

HIRERIGHT HOLDINGS CORPORATION

NOMINATING AND GOVERNANCE COMMITTEE CHARTER

Effective as of September 14, 2023

I. Purpose

The Nominating and Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of HireRight Holdings Corporation, a Delaware corporation (the “Company”), shall, on behalf of the Board, oversee Board composition, independence, and operation and the Company’s corporate governance, social responsibility, and environmental principles and practices. The Committee’s purpose, specific authority, and responsibilities are set forth in Section IV below.

II. Organization

The Committee shall consist of at least three directors, each of whom meets the independence requirements of the New York Stock Exchange (the “Exchange”), except to the extent that the Board determines to utilize the Exchange’s transition rules for IPO companies and/or the Exchange’s “controlled company” exception.

Members of the Committee shall be appointed by the Board and may be removed by the Board at any time. The Committee’s chair shall be designated by the Board or, if not so designated, the members of the Committee shall elect a chair by a vote of the majority of the full Committee. The Committee may, from time to time, delegate authority and/or responsibilities to subcommittees, to Company management, or to one member of the Committee, as appropriate and to the extent permitted by applicable law or unless otherwise specified by the Board. Delegation of authority does not limit the Committee’s concurrent authority.

III. Meetings

The Committee shall meet at least four times per year or more frequently as the Committee deems appropriate. Meetings shall be called by the chair of the Committee or, if there is no chair, by a majority of the members of the Committee. Meetings may be held, and members of the Committee may participate in meetings, telephonically or by other electronic means that enable all participants to hear each other to the extent permitted by applicable law. A majority of the membership of the Committee shall constitute a quorum for conducting business of the Committee. Committee actions may be taken by unanimous written consent.

The Committee shall maintain minutes of its meetings and records relating to those meetings.

IV. Authority and Responsibilities

To fulfill its responsibilities, the Committee shall:

1. Develop and recommend to the Board for approval the criteria for Board membership, including (a) any specific minimum qualifications that it believes must be met by a nominee for a position on the Board; (b) any specific qualities or skills that it believes are necessary for one or more of the Board members to possess, and (c) the desired qualifications, expertise, experience, and characteristics of Board members, with the goal of developing an experienced and highly qualified Board, and periodically review these qualifications with the Board. The criteria shall include diversity of experience and other background, demonstrated character and leadership, and the ability to exercise sound judgment. The backgrounds and qualifications of the directors considered as a group should provide a significant breadth of experience, knowledge, and abilities to assist the Board in fulfilling its responsibilities.
2. Identify individuals qualified to become members of the Board in a manner consistent with the criteria approved by the Board and recommend to the Board the director nominees for the next annual meeting of stockholders or to fill vacancies on the Board. As part of this process the Committee shall review each director's continuation on the Board every three years. In identifying and reviewing the qualifications of candidates for membership on the Board, the Committee shall consider all factors which it deems appropriate, including the requirements of the Company's corporate governance guidelines and any other criteria approved by the Board.
3. Develop and periodically assess the Company's policies and procedures with respect to the consideration of director nominees submitted by stockholders of the Company and review the qualifications of such candidates pursuant to these policies and procedures.
4. Review and make recommendations to the Board with respect to any actual or potential conflict of interest involving a director or other circumstances that may adversely reflect upon a director, unless such actual or potential conflict of interest involves a related party transaction, including, but not limited to, (a) requesting that the director should cease the conflicting activity or (b) requesting that the director submit his or her resignation from the Board if continuing service on the Board is not consistent with the criteria deemed necessary for continuing service on the Board.
5. Assist the Board in determining whether individual directors have material relationships with the Company that may interfere with their independence, to the

extent such directors are required to be independent as provided under the Exchange or any other applicable regulatory requirements.

6. Review and make recommendations to the Board with respect to the size, composition, organization, and leadership of the Board and committees of the Board.
7. Review and make recommendations to the Board with respect to Board process, including the calendar, agenda, and information requirements for meetings of the Board and its committees, executive sessions of independent directors.
8. Develop and recommend to the Board for approval a Chief Executive Officer (“CEO”) and executive officer succession plan (the “Succession Plan”), including in the event of an unexpected occurrence and, as the Committee deems appropriate, to review the Succession Plan from time to time with the CEO and any other executive officers and recommend to the Board for approval any changes to, or candidates for succession under, the Succession Plan.
9. Oversee the annual evaluation of the Board and its committees.
10. Oversee and review annually the adequacy of the Company’s policies and guidelines regarding corporate governance, corporate communications, insider trading, stockholder communications, political activities (such as lobbying), participation in trade organizations, outside board service by employees, and other policies of the Board not within the scope of authority of other committees, oversee compliance with such policies and guidelines, and recommend to the Board any changes the Committee deems appropriate.
11. Oversee the Company’s policies and practices on corporate social responsibility and environmental matters. Coordinate, as appropriate, with the Compensation Committee on human capital management matters and the Audit Committee on disclosure practices related to such corporate social responsibility, environmental, and governance matters.
12. Develop and maintain the Company’s orientation programs for new directors and continuing education programs for directors.
13. Review and discuss as appropriate with management the Company’s disclosures relating to director independence, governance, and director nomination matters and, based on such review and discussion, determine whether to recommend to the Board that such disclosures be disclosed in the Company’s Annual Report on Form 10-K or annual proxy statement filed with the SEC, as applicable.

14. Review and assess at least annually its own performance and the adequacy of this Charter and recommend to the Board any changes deemed appropriate by the Committee.
15. Report regularly to the Board.
16. Perform any other activities consistent with this Charter and the Company's organizational documents, and required under applicable law, as the Committee or the Board deems appropriate.

V. Resources

The Committee shall have the authority, at its sole discretion, to retain and terminate search firms to identify and recruit director candidates, and such other advisors (the "Advisors") to assist the Committee in its responsibilities, and shall be directly responsible for overseeing the work of such Advisors. The Committee shall have the sole authority to determine the terms of engagement and the extent of funding necessary (and to be provided by the Company) for payment of compensation to any Advisor retained to advise the Committee and ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

The chair of the Committee, at the request of any member of the Committee, may request that any officer, team member, or advisor of the Company attend a meeting of the Committee or otherwise respond to Committee requests.