

SYNEOS HEALTH, INC.

Nominating and Corporate Governance Committee Charter

This Nominating and Corporate Governance Committee Charter (the “Charter”) was adopted by the Board of Directors (the “Board”) of Syneos Health, Inc. (the “Company”) on November 6, 2014, and amended and restated as of August 11, 2022.

I. PURPOSES

The Nominating and Corporate Governance Committee (the “Committee”) will assist the Board in: (i) identifying, screening and reviewing individuals qualified to serve as directors and recommending to the Board candidates for nomination for election at the annual meeting of stockholders or to fill Board vacancies; (ii) overseeing the Company’s policies and procedures for the receipt of stockholder suggestions regarding Board composition and recommendations or nominations of director candidates by the Board; (iii) developing, recommending to the Board and overseeing the Company’s Corporate Governance Guidelines and Principles; (iv) reviewing on a regular basis the overall corporate governance of the Company and recommending improvements as and when necessary; and (v) overseeing the Company’s environmental and social initiatives.

In discharging its role, the Committee is empowered to inquire into any matter it considers appropriate to carry out its responsibilities, with access to all books, records, facilities and personnel of the Company, and, subject to the direction of the Board, the Committee is authorized and delegated the authority to act on behalf of the Board with respect to any matter necessary or appropriate to the accomplishment of its purposes. The Committee has the power to retain outside counsel, director search and recruitment consultants and other advisors to assist it in carrying out its activities. The Committee will have the sole authority to retain, compensate, direct, oversee and terminate counsel, director search and recruitment consultants and other advisors hired to assist the Committee, all of whom will be accountable ultimately to the Committee. The Company will provide adequate resources to support the Committee’s activities, including compensation of the Committee’s counsel, consultants and other advisors.

II. COMMITTEE MEMBERSHIP

The Committee will consist of such number of members as determined by the Board from time to time. The membership of the Committee will comply with the “independence” requirements of the Company’s primary stock exchange, as those requirements and rules are in effect from time to time, subject to any available exception. Any action duly taken by the Committee will be valid and effective, whether or not the members of the Committee at the time of such action are later determined not to have satisfied the requirements for membership provided herein.

Except as otherwise directed by the Board, a director selected as a Committee member will continue to be a member for as long as they remain a director or until their earlier death, resignation or removal. Any member may be removed from the Committee by the Board, with or without cause, at any time. The Chair of the Committee will be appointed from among the Committee members by, and serve at the pleasure of, the Board, will preside at meetings of the Committee and will have authority to convene meetings, set agendas for meetings and determine the Committee’s information needs, except as otherwise provided by action of the Committee. In the

absence of the Chair at a duly convened meeting, the Committee will select a temporary substitute from among its members to serve as chair of the meeting.

III. COMMITTEE MEETINGS

The Committee will establish its own schedule of meetings.

Notice of meetings will be given to all Committee members, or may be waived, in the same manner as required for meetings of the Board. Meetings of the Committee may be held by means of conference telephone or other communications equipment by means of which all persons participating in the meeting can hear and speak with each other. A majority of the members of the Committee will constitute a quorum for a meeting, and the affirmative vote of a majority of members present at a meeting at which a quorum is present will constitute the action of the Committee. The Committee may form, and delegate any of its responsibilities to, a subcommittee so long as such subcommittee is solely comprised of one or more members of the Committee. The Committee will otherwise establish its own rules of procedure. The Committee may also act by unanimous written consent of its members.

IV. KEY RESPONSIBILITIES

The following responsibilities are set forth as a guide for fulfilling the Committee's purposes, with the understanding that the Committee may undertake other and different activities, and the Committee's activities may diverge from those described below, as appropriate under the circumstances.

In such manner as the Committee determines is appropriate to fulfill its purposes, the Committee will:

1. recommend to the Board for approval, oversee the implementation and effectiveness of, and recommend modifications as appropriate to, the Company's policies and procedures for identifying and reviewing Board nominee candidates, including: (i) the qualifications or criteria (including experience, qualifications, attributes, diversity or skills in light of the Company's business and structure) for Board nomination; and (ii) policies and procedures relating to consideration of Board nominee candidates recommended by stockholders.
2. identify, screen and review individuals qualified to serve as directors, consistent with skills, qualifications and other criteria approved by the Board (including independence, sound judgment, business specialization, technical skills, diversity and other desired qualities), the current make-up of the Board and the needs of the Board given the circumstances of the Company (including evaluation of incumbent directors for potential re-nomination); and recommend to the Board candidates for: (i) nomination for election or reelection by the stockholders; and (ii) any Board vacancies that are to be filled by the Board; in making such recommendations, the Committee will consider written recommendations for Board candidates

submitted by stockholders to the Committee in accordance with the Company's policy as set forth in its proxy statement;

3. review annually the relationships between directors, the Company and members of management and recommend to the Board whether each director qualifies as "independent" pursuant to the applicable rules of the Company's primary stock exchange and the Securities and Exchange Commission;
4. assess the appropriateness of a director continuing to serve on the Board where the director has notified the Committee of circumstances that may adversely reflect upon the director or the Company (such as (i) accepting a role with a new employer or (ii) appearance on a governmental exclusion, debarment, trade sanction or other applicable governmental watch list), and recommend to the Board any action to be taken with respect thereto, up to and including requesting that the director submit their resignation from the Board;
5. review annually with the Board the composition of the Board as a whole, including whether the Board reflects the appropriate balance of independence, sound judgment, business specialization, technical skills, diversity and other desired qualities;
6. (a) periodically review the Board's leadership structure in light of the specific characteristics or circumstances of the Company and recommend any changes to the Board for approval; and (b) discuss in coordination with the Audit Committee the effect on the Board's leadership structure of the Board's role in risk oversight of the Company;
7. periodically review the committee structure of the Board and recommend to the Board for its approval the appointment of directors to Board committees and assignment of committee chairs;
8. periodically review the size of the Board and recommend to the Board any appropriate changes;
9. design, with input from management, an appropriate orientation program for new directors and identify appropriate director development and continuing education opportunities;
10. coordinate and oversee the annual self-evaluation of the role and performance of the Board and its committees;
11. oversee the Company's corporate governance practices, including the Corporate Governance Guidelines and Principles, certificate of incorporation and bylaws, and any stockholder proposals pertaining to governance matters, and recommend modifications or actions as appropriate to the Board;

12. review on a periodic basis, and as necessary when specific issues arise, relations with the Company's stockholders and advise the Board on policies to further effective communications with those stockholders, which may include meetings between directors and significant stockholders from time to time and other communication opportunities;
13. assist the Board in the oversight of the Company's environmental and social initiatives, including in the areas of climate change, environmental protection and sustainability, human rights, employee health and safety, responsible business practices, corporate social responsibility programs and corporate philanthropy;
14. conduct an annual self-evaluation of the performance of the Committee, including its effectiveness and compliance with this Charter;
15. review and reassess the adequacy of this Charter annually, and recommend to the Board amendments as the Committee deems appropriate; and
16. report regularly to the Board on Committee findings, recommendations and any other matters the Committee deems appropriate or the Board requests, and maintain minutes or other records of Committee meetings and activities.