standards.”

Sheilah O'Halloran, Esq.
Executive Vice President
General Counsel

Keeping trustees in the know

The *Inside Atlantic Health* podcast, specifically created for system trustees, continued its strong run, delivering valuable content on a host of topics important to diverse areas of our operations.

The 2024 *Inside Atlantic Health* lineup:

- Shared Governance in Nursing
- Investments & Treasury
- Corporate Health
- Patient Access
- Facilities/Clinical Engineering
- System Clinical Leadership
- Artificial Intelligence (I & II)
- Clinical Systems & Applications
- CONCERN/Employee Assistance Policy
- Primary Care Partners
- Integrated Care
- Insurance Networks
- Workforce Relations
- Patient Nutrition
- Construction & Design

Inside
Atlantic Health

2024 saw a **31% reduction**
in turnover for patient-facing nurses.

That's equivalent to adding
192 experienced RNs
to our team



Tune in to *AtlantiCast* for the inside story.

AtlantiCast is the podcast for our team members, keeping them up to date on everything important about Atlantic Health and the people we serve.

In 2024, topics of interest included:

- Team Member Well-Being
- Mental Health Awareness
- Take Your Child to Work Day
- Clinical Innovations
- Team Member Benefits – Open Enrollment



A great place to work

Our team is the reason we CELEBRATE!

Discover why Atlantic Health System has been named a great place to work for 15 years.

Visit jobs.atlantichealth.org

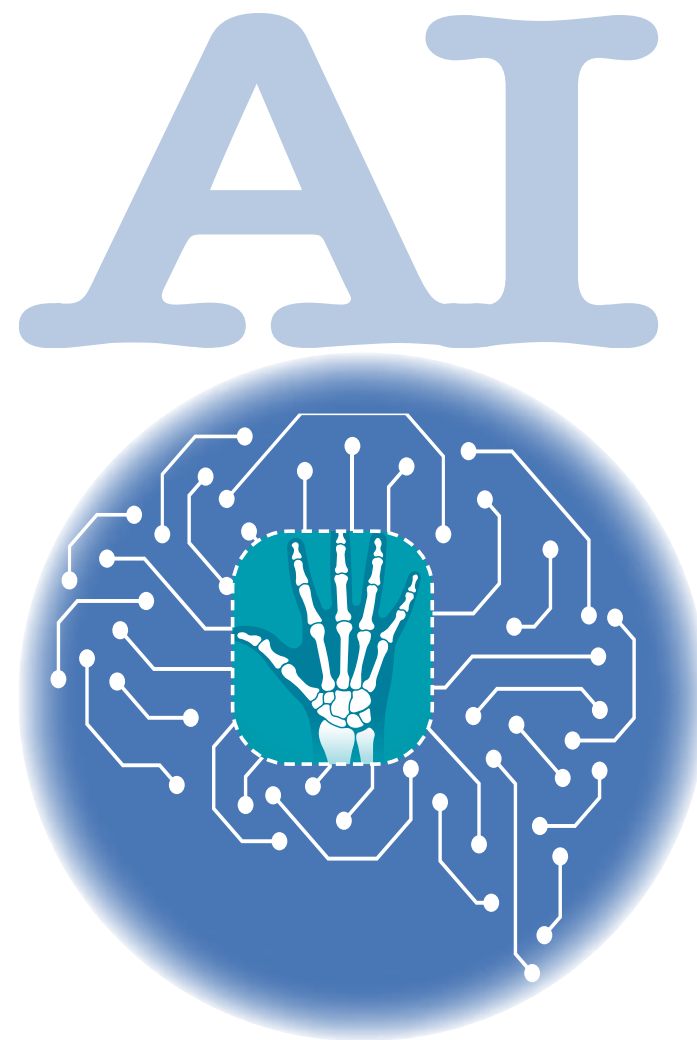


Atlantic Health System

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Leveraging artificial intelligence for radiology, operations, and governance

Atlantic Health harnesses artificial intelligence to protect patient data and strengthen operational security—but we're pushing AI's capabilities much further. Our 2024 radiology implementation demonstrates how technology can transform clinical practice.



AI amplifies radiologists' analytical power, enabling them to review up to 30 times more scans for comparison and diagnostic insight. Simultaneously, it strips away administrative work that keeps clinicians from what matters most: patient interaction and care delivery. The result? Higher-quality care and health care professionals who rediscover why they chose this profession.

**NOT SO FAST,
CYBERCRIMINAL!**



**Atlantic Health's
AI-powered
cybersecurity
systems scan
1.5 billion
transactions
for cyberthreats
every single day.**

Engagement Survey Results: Your Voice Makes a Difference

Thank you to the more than 17,000 team members and clinicians who participated in our 2024 Team Member and Clinician Engagement & Safety Surveys. With an impressive 82% participation rate, you shared valuable feedback that helps us continue making Atlantic Health an even better place to work and receive care.

Ranking Among the Nation's Best

The results are in, and they reflect the strength of our organization. Our engagement score ranks in the 81st percentile compared to health care organizations nationwide. Over 78% of survey respondents report consistently positive experiences at Atlantic Health, would recommend us as a place to work and receive care, and plan to stay with our organization.

✓ **Engagement**

✓ **Safety**

✓ **Resilience**

