SUSTAINABILITY REPORT 2025

www.pediatrix.com

pediatrix & obstetrix

Table of Contents

Environmental, Social & Governance (ESG) Executive Summary

Environmental - Key Highlights

Greenhouse Gas Emissions

419.15 tCO$_2$e under Scope 1 and Scope 2 categories

Energy Management

3,512.16 million kJ total energy consumed

Water Management

19.11% reduction in water usage compared to last year

Waste Management

Adopted the 3Rs (Reduce, Reuse, Recycle) approach for waste management

Social - Key Highlights

Culture & Employee Experience

Employee resource groups for women, multicultural and LGBTQIA+ Associates (open to all employees)

Learning & Development

61,681 total learning hours, averaging 6 hours 46 minutes per Associate

Occupational Health & Safety ("OHS")

A comprehensive OHS Management Program applies to all Associates, ensuring a safe and healthy workplace

Associate Engagement

Advanced initiatives to promote work-life balance, inclusion and wellness for Associates

Human Right

Policy on Human Rights that is guided by the United Nations ("UN") Declaration of Human Rights

Governance - Key Highlights

Economic Performance & Community Development

Community investments totaled ~USD 1 million

Data Privacy

Compliance with applicable data privacy standards, including Health Insurance Portability and Accountability Act ("HIPAA") requirements

Information Management System

Annual compliance, HIPAA Privacy Rule and Security training provided within 30 days of hiring and on a yearly basis

Grievance Mechanism

We uphold a compliance program designed to fulfill our ethical duties

Message from the ESG Executive Committee

"

For over 45 years, Pediatrix® Medical Group, Inc. (Pediatrix and Obstetrix) has advanced the health of patients and communities. Our mission — *Take great care of the patient, every day and in every way™* — continues to guide our holistic approach to care.

In our inaugural sustainability report, we outlined how global responsibility principles shape our ESG journey and how leadership across the organization is committed to sustained progress. This report builds on that foundation, highlighting how we continue to serve patients, Associates, hospital partners, shareholders and communities while making a meaningful impact where our affiliated clinicians provide professional clinical services.

At Pediatrix and Obstetrix, this impact extends beyond clinical care. We are dedicated to supporting the well-being of our Associates and stewarding resources responsibly so that future generations can grow and thrive in the best possible health care environment.

Thank you for continuing to invest in the future with us.

About the Report

Pediatrix and Obstetrix are proud of their environmental conscience, social commitment and dedication to corporate governance best practices. As an organization devoted to helping the next generation grow and thrive, our responsibility goes beyond providing health care services to sustaining a positive impact on the natural environment and society where we provide clinical services.

Mark S. Ordan
Chair of the Board of Directors and Chief Executive Officer

Scope and Reporting Frameworks

This report aligns with the reporting guidelines set forth by GRI standards. Moreover, it aligns with the frameworks of the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (UN SDGs). A comprehensive response and index detailing our alignment with the GRI, SASB and UNSDGs frameworks can be found in the appendix.

ESG Mission

Integrate environmental, social and governance principles into every aspect of our health care services, encouraging sustainable practices that we believe will result in positive impacts for our patients and the wider community. We plan to transparently report our progress towards these goals, which we believe fosters trust and accountability among stakeholders.

ESG Evolution

Our dedication to ESG encompasses prioritizing patient centric care and the well- being of our Associates and the environment, while maintaining strong corporate governance. This focus drives our efforts and directs our attention to key priority areas.

ESG Governance

At Pediatrix and Obstetrix, our ESG Executive Committee and ESG Operational Committee (collectively, the "ESG Committees") play a critical role in developing our ESG priorities, strategies and goals. The ESG Committees' members are comprised of a wide variety of department leaders with extensive expertise. The ESG Executive Committee, led by Mark S. Ordan, Chair of the Board of Directors and Chief Executive Officer, is comprised of executive and certain senior leadership. This Committee directs the strategies and priorities of the ESG Operational Committee. Our Board of Directors is responsible for overseeing and monitoring the effectiveness of the Company's ESG strategies and their implementation.

Social

Sustainability at Pediatrix and Obstetrix

Corporate Governance

Environment

Board of Directors

▼

ESG Executive Committee

▼

Chair of the Board and CEO	EVP, General Counsel, CAO and Secretary	EVP, CFO and Treasurer
EVP, Chief Investment and Strategy Officer	EVP, National Operations	

▼

ESG Committee Chair

▼

VP, Chief Compliance Officer

▼

ESG Committee

▼

VP, Data Architecture	AVP, Corporate Communications	AVP, Internal Audit
Dir, Finance	Sr. Dir, Sourcing & Procurement	Dir, Clinical Services Division

Stakeholder Engagement

Pediatrix and Obstetrix engages with stakeholders to guide our ESG priorities and align with our business objectives. This process reaffirms our focus across the environmental, social and governance pillars, consistent with GRI principles of inclusiveness and materiality.

We maintain open, ongoing dialogue with key stakeholder groups to identify opportunities, address concerns and strengthen trust. Engagement methods are tailored to each group, with feedback directly informing our ESG strategy.

Re-Evaluation of Key Topics

As part of our strategy, we re-assessed stakeholder interests and aligned our practices with evolving benchmarks and global trends. This process helped our priorities remain relevant and impactful. In 2024, we validated 20 key topics across the environmental, social and governance pillars that guide our strategy and reporting.

Stakeholder Group, Engagement Methods and Frequencies

Patients

Surveys, feedback, research, social engagement

● Ongoing

Shareholders

Quarterly calls, annual reports & meetings, investor presentations

● Ongoing / Quarterly

Associates

Internal communications, training, exit surveys

● Ongoing

Local Communities

Social media, community events

● Ongoing

Suppliers

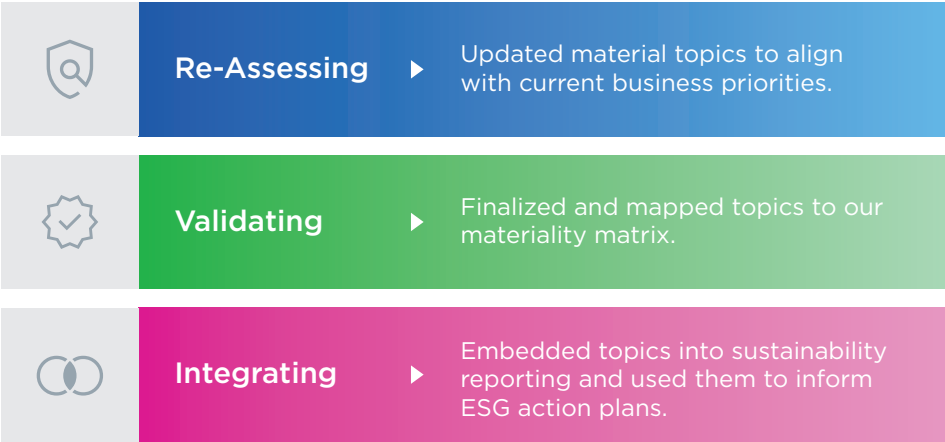Assessments, audits, development programs

● Ongoing / As required

Approach to Materiality Review

	Re-Assessing ▶	Updated material topics to align with current business priorities.
	Validating ▶	Finalized and mapped topics to our materiality matrix.
	Integrating ▶	Embedded topics into sustainability reporting and used them to inform ESG action plans.

Key Topics Matrix

Impact to external stakeholders

Impact on Pediatrix and Obstetrix's business
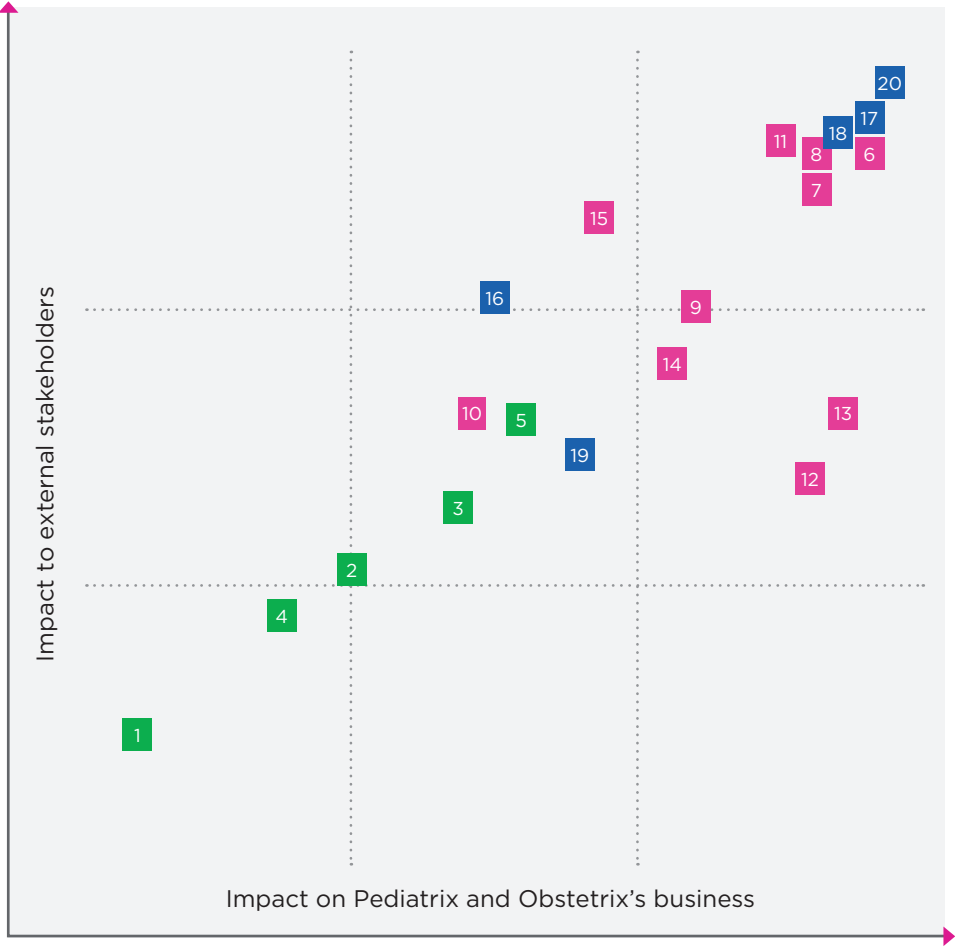
Key Topics

Environmental

1. Greenhouse Gas (GHG) Emissions
2. Energy Management
3. Hazardous & Non-Hazardous Waste Management
4. Water Management
5. Environmental Stewardship

Social

6. Patient Privacy & Electronic Health Records
7. Access for Low-Income Patients
8. Customer Welfare
9. Innovation & Technology
10. Pricing & Billing Transparency
11. Culture & Employee Experience
12. Occupational Health & Safety
13. Associate Engagement
14. Engaging Local Communities
15. Human Rights

Governance

16. Economic Performance
17. Corporate Governance
18. Policy Statements & Risk Management Practices
19. Grievance Mechanism
20. Business Ethics & Values

Aligning our ESG Approach with the United Nations' Sustainability Development Goals (UN SDGs)

We integrated the UN SDGs into our materiality assessment to guide our goals, aligning them with identified priorities. These SDGs provide a global framework for addressing environmental, social and economic challenges. Our ethical practices support progress on seven SDGs, both directly and indirectly.

3 GOOD HEALTH AND WELL-BEING

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION
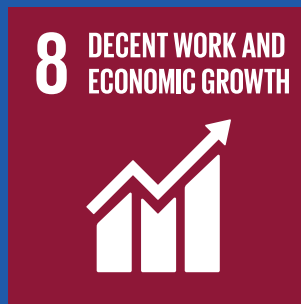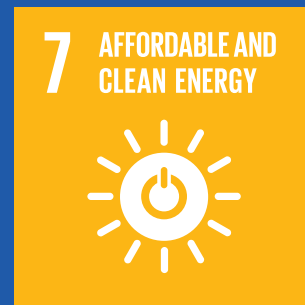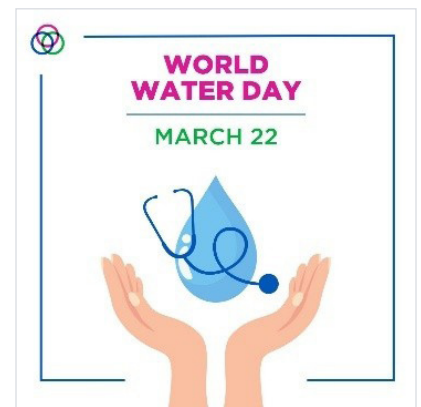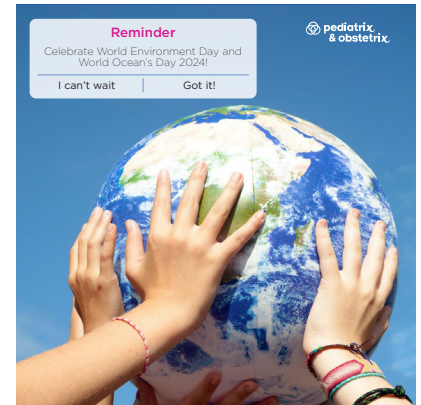
Evolving Environmental Health

At Pediatrix and Obstetrix, we are taking steps to advance patient and community health while safeguarding the environment. Guided by our enterprise **Environmental Policy**, we work to minimize our impact, steward natural resources and promote responsible practices across our operations.

In 2024, we also marked World Environment Day and World Ocean's Day, World Water Day and Earth Day through internal awareness and engagement activities, reinforcing our efforts relating to environmental stewardship and collective action.

Energy & Emissions

We continue to strengthen energy efficiency to reduce greenhouse gas (GHG) emissions. Our Energy Management Policy provides a framework for responsible energy use within our corporate office and locations within our direct control. We also prioritize virtual meetings which lowers travel-related emissions.

419.15 tCO$_2$e
Total GHG emissions
(Scope 1 and Scope 2)

2024 Highlights

292.68 million
kJ average monthly energy consumption

34.92 tCO$_2$e
average monthly GHG emissions

3512.16 million
kJ total energy consumed

Water Management

We strive for the efficient and responsible use of water across all facilities under our direct control. Measures such as installing touchless faucets and self-flushing toilets have significantly reduced consumption. Our Water Management Policy provides the framework for these efforts and guides ongoing improvements.

2024 Highlights

6,250 gallons
average monthly water consumption

19.11%
reduction in water use compared to previous year

75,000 gallons
total consumption
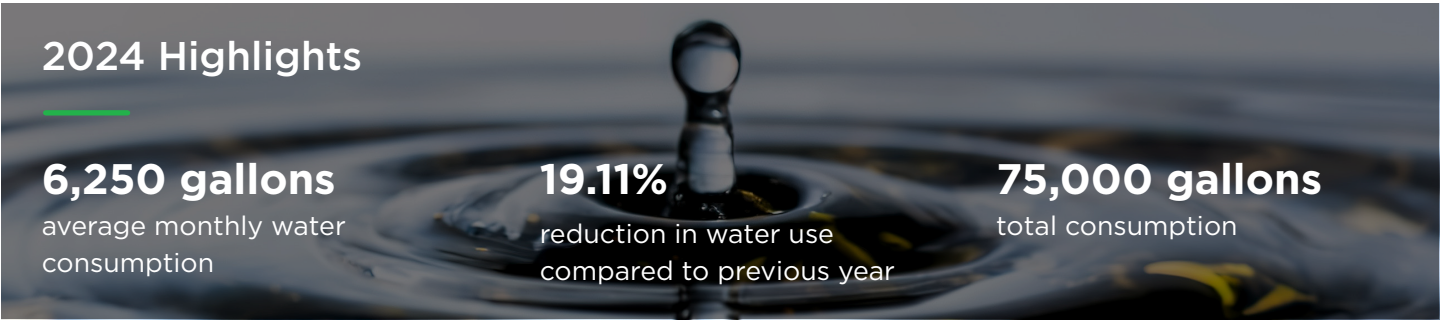
Waste Management

We maintain strict protocols for managing hazardous and non-hazardous waste and collaborate with hospitals and health care facilities to reduce waste in shared environments. Our upgraded water fountains with bottle fillers have further decreased reliance on single-use plastics. Please refer to our Waste Management Policy for the approach to waste management.

2024 Highlights

8 yards
of non-hazardous waste recycled

Over 6,400

total employees across physicians, clinicians and non-clinical Associates

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES
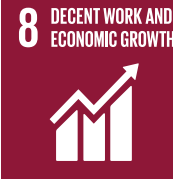
Social

Attract, Engage, Develop and Retain

At Pediatrix and Obstetrix, our Associates are the foundation of our mission to *Take great care of the patient, every day and in every way™*. We seek to build an inclusive and supportive workplace where everyone feels valued, respected and empowered to thrive. Our strength lies in the diversity of our people and the collaborative spirit that drives innovation and excellence in health care delivery.

Employee distribution by generation

- 12% Gen Z
- 38% Millennials
- 34% Gen X
- 16% Baby Boomers

Employee distribution by categories

- 6.59% Leadership
- 56.90% Clinicians
- 8.73% Other Clinical
- 15.37% Hearing Screen
- 12.41% Professional
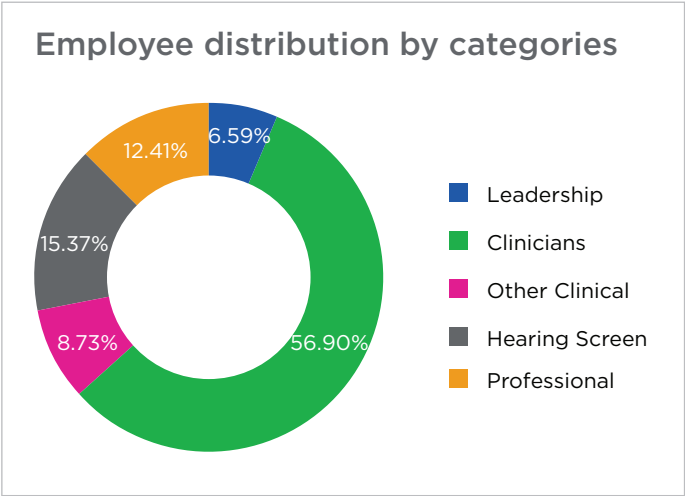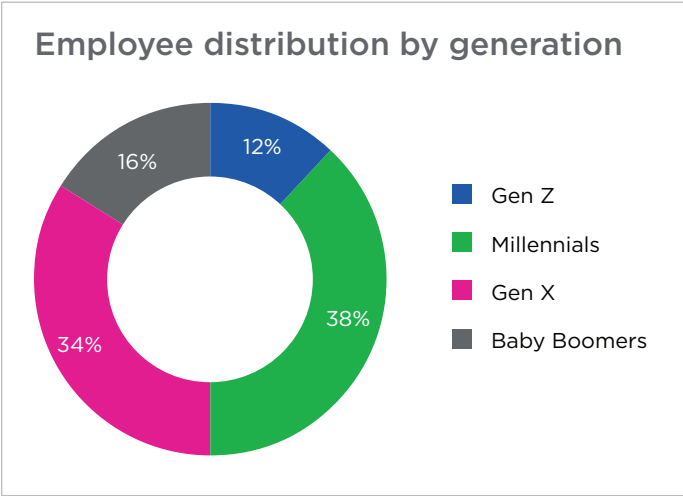
Culture & Employee Experience

To drive our mission *"Take great care of the patient, every day and in every way™"*, Pediatrix and Obstetrix has built its Culture & Employee Experience approach around the pillars of CARE.

C **Care**
Cultivate a culture that drives inclusion, equity, innovation, sustainability and diverse perspectives.

A **Associates**
Recruit, develop and retain a visibly and invisibly diverse workforce.

R **Relationships**
Foster respectful and culturally competent relationships with our various stakeholders including patients, hospitals and health systems.

E **Education**
Build awareness around shared experiences and barriers to expand understanding, promote allyship and advance equitable outcomes.

*We are proud of our longstanding commitment to fair employment practices. Our **Equal Opportunity and Workforce / Labor Rights Policy** aims to ensure that we comply with all relevant federal and state regulations and extend opportunities to everyone, regardless of race, gender identity, age, religion, disability or background.*

Governance and engagement include:

Culture & Employee Experience Program	Employee Council	Employee Resource Groups (ERGs)
Establishes and implements a culture and employee experience strategy to drive business priorities and advance our culture with the goal of being an employer of choice.	A consultative group supporting culture and employee experience, with diverse members including veterans, LGBTQIA+, people with disabilities, and representatives across geographies, departments and expertise levels.	ERGs are employee groups that come together based on a common interest or background such as race, ethnicity, gender identity, disability, sexual orientation, veteran status or generation. Our ERGs include Multicultural ERG, Women's ERG and LGBTQIA+ ERG. Our ERGs are open to everyone and serve as vehicles to make Associates feel empowered to offer their unique perspectives.

Human Capital Development

We foster a nurturing environment that promotes well-being, creativity and productivity, driving organizational success. By providing training, mentorship and career advancement opportunities, we unlock the potential of our talent pool and encourage innovation across all levels.

Talent Management & Retention

We value the knowledge, commitment and enthusiasm of our health care professionals and Associates. To attract and retain top talent, we emphasize development, empowerment, and retention strategies that align with our mission and create a supportive workplace. Our People Services Department leads this effort by overseeing talent acquisition, wellness and safety, workplace policies, training and reward systems, acting as a strategic partner to leadership.

Performance Management

We offer a performance management system to track Associates' goals and progress towards those goals. It is a dynamic performance management process that drives innovation and fosters Associate development. Our method of performance assessment encourages dialogue between managers and Associates concerning their strengths, areas for enhancement and forward-looking objectives to attain. This interactive, dialogue-driven and goal-oriented evaluation method enables managers and Associates to concentrate on accomplishments and personal development rather than assessing against fixed competencies.

Training & Leadership Development

We are dedicated to the growth of our physicians, other clinicians and administrative professionals. Continuous learning is central to our culture, supported by more than 10,000 courses in business, leadership, health, well-being and personal development. Our performance evaluation process emphasizes open dialogue between managers and Associates, focusing on strengths, opportunities and future goals. Moving beyond static competencies, we prioritize adaptability, achievements and development, creating an environment where individuals can thrive and contribute meaningfully to our mission.

Review Goals Guide

Select / Create Guide

Add Goals in the Hub

Review with Manager

Review & Update Goals

Category of Associate and Training Hours

Executive
2:40 hours

Leadership
7:51 hours

Clinicians
5:47 hours

Other Clinical
6:59 hours

Hearing Screen
9:10 hours

Professional
6:36 hours

6:46 Hours
Average per person

Leadership Training

Pediatrix and Obstetrix learning for Leadership is a core program for individuals stepping into leadership roles, especially those managing direct reports. The curriculum combines targeted e-learning modules on key aspects of effective leadership, providing a strong foundation for new leaders. It is also open to others who wish to further strengthen and enhance their leadership skills.

▶

61,681
Total learning hours

Learning Platforms

Pediatrix and Obstetrix advances clinical and research excellence through accredited continuing education, which is offered through online and live sessions. Thousands of health care providers worldwide engage in programs offered by the Center for Research, Education, Quality and Safety (CREQS), accredited by ACCME and ANCC. Our clinicians have contributed over 1,300 scholarly papers, including 700 peer-reviewed since 2017.

▶

9,000+
e-learning programs available on the Pediatrix and Obstetrix HUB and the Pediatrix Continuing Education portal, CloudCME

Associate Benefits & Well-being

We provide a broad range of benefits designed to support Associates in every stage of life.

Physical Well-Being

- Health Care (Medical/Rx) Insurance
- Dental & Vision Insurance
- Short-Term & Long-Term Disability
- Group Term Life Insurance (Associate, Spouse, Child)
- Business Travel Accident (BTA) coverage

Financial Well-Being

- Retirement Savings (401k)
- Employee Stock Purchase Plan (ESPP)
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)
- Basic Group Term Life Insurance (fully paid by the Company)
- Accident Insurance
- Critical Illness Insurance
- Hospital Indemnity Insurance
- Identity Theft Protection
- Optional Life Insurance
- Discount Programs

Emotional & Family Well-Being

- Paid Parental Leave (8 weeks)
- Employee Assistance Program (EAP): counseling, stress and family support
- Family Building/Fertility support
- Work-Life Services: childcare, elder care, tutoring, pet care, housekeeping and legal/financial support
- Disability absence support (additional employer-funded week)

Employee Compensation

Compensation is structured to reflect the skills, experience and contributions of each Associate, regardless of gender or background. Upholding this principle strengthens trust and demonstrates our dedication to fairness across the workforce.

Health, Safety and Well-being Programs

We prioritize the overall well-being of our Associates and their families in physical, emotional, physiological and financial aspects. We are dedicated to creating a safe workplace. As a health care organization, our Associates face health-related risks. Therefore, occupational health and safety are crucial in our organization. We promote wellness practices and encourage Associates to take responsibility for their health. Across all of the facilities under our direct control, compliance with government regulations and guidelines concerning workplace health and safety is paramount. Our Health and Safety Policy outlines procedures to maintain well-being and safety. We have an occupational health and safety management approach to reduce risks. This approach helps analyze safety incidents, identify root causes and implement preventive measures. A total of 55 health and safety incidents were reported, with zero fatalities.

Occupational Health & Safety Management

→ Health and Safety Policy outlines the expectations to maintain a healthy and safe work environment.

→ Ongoing risk assessment and corrective actions.

→ Root-cause analysis for incidents, with preventive measures to mitigate re-occurrence.

→ Continuous compliance with government regulations and guidelines.

Health & Safety Training

→ Robust e-learning delivered during paid work hours and tracked in our Learning Management System.

→ Mandatory knowledge validation on completion.

→ Required courses include:

- Harassment Prevention
- Bloodborne Pathogens and Exposure Control
- Active Threat Response

Employee Assistance Program (EAP)

Confidential support from licensed counselors for:

→ Stress, depression and anxiety

→ Family and parenting concerns

→ Relationship issues

→ Anger, grief and loss

→ Job stress and workplace conflicts

Work-Life Balance

→ Childcare and elder care

→ Legal and identity-theft assistance

→ Financial services, debt management, credit report services and medical/ dental bill reduction support

→ Employer-funded additional week of disability absence

→ Care.com partnership for subsidized child, adult and pet care, tutoring, housekeeping and discount programs

→ Second-opinion services through Teladoc

→ SmartShopper access for better-value care and rewards

Wellness and Peer-to-Peer Support

Our mission is to foster personal resilience, professional efficiency and a supportive organizational culture through targeted workforce wellness initiatives. We achieve this by offering a suite of resources, including educational webinars, training sessions and a central intranet repository of evidence-based materials to support the health and wellness of our entire team.

Among the many resources offered, our Peer-to-Peer Support Program, led by our Medical Professional Liability Unit, is designed to serve as a support mechanism to assist our affiliated physicians and other clinicians with managing the stress associated with litigation or adverse clinical events. Clinicians, who are trained to provide peer support, engage with colleagues to assist with navigating adverse clinical events. The program promotes awareness of definitive emotional support and counseling resources for ongoing care if needed.

Human Rights

Our Code of Conduct outlines our mission, vision, values and dedication to human rights. It directs us to build trust, empower individuals, adapt to change and show respect in all operations. Our Human Rights Policy is central to our integrity and accountability. We follow international human rights standards, including certain tenants of the United Nations' Universal Declaration of Human Rights. Violations of human rights are strictly prohibited, with zero tolerance for discrimination, forced labor or child labor. We require vendors and contractors to meet these standards. Regular training helps ensure that our Associates can effectively uphold our dedication to promoting human rights across diverse cultures.

Board of Directors

Supported by Committees to execute responsibilities:

→ Audit

→ Strategy

→ Compensation and Talent

→ Nominating and Corporate Governance

Governance

We seek to foster sustainable business practices with the goal of creating long-term economic value for our stakeholders. Our governance framework is designed to promote our adherence to ethical standards and integrity.

Responsibility Statement

The oversight and performance of our sustainability efforts are undertaken by our Board of Directors. The production of this report was initiated based on recommendations and support from our Board of Directors and Executive Management Team.

Economic Value Generation and Distribution

We aim to provide value to our customers, Associates, communities and shareholders for both short and long-term benefits. As a responsible organization, we prioritize delivering economic value to meet stakeholders' needs. See our Annual Report on Form 10-K for 2024 financial performance details.

Our Governance Framework

Our corporate governance structure reflects our core values and addresses stakeholders' needs. The Board of Directors, with varied industry expertise including health care, sets corporate policies, reviews executive management performance and advises on business strategy and operations. Please refer to our website for more information related to our governance framework.

Regular meetings are held by the Board of Directors to evaluate executive management's performance. With the aim of advancing the long-term interests of shareholders, the primary duties of the Board include selecting and overseeing the CEO, advising on executive leadership appointments, reviewing financial and operational strategies, overseeing the assessment of significant risks and monitoring processes to foster compliance and integrity.

Board Composition & Executive Leadership

For detailed information on our Board Composition and Executive Leadership in 2025, please refer to our 10-K. For the most up-to-date information, visit this link on our website.

Board Independence

8
Independent Directors

1
Non-Independent Director

Gender Diversity

6
Male Directors

3
Female Directors

Age Group

3 Directors in their

50s

3 Directors in their

60s

3 Directors in their

70s
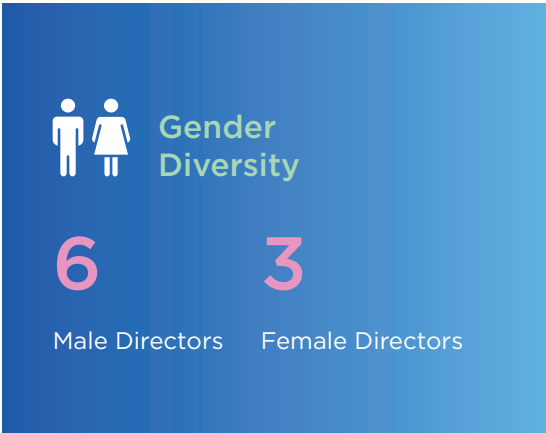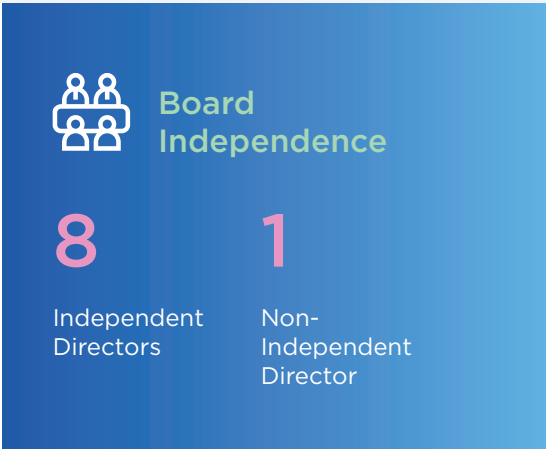
Business Ethics and Values

Code of Conduct

All members of Pediatrix and Obstetrix, including directors, officers, Associates and contractors across our subsidiaries and affiliated entities, are required to adhere to our Code of Conduct (the "Code"), which is integral to our Compliance Program. This Code underscores our dedication to compliance and corporate values, setting the standard for organizational behavior and offering guidance on addressing common legal and ethical challenges.

Associates entrusted with the organization's financial matters play a crucial role in corporate governance, as they are uniquely positioned to safeguard shareholders' interests. The Code of Professional Conduct - Finance (the "Code-Finance") delineates the required guiding principles for the conduct of finance professionals. Breaching either the Code or the Code-Finance may result in disciplinary actions, up to and including termination of employment.

Anti-Corruption

The Company seeks to adhere to all relevant federal, state and local laws and regulations, maintaining a strict stance against corruption within its control. We prioritize accuracy and thoroughness in our financial reporting, encouraging compliant claims submission for our professional medical services. Proactive steps have been implemented to mitigate conflicts of interest, uphold copyright laws, discourage personal use of company assets and prevent insider trading.

Raising of Compliance Concerns

Individuals with concerns about the company's conduct, financial procedures, internal oversight, or auditing practices are urged to communicate them directly to the Chair of the Board of Directors, any Non-Management Director or the Audit Committee, as well as through the Confidential Compliance Helpline at 1-877-835-5764. Pediatrix and Obstetrix strictly prohibit any form of retaliation against those who raise concerns in good faith, as outlined in the Code. For questions or issues related to compliance, including fiscal and accounting practices, individuals may contact the Chief Compliance Officer.

Compliance Program

We support a compliance program designed to fulfill our ethical duties, encompassing the seven key components of an effective compliance program. Our program aims to establish a framework for organizational and operational practices that fosters adherence to compliance principles. Our compliance program's objective is to foster compliance with relevant laws and regulations while mitigating the risk of non-compliance.

Tax Transparency

Transparent reporting about the Company's tax practices can enable more meaningful engagement with its stakeholders. Please refer to the Company's Annual Report on Form 10-K for its income tax-related disclosures.

1,325,276

Number of patients who received care from Pediatrix and Obstetrix affiliated clinicians in 2024

Our Patient Care Model

Consumer Experience

Delivering high-quality and efficient care.

Improving Population Health

Implementing evidence-based, streamlined protocols for all patients to enhance health management.

Reduced Cost

Maintaining exceptional service standards and care quality while minimizing costs.

Provider Satisfaction

Preventing clinician burnout and promoting overall well-being.

Responsible Business

Access and Affordability

We have crafted a patient care model to align with the Quadruple Aim, with the objective of providing quality care, improving patient and provider experiences and reducing health care costs. The Quadruple Aim, now recognized as a framework, originated from the Institute for Healthcare Improvement in response to the Affordable Care Act's mandate for health care providers to deliver high-quality care while seeking ways to reduce costs. Our approach involves effectively managing costs, fostering a culture that values and respects the efforts of affiliated clinicians and preventing burnout. We believe that this strategy enhances the patient's experience and improves overall population health by encouraging accessible, affordable and effective health care.

Our Community Development

Caring for our community not only fulfils our responsibility as a conscientious business but establishes community engagement and support. Our goal is to meet stakeholder expectations and demonstrate a dedication to social responsibility through various community programs, fundraisers, health care initiatives and other endeavors.

Our Community Investments

As a premier provider of highly specialized physician services, we uphold a commitment to the communities that we serve. We believe that it is our moral and ethical duty to offer exceptional care and communal support, fostering the well-being of those that we serve.

In 2024, our contributions to various foundations totaled nearly USD 1 million, which included:

> Providing leadership, service and financial backing to hospital foundations, associations and health care charities.

Information Security and Data Privacy

We strive to safeguard patient information and sensitive data. Our patient privacy program helps ensure the confidentiality of health information in compliance with HIPAA and other relevant federal regulations and guidelines. For more details about our patient privacy program, cybersecurity risk management strategy and cybersecurity governance please refer to our Annual Report on Form 10-K.

Sustainable Supply Chain

We partner with suppliers who uphold high quality, integrity, and ethical standards. Guided by our Supplier Code of Conduct, we require compliance on human rights, labor practices, anti-corruption, health and safety, environmental responsibility and business integrity. Illegal or unethical practices are not tolerated.

Through our Small Business and Supplier Diversity Program, we foster partnerships with a variety of suppliers to strengthen customer service, drive economic growth and expand market reach.

Appendices

GRI Index

Indicator number	Indicator description	Page numbers/Link
GRI 102: General Disclosures 2016		
Organizational Profile		
102-1	Name of the organization	1
102-2	Activities, brands, products and services	
102-3	Location of headquarters	
102-4	Location of operations	
102-5	Ownership and legal form	
102-6	Markets served	
102-7	Scale of the organization	
102-7-a-i	Scale of the organization (total number of employees)	
102-8	Information on employees and other workers	
102-8-d	Information on employees and other workers (information on workers who are not employees)	[10-K](#)
102-9	Supply chain	
102-10	Significant changes to the organization and its supply chain	
102-11	Precautionary Principle or approach	
102-11	Precautionary Principle or approach	
102-12	External initiatives	
102-13	Membership of associations	
Strategy		
102-14	Statement from senior decision-maker	5
102-15	Key impacts, risks and opportunities	7 & 8
Ethics and Integrity		
102-16	Values, principles, standards and norms of behavior	21
102-17	Mechanisms for advice and concerns about ethics	

Indicator number	Indicator description	Page numbers/Link
Governance		
102-18	Governance structure	19 & 20
102-19	Delegating authority	
102-20	Executive-level responsibility for economic, environmental and social topics	
102-21	Consulting stakeholders on economic, environmental and social topics	
102-22	Composition of the highest governance body and its committees	
102-23	Chair of the highest governance body	
102-24	Nominating and selecting the highest governance body	
102-25	Conflicts of interest	10-K
102-26	Role of highest governance body in setting purpose, values and strategy	
102-27	Collective knowledge of highest governance body	
102-28	Evaluating the highest governance body's performance	
102-29	Identifying and managing economic, environmental and social impacts	
102-30	Effectiveness of risk management processes	
102-31	Review of economic, environmental and social topics	
102-32	Highest governance body's role in sustainability reporting	6
102-33	Communicating critical concerns	
102-34	Nature and total number of critical concerns	
102-35	Remuneration policies	
102-36	Process for determining remuneration	10-K
102-37	Stakeholders' involvement in remuneration	
102-38	Annual total compensation ratio	
102-39	Percentage increase in annual total compensation ratio	
Stakeholder engagement		
102-40	List of stakeholder groups	
102-42	Identifying and selecting stakeholders	
102-43	Approach to stakeholder engagement	7 & 8
102-44	Key topics and concerns raised	

Indicator number	Indicator description	Page numbers/Link
Reporting practice		
102-46	Defining report content and topic Boundaries	5
102-47	List of material topics	8
102-50	Reporting period	5
102-52	Reporting cycle	
102-55	GRI content index	24-29

GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its boundary	21
103-2	The management approach and its components	
103-2-c-vi	The management approach and its components (grievance mechanisms)	
103-3	Evaluation of the management approach	

GRI 201: Economic Performance 2016

201-1	Direct economic value generated and distributed	23

GRI 203: Indirect Economic Impacts 2016

203-1	Infrastructure investments and services supported	23
203-2	Significant indirect economic impacts	

GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	21
205-2	Communication and training about anti-corruption policies and procedures	

GRI 302: Energy 2016

302-1	Energy consumption within the organization	11
302-2	Energy consumption outside of the organization	
302-3	Energy intensity	
302-4	Reduction of energy consumption	
302-5	Reductions in energy requirements of products and services	

Indicator number	Indicator description	Page numbers/Link
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	
303-2	Management of water discharge-related impacts	
303-3	Water withdrawal	11
303-4	Water discharge	
303-5	Water consumption	
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	
305-2	Energy indirect (Scope 2) GHG emissions	11
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	
306-2	Management of significant waste-related impacts	11
306-3	Waste generated	
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental legislation and regulations	10
GRI 308: Supplier Environmental Assessment 2016		
308-2	Negative environmental impacts in the supply chain and actions taken	23
GRI 401: Employment 2016		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	16-18
401-3	Parental leave	16

Indicator number	Indicator description	Page numbers/Link
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	
403-2	Hazard identification, risk assessment and incident investigation	
403-3	Occupational health services	
403-4	Worker participation, consultation and communication on occupational health and safety	
403-5	Worker training on occupational health and safety	
403-6	Promotion of worker health	17
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
403-8	Workers covered by an occupational health and safety management system	
403-9	Work-related injuries	
403-10	Work-related ill health	
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	
404-2	Programs for upgrading employee skills and transition assistance programs	14 & 16
404-3	Percentage of employees receiving regular performance and career development reviews	
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	20
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	18
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	18
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	18

Indicator number	Indicator description	Page numbers/Link
GRI 412: Human Rights Assessment 2016		
412-1	Operations subject to human rights impact assessments or reviews	18
412-2	Training of employees on human rights policies or procedures	
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments and development programs	22 & 23
413-2	Operations with significant actual and potential negative impacts on local communities	
GRI 414: Supplier Social Assessment 2016		
414-2	Negative social impacts in the supply chain and actions taken	23
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	23

SASB Index

Indicator number	Indicator description	Page numbers/Link
Energy Management		
HC-DY-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	11
Waste Management		
HC-DY-150a.1	Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated and (c) landfilled	
HC-DY-150a.2	Total amount of: (1) hazardous and (2) nonhazardous pharmaceutical waste, percentage (a) incinerated, (b) recycled or treated and (c) landfilled	11
Employee Recruitment, Development and Retention		
HC-DY-330a.2	Description of talent recruitment and retention efforts for health care practitioners	14

Feedback and Contact Information

Your feedback is valued as we aim to improve our sustainability reporting even further.

For feedback, please contact:

Dana Dreher-Rodwell

Vice President and Chief Compliance Officer
dana.dreherrodwell@pediatrix.com

Forward-Looking Statements

Certain statements and information in this report may be deemed to contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements may include, but are not limited to, statements relating to the Company's objectives, plans and strategies, and all statements, other than statements of historical facts, that address activities, events or developments that we intend, expect, project, believe or anticipate will or may occur in the future. These statements are often characterized by terminology such as "believe," "hope," "may," "anticipate," "should," "intend," "plan," "will," "expect," "estimate," "project," "positioned," "strategy" and similar expressions, and are based on assumptions and assessments made by the Company's management in light of their experience and their perception of historical trends, current conditions, expected future developments and other factors they believe to be appropriate. Any forward-looking statements in this report are made as of the date hereof, and the Company undertakes no duty to update or revise any such statements, whether as a result of new information, future events or otherwise. Forward-looking statements are not guarantees of future performance and are subject to risks and uncertainties. Important factors that could cause actual results, developments, and business decisions to differ materially from forward-looking statements include, among others, assumptions not being realized, changing climate-related conditions and weather events, scientific or technological developments, evolving sustainability strategies, changes to government regulations, or other changes in circumstances, as well as the factors described in the Company's most recent Annual Report on Form 10-K and its Quarterly Reports on Form 10-Q, including the sections entitled "Risk Factors", and the Company's current reports on Form 8-K, filed with the Securities and Exchange Commission.

As used in this report, unless the context otherwise requires, the terms "Pediatrix and Obstetrix," the "Company," "we," "us," and "our" refer to the parent company, Pediatrix Medical Group, Inc., a Florida corporation, and the consolidated subsidiaries through which its businesses are actually conducted (collectively, "Pediatrix"), together with Pediatrix's affiliated business corporations or professional associations, professional corporations, limited liability companies and partnerships.

The use of "material" or "materiality" in this report is not intended to convey matters or facts that could be deemed "material" to a reasonable investor as referred to under U.S. securities laws or similar requirements of other jurisdictions, and the Company is not using these terms as they are used in the context of financial statements or financial and regulatory reporting.