



GLOBAL IMPACT REPORT 2024

+ CONEXUS
MEDSTAFF®



A MESSAGE FROM CONEXUS MEDSTAFF

At Conexus MedStaff, our mission is to make the world a healthier place for future generations. It gives me immense pride to introduce our first Global Impact Report, which gives insights into our commitment to empowering healthcare professionals and positively contributing to global health, education and wellbeing of communities.

2024 was a pivotal year, as we defined our Global Impact Framework and the strategies of how we can deliver global impacts. Leading with our three focus areas, we brought to life partnerships with incredible non-profits, healthcare institutions, educators, and community organizations. These collaborations have led me to meet inspiring people across the globe, who are dedicated to the same mission as us. We are privileged to partner with them to invest our time, talent and funding in programs which make a real difference where it's needed most.

In this report, we reflect on the initiatives, partnerships, and stories that have defined our journey over the past year. From supporting the education of nurses through our scholarship programs to enabling healthcare professionals to deliver exceptional care worldwide, our focus has been to drive positive change and build a sustainable future for healthcare. Seeing collective impact of our dedicated employees who engage in volunteering and giving back to their communities has been a true highlight for me.

2024 was a year of progress, not just in how we show up for society through the launch of our Global Impact program, but how we operate internally. We became a signatory of the United Nations Global Compact, aligning our operations with universal principles on human rights, labour, environment and anti-corruption, and committing to take actions that advance societal goals. As we look ahead, we remain committed to finding new ways to make a difference in healthcare for those who need it most.

Thank you for being a part of our journey.

CEO, CONEXUS MEDSTAFF





UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Conexus MedStaff is dedicated to advancing the United Nations Sustainable Development Goals, particularly SDG 3 (Good Health and Wellbeing) and SDG 4 (Quality Education). By placing highly skilled international healthcare professionals in diverse healthcare settings across the U.S., Conexus helps improve patient care and alleviate staffing shortages, enhancing health outcomes nationwide. In alignment with SDG 4, Conexus offers robust training and ongoing educational support to healthcare professionals, ensuring their skills are continually developed. This commitment to professional growth and wellbeing supports a resilient healthcare workforce capable of providing high-quality care and contributes to stronger, healthier communities globally.

Our commitment to SDG 3 and SDG 4 has also been a guiding force in choosing global impact partners that share our vision of improving health and education worldwide. By collaborating with organizations focused on expanding healthcare access and delivering quality training, Conexus amplifies its impact beyond the U.S. healthcare system. Our partnerships aim to provide resources and support to underserved communities, enhancing local healthcare capacities and educational opportunities. Through these alliances, Conexus not only strengthens its dedication to global wellbeing but also fosters sustainable development by empowering communities with the tools they need for lasting health and educational advancement.



MISSION

TO MAKE THE WORLD A HEALTHIER PLACE FOR FUTURE GENERATIONS

APPROACH

Leveraging our global community and expertise
to benefit the education, health and wellbeing of people

PILLARS

COMMUNITIES

EDUCATION

HEALTH

THEMES/GOALS

Empowering communities
Supporting our environment
Bridging cultures

Access to education
Advancing knowledge and skills
Healthcare professional
development

Access to healthcare
Mental health and wellbeing
Strengthening the global
healthcare workforce

FOUNDATIONS

/ PARTNERSHIP / TRANSPARENCY / INSIGHTS / CONTINUOUS IMPROVEMENT / INNOVATION / SUSTAINABILITY /
INCLUSION / PASSION / INTEGRITY / SHARED VALUES / ALIGNMENT / MEASURABLE IMPACT /



28,000+

BENEFICIARIES

200+

IN-KIND
DONATIONS

21,000+

EDUCATION HOURS

450+

VOLUNTEERING HOURS
DONATED



HEALTH



In 2024, Conexus was honored to establish partnerships with the three organizations working to deliver better health outcomes for global communities.

Against a backdrop of significant challenges, these innovative, dedicated partners work together with local government and health experts to provide accessible community care.



4,400
BENEFICIARIES

PARTNER SPOTLIGHT

TAIMAKA, NIGERIA

Taimaka is an NGO working to combat acute childhood malnutrition in Gombe State, Nigeria. Globally, 45.4 million children suffer from acute malnutrition, causing 3.1 million preventable deaths annually. Conexus helps fund Taimaka's cost-effective, scalable model for malnutrition treatment, which includes training community health workers and providing digital tools, therapeutic foods, and medicines. The program has achieved a 95% recovery rate and significantly reduced treatment costs. Over the next three years, they plan to expand their program to treat more children across Nigeria, treating 50,000 of the sickest children in the world.

Dr. Abubakar Umar, Co-founder and Medical Director at Taimaka, said: "Making treatment simpler, cheaper, and more accessible is saving more lives in the most vulnerable communities. Support from organizations like Conexus comes at a critical time for the families we serve as we scale up the program."

PARTNER SPOTLIGHT ANGAT BUHAY, PHILIPPINES

Conexus is supporting the Filipino charity Angat Buhay with two grants aimed at improving healthcare. The first grant funds a mental health pilot project in Naga City, addressing high rates of anxiety and depression. The initiative will train non-medical volunteers and community leaders in psychosocial support, enabling them to implement sustainable mental health programs. It aims to assist 7,500 adults and children through individual sessions, group workshops, and lectures, while developing a scalable model for wider rollout.

The second grant focuses on rehabilitating healthcare services in Naga City following Tropical Storm Kristine in October 2024. Angat Buhay is replacing medical supplies and equipment lost to flooding in 27 barangay health centers. This initiative will strengthen the capacity of these centers to provide accessible, quality healthcare, particularly benefiting remote communities

MENTAL HEALTH





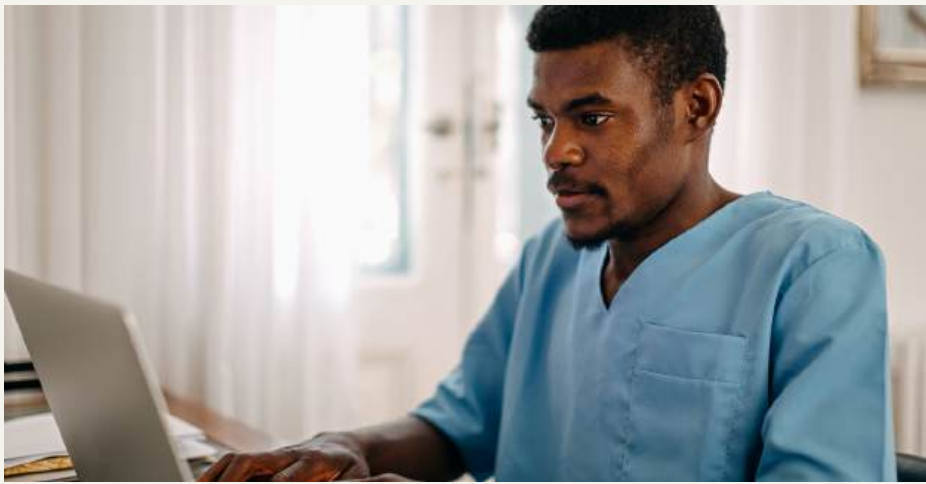
PARTNER SPOTLIGHT

VILLAGE HOPECORE INTERNATIONAL, KENYA

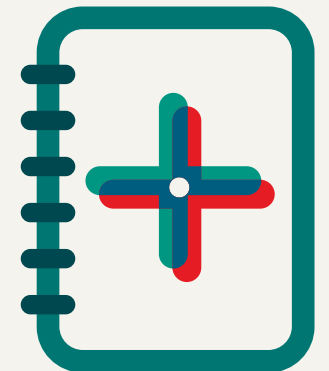
We partnered with Village HopeCore International to expand the Maternal Child Health Clinic program in Kenya's Tharaka South sub-county. This initiative aims to improve healthcare access for thousands of women and children, providing prenatal care, nutritional support, immunizations, and health education. By funding mobile clinics and training local health workers, the partnership addresses urgent health disparities and seeks to reduce maternal and child mortality rates.

"Partnering with Conexus MedStaff allows us to work together to address the health disparities that have long affected our communities, particularly in accessing Maternal and Child Health services," said Dr. Mutuma Njagi, Public Health Program Manager, Village HopeCore International. "We affirm our commitment to this partnership and to making a long-lasting impact on the health and well-being of the people we serve."

Find out more about the project [here](#).



EDUCATION





Conexus provides access to knowledge and growth. Through our Global Impact partnership grants and our education platform for healthcare professionals, Conexus Academy, we push the boundaries of learning and potential to make a positive and lasting impact.

By tackling inequalities in education, we can inspire the next generation to excel in healthcare and beyond.

PARTNER SPOTLIGHT

SABRE EDUCATION, GHANA

Sabre Education is a non-profit dedicated to transforming early childhood education. Sabre has been delivering sustainable and impactful early childhood education programs in Ghana for over 20 years, addressing the critical need for high-quality kindergarten education. The partnership will support Sabre's latest initiative in the La Nkwantanang Madina Municipality in Greater Accra, an area facing challenges such as high enrolment, overcrowded classrooms, and infrastructure issues. The project aims to improve classroom environments and enhance teacher training, leading to better learning outcomes for children.

By partnering with Sabre Education to implement play-based learning approaches will help create better educational foundations for thousands of children in the area.



2,744

BENEFICIARIES

"Our partnership is transforming classrooms and empowering teachers in Ghana, improving learning for kindergarten children."

**Tony Dogbe, Sabre Education Ghana's
Executive Director**

PARTNER SPOTLIGHT

FAIRPLAY FOR ALL FOUNDATION, PHILIPPINES

Fairplay For All Foundation supports children to access education and live healthier lives. Funding from Conexus sponsors Fairplay For All's youth scholar program, helping ensure their continued education and improving access to nutritious meals and clean water, essentials for learning and achieving academically.

Fairplay, based in Payatas, aims to level the playing field by empowering local people to break the cycle of poverty. Fairplay uses football as a universal tool to improve the wellbeing of the community. Their mission is for all children to learn, play, and grow.

Scholarship funds cover transportation to and from school, uniforms, basic school supplies, daily lunches, and provide academic, social, and emotional support to children in the education program. This holistic care helps promote good mental health and offers financial incentives, which is critical to making a positive impact in young lives.



340 BENEFICIARIES

10 COACHES TRAINED
IN FIRST AID





21,000+
**FREE EDUCATION
HOURS DELIVERED**



CONEXUS ACADEMY

In 2024, we were proud to deliver over 21,000 free education hours through one-on-one coaching, webinars and study programs to nurses and medical technologists around the globe, helping them gain knowledge and grow professionally. Conexus Academy delivers a personalized plan to guide progression.

Our in-house Conexus Academy educators help equip international nurses with essential skills and knowledge that not only prepare them for deployment but also enable them to make an immediate impact in their home countries. While waiting to deploy, these nurses apply their training to enhance patient care, implement advanced practices, and support underserved healthcare systems. This ripple effect strengthens global health communities, fostering improved health outcomes and sharing critical expertise worldwide.

SCHOLARSHIPS

Ten healthcare professionals were awarded scholarships in 2024 to help advance their knowledge and support excellence in healthcare. By investing in development, Conexus aims to create a future generation of leaders.

Eight registered nurses received the Education Advancement for Registered Nurses (EARN) Scholarship, which helps them pursue advanced certifications, degrees and specialized training. Additionally, the Conexus Growth and Opportunity for the Advancement of Laboratorians (GOAL) Scholarship, designed to advance expertise in laboratory science, awarded two medical laboratory scientists funds.

All our scholarship recipients demonstrate excellence, commitment and a patient-first approach and are praised by their healthcare facilities for delivering high-quality care.



10
SCHOLARSHIPS
AWARDED





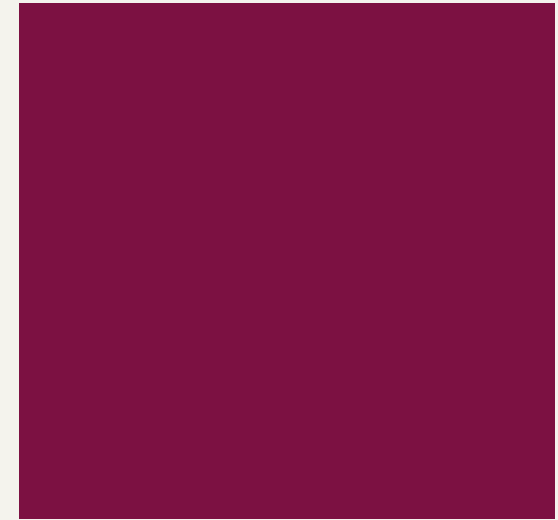
HEALTHCARE PROFESSIONAL DEVELOPMENT

"As an African-based nurse, I always dreamed of nursing the world beyond my comfort zone. Conexus gave me a chance to make my dream a reality. I am immensely grateful for the incredible support and guidance I received during my NCLEX preparation. Thanks to the combined efforts of the Conexus MedStaff team and their partners, the journey to becoming a registered nurse was significantly smoother and more manageable, helping me tackle the NCLEX with confidence.

Your dedication to nursing education is truly inspiring, and your methods have undoubtedly played a pivotal role in my success. Your dedication to helping students succeed is evident.

Annet - Registered Nurse

21,000+
FREE EDUCATION
HOURS DELIVERED



COMMUNITIES





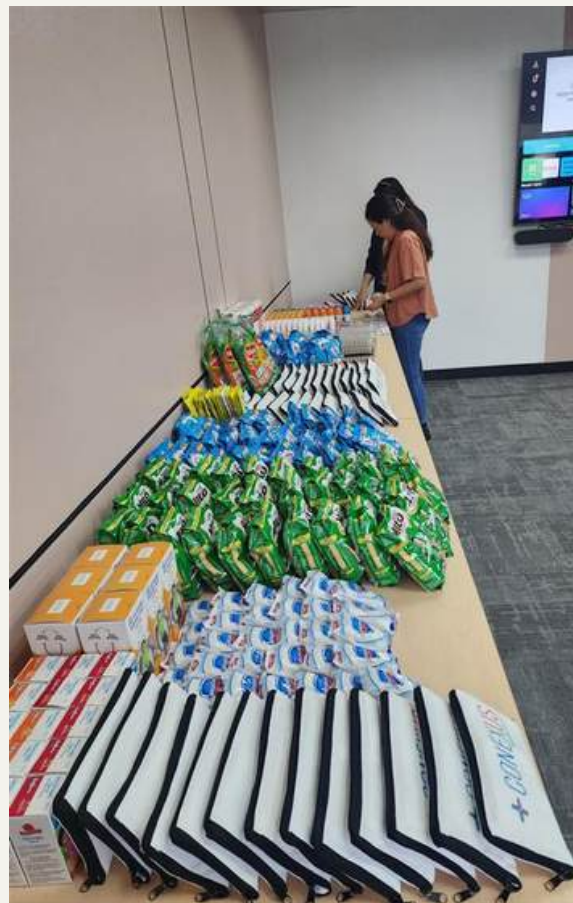
At the heart of our Global Impact framework is our Communities pillar. We strive to make positive, enduring social impacts in our Conexus Communities. This includes giving back to causes close to our employees' hearts, in our office locations, together with our partners' outreach programs and in our healthcare professionals' home countries. In 2024 Conexus employees volunteered over 450 hours of working hours to improve their local communities. Employees supported a wide range of causes including natural disaster cleanup efforts, food banks, mentoring youth and fundraising for good causes. We also launched the new annual Conexus Community Award in recognition of the impact employees make, helping to bridge cultures and creating meaningful opportunities.

MANILA, PHILIPPINES

On December 10 and 11, 2024, the Conexus Experience Team organized a two-day giving activity together with our healthcare professionals living in Manila. We supported two organizations: Bahay Aruga (translated as "House of Care"), which provides care for children undergoing cancer treatment. Bahay Aruga offers shelter to patients and their families whilst they undergo routine cancer treatment at a public hospital in Metro Manila. The second beneficiary is CRIBS Foundation in Antipolo, which houses abandoned babies and vulnerable children who can no longer stay with their families.

The team packed food and nutrition items, art supplies, multivitamins, and hygiene products based on the wish lists provided by the two Foundations and delivered them to support the organizations work.

Florence, a nurse awaiting deployment to the U.S, shared, "This is one of the many reasons why I signed up with Conexus; the company has the heart of giving back."



86
**HEALTH PACKS
DELIVERED**



KIDS MEALS HOUSTON, USA

On September 24, Houston employees gathered in the office to package more than 90 lunches to support Kids' Meals Houston. This local nonprofit, founded in 2006, provides free, healthy meals to children aged 5 and under who don't have access to free school-based meals.

The following week, on, October 2, several team members joined in volunteering onsite at Kids' Meals. They delivered the lunches they packaged in the office and helped prepare even more meals for children in need. It was a rewarding experience, and we're proud to support such a vital cause in the greater Houston area.



LANCASHIRE, UK

Eight UK Conexus MedStaff employees volunteered with the Skelmersdale & District Foodbank in April and December 2024.

The Foodbank provides vital emergency support to local people when something unavoidable – such as redundancy, illness or even an unexpected large bill – hits and there's no money to put food on the table. In the last year, they provided 1,929 three-day emergency food supplies to local people in crisis. Nearly 700 of these went to children.

The team donated 24 hours to the organization, shopping, sorting and packing food parcels that will be handed out to the community. In total over 285 essential items and holiday treats were donated.



258

ESSENTIAL ITEMS DONATED



VOLUNTEER SPOTLIGHTS

Leah Gautreaux served as a judge for the Terrebonne Parish School District's 47th Annual Science and Engineering Fair—a role she has taken on 17 times over the past 19 years.

With her medical and teaching background, Leah judged categories ranging from Physics to Biomedical Sciences, mentoring new judges and ensuring the event ran smoothly. "Science fairs show students how to take something they love and turn it into a project they can be proud of," Leah shared.

Leah's dedication stems from her passion for inspiring future scientists and ensuring events like this continue. She recalls a former student who, after reluctantly participating, built a magnetic linear accelerator, gained a newfound love for science, and is now pursuing engineering in college.



In October Brittany Ayon and her son dedicated their Conexus Day of Giving to Renegade Paws Rescue. They helped clean up and make repairs after Hurricane Helene and drove the "Neuter Uber," a van used to transport dogs needing spay or neuter surgeries to volunteer vets. After surgery, these dogs were placed in foster homes for recovery, and Brittany even took two puppies home to care for during their healing process.

For Brittany, helping animals is a deeply personal cause. "These dogs can't help themselves, but the love they give back is incredible," she shares. Her foster dog, once battling cancer, is now healthy, thanks to care and treatment. She's passionate about spay/neuter efforts to prevent overpopulation and reduce the suffering of stray animals.

Conexus team member Kate Andrews took on the Great North Run to raise funds for The Lake District Calvert Trust in the UK. Kate's efforts mark a celebration of Conexus's 10-year partnership with the charity. The Calvert Trust provides life-changing outdoor experiences for children and adults with disabilities, enabling them to safely enjoy activities like canoeing, rock climbing, sailing, and horse riding.

Conexus has proudly supported the Calvert Trust since 2014, sponsoring their annual Outdoor Theatre Event. Kate raised £835 to help the Trust continue to create opportunities for people with complex needs, boosting confidence, improving mental health, and delivering unforgettable experiences.



VOLUNTEER SPOTLIGHTS

In December Esperanza Modesto used her Conexus Volunteer Hours to join MalaPsychKit's annual Christmas outreach, a program run by Psychology students at Southville International School and Colleges (SISC).

The event brought joy to 110 pre-kindergarten and kindergarten students with toys, food, and Noche Buena packages. SISC's maintenance, engineering, and security staff also received 85 packages, spreading the holiday spirit throughout the community.

For Esperanza, who has volunteered with MalaPsychKit since 2019, the program is close to her heart. "It reminds me that even small acts can mean so much to someone else," she shares.



COMMUNITY AWARD WINNER, UNITED STATES

Monica Ortuno Moya, a registered nurse from Bolivia, is the winner of the first Conexus Healthcare Professional Community Award. The award recognizes exceptional community service and global impact.

In 2024, Monica volunteered with HeartGift, a nonprofit providing life-saving heart surgeries to children in need. Over the past five years, she has supported their medical teams in Bolivia, enabling free surgeries for children without access to advanced care.

Monica, "I am proud to help transform children's lives through surgeries they otherwise couldn't receive." Monica plans to use her prize money to buy gifts for HeartGift beneficiaries and Conexus has made a donation to the organization in her name.

Monica's volunteer history includes Operation Smile missions in Guatemala, Mexico, and Brazil, assisting with cleft condition surgeries. She aspires to advance her career in a Pediatric Cardiovascular Intensive Care Unit, continuing to make a difference.





COMMUNITY AWARD WINNER, PHILIPPINES



Monica Eguillion, a professional exam coordinator in our NCLEX team, has been awarded the Employee Conexus Community Award - voted for by our healthcare professionals. She regularly donated her time to community missions in the Philippines as a volunteer medic in the fire and rescue brigade. She supported emergency relief efforts during the pandemic, the Taal Volcano eruption, and natural disasters like Super Typhoon Kristine.

Together with her community and family she provides food, medicines, and school supplies to families who lost their homes. She's being recognised for her work and ingrained philosophy of giving back. Monica is committed to helping others through family-driven projects to build stronger communities. In December 2024, Monica organized a volunteer day for teammates at our Philippines office, delivering food packs to homeless communities during the holidays.

GIFTS FOR GOOD PARTNERSHIP

At Conexus, we empower international nurses and medical technologists while driving positive global change. Through our partnership with Gifts for Good, we align with ESG values by offering gifts that give back to communities worldwide. Our appreciation and milestone campaigns have made a meaningful impact on our healthcare professionals, client partners, and staff.

Together our contributions made over **1,600** positive impacts including providing:

- **112** children with a one-year supply of lifesaving vitamins
- **73** people were supplied with a year of clean drinking water
- **956** meals to people in need
- **350** months of prenatal vitamins



OUR PARTNERS



COMMUNITY

GLOBAL IMPACT



ETHICAL RECRUITMENT & PRACTICES

Fairness, integrity and transparency are at the heart of Conexus, so we can provide the best possible experience to our healthcare professionals and support the wellbeing of patients. We are a proud member of The American Association of International Healthcare Recruitment (AAIHR), which is the preeminent advocate for the ethical international recruiting industry. Employees are guided by, and adhere to, the Code of Conduct. We provide candidates with clear, honest information about employment opportunities, contract terms, and the immigration process. We believe that ethical recruitment is key in strengthening the global healthcare workforce.

Conexus has earned the Joint Commission's Gold Seal of Approval for Health Care Staffing Services Certification. The Gold Seal is a symbol of quality that reflects an organization's commitment to providing safe and quality patient care. The Certification is awarded to organizations that demonstrate compliance with rigorous performance standards, ensuring safe, high-quality services to client healthcare systems.

Additionally, in 2024, Conexus joined the UN Global Compact, aligning our operations with 10 universally accepted principles in the areas of human rights, labour, environment and anti-corruption, in support of UN goals and issues embodied in the Sustainable Development Goals (SDGs).





LOOKING FORWARD



AS WE LOOK FORWARD TO 2025, CONEXUS MEDSTAFF REMAINS COMMITTED TO INCREASING OUR POSITIVE GLOBAL IMPACT AND ENHANCING THE WAYS WE SUPPORT OUR COMMUNITIES, EMPLOYEES AND HEALTHCARE FOR PATIENTS.

Building on the successes and learnings from this past year, we aim to create longstanding, valued partnerships with beneficiaries and broaden our reach through innovative programs and strengthened collaborations. We aim to expand our scholarship program to support aspiring nursing students, increase the impact of our employee volunteering initiatives and give our team more opportunities to make a difference both locally and globally.

As part of our commitment to the United Nations Global Compact, we will deliver our first Communication on Progress, showcasing our dedication to its principles and improving the ways we measure and report our impact, ensuring that transparency and accountability remain at the core of everything we do.

In December 2024 we launched our Supplier Code of Conduct, and throughout 2025, as part of our wider Environmental, Social and Governance roadmap, we will onboard suppliers to ensure alignment with our values and ethical standards. We also aim to increase impact reporting, continue to support the ethical recruitment of healthcare professionals worldwide and develop a comprehensive Diversity, Equity, and Inclusion (DEI) strategy.

2025 promises to be a year of sustainable growth, purpose and achievement. Together, we are excited to continue this journey toward a healthier, more resilient world.

LOOKING FORWARD TO 2025



2025 GOALS

30,000

BENEFICIARIES OF OUR
GLOBAL IMPACT GRANTS

1,000

VOLUNTEERING HOURS
DONATED

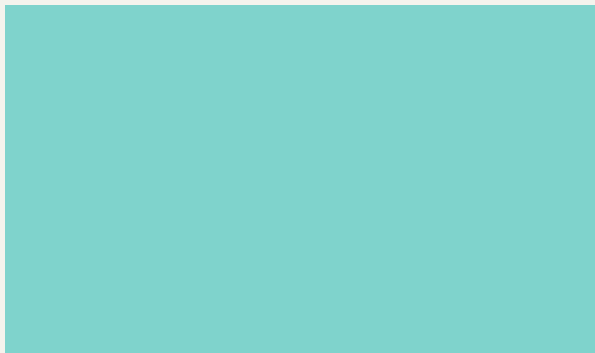
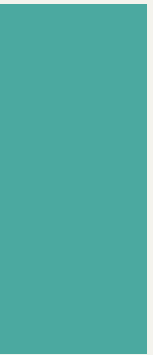
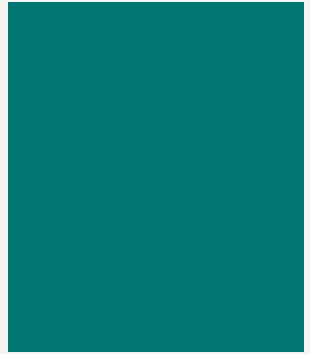
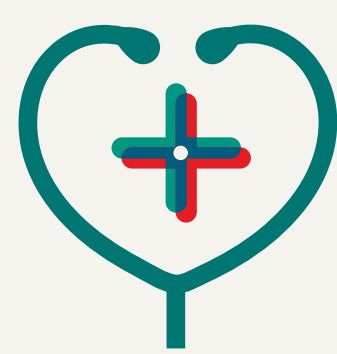
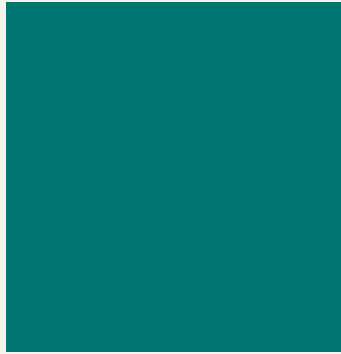
25,000

FREE EDUCATION HOURS
FOR HEALTHCARE
PROFESSIONALS

15

SCHOLARSHIP AWARDS





 **CONEXUS** MEDSTAFF **GLOBAL
IMPACT**