

**CROSS COUNTRY HEALTHCARE, INC.**  
**ANNUAL MEETING OF STOCKHOLDERS**  
**MAY 14, 2024**

**RULES OF CONDUCT AND PROCEDURES**

Welcome to the 2024 Annual Meeting of Stockholders (the “Annual Meeting”) of Cross Country Healthcare, Inc. (the “Company,” “we,” “us,” and “our”). This year’s Annual Meeting is taking place in a virtual-only format. We have adopted procedures to ensure that participating stockholders are provided the same rights that they would have at an in-person meeting. If you have difficulty accessing the Annual Meeting, please call (844) 986 0822 from the United States or internationally call (303) 562 9302. Technicians will be available to assist you.

In fairness to all participants and in the interest of an orderly and constructive Annual Meeting, the following Rules of Conduct and Procedures will be enforced by the Chief Executive Officer of the Company:

1. Our By-laws describe requirements for meetings of our stockholders, and our Chief Executive Officer will conduct the meeting consistent with those requirements.
2. The Annual Meeting will follow the Agenda on the virtual meeting website, <https://www.virtualshareholdermeeting/CCRN2024>. The only business to be conducted at the Annual Meeting will be the matters set forth in the 2024 Proxy Statement.
3. Because this is a meeting of our stockholders, only our stockholders (or their proxies) may vote or ask questions during the Annual Meeting. You need to have held stock as of the close of business on the record date of March 18, 2024 to vote or submit questions while participating in the virtual Annual Meeting. To vote or submit questions, please login as a stockholder by entering the 16-digit control number you received with your proxy materials. If you have voted your shares prior to the start of the Annual Meeting, your vote has been recorded by the Company’s inspector of elections, and there is no need to vote those shares during the Annual Meeting, unless you wish to revoke or change your vote.
4. If you are a stockholder and have a question about one of the matters in the Agenda to be voted on by the stockholders at the Annual Meeting, you may submit such question in the field provided on the virtual meeting website. We will attempt to answer questions relating to Agenda matters before the voting is closed. Following adjournment of the formal business of the Annual Meeting, subject to these Rules of Conduct, we will address appropriate general questions from stockholders. Such questions may be submitted in the field provided on the virtual meeting website.
5. To allow us to answer questions from as many stockholders as possible, we will limit each stockholder to one question. Please keep questions succinct and cover only one relevant and appropriate topic per question. Questions from multiple stockholders on the same topic or that are otherwise related may be grouped, summarized, and answered together.
6. While stockholders questions are welcome, we do not intend to address any questions that are, among other things:
  - irrelevant to the business of the Company or to the business of the Annual Meeting;
  - relate to material non-public information of the Company;
  - relate to pending or threatened litigation;
  - relate to personal grievances or individual personnel matters;
  - profane or derogatory references or that are otherwise in bad taste;
  - substantially repetitious statements already made by another stockholders;
  - in furtherance of the stockholder’s personal or business interests; or

- out of order or not otherwise suitable for the conduct of the Annual Meeting as determined by our Chief Executive Officer or Corporate Secretary in his or her reasonable judgment.
7. If there are any matters of individual concern to a stockholder and not of general concern to all stockholders, or if a question posed was not otherwise answered, such matters may be raised separately after the Annual Meeting by contacting us at <https://ir.crosscountryhealthcare.com/contact-us>.
  8. In the event of a technical malfunction or other significant problem that disrupts the meeting, the Chair may adjourn, recess, or expedite the meeting or take such other action that the Chief Executive Officer determines is appropriate in light of the circumstances. In either event, we will update stockholders on the Company's Investor Relations website at <https://ir.crosscountryhealthcare.com/>.
  9. Recording or rebroadcasting of the Annual Meeting is prohibited. A webcast playback will be available at <https://www.virtualshareholdermeeting.com/CCRN2024> 24 hours after the completion of the Annual Meeting.
  10. In addition to these rules, the Chief Executive Officer or Corporate Secretary may adopt any other rules or make rulings during the course of the Annual Meeting as he or she deems appropriate and will have the discretion to take such action as he or she may deem necessary or desirable to conduct the Annual Meeting in a business-like and orderly manner.

Thank you for your cooperation and for participating in the Annual Meeting.