

PEDIATRIX MEDICAL GROUP, INC.

COMPENSATION AND TALENT COMMITTEE OF THE BOARD OF DIRECTORS

AMENDED AND RESTATED CHARTER

February 13, 2024

I. Purpose

The primary function of the Compensation and Talent Committee (the “Committee”) is to assist the Board of Directors (the “Board”) of Pediatrix Medical Group, Inc. (the “Company”) by:

- Discharging the Board’s responsibilities relating to compensation of the Company’s executives;
- Overseeing the Company’s policies and strategies relating to leadership and talent;
- Reviewing and recommending adjustments to the compensation of the non-executive members of the Board; and
- Producing an annual report on executive compensation for inclusion in the Company’s proxy statement, in accordance with applicable rules and regulations.

II. Composition and Structure

The Committee shall be comprised of three or more members, each of whom shall be an independent director as determined in accordance with the standards set forth in the Company’s Corporate Governance Principles, the requirements of Section 952 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”) and the applicable rules of the Securities and Exchange Commission (the “SEC”) and the New York Stock Exchange. Any action duly taken by the Committee during a period in which one or more of the members subsequently is determined to have failed to meet the membership qualifications described herein shall nevertheless constitute a duly authorized action of the Committee and shall be valid and effective for all purposes, except to the extent required by law or determined appropriate by the Committee to satisfy regulatory standards.

The Committee members shall be elected by the Board at a meeting of the full Board and shall serve until a successor is elected and qualified, except as otherwise provided in the Bylaws of the Company or by resolution adopted by the full Board.

Unless a Chair is elected by the full Board, the members of the Committee may designate a Chair by majority vote of the full Committee membership. Upon a determination of the full Committee membership, matters may be delegated to a subcommittee for evaluation and recommendation back to the full Committee.

III. Meetings

The Committee shall meet at least annually, or more frequently as circumstances dictate. The Committee may meet by telephone, video conference or similar means of remote communication. After each meeting of the Committee, it shall report its activities to the Board.

Action Without a Meeting

Any action required to be taken at a meeting of the Committee, or any action which may be taken at a meeting of the Committee, may be taken without a meeting if a consent in writing, setting forth the action so to be taken, signed by all the members of the Committee is filed in the minutes of the proceedings of the Committee. Such consent shall have the same effect as a unanimous vote.

IV. Duties and responsibilities

To fulfill its responsibilities and duties the Committee shall:

Executive Officer Compensation

- Review and approve the Company's goals and objectives relevant to CEO compensation, evaluate the CEO's performance in light of the Company's goals and objectives, and set the CEO's compensation level based on this evaluation;
- Review and make recommendations with respect to other executive officers' annual compensation, taking into account plan designs approved by the Board and draft financial results approved by the Audit Committee;
- Set performance goals for performance-based compensation to executive officers (such as equity awards and bonus awards), review performance goals and executive officer performance, certify as to whether performance goals and any other material terms were met, and make recommendations with respect to performance-based compensation for executive officers; and
- Review and approve, or recommend to the Board for approval, any employment contract with the CEO, and advise, as requested by the CEO, on employment contracts for other executive officers.

Incentive Compensation

- Make recommendations to the Board with respect to incentive compensation plans and equity-based plans;
- Evaluate the long-term incentive component of CEO compensation considering the Company's performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies and the awards given to the Company's CEO in past years;

- Supervise the administration of the Company's stock option plan, stock purchase plan and incentive plans for its executive officers;
- Recommend and approve equity award grants for the Company's executive officers; and
- Oversee the review of the Company's incentive compensation arrangements to determine whether they encourage excessive risk-taking, discuss at least annually the relationship between risk management policies and practices and compensation, and, as appropriate, consider compensation policies and practices that could mitigate any such risk.

Talent and Human Capital Resources

- In consultation with the Nominating and Corporate Governance Committee, evaluate and make recommendations regarding succession plans for the CEO and other senior executives;
- Review and discuss with management workforce demographics and discussion of metrics related to hiring, promotions, employee turnover and diversity;
- Review and discuss with management the competitiveness and appropriateness of the Company's employee benefits, perquisites and other forms of compensation; and
- Review and discuss with management the Company's key human capital and talent strategies, policies, programs, practices, risks and opportunities, such as those relating to training, health and wellness, employee engagement, talent recruitment, development and retention, and diversity, equity and inclusion.

Compensation Review

- Approve an annual report on executive compensation for inclusion in the Company's proxy statement, in accordance with applicable rules and regulations;
- Review and discuss with management the Company's Compensation Discussion and Analysis and, if appropriate, recommend to the Board its inclusion in the Company's proxy statement, in accordance with applicable rules and regulations;
- Evaluate whether to engage an outside consulting firm for review and evaluation of the Company's compensation plans (if a compensation consultant is to be engaged to assist in the evaluation of director, CEO or executive officer compensation, the Committee shall have sole authority to retain and terminate the consulting firm, including sole authority to approve the firm's fees and other retention terms);
- Determine stock ownership guidelines for the CEO and other executive officers of the Company and monitor compliance with such guidelines; and

- Develop and implement policies with respect to the recovery or “clawback” of any excess incentive-based compensation paid to any of the Company’s officers (within the meaning of Rule 10D-1 under the Securities Exchange Act of 1934, as amended) based on erroneous data.

Other Matters

- Conduct an annual performance evaluation of the Committee; and
- Perform any other activities consistent with this Charter, the Company’s Bylaws and governing law, as the Board may delegate or as this Committee deems necessary or appropriate.

V. Outside Advisors

In carrying out its duties and responsibilities, the Committee shall have authority to select, retain, compensate, terminate and obtain the advice of legal counsel, compensation consultants, or other advisors as the Committee may deem appropriate in its sole discretion to assist with the execution of its duties and responsibilities as set forth in this Charter. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any legal counsel, compensation consultants, or other advisors retained by the Committee. The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of reasonable compensation to compensation consultants, legal counsel and any other advisors retained by the Committee and have sole authority to approve related fees and retention terms. The Committee may select such counsel, consultants and advisors only after taking into consideration all factors relevant to that person’s independence from management and all other factors determined by the Committee that affect the independence thereof, including, without limitation, the factors identified by the SEC and the New York Stock Exchange in accordance with Section 952(b)(2) of the Dodd-Frank Act. The Committee is required to conduct the foregoing independence assessment with respect to any compensation consultant, legal counsel or other adviser that provides advice to the Committee, other than in-house legal counsel.