



CODE OF CONDUCT
Effective January 1, 2024

I.	Introduction.....	4
A.	Progyny Vision, Mission and Values	4
B.	Know What is Expected of You	4
C.	Legal Compliance Generally.....	5
II.	Our Relationship with Each Other.....	5
A.	Non-Discrimination	5
B.	Harassment	6
C.	Substance Abuse	7
D.	Health, Safety and the Environment.....	7
E.	Employee Growth and Development	8
F.	Employee Privacy	8
III.	Our Relationship with Members, Healthcare Professionals and Third Parties	8
A.	Our Commitment to Quality	8
B.	Member Data Privacy and Security	9
C.	Interactions with Healthcare Professionals (HCPs)	10
D.	Healthcare Laws and Regulatory Requirements.....	11
E.	Promoting and Supporting our Solutions, Services and Programs.....	11
F.	Antitrust and Fair Competition	12
G.	Competitive Information	12
H.	Third Parties.....	13
IV.	Our Relationship with Regulators.....	13
A.	Interactions with Government Officials.....	13
B.	Payments to Government Officials.....	14
C.	Regulatory Affairs	14
V.	Our Relationship with the Company & Shareholders	14
A.	Insider Trading	15
B.	Conflicts of Interest.....	15
C.	Gifts	17
D.	Corporate Opportunities.....	18
E.	Corporate and Financial Books and Records; Financial Integrity; Public Reporting	18
F.	Improper Influence on Conduct of Auditors.....	19
G.	Record Retention	20
H.	Confidential Information.....	20
I.	Company Assets	21
J.	Communication Tools	22
VI.	Our Relationship with the World.....	22
A.	Political Contributions and Activities.....	22
B.	Media and Public Inquiries and Disclosures	23
C.	Social Media	24
D.	Charitable Contributions.....	24
E.	Trade Issues	24
VII.	Progyny’s Compliance Program	25
A.	Compliance Program Objectives.....	25
VIII.	Asking Questions and Raising Concerns	25
A.	Reporting.....	26

B.	Confidentiality and Non-Retaliation	26
C.	Investigations of Non-Financial Compliance Matters.....	26
D.	Corrective Actions and Discipline.....	27
IX.	Compliance Procedures	27
X.	Whistleblower Policy.....	28
<u> </u> A.	Introduction.....	28
<u> </u> B.	Reporting Responsibility.....	28
<u> </u> C.	No Retaliation	29
<u> </u> D.	Reporting Concerns	29
<u> </u> E.	Compliance Officer.....	29
<u> </u> F.	Accounting and Auditing Matters	30
<u> </u> G.	Investigations	30
<u> </u> H.	Acting in Good Faith	30
<u> </u> I.	Confidentiality	30
<u> </u> J.	Handling of Reported Concerns	30
<u> </u> K.	Records.....	31
<u> </u> L.	Special Provisions due to Federal Contractor Status	31

I. Introduction

This Code of Conduct (the “Code”) is intended to assist each of us in our efforts to maintain and enhance Progyny’s reputation for integrity, excellence, and best practices, to achieve our mission and to follow our corporate values. It provides guidance on the ethical and legal principles to which all Progyny employees, officers and directors are required to adhere. The Code also provides examples that may apply to your job duties but does not attempt to address every possible scenario. In short, the Code sets forth the framework of Progyny’s fundamental principles. Nothing in this Code alters the at-will nature of your employment or other engagement with Progyny. Resources are described within this Code that are also available to assist you.

This Code applies to Progyny and its subsidiaries and affiliates, including all categories of employees, officers, and directors of Progyny, as well as outside labor, including independent contractors and consultants (together with our employees, officers and directors referred to as “personnel”). We also expect our distributors, agents, suppliers, and vendors (collectively “agents”) to adhere to the standards set forth in our Code when acting on our behalf or with our staff. Violation of the Code will not be tolerated and will result in disciplinary action, up to and including termination of employment or engagement with Progyny. If you suspect any incidence of non-compliance with this Code, you are required to report it promptly. Information regarding reporting any suspected non-compliance can be found in the section titled “Asking Questions and Raising Concerns.”

A. Progyny Vision, Mission and Values

We are a transformative fertility, family building and women’s health benefits solution, trusted by the nation’s leading employers, health plans and benefit providers. Our Vision is a world where *everyone* can realize dreams of family and ideal health. Our Mission is to empower healthier, supported journeys through transformative fertility, family building and women’s health benefits. We are united around our mission and committed to our shared values of Passion, Collaboration, Innovation, Integrity, and Growth.

B. Know What is Expected of You

Become familiar with this Code and the related Progyny policies and procedures, including but not limited to those in our Employee Handbook, to be better equipped to recognize and handle ethical dilemmas. It is important to ask questions or raise issues if you experience a situation that might have ethical implications, including situations that are not specifically addressed in this Code. Talk to your manager, a member of the People team, a member of the Executive Team (e.g. executive officers, Chief Human Resources Officer), the General Counsel, Compliance Officer and/or representatives at the Compliance Hotline when you need advice, you are unsure of the proper course of action, you believe someone has violated applicable law or Progyny policy, or if you may have been involved in misconduct. Communications made through the Compliance Hotline can be handled anonymously. Progyny will not retaliate against any personnel for good faith reporting of ethical concerns or cooperation in a company investigation.

All people managers are expected to develop in their teams a sense of commitment to the spirit, as well as the letter, of this Code. Managers are also expected to ensure that our agents are aware of and act in accordance with the Code's standards, as applicable. The compliance environment within each manager's assigned area of responsibility is an important factor in the continuous evaluation of that manager's performance. In addition, any employee who makes an exemplary effort to implement and uphold our legal and ethical standards will be recognized for that effort in their performance review.

C. Legal Compliance Generally

Obedying the law, both in letter and in spirit, is the foundation of this Code. Our success depends upon each of us operating within legal guidelines and cooperating with all applicable state, local and national authorities. We expect employees to understand the legal and regulatory requirements applicable to their business units and areas of responsibility. Some of those legal and regulatory requirements are described in more detail throughout this Code. If you have a question in the area of legal compliance, it is important that you not hesitate to seek answers from the Legal team, including the General Counsel or Compliance Officer.

Disregarding the law will not be tolerated. Violation of domestic or foreign laws, rules and regulations may subject an individual, as well as Progyny, to civil and/or criminal penalties. You should be aware that conduct and records, including emails and direct messages, are subject to internal and external audits and to discovery by third parties in the event of a government investigation or civil litigation. It is in everyone's best interests to know and comply with our legal obligations. All communications should be written as if they could be viewed by an external third party.

II. Our Relationship with Each Other

At Progyny, we recognize our people as our most important asset. As such, we work to recruit and retain talented individuals with competitive compensation and growth opportunities, and we administer all employment practices fairly and lawfully. We value diversity and are fundamentally opposed to bias. We strive to ensure equal opportunity and a friendly, fulfilling work environment free of discrimination and harassment.

Many of our employment policies and procedures are contained in our Employee Handbook, available here [\[LINK\]](#). Employees are expected to be familiar with and abide by the policies described in our Handbook. In particular, our Handbook contains policies regarding non-discrimination and anti-harassment, including sexual harassment, and a complaint procedure for addressing conduct that may violate those policies. The Handbook also describes Progyny's expectations around employee performance and use of our company assets. Below is a summary of some of those policies.

A. Non-Discrimination

At Progyny, we embrace diversity because we believe that it generates creativity, innovation, and

energy. Embracing diversity means, among other things, that we respect the rights of our colleagues to constructively voice dissent or disagreement. Progyny provides equal opportunity to all employees and applicants through recruitment, hiring, employment, and employment-related decisions (including, but not limited to, the hiring process, terminations, assignments, transfers, promotions, compensation, and/or bonuses). We treat each individual fairly and with respect. Recruitment, selection, training, promotion, and merit-based compensation are based on the individual's experience, job performance and other work-related criteria. Employment opportunities are provided without regard to characteristics such as race, color, ethnicity, religion, creed, age, sex, national origin, gender identity or expression, sexual orientation, disability, marital status, veteran or military status, genetics, citizenship or immigration status, the presence of a mental or physical disability, height, weight or other characteristics protected by applicable law.

Employees must comply with all anti-discrimination and anti-retaliation laws, whether local, state, or federal. If any employee, officer or director believes he or she has been discriminated against by anyone at the Company, he or she should immediately report the incident to his or her manager, a member of the People team, or a member of the Executive Team. Similarly, supervisors and managers who learn of any such incident should immediately report it to the People team. The People team will promptly and thoroughly investigate any complaints and take appropriate action.

B. Harassment

At Progyny, we foster an environment that is trusting, respectful and free of any type of physical, verbal or written harassment or offensive conduct, including without limitation threats of violence and/or physical abuse. Such harassment interferes with our work environment and the productivity of our personnel and seeks to diminish our values. Progyny does not tolerate harassment based on race, color, religion, creed, age, sex, national origin, gender identity or expression, sexual orientation, disability, marital status, veteran or military status, genetics, citizenship or immigration status, the presence of a mental or physical disability, height, weight or any other legally protected status. Generally, harassment occurs when someone is subjected to inferior terms, conditions or privileges of employment because of such person's protected status. Harassment includes, but is not limited to: actions or statements that have the purpose or effect of creating an intimidating, hostile or offensive working environment; actions or statements that denigrate or show hostility or aversion toward an individual because of the individual's personal or innate characteristics; and/or actions that have the purpose or effect of unreasonably interfering with an individual's work performance or employment opportunities.

Progyny prohibits any form of sexual harassment between or among co-workers, supervisors, managers, subordinates, vendors, guests to Progyny facilities, clients, and persons doing business with Progyny. Sexual harassment is any unwelcome sexual advance, request for sexual favors or other verbal, physical or written conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of employment; submission to or rejection of such conduct is used as the basis for employment decisions; or when such conduct has the purpose or effect of unreasonably interfering with work performance or creates an intimidating, hostile or offensive work environment. If you feel you have been harassed, inform the offender that their statements and/or actions are unwelcome, if you feel comfortable and safe doing so. If this approach is not appropriate

or tenable or if it fails to correct the problem, discuss the matter with your manager, a member of the People team, or the additional resources outlined in the Handbook or this Code.

Compliance Tip

If someone speaks to or acts toward you in a way that you feel is inappropriate, or if you observe such behavior toward others, you should promptly respond in one or more of the following ways, as appropriate:

- Politely but firmly confront the individual. State how you feel about his or her actions and ask the person to stop the behavior immediately.
- Report the behavior to your manager.
- Report the behavior to the person responsible for the overall management of your department.
- Report the behavior to the People team, the General Counsel, the Compliance Officer, or the Compliance hotline.

C. Substance Abuse

The use of alcohol or illegal drugs can affect your productivity and efficiency and harm the reputation of Progyny and our workforce. Thus, for your safety and the safety of others, Progyny prohibits you from performing your work under the influence of alcohol and illegal drugs and prohibits the improper use of legal prescription or recreational drugs. Further, Progyny prohibits the consumption or possession of illegal drugs while on Progyny premises or while performing your job functions. Similarly, Progyny prohibits the consumption of alcohol while performing your job functions. Additionally, Progyny prohibits the consumption or possession of alcohol while on Progyny premises, except when alcohol is made available at officially sanctioned Progyny functions and as may be available on-site for Progyny events, but only when the employee is of legal drinking age. Please refer to the full drug and alcohol policy in the Handbook for additional details.

D. Health, Safety and the Environment

We are committed to providing a safe and healthy working environment for our personnel and visitors through adherence to applicable health and safety laws. Progyny seeks to ensure that the Progyny workplace remains healthy and safe for individuals as standards evolve, and also seeks to select vendors and business partners that are similarly committed to health and safety. If you are aware of any conditions or practices in the workplace that pose a threat to the health or safety of individuals, including but not limited to injuries or illnesses in the workplace and unsafe working conditions, you are responsible for reporting your concerns to your manager or to the People team, the Compliance Officer or the General Counsel immediately.

Progyny expects its employees, officers, and directors to follow all applicable environmental laws

and regulations. If you are uncertain about your responsibility or obligation, you should check with your department manager, the Legal team or the Compliance Officer for guidance. You should immediately report to management any emergency situations involving any types of potential environmental harm to persons or property.

E. Employee Growth and Development

Consistent with one of our key values, Growth, we are committed to providing employees with growth and development opportunities. An important part of this commitment is ensuring that you provide and receive timely and honest feedback about your work product and overall performance. You will also receive feedback as part of our annual performance review process. If you ever have a question about what is expected of you, you should discuss it with your manager or the People team.

F. Employee Privacy

We respect and protect the confidentiality of the personal information of prospective, current and former employees. Progyny collects and retains personal information needed to support such functions as benefits, compensation and payroll, as well as other purposes as required by law. We will use employee personal information only for legitimate purposes such as conducting business and administering benefits, as permitted by law. Further, Progyny has adopted safeguards to ensure the security of all employee personal information maintained. If you have questions about the privacy of your information, talk to your manager or the People team.

III. Our Relationship with Members, Healthcare Professionals and Third Parties

Progyny is committed to respecting the members who utilize our services and solutions and maintaining long-term and fully compliant business relationships with our clients. Our business relationships also include healthcare professionals (“HCPs”) and other third parties. Every interaction we have with members, HCPs and clients is an opportunity to strengthen those relationships by demonstrating honesty and integrity. Progyny strives to maintain high ethical standards and comply with applicable laws and regulations while participating in such interactions. One of our core values is Integrity, and it should guide all interactions with our key constituents.

A. Our Commitment to Quality

At Progyny we are dedicated to advancing member quality of care through innovative solutions in family building and women’s health that seek to improve certain clinical outcomes. We will achieve this through:

- Seeking to meet or exceed our client’s and member’s expectations;
- Continuously implementing quality improvements that deliver compliant and

- sustainable solutions and processes;
- Consistently doing the right thing through leadership, teamwork and alignment with business objectives; and
- Complying with applicable regulatory requirements and maintaining the effectiveness of our quality management system.

B. Member Data Privacy and Security

Through the course of conducting our business, Progyny personnel may be exposed to members' Personal Health Information (PHI) on a need to know basis. These members and their HCPs expect that we will treat such information in a confidential and responsible manner and in accordance with applicable laws and regulations, and meeting these expectations is critically important to Progyny's mission. We may receive PHI through the provision of Progyny services and programs, and we may also receive information about members' experiences with our services and solutions through product development, technical support and social media. We must treat such information respectfully and confidentially, in accordance with applicable laws, including HIPAA and state privacy laws. All Progyny personnel are expected to comply with all Progyny policies and procedures regarding protecting the privacy and security of PHI. Generally, Progyny personnel must only access, use or disclose such information as needed for legitimate job functions.

Compliance Tip

What is Personal Health Information (PHI)?

PHI is any information that can directly or indirectly identify a specific individual such as name, address, account number, credit card number, date of birth or national identifier such as a social security number. It also includes any information about a patient's health condition including diagnosis, health care services received, medical charts and insurance coverage information.

If you know or believe that PHI may have been used or disclosed inappropriately, whether verbally, in digital communications or in hard copy, contact the Compliance Officer or General Counsel immediately.

Q: I recognize the name of a family friend who called Progyny to inquire about our service offerings. May I approach her outside of work to discuss our services with her?

A: No. The caller's information must remain confidential. Her questions should be answered in the normal course of the Progyny workflow; she should not be approached in any other method than that which she supplied the company, and/or when you are not in your official role as a Progyny representative working on company time.

C. Interactions with Healthcare Professionals (HCPs)

The Foreign Corrupt Practices Act (FCPA) and/or other laws prohibit the provision or acceptance of money or things of value for corrupt or improper purposes. A violation of this prohibition is likely in instances where personal benefits are given or accepted in the course of negotiation or tender bid. However, reasonably priced gifts, meals, entertainment, travel, and other benefits provided for non-corrupt business promotion or goodwill purposes may be permissible under the FCPA and other anti-corruption laws in certain cases. Employees must obtain the approval of the Company's Compliance Officer or General Counsel prior to providing gifts, meals, travel benefits, and other hospitalities to employees, officials, or agents of any government, political party, state-owned entity, or public international organization. Additionally, no Progyny representative shall in any way interfere with an HCP's exercise of his or her medical judgment. With respect to others with whom we do business, including other clients, please refer to the Gift Policy in the section entitled "Our Relationship with the Company & Shareholders."

Reasonable and occasional meals may be provided to HCPs if they are provided in the course of a bona fide business relationship, accompanied with an educational or business event, permitted by applicable law, consistent with Progyny policies, not likely to be perceived as an improper inducement and not embarrassing to Progyny, should it receive public scrutiny. Entertainment with HCPs, such as attending sporting events or theater productions, is strictly prohibited.

HCPs may also provide important services to Progyny. For example, they may provide clinical input into solutions and services, participate in our network of fertility specialists, and help us educate other HCPs on the use of our solutions.

All of our interactions with HCPs are subject to close government scrutiny. All contracting with HCPs shall be done for bona fide business purposes, and compensation may only be provided at fair market value. Additionally, we will not contract with nor conduct business with any HCP who has been disbarred or excluded under any governmental health program or who is not appropriately licensed to practice medicine.

All items of value, payments and business courtesies, including meals must comply with Progyny policies that govern interactions with HCPs. Progyny is also subject to laws that require reporting of certain payments or transfers of value to an HCP. Refer to the [Progyny's Anticorruption Policy](#) regarding interactions with HCPs for more details.

Compliance Tip

The rules for interactions with HCPs vary by state. Be familiar with Progyny policies and procedures that address which interactions are acceptable and how to document transfers of value, including direct payments.

Q: I have become friendly with an HCP with whom I interact often through my sales role with Progyny. I know that he is a huge basketball fan, and I have obtained free tickets to an upcoming game. Can I give him the tickets as a friendly gesture? What if I reassure him that they are not in exchange for the purchase or support of Progyny solutions?

A: No. Regardless of your intentions, giving the HCP tickets may appear to him or to others that you are attempting to bribe him or influence his prescribing habits. You may not give any HCP a gift similar to tickets to a game.

D. Healthcare Laws and Regulatory Requirements

Progyny is subject to a wide variety of healthcare laws and regulatory requirements designed to protect members and ensure quality of healthcare. Progyny is committed to abiding by all such laws and regulations that apply to our solutions, services, and programs. Certain states and localities have enacted more stringent laws with respect to the healthcare industry; Progyny personnel are responsible for being aware of and compliant with all laws and regulations that govern the jurisdictions in which they represent the company. We encourage employees to contact our Legal department with any questions regarding legal and regulatory requirements.

E. Promoting and Supporting our Solutions, Services and Programs

Respecting the relationship between members and their HCPs, and ensuring that Progyny maintains its reputation for integrity among its employer clients means that we promote our solutions, services, and programs in a truthful, fair and non-misleading manner and in accordance with applicable law. All marketing and promotional materials shall be truthful, balanced, and adequately supported by data and relevant experience. All materials created for use in promoting our solutions, services and programs must be reviewed and approved in accordance with Progyny policies and procedures prior to their use or dissemination. Once Progyny sales personnel receive promotional materials for dissemination that have been approved for use, those materials may not be modified in any way.

Our goal is to provide unsurpassed education and support for our solutions. To that end, we will provide our customers, our members and our HCPs with educational support on our solutions. We will also provide ongoing technical support for members and HCPs using our services and solutions.

Compliance Tip

Only use those marketing materials that have been approved for specific use. Never make any changes or additions to approved materials or use them in a way that has not been approved consistent with Progyny policies and procedures.

Q: I have a client who is interested in a particular set of services, may I make my own changes to the sales deck to accommodate their requests?

A: No. Progyny personnel may only send marketing material that has been generated by the Marketing team or such changes must be approved by the applicable individuals on the Marketing team.

F. Antitrust and Fair Competition

Antitrust and fair competition laws and regulations protect the competitive marketplace against restraint to fair competition. The competitive marketplace ensures that the greatest benefit can be realized by clients, members and suppliers. Antitrust and fair competition laws are meant to prevent unfair restraints on trade or the abuse of a dominant market position. It is our policy to adhere to applicable antitrust and fair competition laws in the markets in which we operate.

Progyny personnel must take care to ensure that they do not enter into business contracts or take actions that violate, or give the appearance of violating, antitrust laws. Specifically, when dealing with competitors:

- Do not enter into agreements (formal or informal) or understandings which propose to, or give the appearance of, limiting competition or restricting our competitors' access to the market, such as price fixing, bid rigging, or allocations of clients, territories or contracts.
- Do not enter into agreements (formal or informal) or understandings which propose to, or give the appearance of, sharing pricing information, price-related terms, sales terms or other conditions.
- Do not discuss pricing with Progyny competitors.

Violations to antitrust law carry severe penalties for Progyny and the individuals involved, up to and including civil and criminal penalties. Antitrust and fair competition laws can be complex; therefore, contact the General Counsel for approval of any business practice conducted on behalf of Progyny that could be considered questionable under antitrust laws and regulations.

G. Competitive Information

We strive to outperform our competition fairly and honestly. Advantages over our competitors are to be obtained through superior performance of our solutions and services, not through unethical or illegal business practices. Stealing proprietary information, possessing trade secrets obtained without the owner's consent or inducing such disclosures through past or present employees of other companies is prohibited and potentially illegal. No employee, officer or director should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other illegal trade practice.

If you access or disseminate competitive information as part of your job duties at Progyny, consider the following guidelines:

- Use only the appropriate means explicitly sanctioned by Progyny to collect the information and if you have questions about proposed information gathering, you must consult your Department leader or the General Counsel;
- Never lie or misrepresent yourself when collecting information; and
- If you inadvertently receive confidential competitive information, do not use, copy or forward the information to others. Instead, promptly contact your Department leader or the General Counsel.

Employees involved in procurement have a special responsibility to adhere to principles of fair competition in the purchase of solutions and services by selecting suppliers based exclusively on normal commercial considerations, such as quality, cost, availability, service and reputation, and not on the receipt of special favors.

H. Third Parties

Progyny regularly interacts with third parties besides members and clients, including entities from which we purchase goods and services, such as suppliers, vendors, consultants, HCPs, clinics and carriers. Progyny seeks to work with these types of third parties that share our commitment to quality, cost effectiveness, responsiveness and innovation. During the course of business with third parties, you may become privy to their confidential information and you must therefore protect this information from theft, misuse or improper disclosure. We must also honor all contractual commitments. It is also important to keep in mind that we may not hire a third party to do something we are not allowed to do ourselves.

IV. Our Relationship with Regulators

A. Interactions with Government Officials

It is possible that Progyny may be contacted by government officials for such purposes as investigations, inspections or requests for information. If you are contacted by a government official for any reason in the course of your official Progyny duties, always be honest and polite, and contact your Department leader, the General Counsel or the Compliance Officer as soon as possible. If you are able, defer answering any specific questions or providing any information regarding Progyny to the government official until you receive further instruction from your Department leader, the General Counsel or the Compliance Officer. Progyny will cooperate with all government audits, investigations and requests for information, while protecting the legal rights of Progyny.

Compliance Tip

Government officials may include federal, state, local, or foreign government employees, political candidates and employees of nationally- or state-owned medical facilities or members of U.S. or foreign political parties. Government officials may also include HCPs employed by government-run institutions.

B. Payments to Government Officials

From time to time, our business obligates us to interact with officials and employees of (1) foreign governments; (2) U.S. federal, state, and local governments; and (3) U.S. and foreign political parties. The Foreign Corrupt Practices Act (FCPA) prohibits the making of a payment and/or the promising or offering of anything of value to any foreign government official, government agency, political party, or political candidate (collectively, Government Personnel) in exchange for a business favor or when otherwise intended to influence the action taken by any such individual or agency or to gain or retain any competitive or improper business advantage. It is very important to know that the prohibitions of the FCPA apply to actions taken by all employees and by all outside parties engaged directly or indirectly by Progyny (e.g., consultants, professional advisers, etc.). While the FCPA does, in certain limited circumstances, allow nominal “facilitating payments” to be made, given the complexity of the FCPA and the severe penalties associated with its violation, all employees and outside parties engaged by the Company must contact the Legal team with any questions concerning the Company’s and their obligations under the FCPA or concerning any transaction which may be in violation of the FCPA; any other federal, state, local, or foreign law or regulation; or this Code.

No employee of the Company may retain a consultant, agent, or other outside party which will have contact with any foreign or U.S. government official until the Legal team has reasonably concluded, after performing sufficient due diligence, that such retained party understands and will fully abide by the FCPA and this Code.

In addition, the U.S. government has a number of laws and regulations regarding business gratuities, which may be accepted by U.S. government personnel. The promise, offer or delivery to an official or employee of the U.S. government of a gift, favor or other gratuity in violation of these rules would not only violate Company policy but would also commit a civil or criminal offense. State and local governments, as well as foreign governments, often have similar rules.

C. Regulatory Affairs

We must abide by all applicable regulatory requirements to ensure that members have access to our services. This means acquiring the appropriate regulatory approvals and registrations prior to distributing our services in the marketplace. We strive to maintain open communication and a professional relationship with government regulators.

V. Our Relationship with the Company & Shareholders

We have a responsibility to our shareholders to protect Progyny’s corporate assets and integrity. Operating in compliance with applicable laws and regulations is operating in the best interest of Progyny because such operations comply with our ethical standards and facilitate our business success. We must avoid conflicts of interest which undermine Progyny’s integrity and/or objectivity. We will be transparent and forthright with appropriate parties about our operations and performance, and we will ensure the accuracy of information reported. Overall, we will uphold

Progyny values while conducting business within the letter and spirit of the law.

A. Insider Trading

Those who have access to non-public (or “inside”) information are not permitted to use or share that information for stock trading purposes or for any other purpose except to conduct our business. All non-public information about Progyny or about companies with which we do business is considered confidential information. To use material non-public information in connection with buying or selling securities, including “tipping” others who might make an investment decision on the basis of this information, is not only unethical, it is illegal. Progyny personnel must exercise the utmost care when handling material inside information. Please refer to Progyny’s [Insider Trading Policy](#) for more detailed information.

Q: My friend works for one of Progyny’s competitors. We often discuss work. Is it acceptable to talk about how well Progyny did last quarter, though that information is not public?

A: No. Non-public information may not be shared outside of Progyny, in either a professional or a personal context.

B. Conflicts of Interest

As Progyny personnel, we have a responsibility to Progyny, our shareholders, our co-workers and ourselves to avoid conflicts of interest. A conflict of interest arises when our own personal, social, financial or political activities or interests conflict, or appear to conflict, with the interests of Progyny. You are expected to use your best efforts for Progyny’s success. Therefore, you should not engage in activities that present a conflict of interest to Progyny, Progyny’s reputation, your ability to perform your job, or your ability to make unbiased decisions. Even the appearance of a conflict of interest where none actually exists can be damaging and should be avoided.

Whether or not a conflict of interest exists or will exist can be unclear. If you have any questions about a potential conflict or if you become aware of an actual or potential conflict, and you are not an officer or director of Progyny, you should discuss the matter with your Department leader, a member of the People team, the Compliance Officer or General Counsel. Neither managers nor non-executive members of the People team may authorize conflict of interest matters or make determinations as to whether a problematic conflict of interest exists without first seeking the approval of the General Counsel or Compliance Officer through the provision of a written description of the activity. If you are a manager involved in a potential or actual conflict, you should discuss the matter directly with the General Counsel or Compliance Officer. Executive officers and directors may seek authorizations and determinations from the Audit Committee of the Board of Directors.

Factors that may be considered in evaluating a potential conflict of interest are, among others:

- whether it may interfere with the employee’s (or other personnel’s) job performance, responsibilities or workplace morale;
- whether the employee (or other personnel) has access to confidential information;

- whether it may interfere with the job performance, responsibilities or morale of others within the organization;
- any potential adverse or beneficial impact on our business;
- any potential adverse or beneficial impact on our relationships with our clients, vendors, or network physicians;
- whether it would enhance or support a competitor's position;
- the extent to which it would result in financial or other benefit (direct or indirect) to the employee (or other personnel) or their family members;
- the extent to which it would result in financial or other benefit (direct or indirect) to one of our clients, suppliers or other service providers; and
- the extent to which it would appear improper to an outside observer.

Although no list can include every possible situation in which a conflict of interest could arise, the following are examples of situations that may, depending on the facts and circumstances, involve problematic conflicts of interests:

- **Employment by (including consulting for) or service on the board of a competitor, client or supplier or other service provider.** Activity that enhances or supports the position of a competitor to the detriment of Progyny is prohibited, including employment by or service on the board of a competitor. Employment by or service on the board of a client or supplier or other service provider is generally discouraged, and you must seek written authorization in advance if you plan to take such a position.
- **Owning (or potentially a family member owning), directly or indirectly, a significant financial interest in any entity that does business, seeks to do business or competes with us.** In addition to the factors described above, other factors that may be considered are: the size and nature of the investment; the nature of the relationship between the other entity and Progyny; the employee's (or other personnel's) access to confidential information and their ability to influence Progyny decisions. If you would like to acquire a financial interest of that kind, you must seek written approval in advance.
- **Soliciting or accepting gifts (unless otherwise expressly permitted in limited circumstances under the Code), favors, loans or preferential treatment from any person or entity that does business or seeks to do business with us.** See the section entitled "Gifts" for further discussion of the issues involved in this type of conflict.
- **Soliciting contributions to any charity or for any political candidate from any person or entity that does business or seeks to do business with us.**
- **Taking personal advantage of corporate opportunities.** See the section entitled "Corporate Opportunities" for further discussion of the issues involved in this type of conflict.

- **Moonlighting (having a second job) without permission.**
- **Conducting Progyny business transactions with your family member (or person who is like a family member) or a business in which you have a significant financial interest.** Material related party transactions involving any executive officer or director must be approved by the Audit Committee and will be publicly disclosed as required by applicable laws and regulations.
- **Exercising supervisory or other authority on behalf of Progyny over a co-worker who is also a family member (or like a family member).** The employee's Department leader and/or the General Counsel or Compliance Officer will consult with the People team to assess the advisability of reassignment.
- **Loans to, or guarantees of obligations of, employees or their family members by Progyny.** Loans or guarantees could constitute an improper personal benefit to the recipients of these loans or guarantees, depending on the facts and circumstances. Some loans are expressly prohibited by law (e.g., any loan or advance to an executive officer). Any loan or guarantee to anyone other than an executive officer must be pre-approved in writing by the CEO.

Nothing in this Code is intended to interfere with your rights under federal and state laws, including the National Labor Relations Act (NLRA), nor will Progyny construe this Code in a way that limits such rights. Employees have the right to engage in or refrain from activities protected by the NLRA.

C. Gifts

Business gifts and entertainment are meant to create goodwill and sound working relationships and not to gain improper advantage with clients or facilitate approvals from government officials. The exchange, as a normal business courtesy, of meals or entertainment (such as tickets to a game or the theater or a round of golf) is a common and acceptable practice as long as it is not extravagant (this is different from the Gift Policy relevant to HCPs, covered earlier in this Code). Unless express permission is received from a manager at a level of SVP or above, the General Counsel, Compliance Officer or the Audit Committee, gifts and entertainment cannot be offered, provided or accepted by any personnel unless consistent with customary business practices and not (a) of more than token or nominal monetary value, (b) in cash, (c) susceptible of being construed as a bribe or kickback, (d) made or received on a regular or frequent basis or (e) in violation of any laws. This principle applies to our transactions everywhere in the world, even where the practice is widely considered "a way of doing business." Personnel should not accept gifts or entertainment that may reasonably be deemed to affect their judgment or actions in the performance of their duties. Our clients, suppliers and the public at large should know that our judgment is not for sale.

Under some statutes, such as the U.S. Foreign Corrupt Practices Act (further described in the section entitled "Our Relationship with Regulators", giving anything of value to a government

official to obtain or retain business or favorable treatment is a criminal act subject to prosecution and conviction. Discuss with your Department leader, the General Counsel or Compliance Officer any proposed entertainment or gifts if you are uncertain about their appropriateness.

Q: My husband works for a vendor that Progyny is considering hiring. Do I need to take any actions?

A: Yes. Inform your manager so that Progyny management may take appropriate steps to avoid any conflicts of interest or appearance of impropriety.

D. Corporate Opportunities

You may not take personal advantage of opportunities for Progyny that are presented to you or discovered by you as a result of your position with us or through your use of corporate property or information, unless authorized in writing by your Department leader, the General Counsel, Compliance Officer or the Audit Committee, as described above under Conflicts of Interest. Even opportunities that are acquired privately by you may be questionable if they are related to our existing or proposed lines of business. Significant participation in an investment or outside business opportunity that is directly related to our lines of business must be pre-approved in writing. You may not use your position with us or corporate property or information for improper personal gain, nor should you compete with us in any way.

E. Corporate and Financial Books and Records; Financial Integrity; Public Reporting

The integrity of our records and public disclosure depends upon the validity, accuracy and completeness of the information supporting the entries in our books of account. Therefore, our corporate and business records should be completed accurately and honestly. The making of false or misleading entries, whether they relate to financial results or clinical trials or test results, is strictly prohibited. Our records serve as a basis for managing our business and are important in meeting our obligations to clients, suppliers, creditors, employees, HCPs and others with whom we do business. As a result, it is important that our books, records and accounts accurately and fairly reflect, in reasonable detail, our assets, liabilities, revenues, costs and expenses, as well as all transactions and changes in assets and liabilities. We require that:

- no entry be made in our books and records that intentionally hides or disguises the nature of any transaction or of any of our liabilities or misclassifies any transactions as to accounts or accounting periods;
- transactions be supported by appropriate documentation;
- the terms of sales and other commercial transactions be reflected accurately in the documentation for those transactions and all such documentation be reflected accurately in our books and records;
- personnel comply with our system of internal controls; and

- no cash or other assets be maintained for any purpose in any unrecorded or “off-the-books” fund.

Our accounting records are also relied upon to produce reports for our management, stockholders and creditors, as well as for governmental agencies. In particular, we rely upon our accounting and other business and corporate records in preparing the periodic and current reports that we file with the Securities and Exchange Commission (the “SEC”). Securities laws require that these reports provide full, fair, accurate, timely and understandable disclosure and fairly present our financial condition and results of operations. Personnel who collect, provide or analyze information for or otherwise contribute in any way in preparing or verifying these reports should strive to ensure that our financial disclosure is accurate and transparent and that our reports contain all of the information about Progyny that would be important to enable stockholders and potential investors to assess the soundness and risks of our business and finances and the quality and integrity of our accounting and disclosures. In addition:

- no personnel may take or authorize any action that would intentionally cause our financial records or financial disclosure to fail to comply with generally accepted accounting principles, the rules and regulations of the SEC or other applicable laws, rules and regulations;
- all personnel must cooperate fully with our Finance and Accounting Departments, as well as our independent public accountants and counsel, respond to their questions with candor and provide them with complete and accurate information to help ensure that our books and records, as well as our reports filed with the SEC, are accurate and complete; and
- all personnel are prohibited from knowingly making (or causing or encouraging any other person to make) any false or misleading statement in any of our reports filed with the SEC or knowingly omitting (or causing or encouraging any other person to omit) any information necessary to make the disclosure in any of our reports accurate in all material respects.

In addition, non-financial records including time sheets, bills, expense reports, payroll records and performance evaluations must also be maintained by proper means. False or misleading entries in such business records are expressly prohibited. An omission of a material entry is also considered to be an error. If at any time an error is identified in the information input into any official Progyny records, it must be corrected immediately upon discovery. The error must be communicated to the proper internal and external parties as applicable.

F. Improper Influence on Conduct of Auditors

It is prohibited to directly or indirectly take any action to coerce, manipulate, mislead or fraudulently influence the Company’s independent auditors for rendering the financial statements of the Company materially misleading. Prohibited actions include, but are not limited to, those actions taken to coerce, manipulate, mislead or fraudulently influence an auditor (1) to issue or reissue a

report on the Company's financial statements that is not warranted in the circumstances (due to material violations of generally accepted accounting principles, generally accepted auditing standards, or other professional or regulatory standards); (2) not to perform an audit, review or other procedure required by generally accepted auditing standards or other professional standards; or (3) not to communicate matters to the Company's Audit Committee.

G. Record Retention

Progyny will retain paper and electronic records as required by law. Records that do not have specific legal or finance retention guidelines are subject to retention periods as defined in Progyny's policies and procedures. All official Progyny records may only be discarded in accordance with relevant retention requirements outlined in company procedures.

In the event of a current or potential lawsuit, audit or internal investigation, you may be notified not to destroy or dispose of records pertaining to the subjects in question, known as a Document Hold, even if such destruction may be permissible under default document retention guidelines. Compliance with document holds is vital to facilitate Progyny's ability to cooperate with government officials, participate in legal processes, and/or improve internal functions, as appropriate. If you are unsure of whether a document should or can be discarded, please contact the General Counsel.

H. Confidential Information

One of our most important assets is our confidential information. It is imperative that any confidential or proprietary business information regarding Progyny, as well as Progyny's trade secrets, be protected to ensure our success. It is our duty as Progyny personnel to safeguard this confidential information. Confidential Information is information that is not in the public domain, and includes, but is not limited to:

- Unpublished financial information including, but not limited to, financial models, sales and revenue information and pre-commercial product launch information.
- Trade secrets, know-how.
- Fee schedules, outcomes reporting and client reports.
- Operational and/or marketing plans, systems, techniques, information and budgets.
- Non-public information pertaining to specific clients, including client information and client requirements and providers.
- PHI and other personal information about members including but not limited to: names, emails, addresses, birth dates, social security numbers, diagnoses, information regarding the health care received by individuals, etc.
- Information pertaining to Progyny's relationship with existing or potential strategic partners, suppliers, distributors, consultants and any other information that is not publicly available.

Progyny personnel must maintain the privacy of confidential information pertaining to Progyny's

business at all times. Confidential information known by Progyny personnel must remain confidential both during and after employment with Progyny (whether such termination is voluntary or involuntary). In order to maintain this confidentiality, Progyny personnel must, by way of example: ensure proper electronic storage and transmission of such information; not disclose such information even to co-workers who do not have a need to know or to business partners or clients without appropriate permission; not store confidential information on personal laptops or devices; not discuss confidential information with family or personal friends; not discuss confidential information in public areas (like elevators, airports, restaurants) and quasi-public areas within Progyny (such as the kitchen/lounge or restroom), secure papers out of sight containing confidential information; and ensure proper disposal of confidential information.

In addition to the above responsibilities, if you are handling information protected by any privacy policy published by Progyny, such as our website privacy or HIPAA policies, you must handle that information in accordance with the applicable policy.

Information that has been made public by Progyny, such as press releases, news articles or advertisements, is not considered confidential and does not require protection.

Nothing in this section limits or modifies any other confidentiality obligations an employee may have under a separate agreement or Progyny policy.

Any Progyny personnel who improperly uses or discloses confidential information will be subject to disciplinary action, up to and including termination of employment and/or engagement and legal action, even if the person does not personally benefit from the disclosure.

I. Company Assets

It is of utmost importance to protect company assets. These assets include company property, time and resources. All employees, officers, and directors should protect the Company's assets, ensure their efficient use, and protect them from misuse, theft or diversion. You are responsible for the security and maintenance of Company assets entrusted to you such as, but not limited to, your computer, telephone and other Company equipment.

Theft, carelessness, and waste have a direct impact on the Company's profitability. All Company assets are to be used for legitimate or authorized Company purposes. Any suspected incident of fraud or theft, including theft of time or mobile technology, should be immediately reported to the People team for investigation and appropriate action. Unless approved by a member of the Executive Team, Progyny assets should not be used for non-Progyny business.

The obligation of employees, officers and directors to protect the Company's assets includes the Company's proprietary information. Proprietary information includes intellectual property such as trade secrets, patents, trademarks and copyrights, as well as business, marketing and service plans, engineering and manufacturing ideas, designs, databases, records and any unpublished financial data and reports. Nothing in this Code is intended to interfere with your rights under federal and state laws, including the National Labor Relations Act, nor will the Company construe

this Code in a way that limits such rights. Employees have the right to engage in or refrain from activities protected by the National Labor Relations Act. For further information on the protection of Company assets, please contact the General Counsel or Compliance Officer.

Compliance Tip

Protect Company assets by:

- Safeguarding valuable Progyny property, such as mobile technology (e.g., laptops, tablets)
- Protecting Progyny computers and mobile devices from theft
- Spending Progyny's money wisely
- Pursuing legitimate, business-related tasks while on Progyny time
- Only using Progyny equipment for appropriate business functions (e.g., not using Progyny laptops for personal use).

J. Communication Tools

You should make efficient and appropriate use of the communication tools provided to you by Progyny, such as email, the internet, and the telephone, to accomplish business objectives. Occasional personal use is permitted as long as it does not interfere with work productivity or result in a significant cost to the Company. You may never use company equipment or tools to contribute to a hostile or discriminatory workplace, or for illegal, pornographic or obscene purposes. Use common sense and good judgment when using company-provided communication tools.

Unsolicited bulk communication, including phone calls, emails and texts are regulated by law in a number of jurisdictions. If you intend to send unsolicited bulk communications to persons outside of Progyny, either while acting on our behalf or using our computing or communications equipment or facilities, you should contact your manager or Department leader and you must contact the General Counsel for approval.

VI. Our Relationship with the World

Progyny is committed to the communities in which it does business. We recognize our responsibility to society and continuously seek to exceed societal expectations of corporations. We must provide an accurate and consistent message to the public when speaking of, or representing, Progyny. It is through the commitment to our public image that we grow our competitiveness in the marketplace.

A. Political Contributions and Activities

Except as approved in advance by the Chief Executive Officer or the Chief Financial Officer, Progyny prohibits political contributions, both directly and through trade associations, by or on behalf of the Company. This includes (1) any contributions of Company funds or other assets for political purposes, (2) encouraging individuals to make any such contributions, or (3) reimbursing an employee for any contribution.

As Progyny personnel, we are encouraged to engage in the political system as active citizens; however, such engagements should not be conducted in a way that it may be misconstrued as Progyny support for a cause, elected official, political party or candidate for office. Further, Progyny personnel should avoid actions which put Progyny at risk for violating campaign finance or election laws.

Progyny personnel may not act on behalf of Progyny in contributing to or endorsing any candidate or political party. As such, Progyny personnel shall not work for a candidate or political party on Progyny time. Similarly, Progyny resources may not be used to support or protest a political candidate, issue or party. Political campaigning may not be conducted on Progyny property or with use of Progyny equipment.

Questions with regard to political contributions and activities may be directed to the Compliance Officer or General Counsel.

B. Media and Public Inquiries and Disclosures

Progyny’s message to the public, including the media, must be accurate and consistent and done in a manner to ensure that all those with an interest in Progyny will have equal access to information. Public communications include, but are not limited to, inquiries from the media, financial analysts or shareholders, government agencies and officials, press releases and public speeches.

It is critical that all Progyny personnel are aware of, and adhere to, guidelines regarding how Progyny communicates with the public. Generally, no Progyny personnel may issue a public statement about Progyny, regardless of whether it is a published article, a press release, or a different type of communication, without first receiving approval from the Chief Marketing Officer or CEO of both the content and the recipient of such statement. This includes providing information “off the record”. Specifically, the disclosure of material information about Progyny generally will be made only through press releases, SEC filings or other means reasonably designed to provide broad, non-exclusionary distribution of the information to the public. Please refer to Progyny’s [Corporate Disclosure Policy](#) for more detailed information about the disclosure of Progyny’s material non-public information regarding Progyny.

External inquiries must be immediately referred to the appropriate party as designated below:

- From the mediaChief Marketing Officer or CEO
- From shareholders or financial analystsChief Marketing Officer or CFO
- From government agencies and officials.....General Counsel

C. Social Media

Social media are digital technologies centered on the sharing of user-generated content and feedback. The use of social media presents unique opportunities for Progyny to listen, learn and engage with members and clients. While social media is a great resource, it is not without risks and therefore its use is subject to certain rules and guidelines as further described in our [Social Media Policy](#). Progyny respects your right to engage in personal online activities when not performing services for Progyny, but you must ensure that your postings do not cause harm to Progyny or its reputation. To that end, use of social media should be responsible, honest, ethical and appropriate for our business. Carefully consider any message before posting it.

Only engage in social media on behalf of Progyny if you have explicit approval from the Chief Marketing Officer or CEO to do so. If you have the authority to publish Progyny content on social media, you may only publish content that complies with all Progyny policies and procedures and has received all appropriate approvals. Content regarding Progyny solutions must be truthful, balanced and adequately supported by data. No Progyny confidential information or PHI may ever be posted on social media. To the extent that any media inquiries or requests for information regarding Progyny are posed to you via social media, refer such inquiries or requests to the VP, Communications and Strategy, the Chief Marketing Officer or the CEO. All social media communications shall adhere to Company policies and procedures.

Q: I posted a picture of myself in a Progyny workspace and someone commented with a question about our services. May I respond?

A: No. Content about Progyny or its products, services or programs may not be publicly disseminated unless both the content and the dissemination method are approved in accordance with Progyny policies and procedures.

D. Charitable Contributions

As Progyny personnel, we are encouraged to give back to the community; however, such contributions should not be conducted in such a way that they may be mistakenly misconstrued as Progyny support for a given organization or cause. Progyny personnel may not act on behalf of Progyny in contributing to or endorsing any charitable organization. If a charitable contribution is to be made by Progyny, it must first be approved by the Compliance Officer. This section does not apply to Progyny grants made in accordance with Progyny policies and procedures. Questions with regards to charitable contributions and activities may be directed to the Compliance Officer.

E. Trade Issues

From time to time, the United States government, foreign governments, and the United Nations have imposed boycotts and trading sanctions against various governments and regions which must be obeyed. Advice regarding the current status of these matters must be obtained from the Legal team prior to moving forward with any action involving the subject of a possible boycott or sanction.

VII. Progyny's Compliance Program

In support of Progyny's commitment to compliance, a comprehensive compliance program has been established to help Progyny and its personnel meet their legal and ethical obligations as reflected in this Code and Progyny policies and procedures (the "Compliance Program"). The Audit Committee of the Board of Directors appoints a Compliance Officer, who is responsible for overseeing our Compliance Program, and is supported by the Executive Team, the General Counsel and the Board of Directors. If there is no appointed Compliance Officer, the General Counsel shall perform the role of Compliance Officer. A list of the key members of our Compliance Program can be found at Annex A.

Participation in, and support of, the Compliance Program is a condition of your employment or engagement with Progyny. The success of the Compliance Program is dependent on adherence to the Compliance Program by each of us. Failure to adhere to the Code or any element of the Compliance Program may result in disciplinary action, up to and including immediate termination of your employment or engagement.

A. Compliance Program Objectives

Progyny strives to practice and promote legally compliant and ethical business practices in all of its activities. In support of this goal, the Compliance Program's functions include:

- Prevention, detection and correction of compliance violations by Progyny personnel
- Development, implementation and enforcement of policies and procedures regarding compliant business practices, including Progyny's policies on interactions with HCPs;
- Monitoring and auditing compliance with applicable Progyny policies and procedures;
- Development and implementation of training programs regarding compliant business practices;
- Establishment of open lines of communication for compliance questions, concerns and reports of misconduct;
- Investigation of reported and suspected compliance issues or complaints;
- Initiation of corrective action where necessary, including policy development and amendment, training and re-training, contract amendment and termination and disciplinary action, up to and including termination of employment or engagement.

VIII. Asking Questions and Raising Concerns

You should seek advice anytime that you have questions about whether an action is lawful or complies with our Code. Depending on your level of comfort and the content of your question, you may seek input from the Compliance Officer, your manager, a member of the People team, the Chief Human Resources Officer, the Chief Financial Officer, or the General Counsel. If you prefer, you can ask questions or raise concerns anonymously through the Compliance Hotline at 855-375-6795 or progyny.ethicspoint.com. The Compliance Hotline is available to personnel 24 hours a day, seven days a week and is staffed by an outside organization. All submissions through

the Compliance Hotline can be made anonymously and Progyny will not track or identify callers if the caller wishes to remain anonymous.

A. Reporting

Progyny personnel are required to promptly report any suspected misconduct, whether it be a suspected violation of our Code of Conduct, any applicable law, or a Progyny policy or procedure. Reporting potential misconduct may help Progyny prevent or mitigate illegal, unethical, or inappropriate conduct. All reports are taken seriously and reviewed to determine whether an investigation is warranted.

If you reported suspected misconduct and you do not feel that the appropriate follow up action has been taken by Progyny, please contact the Compliance Officer, General Counsel or the Compliance Hotline.

Any waiver of this Code for employees, officers or directors may be made only by the Board and will be promptly disclosed as required by law or regulation.

B. Confidentiality and Non-Retaliation

Reports of suspected misconduct may be made anonymously; however, you are encouraged to identify yourself if you feel comfortable and it is appropriate to do so. Should you choose to identify yourself, every reasonable effort will be made to keep your identity confidential. If you do not identify yourself, it may be more difficult to provide you with possible solutions or to inform you of follow up actions taken.

Retaliation against Progyny personnel making compliance reports, raising concerns or providing information during investigations in good faith will not be tolerated. Retaliation may take many forms, including but not limited to, denial of benefits, termination, demotion, suspension, threats, harassment or discrimination. Anyone who engages in retaliation against someone for asking questions or raising a compliance concern will face disciplinary action, up to and including termination. If you have been subject to retaliation, or know of someone who has, notify your manager, a member of the People team, a member of the Executive team, the Compliance Officer or General Counsel.

Progyny reserves the right to discipline any person who knowingly makes a false accusation of misconduct or provides Progyny with false information during the course of an investigation.

C. Investigations of Non-Financial Compliance Matters

The General Counsel is responsible for coordinating the investigation of reports of suspected misconduct under the Code, unless it relates to a financial compliance matter, in which case it will be investigated pursuant to our Whistleblower Policy below. Investigations will be conducted in a fair and timely manner and the confidentiality of the reporting party's identity will be maintained

to the extent possible.

Typically, an investigation will involve the collection and review of relevant documents or physical evidence and interviews of relevant witnesses. Progyny personnel are expected to be truthful and fully cooperate with any compliance investigations into possible violations of applicable law, this Code or other Company policies. Any failure to do so will be grounds for disciplinary action, up to and including termination.

All investigations will be documented appropriately and in compliance with all applicable laws and Progyny policies and procedures. Documents obtained or created in connection with any investigation will be kept in accordance with our document retention policy.

Upon conclusion, the person(s) making the complaint will be informed that the matter was investigated and instructed to report any perceived retaliation directly to the General Counsel.

D. Corrective Actions and Discipline

If an investigation reveals that discipline and/or corrective action is needed, each will be overseen by the appropriate assigned leader based on the issue, the investigation and the General Counsel as set forth in the investigation documentation.

Progyny reserves the right to change this Code as it deems appropriate. Employees will be notified immediately of any changes.

IX. Compliance Procedures

All employees, officers, and directors have the responsibility to report observed or suspected violations of law, this Code and any activity that might constitute financial fraud or financial misconduct. We must all work to ensure prompt and consistent action against violations. However, not all situations are clear-cut. Since we cannot anticipate every situation that will arise, it is important that we have a way to approach a new question or problem. These are the steps to keep in mind:

- **Make sure you have all the facts.** To reach the right solutions, we must be as fully informed as possible.
- **Ask yourself: what specifically am I being asked to do? Does it seem unethical or improper?** This will enable you to focus on the specific question you are faced with and the alternatives you have. Use your judgment and common sense; if something seems unethical or improper, it probably is.
- **Discuss the problem with your manager, a member of the People team, or for compliance issues, with the Legal department or Compliance Officer.** This is the basic guidance for all situations. In many cases, your manager will be more knowledgeable about the question and will appreciate being brought into the decision-making process. Remember that it is your manager's responsibility to help solve problems. If you are uncomfortable discussing the

problem with your manager, you can talk to the People team. If your question relates to any compliance issues addressed in this Code, you can talk to the Company's legal or compliance department.

- **Seek help from Company resources.** In a case where it may not be appropriate to discuss an issue with your supervisor or local management, reach out to our Legal team at legal@progyny.com. If you prefer, and it seems appropriate, you can address your concerns with either the Compliance Officer or in writing to the [Audit Committee of the Board](#). Additionally, anonymous reports can be made through the internet at progyny.ethicspoint.com or for calls originating in the United States, Guam, Puerto Rico and Canada, dial 855-375-6795.
- **You may report violations in confidence and without fear of retaliation.** If your situation requires that your identity be kept secret, your anonymity will be protected. However, please be aware that Progyny does not permit retaliation of any kind against employees, officers or directors for good faith reports of suspected violations.
- **Always ask first, act later.** If you are unsure of what to do in any situation, seek guidance before you act.
- **All employees, officers and directors are subject to the Company Code of Conduct, which describes procedures for the internal reporting of violations.** All employees, officers and directors must comply with those reporting requirements and promote compliance with them by others. Failure to adhere to these policies, by any employee, officer or director, will result in disciplinary action up to and including termination.

X. Whistleblower Policy

A. Introduction

Progyny requires its employees, officers and directors to observe high standards of business and personal ethics in the performance of their duties on Progyny's behalf. We are expected to practice honesty and integrity in fulfilling our responsibilities and are required to comply with all applicable laws and regulations.

The objectives of this policy are to encourage and enable employees, officers and directors, without fear of retaliation, to raise concerns regarding suspected unethical and/or illegal conduct or practices on a confidential and, if desired, anonymous basis so that Progyny can address and correct inappropriate conduct and activity.

Whistleblowers perform an important service to the public when they come forward with what they reasonably believe to be evidence of wrongdoing. A whistleblower is an employee, officer, director, subcontractor or consultant who discloses information that the individual reasonably believes is evidence of any of the activities listed in Section B, Reporting Responsibility.

B. Reporting Responsibility

It is your responsibility to report, in good faith, any concerns you may have regarding actual or suspected activities which may be illegal or in violation of Progyny's policies with respect to, without

limitation:

- fraud,
- theft,
- embezzlement,
- accounting or auditing irregularities,
- bribery,
- kickbacks,
- gross mismanagement,
- gross waste of funds
- abuse of authority,
- substantial and specific dangers to public health or safety,
- and misuse or waste of Progyny's assets and funds.

You are also responsible for reporting any violations or suspected violations of any law, rule or regulation while conducting business on behalf of Progyny.

C. No Retaliation

No person who in good faith reports a concern under this Policy shall suffer intimidation, harassment, retaliation, discrimination, demotion, discharge or other adverse employment consequence because of such report. Any employee, officer or director of Progyny who retaliates against someone who has reported a concern in good faith is subject to discipline up to and including removal from Progyny's board of directors and/or or termination of employment or engagement. Notwithstanding anything contained herein to the contrary, this policy is not an employment contract and does not modify the employment relationship between Progyny and its employees, nor does it change the fact that employees of Progyny are employed at-will. Nothing contained herein is intended to provide any employee, officer or director with any additional rights or causes of action, other than those provided by law.

D. Reporting Concerns

Any concern should be reported as soon as practicable to either the Compliance Officer or the General Counsel. Any questions with regard to the scope, interpretation or operation of this policy should also be directed to either the Compliance Officer or the General Counsel.

E. Compliance Officer

The Compliance Officer is responsible for investigating and resolving all reported concerns and shall advise the Audit Committee and, if the Compliance Officer deems it appropriate, the Executive Chairman, of all reported Concerns. The Compliance Officer shall report to the full Board of Directors at each regularly scheduled board meeting on compliance activity.

F. Accounting and Auditing Matters

The Audit Committee of the Board of Directors shall address all reported concerns regarding corporate accounting practices, internal controls or auditing (“Accounting Concerns”). The Compliance Officer shall immediately notify the Audit Committee of any Accounting Concern and shall work with the committee until its resolution. Promptly upon receipt, the Audit Committee shall evaluate whether a concern constitutes an Accounting Concern and, if so, shall promptly determine what professional assistance, if any, it needs in order to conduct an investigation. The Audit Committee will be free in its sole discretion to engage outside auditors, counsel or other experts to assist in the investigation and in the analysis of results.

G. Investigations

The Compliance Officer may delegate the responsibility to investigate a reported concern, whether it is related to Accounting Concerns or otherwise, to one or more Progyny employees or to any other individual, including persons not employed by Progyny, selected by the Compliance Officer; provided that the Compliance Officer may not delegate such responsibility to an employee or other individual who is the subject of the reported concern or in a manner that would compromise either the identity of an employee who reported the concern anonymously or the confidentiality of the complaint or resulting investigation. Notwithstanding anything herein to the contrary, the scope, manner and parameters of any investigation of a reported concern shall be determined by the Audit Committee in its sole discretion and Progyny employees, officers and directors shall cooperate as necessary in connection with any such investigation.

H. Acting in Good Faith

Anyone reporting a concern must act in good faith and have reasonable grounds for believing that the information disclosed may indicate a violation of law and/or ethical standards. Any allegations that prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

I. Confidentiality

Progyny takes seriously its responsibility to enforce this policy and therefore encourages any person reporting a concern to identify him or herself so as to facilitate any resulting investigation. Notwithstanding the foregoing, in reporting a concern, you may request that such report be treated in a confidential manner. Concerns may also be reported on an anonymous basis. Reports of concerns will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

J. Handling of Reported Concerns

The Compliance Officer will acknowledge receipt of each reported concern within five business days, but only to the extent the reporting person’s identity is disclosed or a return address is provided. All

reports will be promptly investigated; the scope of any such investigation being within the sole discretion of the Audit Committee, and appropriate corrective action will be taken if warranted by the investigation.

K. Records

The Audit Committee will retain on a strictly confidential basis for a period of seven years (or otherwise as required under Progyny's record retention policies in effect from time to time) all records relating to any reported concerns and to the investigation and resolution thereof under this policy. All such records will be considered privileged and confidential to the extent allowed under the law.

L. Special Provisions due to Federal Contractor Status

Disclosures related to Progyny's contract with the Federal Government must be made to one of the following:

- the Recovery Accountability and Transparency Board,
- an Inspector General,
- the Comptroller General,
- a member of Congress,
- a state or federal regulatory or law enforcement agency,
- a person with supervisory authority over you,
- a court or grand jury, or
- the head of a federal agency or their representative.

For additional guidance, an employee, officer or director can reach out to either the [GEHA Ethics Hotline](#) at (877) 865-8254 or the OPM-OIG Hotline at (877) 499-7295.

Code of Conduct Certificate of Compliance

I have read, understand and will comply with Progyny's Code of Conduct, including the Whistleblower Policy. I certify that, to the best of my knowledge, I am not violating, have not violated and am not aware of any unreported violations of Progyny's Code of Conduct.

If during this process you determine that you are aware of a compliance issue, you may list it below. Alternatively, you may sign this Certificate and then immediately report the issue to your department leader, the Compliance Officer, the General Counsel or the Compliance Hotline, where you may report the issue anonymously.

Compliance issue:

Print Name

Signature

Date

ANNEX A

CONTACT INFORMATION (as of December 15, 2023)

Compliance Team (internal)	Compliance@progyny.com
Compliance Officer	Mark Livingston; mark.livingston@progyny.com
General Counsel	Allison Swartz; allison.swartz@progyny.com
Chief Executive Officer	Peter Anevski; pete.anevski@progyny.com
President	Michael Sturmer; michael.sturmer@progyny.com
Chief Financial Officer	Mark Livingston; mark.livingston@progyny.com
Chief Marketing Officer	Risa Fisher; risa.fisher@progyny.com
Chief Human Resources Officer	Cassandra Pratt; cassandra.pratt@progyny.com
Compliance Hotline	progyny.ethicspoint.com ; (855) 375-6795