

HIRERIGHT HOLDINGS CORPORATION

PRIVACY AND CYBERSECURITY COMMITTEE CHARTER

Effective as of September 14, 2023

I. Purpose

The Privacy and Cybersecurity 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 and advise the Board on the Company’s (i) compliance with global data privacy and security laws, and (ii) cybersecurity profile, vulnerabilities, mitigation, and related risks. 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. The members of the Committee are not required to meet the independence requirements of the New York Stock Exchange (the “Exchange”).

Members of the Committee shall be appointed by the Board upon the recommendation of the Nominating and Governance Committee and may be removed by the Board at any time. The Committee’s chair shall be designated by the Board on the recommendation of the Nominating and Governance Committee 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. Oversee (i) the Company’s compliance with global data privacy and security laws applicable to the data the Company receives and uses, including personal

information regarding consumers, and (ii) the effectiveness of systems, controls and procedures used by the Company to ensure such compliance.

2. Review with management (i) the Company's capabilities, policies and controls, and methods for identifying, assessing and mitigating information and cybersecurity risks, and (ii) the effectiveness of the Company's management of information security-related risks, including reviewing key metrics and the results of audits regarding information technology and information security issues and management's responses thereto.
3. Review with management the Company's capabilities, policies, and plans related to disaster recovery, and business continuity, including the Company's cybersecurity insurance policies.
4. Review with management the Company's budget, allocation of resources, and training related to (i) compliance with global privacy and security law applicable to the data the Company receives and uses, (ii) management of information security-related risks and (iii) the Company's information security functions.
5. Oversee and review management's response to material cybersecurity and privacy incidents or breaches.
6. Review with management the Company's plans with respect to adoption and application of industry standards related to cybersecurity and privacy.
7. Refer to the Audit Committee any matters that have come under the Committee's attention that falls under the Audit Committee's responsibilities, e.g., as relates to disclosure of cybersecurity and privacy incidents or breaches or other compliance matters.
8. 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.
9. Report regularly to the Board.
10. 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 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.