



# 2023

Sustainability Report

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## ABOUT THIS REPORT

This report highlights our commitment to sustainability and provides information on our initiatives, programs, policies, oversight, governance, and performance around material issues to Acadia Healthcare and our stakeholders. Unless otherwise specifically stated, this report covers Acadia Healthcare's performance and disclosures for the fiscal year ended December 31, 2023. This report was prepared using the Sustainability Accounting Standards Board's (SASB) Healthcare – Healthcare Delivery Industry Standard and Task Force on Climate-related Financial Disclosures (TCFD).

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**CHRIS HUNTER**

Chief Executive Officer

# A Message From Our CEO

**At Acadia Healthcare (Acadia), our Purpose is to *Lead Care with Light*.**

We believe in providing transformative, industry-leading behavioral healthcare. Our commitment is to redefine the meaning of impactful care by infusing it with hope, focus and compassion. Every day, our dedicated teams come ready to illuminate the path forward for one another, our patients, their families and our communities.

Consistent with our purpose and beliefs, our focus on Patients, Community and Governance is highlighted throughout the following report.

In 2023, led by our Executive Steering Committee, and in line with our charter to implement new strategies, protocols and practices, along with investments in new technologies and training programs, we made progress in raising the bar for all of Acadia's facilities and the behavioral healthcare industry as a whole. **We formalized and launched our new ESG Strategy to make business decisions that align to our four focus areas:**

1. Promote and improve the mental health and well-being of our patients.
2. Work together to foster a team culture that promotes diversity, safety and well-being.
3. Make a positive impact in the local communities we serve.
4. Contribute to global sustainability by thoughtfully managing our impact on the environment.

**In our second annual Sustainability Report, we highlight the progress made across these focus areas, with key highlights including:**

- Making new technology investments to improve patient care, prioritize patient and employee safety and optimize operational efficiency, including a new electronic medical record (EMR), patient safety technology, and team member safety solution
- Supporting the development and growth of our people with a new tuition reimbursement program.
- Advancing our employee engagement and retention efforts, including the rollout of our *Path to Purpose* clinical onboarding program.
- Implementing new building and renovation practices designed to reduce facility energy consumption and ensure best-in-class energy conservation efforts at Acadia facilities.

Our talented team of approximately 23,500 employees is the backbone of Acadia's success. By fostering a diverse and inclusive workplace and culture, we advance our efforts to elevate our standard of clinical excellence.

We hope our stakeholders find value reading about our sustainability journey over the past year.

Thank you for your continued interest in and support of Acadia Healthcare.

Sincerely,

# About Acadia Healthcare

Acadia Healthcare ("Acadia" or the "Company") is a leading provider of behavioral healthcare services across the United States, operating a network of 253 behavioral healthcare facilities with approximately 11,200 beds in 38 states and Puerto Rico. With approximately 23,500 employees serving over 75,000 patients daily, Acadia is the largest stand-alone behavioral healthcare company and the #1 pure-play behavioral health provider in the U.S., providing behavioral healthcare services to its patients in a variety of settings, including inpatient psychiatric hospitals, specialty treatment facilities, residential treatment centers and outpatient clinics.

**Acadia is positioned to serve a large unmet need in the country with a commitment to clinical excellence, integration across the continuum of care and strong financial performance.**

**75K+**

Patients treated daily

**~23.5K**

Employees

**~11.2K**

beds

**~\$2.9B**

2023 revenue

**253**

Behavioral healthcare facilities

## OUR NATIONAL AFFILIATIONS & ORGANIZATIONS

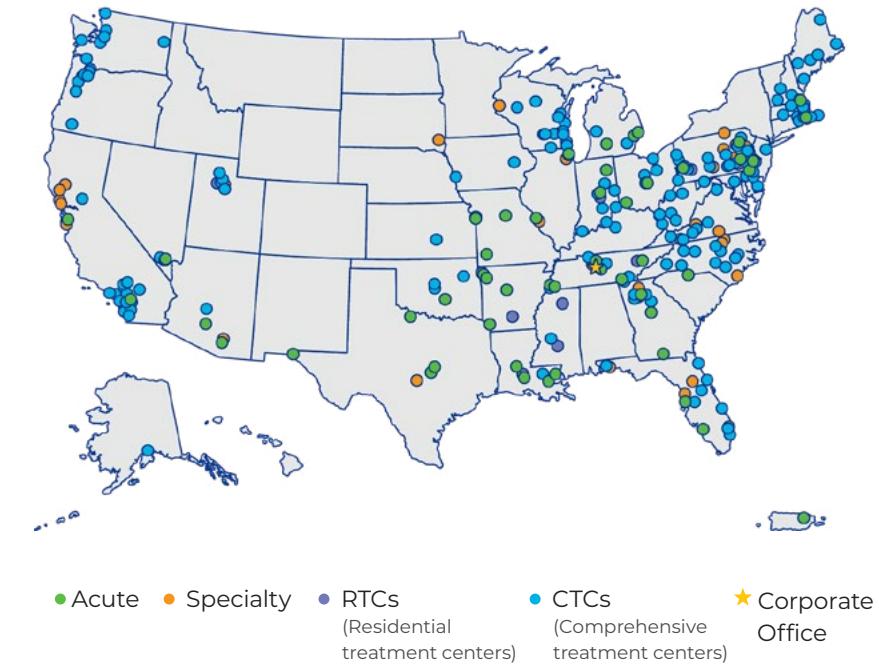


National Association  
for Behavioral Healthcare  
Access. Care. Recovery.



NATIONAL ASSOCIATION  
OF ADDICTION TREATMENT PROVIDERS

**f** The Jason Foundation



\* Map as of 3/31/24

Headquartered in Franklin, Tennessee, Acadia was founded in 2005 to develop and operate a network of behavioral healthcare facilities across the country.



## OUR PURPOSE

### At Acadia, our Purpose is to Lead Care With Light®.

When people in need are facing their darkest hour, or when they bravely ask for assistance in carrying the weight of their personal world, they can turn to Acadia to illuminate a path to health with hope. We at Acadia are honored to serve alongside passionate people who imbue promise in the work we do and the lives we touch — the lives of our patients, their families and friends, our broader communities, and one another.

## OUR MISSION

Acadia's mission is to provide compassionate care that improves lives, inspires hope and elevates communities.

## OUR VALUES

We Set the Standard for Care

We Lift & Uplift

We Innovate Quickly to Change Lives

We Succeed as One

Acadia stands as an industry leader that is dedicated to providing optimal clinical care, meeting the unique needs of each of our patients and working to destigmatize the world view of mental health and addiction concerns.

# Our Approach to Sustainability

Acadia is committed to establishing and promoting sustainability and corporate social responsibility. This is central to our organizational identity and guides how we care for our patients, support our employees, relate with our professional partners and serve our local communities.

## Executive Steering Committee

Acadia leadership plays an integral role in the oversight of our patient, employee, community and governance efforts. Our cross-functional Executive Steering Committee meets quarterly to discuss our companywide initiatives and is responsible for overseeing the integration of ESG criteria into our operations and business strategy. The committee is composed of executive leaders with ultimate oversight from our CEO and our Board of Directors (the "Board").

## Board of Directors

The Board and its committees regularly review and assess the Company's policies, practices, goals and programs relating to health, safety, corporate social responsibility, sustainability, environmental and corporate governance matters.

We hold ourselves accountable to the highest standards of sustainability efforts, keeping the safety and well-being of our patients and employees at the forefront of everything we do. We are guided by our stakeholders and third-party frameworks including the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD).

**We integrate patient, employee, community and governance criteria into our operations and business strategy through an Executive Steering Committee chartered to ensure that these objectives align with our mission to provide compassionate care that improves lives, inspires hope and elevates communities.**

## OUR ESG STRATEGY

In 2023, our Executive Steering Committee developed a new ESG strategy comprised of four focus areas, which are aligned with our Purpose to Lead Care with Light.



### PATIENTS

Promote and improve the mental health and well-being of our patients



### EMPLOYEES

Work together to foster a culture that promotes diversity, safety and well-being



### COMMUNITIES

Make a positive impact in the local communities we serve



### PLANET

Contribute to global sustainability by thoughtfully managing our impact on the environment



# CARE

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At Acadia, our patients remind us that the work we do to illuminate the path forward with healing and hope saves and transforms lives. The strongest asset we have is our exceptional, dedicated staff who strive every day to deliver on our promise of superior service and care.



# Our Patients



## Quality Service & Care for Patients

We bring a commitment to the highest standard of excellence in our care across our service offerings. Our work is guided by the positive impact we can create for our patients and their families. We provide a full spectrum of behavioral healthcare services for individuals of all ages.

Treatment options within the Acadia network include detoxification, acute inpatient treatment, residential care, partial hospitalization, intensive outpatient programming, and medication-assisted treatment. [Click here to learn more about our programs.](#)

"The Camp recovery center saved my life and taught me a new way of living in recovery...they really pushed aftercare into their PHP program...for clients to adapt back into the real world slowly and not just right back to where you left off before coming into treatment. The staff and the director showed every single client compassion no matter what the situation was."

**- FORMER ACADIA HEALTHCARE CAMP RECOVERY CENTER PATIENT**

# THE FIVE PILLARS OF PATIENT CARE

01

## HIGH-RELIABILITY PRINCIPLES IN PRACTICE

- Sensitivity to operations
- Preoccupation with failure
- Reluctance to simplify
- Deference to expertise
- Resilience

02

## MEANINGFUL USE OF DATA

- Scorecard with benchmarks
- Outcome measures
- Process improvement tools
- Process improvement projects
- Progress over perfection

03

## CLINICAL EXCELLENCE

- Advancing clinical skills
- Trauma-informed care
- Nurtured heart, Handle with Care and Crisis Prevention Institute de-escalation trainings
- Situational awareness
- Human factors
- Training and education

04

## SERVICE READINESS THROUGH SURVEY READINESS

- Getting ready for the next patient, not the next survey
- Regulations and standards for a sound clinical foundation
- Maintaining a culture of compliance
- Continuous survey readiness
- Inspecting & expecting practices

05

## CULTURE OF SAFETY & CARING

- Maintaining a just culture
- Patient experience
- Staff experience

## Investing in Patients

We are raising the bar on what superior care should look like for our patients through the creation of evidence-based expert committees, best practice care standards and the significant investments we have made in new technologies.

In 2023, one of Acadia's primary areas of focus was on expanding the use of our new electronic medical record (EMR) solution. With this solution, we are optimizing the efficiency and quality of our care at both the corporate and facility level by reducing clinical variation and providing our teams with consistent, best-practice care pathways through which to deliver our services.

**To oversee the implementation of our new EMR solution, we established four committees to drive adoption:**

- **Clinical Informatics Committee** – composed of Directors of Clinical Services, Clinical Leadership Committee members and members of the corporate informatics team, this committee drives process improvement through data analysis and optimization of forms and processes.

- **Medical Informatics Committee** – composed of physicians working in both corporate and hospital leadership positions, this committee focuses on improving the framework and functionality of the EMR to maintain standards of physician practice and patient care consistent with evidence-based practice and requirements of regulatory agencies.

- **Nursing Informatics Committee of Excellence (NICE)** – composed of nurses working in both corporate and hospital leadership positions, NICE aims to improve the framework and functionality of the EMR to maintain standards of nursing practice and patient care consistent with evidence-based practice and requirements of regulatory agencies.

- **Operations Informatics Committee** – composed of corporate quality and operations leaders, as well as members of the corporate informatics team, this committee informs the analysis, continuous process improvement and quality standards that drive enterprise-wide enhancements impacting financial outcomes.

**We continue the rollout of our EMR and have created a central hub where patient information can be securely accessed while still being protected in compliance with federal and state privacy laws, enabling better coordinated care and real time data.**



## Evidence-Based Practice

We are committed to using an evidence-based practice to ensure consistent delivery of our patient care. In 2023, key accomplishments related to our evidence-based practice included Eye Movement Desensitization and Reprocessing (EMDR) training completion by 60 Acadia therapists, the piloting of a virtual reality program at two of our facilities, and the development of a library comprised of research into current evidence-based best practices across the Acadia network and proven external resources. We also support our clinicians with access to trusted online resources to support their clinical decisions.

## Patient Safety

At Acadia, we understand that safety is critical to the health and well-being of our patients. We work continually to improve our culture of safety and work continuously towards achieving our goal of zero patient harm.

### ENTERPRISE QUALITY & SAFETY PLAN

Our comprehensive plan establishes initiatives, expectations and goals for the enterprise that focus on implementing and sustaining programs that further continuous improvement. The plan includes provisions for quality assurance and process improvement, with the following primary goals:

- Support excellence in services across the enterprise so that every patient receives the highest quality of care, every time.
- Advance high reliability as a principle in practice and a vehicle for ensuring safety.
- Integrate evidence-based best practices throughout patient-care systems.
- Inspire innovation, collaboration and mutually therapeutic care in all lives we touch.

In 2023, we advanced the oversight of our safety program by splitting the Quality and Compliance teams into two distinct, specialized teams. Our Chief Medical Officer and Chief Quality Officer of Inpatient Services

provide direct oversight on patient safety, clinical quality and regulatory compliance initiatives, while our Chief Compliance Officer provides direct oversight of our corporate compliance program.

To reflect our heightened focus on clinical excellence, we also added the role of Vice President of Medical and Clinical Development to evaluate and optimize clinical and medical programming at our specialty and acute facilities nationwide. In addition, we have a dedicated team of professionals who serve on our Corporate Quality and Safety Committee, which is responsible for evaluating quality and safety risks to our patients and employees, revising existing corporate policies and/or developing new policies, as needed, and working closely with our facility and clinic risk managers. This Committee provides reports to the Corporate Compliance Committee at least quarterly. Each of our facilities has a safety committee that includes facility leadership and frontline staff. These committees discuss, implement and monitor improvements for patient, employee and visitor safety.

The risk manager at each of our facilities conducts regular walk-throughs of the facility, guided by a formal checklist of safety and risk indicators. This regular audit provides the basis for both immediate corrective actions and longer-term improvement planning.





We use the results of an annual facility-specific risk assessment to implement site-specific enhancements. This is an industry-leading best practice and in 2023 we conducted 24 mock surveys, an all-time high for Acadia. As we expand this corporate support function in 2024, we expect to complete more than 30 mock surveys to further enhance our facilities' survey readiness and overall clinical consistency. The continuous implementation of this work is overseen by a facility specific Quality Director who provides guidance, consultation, subject-matter expertise and direction based on the data and trends at each unique facility.



As we outline in the “Our Employees” section of this report, we have invested in the launch of a standardized employee onboarding program, Path to Purpose, which includes a number of trainings on patient and employee safety. All facility employees are required to complete mandatory staff safety training upon new hire and at least annually thereafter.

We are also focused on increasing responsiveness to patients by implementing a proximity-based patient safety technology tool that facilitates observation compliance and enhanced patient safety for high-risk patient populations. This platform was implemented in 53 facilities in 2023. In 2024, we will further expand its use in our youth residential treatment centers, with consideration of use-case in specialty residential facilities. This platform helps us keep patients safe by ensuring that rounds are done in a timely manner and that leadership has real-time visibility.

## Investing in Excellence

Our investments in new technologies in 2023 enhance safety and protect both our employees and patients. We piloted the technologies detailed below with our staff throughout 2023 and are currently rolling them out across our facilities:

- **Wearable silent team member safety solutions**, designed to be worn by all staff, which allows immediate location tracking and one-way communication in case of an emergency.
- **Communication and team member safety device** leveraged by core facility staff to announce the location of an alert and allow for two-way communication in case of an emergency.
- **Cloud-based performance improvement software solution and survey readiness platform**, which provides greater transparency on all clinical and quality operations and oversight at our facilities. We believe this product will better integrate our teams at the facility level and further strengthen the connection between facility leaders and their corporate support teams to identify opportunities earlier and ensure risks are mitigated as far upstream as possible.

“Millcreek has been a true blessing for our family! [My son] is so much better from where he was when he started and is continuing to make progress everyday!”

**- EXCERPT FROM LETTER OF FORMER PATIENT'S PARENT**

## Safety Initiatives

In addition to our facility-based safety practices, we have several best practices throughout our organization to foster a culture of safety, including the following:

### ZERO TOLERANCE TRAINING

Every Acadia employee completes zero tolerance training upon being hired and our field employees complete the training on an annual basis thereafter. This training is focused on defining and preventing abuse, neglect, boundary violations and exploitation. The training includes a mandatory test each year, with a required passing grade of 100%.

### EMERGENCY RESPONSE PROCEDURES

In 2023, in partnership with a third-party consultant, we regularly tested our facility-level emergency response procedure plans to ensure readiness for active shooters, crises, cyberattacks or natural disasters.

### SAFE DRIVING

Every employee who drives patients must take a safe driving course upon being hired and on an annual basis thereafter. These employees are also subject to regular driving record reviews. All trips require an assessment to determine whether accommodations must be made to meet the special needs of any patients who are being transported.

### INCIDENT REPORTING

Despite our best efforts, incidents occasionally occur at our facilities. Acadia reports all such incidents and analyzes all relevant data for trends and follow-up tracking. The data is reviewed by our patient safety subcommittee, which includes our Chief Quality Officer of Inpatient Services, Chief Medical Officer, General Counsel, Vice President of Risk Management, Chief Human Resources Officer and Operations leadership.

### SAFE CATCH PROGRAM

Acadia encourages all employees to take an active role in maintaining a safe environment, and we recognize staff members who identify and report any potential hazards.

### SAFETY CERTIFICATION PROGRAM

Acadia facilities participate in our Safety Certification Program that motivates team members to maintain a commitment to safety across all daily activities. The program promotes a culture of safety and a dedication to improving the lives we touch.





## Facility Certification

100% of our Comprehensive Treatment Center (CTC) clinics have received full Commission on Accreditation of Rehabilitation Facilities (CARF) accreditation. Additionally, all facilities are Drug Enforcement Administration (DEA)-registered. Nearly every Acadia facility is licensed and accredited by a nationally recognized oversight body, and our hospitals are Joint Commission accredited.

Acadia achieved outstanding scores across all CARF measures in its latest ratings release – including scores of 99% or higher on each of CARF's quality measures and, notably, scores of 100% on two critical dimensions in direct support of patient safety, demonstrating that we are delivering on our goal of providing best-in-class care for patients.

## Supply Chain Quality

We conduct purchasing through a Group Purchasing Organization (GPO), which supports quality oversight by ensuring established standards are met, including vetting third parties to ensure they are not on a Centers for Medicare & Medicaid Services or Office of Inspector General exclusion list.

## Patient Satisfaction

We pride ourselves on taking a quantitative approach to monitoring patient experience to ensure our scores improve over time. We use patient surveys to inform our experience improvement initiatives. By way of example, in our December 2023 survey, the vast majority of patients reported feeling hopeful about their care and were likely to recommend the Acadia facility to someone else.

## Access to Health Care

At Acadia, patient health guides everything we do and so we understand the responsibility we have to consider all relevant factors impacting their healthcare experience, including access to quality care. Equitable access to healthcare is a global issue Acadia takes seriously and as such, we are committed to doing our part to expand access to our healthcare services to low-income patients and communities while eliminating barriers that contribute to health disparities. Over 50% of our revenues come from Medicaid patients, an indicator of accessibility.

We directly address other health equity barriers through our ongoing partnerships and facility specific work at the community level. More information on our community involvement can be found in the “Our Communities” section of this report.

We disclose detailed pricing information to patients on all facility websites with price transparency data as required by Centers for Medicare and Medicaid Services.

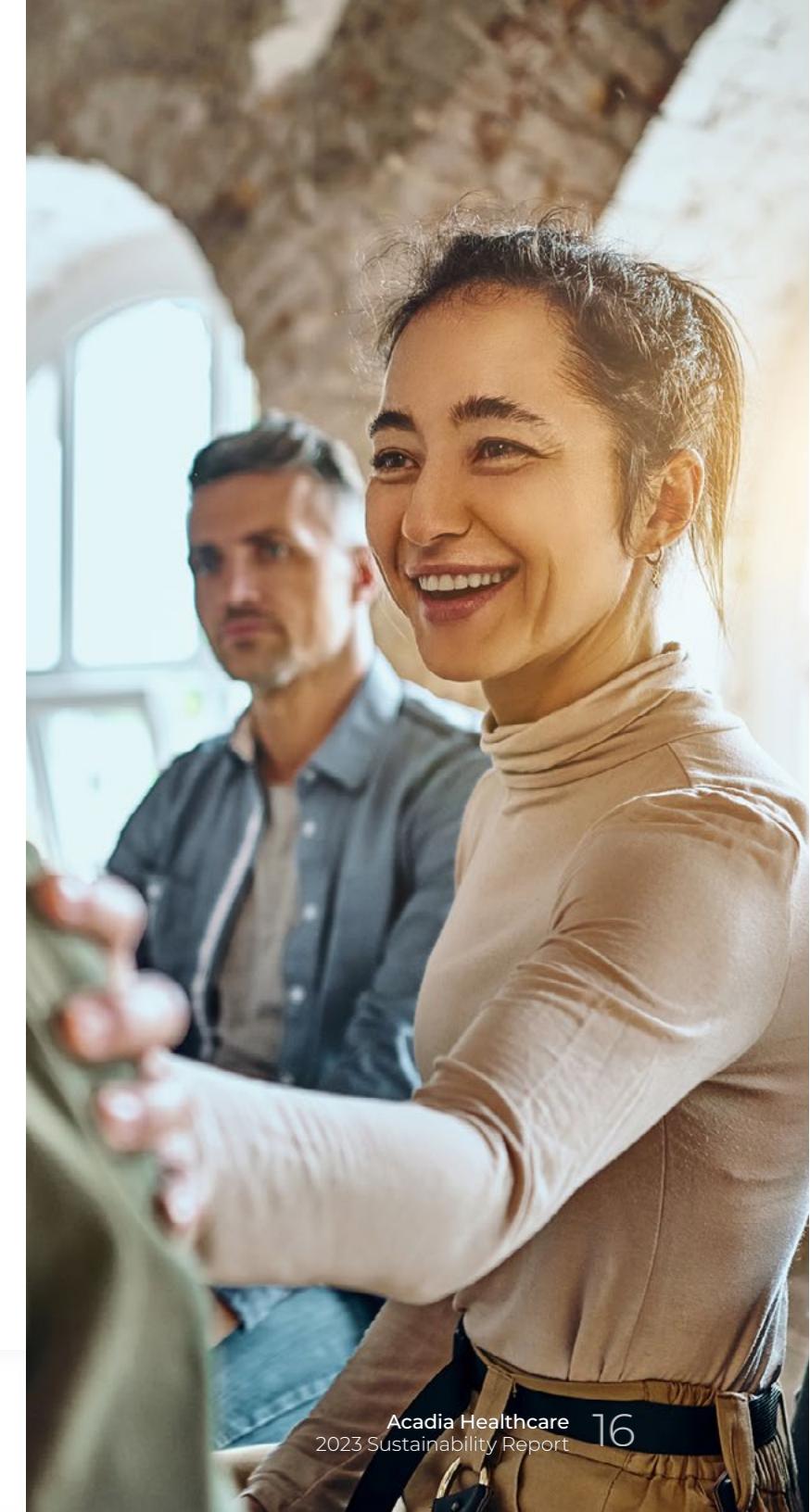
## Our Commitment to Providing Value-Based Care

As a part of achieving excellent patient outcomes, we've begun to lay the foundation necessary to support value-based healthcare policy. Current efforts are underway to establish service line objectives, increase reporting capability, and monitor and report on targets. Simultaneously, we continue to partner with several local and national health plans in small scale value-based care initiatives – including participating in pay-for-performance and value-based contracts. We anticipate increasing engagement in value-based arrangements over the coming years.

We are committed to reviewing and incorporating various value-based health care components on an ongoing basis. Managerial responsibility to support value-based health care programs spans across our IT, Clinical & Quality and Finance & Managed Care business areas.

“I can now, because of Vancouver CTC, understand my position [and] role in my own self-discovery.”

— FORMER ACADIA HEALTHCARE PATIENT



# OUR EMPLOYEES

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Our people are the heartbeat of Acadia and the driving force behind delivering on our mission to provide compassionate care that improves lives, inspires hope and elevates communities. We are proud of the dedication from our talented employees who help Acadia address the needs of our patients.

In 2023, we furthered our people-first commitment with the introduction and appointment of our Chief Talent Officer and Vice President of Total Rewards, who are developing and overseeing programs to solidify Acadia as an employer of choice.



## Talent Attraction & Engagement

Our people deliver on our continuous commitment to clinical excellence and best-in-class clinical offerings. The recruitment, training and long-term development of our employees are a critical investment that supports our strategy to attract and retain an industry leading team that makes Acadia the leader in behavioral health. In 2023, we invested in new AI technology on our new Careers website, designed to improve the candidate experience. We have also enhanced a number of university partnerships to fuel our talent pipeline for the future.

## Compensation and Benefits

Acadia's Total Reward programs are designed to support the Company's mission and values by attracting, retaining, and motivating our employees with competitive, market-aligned compensation, benefit and well-being programs that reward and recognize performance, while supporting our employees' financial, emotional, and physical well-being.

**We provide a competitive package of benefits to all employees who work more than 30 hours, including:**

- ✓ Acadia Healthcare 401(k) Plan
- ✓ Basic Life and Accidental Death & Dismemberment Coverage
- ✓ Dependent Care Flexible Spending Account
- ✓ Employee Assistance Program
- ✓ Employee Care Fund
- ✓ Employee Discount Program
- ✓ Health Care Flexible Spending Account
- ✓ Health Savings Account
- ✓ Limited Health Care Flexible Spending Account
- ✓ Medical and Dental Insurance
- ✓ Paid Time Off
- ✓ Prescription Drug Coverage
- ✓ Short-Term and Long-Term Disability
- ✓ Supplemental Life Insurance and Supplemental Accidental Death & Dismemberment
- ✓ Vision Insurance
- ✓ Voluntary Term Life Insurance with Long-Term Care Coverage

**In 2023, we added a Tuition Reimbursement program that grants employees\* reimbursement of eligible expenses (e.g., tuition, course-related fees, books) related to the successful completion of qualified courses. This benefit also gives employees access to:**

- Free individual guidance sessions on policy, academic planning and financial questions
- Low-cost program options, discounts and select waived application fees through the vendor's education network of 220+ accredited colleges and universities
- Personalized education program plans with flexible scheduling

**In 2024, we are also adding Accident, Critical Illness and Hospital Indemnity**

\*Tuition reimbursement available for full-time or part-time employees (at least 30 hours/week) who are in good standing and have been with Acadia for at least 180 days prior to the course or program start date.

## Employee Development

Delivering high quality care across the care continuum begins with the continuous skill development of our employees. Through regular feedback and performance reviews, we strive for ongoing growth and development, with a commitment to providing career progression opportunities.

### PATH TO PURPOSE

In 2023, we enhanced our investments in our people and our strategy to improve employee retention, engagement and performance with the launch of Acadia's Path to Purpose – a comprehensive orientation and clinical onboarding program. We believe connecting employees to our purpose is the critical first step to creating a best-in-class talent retention strategy, which ultimately improves the care we offer to patients, while reducing patient incidents.

Path to Purpose is a comprehensive, multi-day orientation training and clinical onboarding program designed to better prepare staff to work with behavioral healthcare clients. Our differentiated program leverages evidence-based training and a multimedia approach with the integration of e-simulations, adult learning theory and the latest employee development research to ensure training effectiveness.

We launched our Path to Purpose Clinical Onboarding for Acute, Residential Treatment Centers and our Specialty facilities in 2023. The ongoing development and improvement of this program will be overseen by a dedicated education council that will be created in 2024.

"This is hands-down the BEST onboarding process I have EVER been a part of...such a breath of fresh air."

**- ACADIA HEALTHCARE EMPLOYEE ON THE PATH TO PURPOSE PROGRAM**

### COMPREHENSIVE TRAINING FOR EMPLOYEES

Acadia is committed to providing consistent evidence-based practice in our delivery of patient care and this includes training for our clinicians. Acadia offers programs to foster both leadership and professional skills development.

In addition to the evidence-based trainings mentioned in the "Our Patients" section of this report, we also partner with a number of vendors to offer certification trainings related to their proven methods for de-escalating and managing violent and challenging behaviors displayed by patients.

In 2023, we introduced access to the CE Unlimited Library, a continuing education program that promotes clinical excellence, quality improvement and a culture of lifelong learnings for our employees.



The CE Unlimited Library includes evidence-based courses utilizing simulations, microlearning, and other learning modalities, allowing our patient-facing employees to take courses on their terms and at their own pace. The offering supports professional licensure requirements, and Magnet & Specialty Certification, as well as bolsters our professional staff development, which in turn improves our ability to deliver excellence in our care.

Since its launch in April 2023, more than 10,000 Acadia employees have completed over 20,000 courses and earned over 15,000 credits.

In 2023, we also launched a nurse residency program. So far, more than 600 nursing professionals have completed the residency.

We require company-wide training to reinforce key policies and practices related to regulatory compliance, safety, patient care and other relevant key areas. All Acadia facility employees are required to complete at least 80 hours of training. The following are examples of training modules that all Acadia employees complete:

#### ACADIA 101

Code of Conduct, HIPAA, Emergency Preparedness, Workplace Safety, Fire Safety and Active Shooter Response

#### ZERO TOLERANCE

Boundaries, Abuse, Neglect and Exploitation

#### DIVERSITY IN THE WORKPLACE

Defining Diversity, the Benefits of Valuing Workplace Diversity, Legal Aspects of Diversity and Managing Workplace Diversity

#### PATIENT CARE

Patient Rights, Patient Experience, Care Delivery, Infection Control, and Precautions and Suicide Prevention

#### ACTIVE SHOOTER RESPONSE IN HEALTHCARE SETTINGS

How to Recognize Indicators of Potential Violence and How to Become Familiar with Various Response Concepts

#### HIGH RELIABILITY

Foundational Principles of Becoming a High-Reliability Organization

#### WORKPLACE VIOLENCE

How to Prevent and Handle Workplace Violence

#### SOCIAL MEDIA

Acadia's Company Policy and Procedures on Social Media in the Workplace and Social Media Best Practices

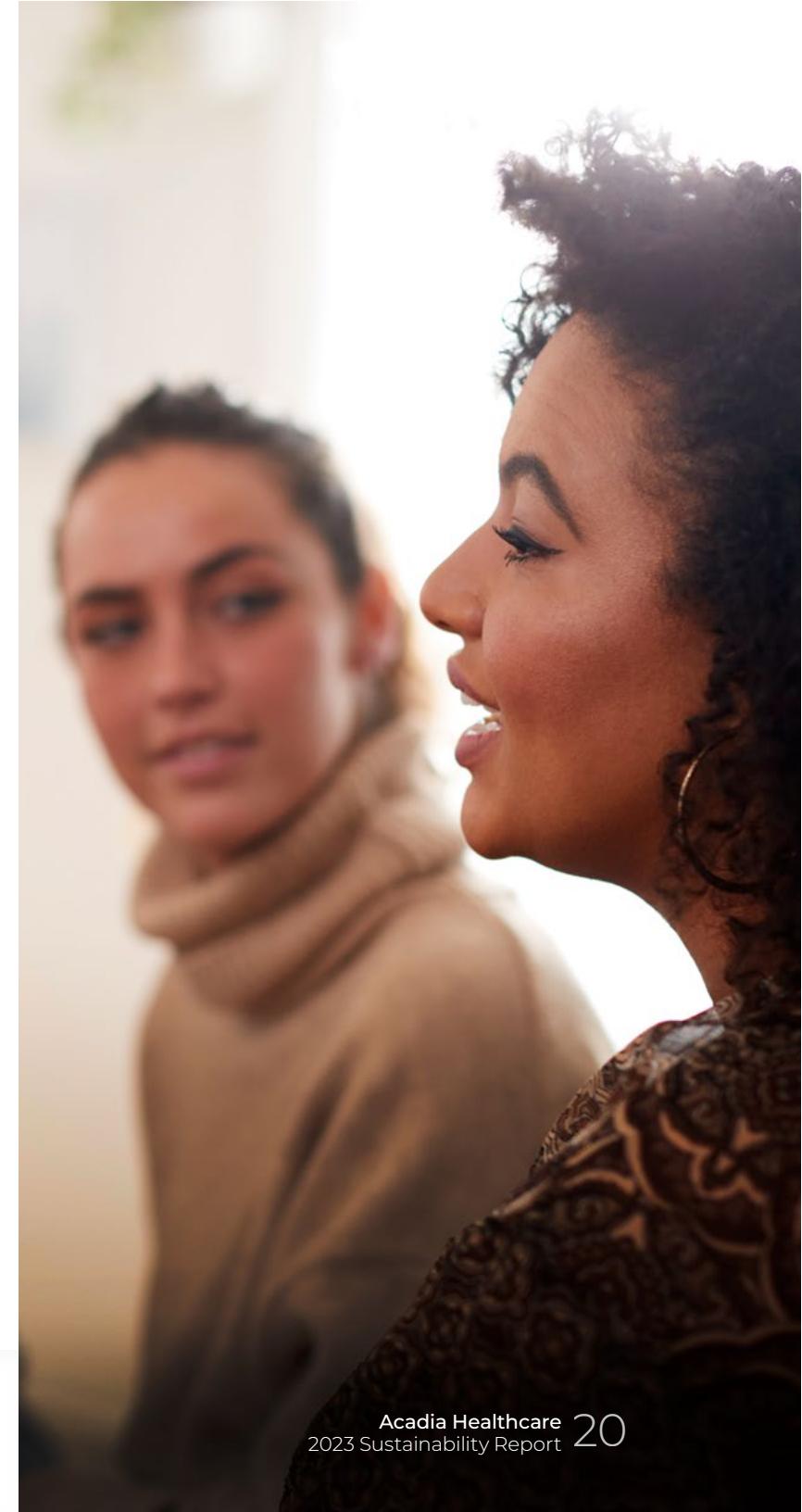
#### IT SECURITY AWARENESS

Best Practices of Cybersecurity, Information Security for Data Protection, Passwords, Social Engineering and Spear Phishing

#### INFECTION CONTROL AND PREVENTION BASICS

Infection Control and How to Help Prevent the Spread of Disease in the Healthcare Setting

To develop our future leaders, we offer an Executive Training Program for eligible employees, designed to create a pipeline of future leaders across the Company.





## Engagement and Retention

Our engagement and retention strategy is supported by our open feedback culture and focuses on constant improvement. We believe that investing in our facilities is an extension of our investments in our people, enabling them to more effectively care for our patients. Additionally, we see employee emotional well-being as a crucial mechanism to strong engagement and retention. We are committed to employee well-being through our focus on creating a culture of belonging and recognizing employees for their performance achievements and living our values.

### We have a number of formal open feedback mechanisms for employees, including:

- Annual *myVoice* employee engagement survey
- Quarterly town halls, which provide an open forum for questions and concerns to be voiced
- Employee intranet, which provides a forum for employees to share stories and feedback

## Diversity, Equity and Inclusion (DEI)

Acadia strives to foster a diverse and inclusive workplace and culture. Our people are our competitive advantage, and we believe that when all Acadia employees feel they belong, we are best positioned to meet our business goals. When our employees feel they can be their full selves at work, we all thrive. We believe that diverse perspectives and experiences unite our team, bolster our culture of inclusivity and advance our ability to deliver exceptional care and service to our patients, their families and our communities. We meet our business objectives of fostering the brightest minds and innovative ideas by embracing a workplace that attracts the best employees regardless of race, gender, nationality, ethnic origin, religion, age, sexual orientation or other identity traits.

Our DEI programs are overseen by our Diversity, Equity & Inclusion Council, which meets on a quarterly basis, at a minimum. Our ongoing DEI initiatives and programs and their progression is discussed with the Board on a regular basis.

As part of our commitment to maintaining a welcoming and inclusive environment and to treating everyone with dignity and respect, all employees complete mandatory annual diversity in the workplace and zero tolerance trainings.

## Equity at Acadia

Acadia partnered with a leading consultant to assess workplace fairness and ensure progress in promoting equity and inclusion across the workforce, leadership accountability, best practices as it relates to talent management and engagement policies, supplier diversity, philanthropic efforts and formal talent programs when compared to benchmarked industry peers.

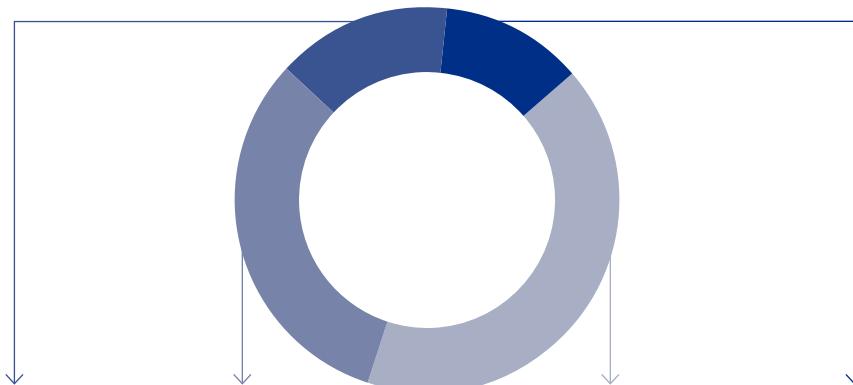
## Discrimination Policy

We are committed to maintaining a welcoming and inclusive environment and to treating everyone with dignity and respect. Bullying, intimidation or harassment of any kind is not acceptable in our workplace. We have policies that strictly prohibit any discrimination on the basis of race, color, national origin, age, religion, disability, gender, marital status, veteran status, or any other basis prohibited by federal, state, or local law.

## Diversity at Acadia By the Numbers

	% Women	% People of Color
<b>SUPERVISOR</b>	<b>78%</b>	<b>39%</b>
<b>MANAGER</b>	<b>69%</b>	<b>33%</b>
<b>DIRECTOR</b>	<b>66%</b>	<b>27%</b>
<b>EXECUTIVE</b>	<b>55%</b>	<b>18%</b>
<b>TOTAL STAFF</b>	<b>74%</b>	<b>48%</b>

## Employee Generation Distribution



**13%**  
Baby Boomers  
(Ages 60 to 78)

**31%**  
Generation X  
(Ages 44-59)

**42%**  
Millennials  
(Ages 28-43)  
**14%**  
Generation Z  
(Up to 27)

As of December 31, 2023, less than 1% of our full-time and part-time employees are unionized.

# Our Communities

Acadia takes a holistic approach to creating a positive impact on our patients and the communities in which we operate. We believe being a good corporate citizen means increasing access to care, providing education about behavioral healthcare and the evidence-based treatments available, advocating for patient rights and giving back to our communities.

Our community outreach strategies are overseen by our Executive Leadership Team. We understand going into a new community can create apprehension for those who may not understand the complexities of behavioral healthcare. However, we know the work we do can have incredibly positive clinical, social, economic and financial impacts.

Our strategy for positive community impact in served areas are sectioned into three distinct stages:

01

## Market analysis

We identify underserved markets that would benefit from expanded care and where Acadia could best fill unmet needs.

02

## Community engagement

We partner with local officials and meet with members of the community to discuss who we are, what we are planning, and our predicted impacts. We make sure to have an open forum for community members to express their concerns and for us to address them.

03

## Continuing engagement and education

Through regular meetings with the community, including community advisory boards, referral sources, and hospital community advisory boards, we answer questions, address concerns, and provide information on our latest treatment options.

## Our Community Approach

At Acadia, we are focused on the many ways we transform lives, families and communities every day. We emphasize our treatment philosophy of caring for every individual with kindness, dignity and respect while providing a supportive environment that advances healing and recovery.

Acadia maintains an individualized approach to each facility, which gives us the flexibility to tailor our programs and services to meet the diverse needs of the populations we serve. Throughout Acadia's treatment network of facilities, the staff mirrors the community, further facilitating our ability to care for patients who speak different languages and have varying cultural backgrounds.

We view community integration as a key step in opening any new facility or service. By proactively connecting with referral partners, specialists and primary care providers, first responders, and key contacts within the justice system, social services, and insurance ecosystems, we ensure that our treatment teams are plugged into the local communities.

**We address a critical need in the communities we enter. By providing services to address behavioral healthcare needs, we believe the entire community benefits. Our outreach efforts include:**

- School outreach programs such as suicide prevention training and resources, teacher and school counselor education programs, referral and treatment resources, and partnership opportunities to provide education to school age children and adolescents.
- Veteran and Military outreach programs, which include referrals and specialized treatment programs for both military members, veterans and their families.
- First Responder programs that include resiliency training and community outreach to law enforcement, firefighters, healthcare workers and other public servants.
- We build a number of close partnerships with law enforcement, first responders, police, crisis teams and community mental health services, which enable us to serve communities more effectively and efficiently.
- Public Safety Liaisons who connect local officers or agents in need with a Treatment Placement Specialist® in their area who is trained to triage law enforcement and public safety cases.

**Acadia facilities play a vital role in delivering behavioral health services, as well as being significant employers and contributors to their local communities. From sponsoring annual walks with local National Alliance on Mental Illness (NAMI) chapters, to providing Crisis Intervention Training for police officers and first responders, or raising suicide awareness through our corporate affiliation with The Jason Foundation, Inc., Acadia's facilities and employees play a vital role in their diverse local communities.**



## Economic and Financial Impacts

**Our local presence creates a significant economic benefit for local communities, including:**

- ✓ The creation of new, high-paying jobs
- ✓ Production of local tax revenue
- ✓ New community referral source for doctors and healthcare providers



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## Social Impacts

Acadia's facilities and employees contribute to our ability to create a positive presence in the communities in which we operate.

We are proud to play a part in preventing and solving the national youth suicide crisis, as a National Community Affiliate of The Jason Foundation, Inc. (JFI) in their work on Youth Suicide Awareness and Education. JFI has more than 221 offices in more than 30 states, which provide programs and services to all 50 states. 53% of those offices are provided by Acadia. JFI's programs and resources are donated at no-charge to schools, youth organizations and communities. JFI's work includes student curriculums and professional development, as well as in-service trainings, parent seminars and community seminars. In addition to significant financial support, Acadia provides phone responders, office space, and group meeting spaces for gatherings of teachers, counselors and community members. Through 2023, Acadia has deployed the Jason Foundation's newest training program "Preventing Suicide Among Foster Care Youth" — a program centered on training Foster, Adoptive and Other Out-of-Home Caregivers — in many of our facilities that serve children and adolescent populations.

**Our local facilities show their commitment to giving back to the communities they serve in uniquely tailored facility-specific events. Some examples include:**

- **Belmont Hospital** works with the Autism Foundation, and as a teaching hospital training the next generation of clinicians. The hospital also sponsors a number of mental health awareness and suicide prevention events and speaks to the local community on a wide variety of topics, including understanding mental illness and trauma, youth behavior and adult considerations around mental health.
- **Mount Carmel** hosted a number of fundraising events, including efforts supporting the local homeless population, outreach to senior citizens, and Breast Cancer Awareness, as well as the hospital's well-known "Fishin with A Mission" fundraiser aimed at educating the community on fishing while raising money to support various local Columbus charities and organizations.

Care

Environment

Governance

Appendix

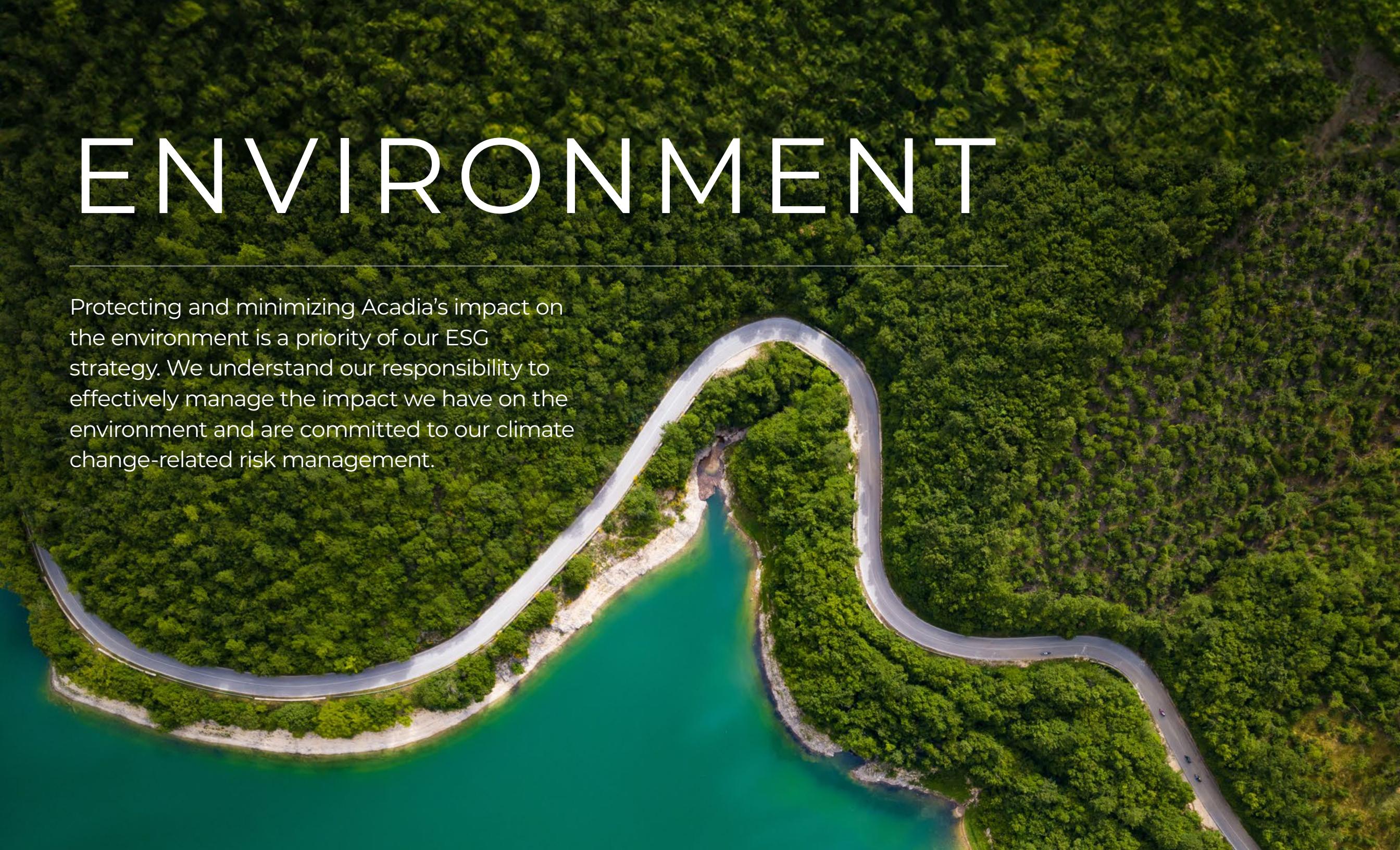
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# ENVIRONMENT

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Protecting and minimizing Acadia's impact on the environment is a priority of our ESG strategy. We understand our responsibility to effectively manage the impact we have on the environment and are committed to our climate change-related risk management.



## Environmental Management

Each of Acadia's inpatient facilities has a risk manager and a physical plant director, who, together manage the risks related to hazardous materials and waste and ensure effective environmental management at each respective facility.

Our facilities team conducts employee training on the Department of Transportation requirements for hazardous materials generation, transportation and disposal.

## Hazardous Waste Management

As a part of our commitment to minimize Acadia's creation of waste products, hazardous materials and other regulated materials, we follow detailed policies, trainings, and procedures regarding the storage, handling, and disposal of these products to ensure compliance with all applicable laws and regulations. For The Joint Commission (TJC) accredited facilities, we also conduct external audits for compliance with TJC hazardous-waste regulations. Our Risk Management Incident Reporting program provides for the immediate reporting of any unsafe storage or improper disposal or release of a hazardous or toxic substance.

In 2023, we purchased **2.88M** fewer pages of paper, **down 1.8% from 2022.**



## Reducing Our Environmental Impact

### ENERGY USE

Our biggest direct environmental impact is from energy use in our buildings. We are committed to finding ways to operate more efficiently at our locations.

In 2023, we conducted a pilot study comparing five older and five newer Acadia facilities to benchmark building efficiency performance and identify opportunities for improvement. Additionally, we began utilizing geothermal energy in our new building designs for Heating, Ventilation, and Air Conditioning (HVAC) systems at new hospitals under development in Madison, WI, Danville, PA, Greenville, NC, and Council Bluffs, IA.



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### WATER USAGE

Our new building designs have plumbing systems that consume 30% less water than code requirements.



### SMART LOGISTICS

During our new building design process, we plan for the utilization of prefabricated building assemblies such as exterior wall sections, modular bathroom pods and additional components. This approach allows for a reduction in transportation logistics services due to more efficient material use and assembly that requires fewer trips.

In an effort to reduce our carbon footprint, we actively seek opportunities when building new facilities to utilize existing building structures. Building structures have a significant amount of embedded carbon and by repurposing existing systems, we not only reduce carbon output, but are also able to deliver patient care more efficiently from a cost and schedule perspective.

Two of our newest and largest hospitals currently under construction near Detroit, MI and St. Paul, MN have been designed to be LEED Certified.

**Our new build and renovation practices include:**

### MECHANICAL-ELECTRICAL-PLUMBING (MEP) SYSTEMS

For all new Acadia facilities and renovations, we specify the use of MEP systems that achieve facility energy performance higher than typical systems. We implement data-driven designs in new buildings to achieve low energy use targets that are 20% more efficient than typical behavioral health hospitals.

### LIGHTING DESIGNS

In our new construction and renovations, we specify lighting designs that are typically over 30% more efficient than code and include all Light Emitting Diode (LED) lighting.

### HVAC

We create efficiencies with power usage and heating by rightsizing our HVAC systems.

### ENERGY CONSERVATION

All newly constructed Acadia hospitals exceed the requirements of the International Energy Conservation Code. Our corporate headquarters are in a LEED-certified building.

# GOVERNANCE

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At Acadia, we are grounded in our values and guided by our commitment to behave ethically and treat patients with compassion and respect. We carry this belief into all interactions with our employees, patients and other stakeholders. We support a “just culture” that promotes shared accountability across the organization and encourages all employees to behave fairly and justly.

Governance at Acadia is overseen by a cross-functional Executive Steering Committee that meets quarterly to discuss our ESG initiatives. The Steering Committee is composed of members of senior management with executives serving as leaders on each of the three ESG pillars, with oversight from the Board.



## Ethics and Compliance

The foundation of our care is compassion and respect for our patients and adhering to the highest ethical standards in everything we do. We work in full compliance with all applicable federal and state laws, rules and regulations. We understand that the integrity of our services and reputation of our facilities stand as the primary metric of comfort that our patients, their families and communities feel.

Acadia's compliance function is overseen by our Chief Compliance Officer, supported by our Corporate Compliance Committee. The Corporate Compliance Committee and the Compliance Committee of the Board meet quarterly to review our policies, processes and performance.

We are guided by our [Code of Conduct](#) and [Code of Ethics for Senior Financial Officers](#) to ensure we are always operating at an industry leading standard of ethics and compliance. Our Codes set the Company's expectations and provide guidelines of how to adhere to them by addressing topics ranging from preventing discrimination and harassment to maintaining accurate financial records. We require all employees to complete annual training on our Code of Conduct, in addition to training on the Acadia

Compliance Program and Federal Healthcare laws and regulations related to fraud, waste and abuse. All new employees must complete these trainings within their first 30 days.

We know the best way to assure adherence with our ethical standards is to lessen the exposure to unethical opportunities. Accordingly, Acadia has set up an Enterprise Risk Management Committee led by our Vice President of Internal Audit in coordination with our Chief Compliance Officer. This committee oversees the performance of enterprise risk management assessments to identify significant risks to the Company. These assessments have been completed twice in the last three years and environmental risk is evaluated quarterly. The committee evaluates the results of these assessments to identify key emerging risks and formulates strategies to mitigate them. These findings and mitigation efforts are reported to the Board each quarter, along with any other relevant updates on business ethics.



## Anti-Bribery & Corruption

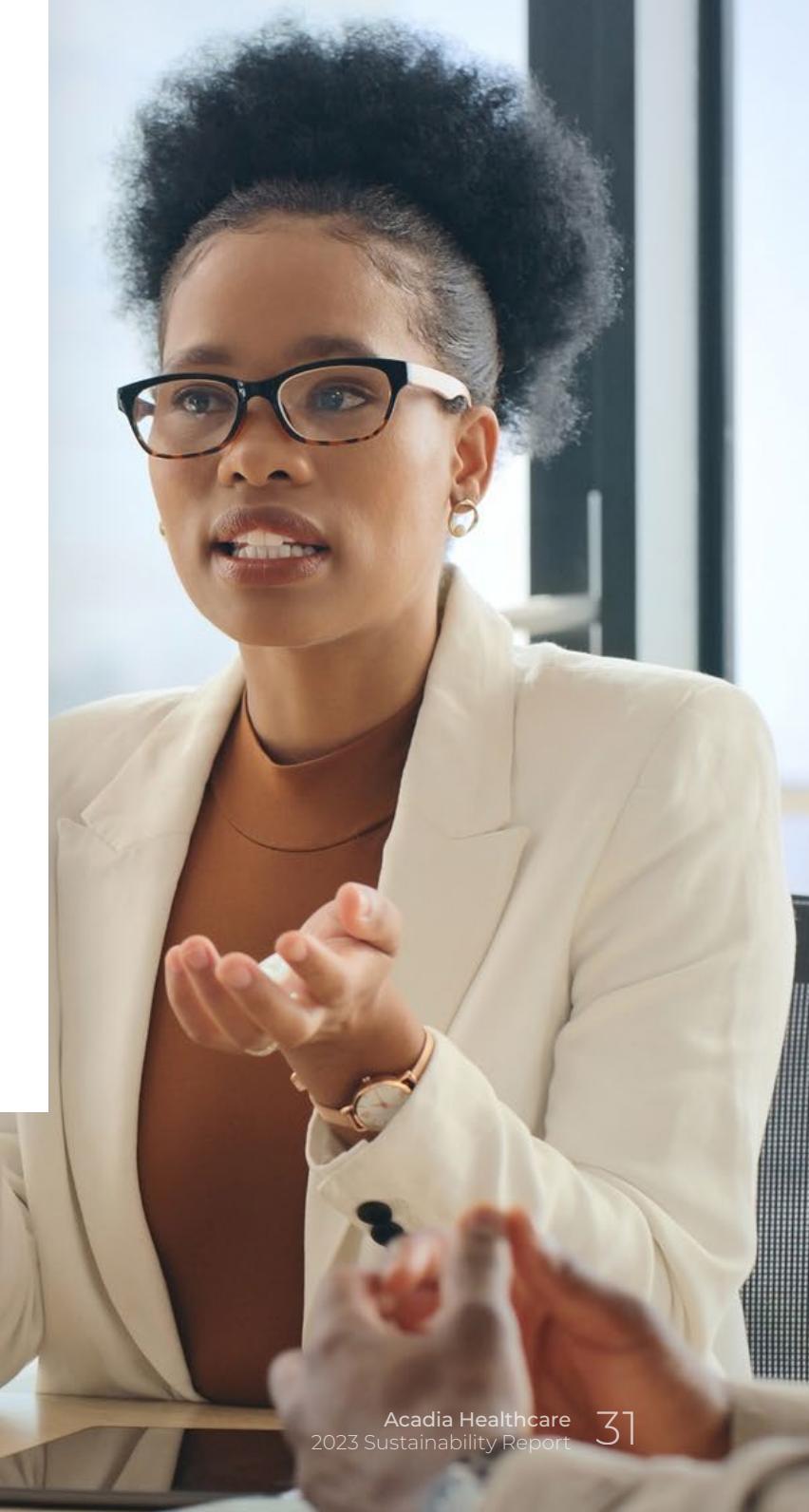
The Chief Compliance Officer oversees our Compliance Program and policies, which includes information and training on Anti-Bribery and Anti-Corruption guidelines. The Chief Compliance Officer reports any concerns to the Chief Executive Officer and Compliance Committee of the Board.

Employees can access Acadia's Anti-Bribery and Anti-Corruption policies, as well as our Healthcare Compliance Program policy on our internal Acadia Connect intranet. All employees receive annual training on these policies as a part of our compliance training program.

## Confidential Disclosure Program

As a part of our commitment to creating a safe, inclusive and high integrity working environment and in alignment with our Code of Conduct, when an employee or third party has a concern or observes behavior that they believe violates Company policy, the Code of Ethics or applicable law, we expect it to be reported. As stated in our Code of Conduct, we believe speaking directly to a supervisor, our leadership team, Human Resources or Compliance department team members, is the most effective way to report concerns, but we also provide anonymous reporting options through our independent toll-free Compliance Hotline and web portal, which is available in all local languages 24 hours a day, seven days a week. Information on how to access these options is included in our Code of Conduct, available on our website and intranet, and posted in our facilities.

All reports are maintained in a database and forwarded to our Compliance team and other departments based on the nature of the report. The assigned investigator reviews the details of the report and conducts an investigation. The concern is investigated promptly and confidentially until completion. If warranted, corrective actions are then implemented. The investigation and results are maintained in our internal database and a response is always provided to the individual who made the report. Information on the matters reported are provided to executive leadership and to the Board Compliance Committee and Corporate Compliance Committee on a quarterly basis. Confidentiality is upheld throughout and respected to the greatest extent possible. Acadia strictly prohibits retaliatory acts — such as demotion, harassment or other negative acts — against any person for reporting concerns or suspected violations in good faith.



## Data Privacy and Security

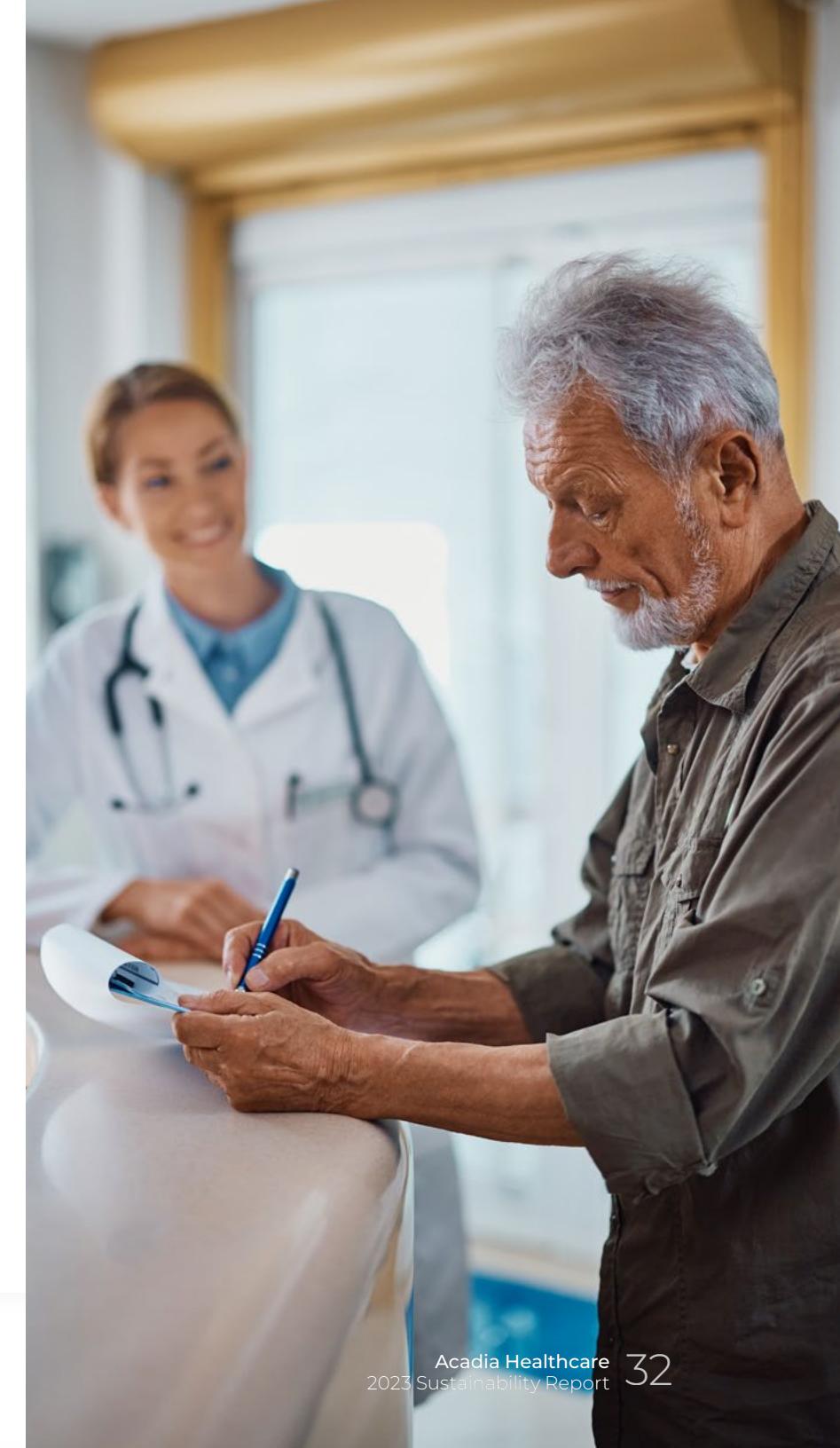
We understand the responsibility we have to protect our patients' privacy and handle their data with the utmost care, and as such, we are committed to ensuring the privacy and security of all medical records and personal health information in our possession.

Our data privacy and security programs are overseen by our Chief Compliance Officer, who serves as Chief Privacy Officer, and our Senior Director of Information Security, who reports to our Chief Information Officer. As a part of our efforts to constantly improve our security systems and programs, in 2023, we also introduced the new role of Chief Data & Analytics Officer, who is responsible for the oversight of our overall enterprise data strategy, optimizing our enterprise analytics platforms and leveraging data science and technologies to enable insights-driven decisions that best serve the healthcare experience. We also have a Cybersecurity Infrastructure Committee that meets monthly to discuss and review evolving Information Security topics, ensure Acadia's alignment with industry best practices and regulatory standards, assess potential risks and vulnerabilities of current strategies, and provide updates on training programs and resources to enhance cybersecurity practices. The Compliance Committee of the Board oversees our privacy program, and the Audit and Risk Committee of the Board oversees our data security program.

The committees review the Company's privacy and security programs on a quarterly basis.

Our data privacy and cybersecurity program, designed to secure our information systems and protect data throughout its lifecycle, incorporates standards, processes and activities over best practice domains, such as governance, access controls, facility, data protection, IT systems and data transmission security, threat intelligence and incident response, third-party risk management, disaster recovery and vulnerability management. We review our security and privacy policies and procedures on an annual basis.

As set by our Security Awareness and Testing Policy, all employees and contractors with access to our systems receive data privacy and security training upon hire and each year thereafter. Every Acadia employee also receives specific training in compliance with HIPAA and 42 Code of Federal Regulations (CFR) Part 2 requirements on an annual basis since the protection and security of our patients and their data is of the utmost importance to Acadia. Additional training is also provided to staff with specific roles such as Information Risk and Security Management, Security Administration, Site Security and IT/Network Operations personnel.



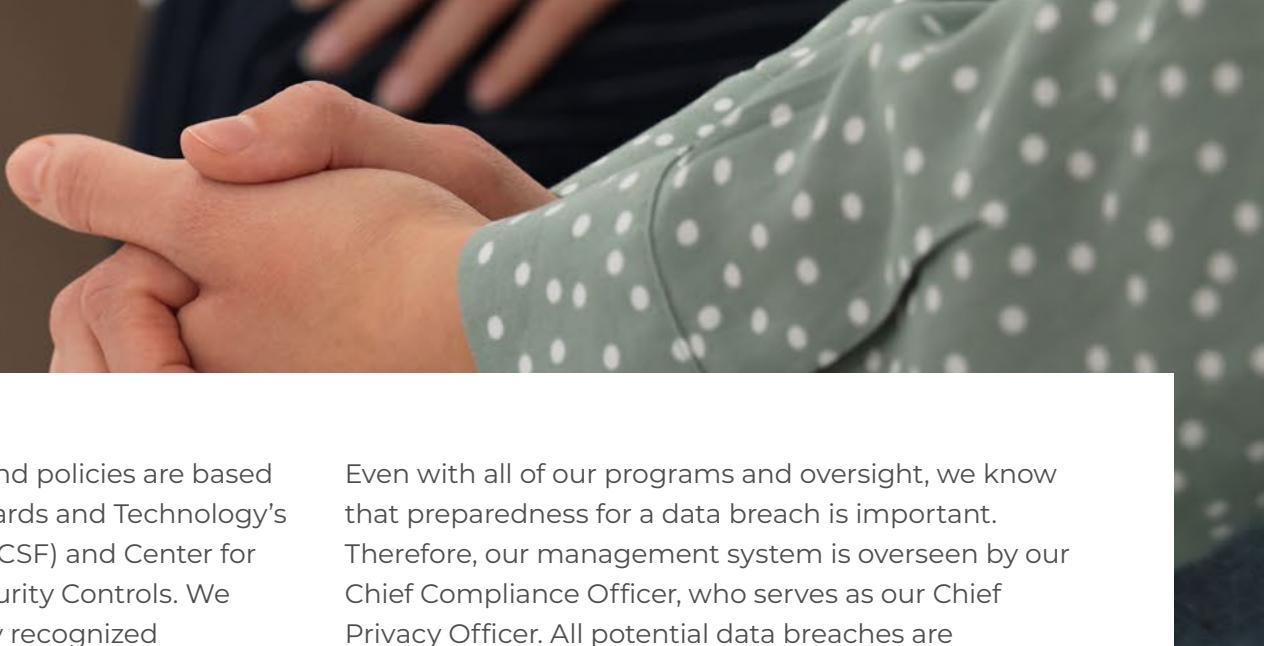


Through our Acceptable Use Policy, we require all Acadia employees, contractors, consultants and temporary workers to use Acadia IT resources in alignment with Acadia policies, standards and applicable laws and regulations. We have robust policies in place to ensure the protection of sensitive and confidential data and the privacy and security of our employees and patients. These include:

- Email and Internet Use Policy
- Mobile Device Policy
- Laptop / Tablet Security Policy
- Wireless Communications Policy
- User Access Account Management Policy
- Information and Asset Disposal Policy

To ensure best-in-class access control and encryption and de-identification techniques are used in our IT systems, we have multiple policies that outline the proper management when using, as well as disposal, of IT related assets. These include our:

- Encryption Policy, which establishes that encryption is required for all laptops, desktops, tablets and portable drives that may be used to store or access Acadia data, including emails, as well as the minimum standards of the software that can be used.
- Password Policy, which sets guidelines for the formation of an employee's password used to access Acadia's systems, where it can be stored and how often it needs to be changed.
- Physical Security Policy, which establishes controls for physical access to data center(s), building/facility server rooms, IT equipment areas and other Acadia IT Resources.
- Leased Copier and Scanner Encryption Policy, which outlines how to properly manage encryption, data retention and disposal of hard drives in leased copiers.



As detailed in the “Our Employees” section of this report, we educate employees on cybersecurity awareness on a monthly basis, at a minimum. We use monthly email blasts with information on how to keep information safe, as well as frequent phishing exercises, with high-risk individuals receiving extra, targeted exercises. Any failure will result in the employee receiving additional remedial dynamic training on the topic. In addition to internal phishing practices, we also employ independent phishing campaigns as a measure to ensure adequate performance of our employees.

To ensure the integrity of our data privacy and security programs amidst evolving technologies and threats, we undergo regular internal and external security audits, including third-party conducted annual penetration tests and ongoing risk assessments through internal channels and external parties. Additionally, we leverage a Managed Extended Detection and Response (MXDR) solution to augment visibility across multiple platforms and integrate Security Orchestration, Automation and Response (SOAR) capabilities.

Acadia’s cybersecurity program and policies are based on the National Institute of Standards and Technology’s (NIST) Cybersecurity Framework (CSF) and Center for Internet Security (CIS) Critical Security Controls. We also align with appropriate, widely recognized standards such as NIST 800-53, PCI, HIPAA, and Sarbanes-Oxley.

We are a participating member of the Health Information Sharing and Analysis Center, a health-industry forum focused on cyber and physical security threats. Members of the cybersecurity team are also active members of InfraGard, which is a partnership between the Federal Bureau of Investigation and members of the private sector for the protection of U.S. Critical Infrastructure, along with other cyber oriented organizations such as Information Systems Security Association International.

As part of the ongoing advancement efforts of our cybersecurity program, we have engaged with U.S. intelligence and law enforcement agencies to make faster, more informed security decisions to identify, respond to, mitigate and prevent cybersecurity threats.

Even with all of our programs and oversight, we know that preparedness for a data breach is important. Therefore, our management system is overseen by our Chief Compliance Officer, who serves as our Chief Privacy Officer. All potential data breaches are escalated through our risk management system and handled according to our data breach plan, which includes quickly notifying patients of any potential impact, when appropriate. We also ensure all appropriate governmental agencies are notified of data breaches, determined by the number of individuals impacted, as required by federal and state laws and regulations. Acadia is insured for cyber-related incidents and breaches, aligned with industry standard levels. We review this protection coverage on an annual basis.

# APPENDIX

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## SASB INDEX – HEALTH CARE DELIVERY INDUSTRY STANDARD

SASB is an independent, private-sector standards-setting organization dedicated to improving the effectiveness and comparability of corporate disclosures on ESG factors. The table below cross-references the SASB accounting metrics with where that information can be found in Acadia's reporting.

Accounting Metric	Code	Disclosure
<b>Energy Management</b>		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	HC-DY-130a.1	Not reported
<b>Waste Management</b>		
Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated and (c) landfilled	HC-DY-150a.1	Not reported
Total amount of: (1) hazardous and (2) nonhazardous pharmaceutical waste, percentage (a) incinerated, (b) recycled or treated and (c) landfilled	HC-DY-150a.2	Not reported
<b>Patient Privacy &amp; Electronic Health Records</b>		
Percentage of patient records that is Electronic Health Records (EHR) and meet "meaningful use" requirements	HC-DY-230a.1	Not reported
Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	HC-DY-230a.2	For details, see Data Privacy and Security in the Governance section of this report.
(1) Number of data breaches, (2) percentage involving (a) personally identifiable information (PII) only and (b) protected health information (PHI), (3) number of customers affected in each category, (a) PII only and (b) PHI2	HC-DY-230a.3	Not reported
Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	HC-DY-230a.4	Any material legal or regulatory issues would be disclosed in annual 10-K and quarterly 10-Qs.
<b>Access for Low-Income Patients</b>		
Discussion of strategy to manage the mix of patient insurance status	HC-DY-240a.1	Not reported / For additional details, see the Access to Healthcare section of the Patients section of this report.
Amount of Medicare Disproportionate Share Hospital (DSH) adjustment payments received	HC-DY-240a.2	Not reported / For additional details, see the Access to Healthcare section of the Patients section of this report.

<b>Quality of Care &amp; Patient Satisfaction</b>			
Average Hospital Value-Based Purchasing Total Performance Score and domain score, across all facilities	HC-DY-250a.1	Not reported / For additional details, see the Access to Healthcare section of the Patients section of this report.	
Number of Serious Reportable Events (SREs) as defined by the National Quality Forum (NQF)	HC-DY-250a.2	Not reported	
Hospital-Acquired Condition (HAC) score per hospital	HC-DY-250a.3	Not reported	
Excess readmission ratio per hospital	HC-DY-250a.4	Not reported	
Magnitude of readmissions payment adjustment as part of the Hospital Readmissions Reduction Program (HRRP)	HC-DY-250a.5	Not reported	
<b>Management of Controlled Substances</b>			
Description of policies and practices to manage the number of prescriptions issued for controlled substances	HC-DY-260a.1	Not reported	
Percentage of controlled substance prescriptions written for which a prescription-drug monitoring program (PDMP) database was queried	HC-DY-150a.2	Not reported	
<b>Pricing &amp; Billing Transparency</b>			
Description of policies or initiatives to ensure that patients are adequately informed about price before undergoing a procedure	HC-DY-270a.1	We disclose detailed pricing information to patients on all facility websites with price transparency data as required by Centers for Medicare and Medicaid Services. For additional details, see the Access to Healthcare section of the Patients section of this report.	
Discussion of how pricing information for services is made publicly available	HC-DY-270a.2	We disclose detailed pricing information to patients on all facility websites with price transparency data as required by Centers for Medicare and Medicaid Services. For additional details, see the Access to Healthcare section of the Patients section of this report.	
Number of the entity's 25 most common services for which pricing information is publicly available, percentage of total services performed (by volume) that these represent	HC-DY-270a.3	Not reported	

<b>Employee Health &amp; Safety</b>	(1) Total recordable incident rate (TRIR) and (2) days away, restricted or transferred (DART) rate	HC-DY-320a.1	Not reported
<b>Employee Recruitment, Development &amp; Retention</b>	(1) Voluntary and (2) involuntary turnover rate for: (a) physicians, (b) non-physician healthcare practitioners and (c) all other employees	HC-DY-330a.1	Not reported
Description of talent recruitment and retention efforts for healthcare practitioners	HC-DY-330a.2	For details, see the Our Employees section of this report.	
<b>Climate Change Impacts on Human Health &amp; Infrastructure</b>	Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events and (2) changes in the morbidity and mortality rates of illnesses and diseases, associated with climate change	HC-DY-450a.1	Not reported
Percentage of healthcare facilities that comply with the Centers for Medicare and Medicaid Services (CMS) Emergency Preparedness Rule	HC-DY-450a.2	Not reported	
<b>Fraud &amp; Unnecessary Procedures</b>	Total amount of monetary losses as a result of legal proceedings associated with Medicare and Medicaid fraud under the False Claims Act	HC-DY-510a.1	Any material legal or regulatory issues would be disclosed in annual 10-K and quarterly 10-Qs.
<b>Activity Metrics</b>			
Number of (1) facilities and (2) beds, by type	HC-DY-000.A	1) 253 facilities 2) Approximately 11,200 beds	
Number of (1) inpatient admissions and (2) outpatient visits	HC-DY-000.B	Not reported	

## TCFD Index

Acadia is committed to providing transparency in our climate change-related risk management. The TCFD has developed voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to stakeholders.

Governance	<p>Our Board has ultimate oversight of the material risks that could affect our business and results of operations. Our senior management team and Board actively manage and mitigate such risks, which include climate change-related and other environmental risks.</p>
Strategy	<p>As a healthcare provider, we do not believe climate change poses a significant financial impact on our business. However, we evaluate how we could be affected by climate change-related issues such as energy prices, extreme weather and changing regulations.</p> <p><b>Regulatory Risks:</b> We do not currently view climate change as a significant business risk; however, it could pose regulatory risks such as through potential future carbon disclosure and compliance requirements, as well as reputational risks from passively addressing climate change issues. Possible carbon tax or regulatory incentives to encourage the use of renewables could affect energy costs. However, as a healthcare provider that offers a climate-resilient service, we do not expect this would have significant impact on our business and financial performance.</p> <p><b>Physical Risks:</b> We take any potential of business disruption which may occur seriously. Some of our facilities are located in areas prone to hurricanes or wildfires. Natural disasters have historically had a disruptive effect on the operations of facilities and the patient populations in such areas. Our business activities could be significantly disrupted by wildfires, hurricanes or other natural disasters that could be made more frequent and severe by climate change. Long-term adverse weather conditions, whether caused by global climate change or otherwise, could cause an outmigration of people from the communities where our facilities are located.</p> <p><b>Reputational Risks:</b> We monitor industry-focused information sources on evolving risks and evolving litigation patterns involving the industry. We also track environmental concerns raised by shareholder proposals at companies and engage our stakeholders. On a regular basis, risks and responses are reviewed as part of the overall sustainability-risk evaluation during our annual strategic meeting.</p>
Risk Management	<p>Acadia applies and utilizes an integrated enterprise-wide risk management approach which includes in its scope our operations and business strategy. Our Enterprise Risk Management Committee, which is led by our Vice President of Internal Audit, in coordination with the Chief Compliance Officer and Board of Directors, are committed to actively managing and mitigating various risks which may apply to our operational and financial performance, including climate change-related and other environmental risks.</p> <p>Such risk management topics and the mitigation processes are reported to the Board on a quarterly basis. The consideration of these risks is integrated as part of our operations decision-making process in all aspects of the business. Our Audit and Risk Committee actively monitors and discusses major financial and enterprise risk exposures, including, but not limited to, climate-related and other environmental risks with senior management. The Audit and Risk Committee reports to the full Board quarterly on enterprise risk-management oversight and provides an opportunity for discussion of the most significant risks and related matters.</p>
Metrics	<p>Our locations monitor energy use and efficiency. We do not currently disclose company-wide greenhouse gas emissions data.</p>

## U.S. EEO-1 Data<sup>1</sup>

(As of December 31, 2023)

	Hispanic or Latino		Not Hispanic or Latino														<b>Overall totals</b>
	Male	Female	Male							Female							
	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	None	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	None	None		
Job Categories																	
Executive/Senior-Level Official and Managers	9	6	119	8	0	4	0	3	1	138	12	0	9	1	2	0	<b>312</b>
First/Mid-Level Officials and Managers	62	123	487	117	1	15	1	17	0	1,155	273	2	25	6	43	1	<b>2,324</b>
Professionals	212	638	1,334	359	10	171	17	79	7	4,439	1,744	10	296	45	255	12	<b>9,628</b>
Technicians	47	126	160	150	3	10	4	9	1	721	741	4	26	15	43	1	<b>2,061</b>
Sales Workers	2	6	25	4	0	0	0	0	0	50	4	0	0	0	0	0	<b>91</b>
Administrative Support Workers	71	399	221	110	0	12	1	27	2	1,448	659	10	50	9	82	17	<b>3,118</b>
Craft Workers	0	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0	<b>3</b>
Operatives	13	6	106	29	0	1	1	4	0	37	20	0	0	2	2	0	<b>221</b>
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Service Workers	319	567	838	1,133	14	48	22	87	5	1,634	2,197	21	61	33	163	4	<b>7,146</b>
None	0	0	2	0	0	0	0	0	0	5	1	0	0	0	0	0	<b>8</b>
Total	735	1,871	3,293	1,910	28	261	46	226	16	9,625	5,651	47	467	111	590	35	<b>24,912</b>
Percent of Total	3%	8%	13%	8%	0%	1%	0%	1%	0%	39%	23%	0%	2%	0%	2%	0%	

<sup>1</sup>In line with EEO-1 reporting, data provided does not include temporary workers. The preceding data reflects our total workforce.



Acadia Healthcare Company, Inc.  
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Franklin, TN 37067

<https://www.acadiahealthcare.com/about/social-responsibility/>

If you have any questions regarding the Sustainability Report,  
please contact us at [InvestorRelations@acadiahealthcare.com](mailto:InvestorRelations@acadiahealthcare.com).

JULY 2024

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