

## Human Capital Committee Charter

### A. Purpose

The purpose of the Human Capital Committee of the Board of Directors (the “Board”) of R1 RCM Inc. (the “Company”) is to oversee (a) the discharge of the responsibilities of the Board relating to compensation of the Company’s executive officers, as such term is defined from time to time in Rule 3b-7 promulgated under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), (b) the performance evaluation of senior executives, and (c) the review of the Company’s talent development process and culture related items.

### B. Structure and Membership

1. Number. The Human Capital Committee shall consist of at least two members of the Board.
2. Independence. So long as the Company is listed on any national exchange, then except as otherwise permitted by the applicable rules of such national exchange, each member of the Human Capital Committee shall be independent as defined by such rules.
3. Chair. Unless the Board elects a Chair of the Human Capital Committee, the Human Capital Committee shall elect a Chair by majority vote.
4. Compensation. The compensation of Human Capital Committee members shall be as determined by the Board.
5. Selection and Removal. Members of the Human Capital Committee shall be appointed by the Board, upon the recommendation of the Nominating and Corporate Governance Committee. The Board may remove members of the Human Capital Committee from such committee, with or without cause.

### C. Authority and Responsibilities

#### General

1. The Human Capital Committee shall discharge its responsibilities and shall assess the information provided by the Company’s management, in accordance with its business judgment.

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#### Human Capital Matters

2. Compensation of Executive Officers. The Human Capital Committee shall annually review and approve corporate goals and objectives relevant to the compensation of the Company’s Chief Executive Officer (the “CEO”), evaluate the CEO’s performance in light of those goals and objectives, and, either as a committee or together with the other independent directors (as directed from time to time by the Board), determine and approve the CEO’s compensation, including annual incentive compensation. The Human Capital Committee shall in consultation

with the CEO periodically review and approve, or make recommendations to the Board with respect to, compensation of certain of the Company's executive officers (other than the CEO), including annual incentive compensation.

3. Compensation Philosophy. The Company seeks to attract persons of exceptional talent to serve as executive officers. Therefore, the Company's policy is to compensate executive officers at least competitively relative to executive officers at comparable companies with comparable expectations for growth and success. The Human Capital Committee shall periodically review the Company's compensation structures to evaluate their competitiveness relative to such comparable companies, in addition to their alignment with the Company's overarching compensation philosophy.
4. Evaluation of Senior Executives. The Human Capital Committee shall be responsible for overseeing the evaluation of the Company's senior executives. In consultation with the CEO in the case of all senior executives other than the CEO, and in conjunction with the Audit Committee in the case of the evaluation of the senior financial management, the Human Capital Committee shall determine the nature and frequency of the evaluation and the persons subject to the evaluation, supervise the conduct of the evaluation and prepare assessments of the performance of the Company's senior executives, to be discussed periodically with the Board.
5. Plan Recommendations and Approvals. The Human Capital Committee shall periodically review and make recommendations to the Board with respect to incentive-compensation and equity-based plans that are subject to approval by the Board. In addition, to the extent the Company is listed on any national exchange, in the case of any plans or amendments adopted pursuant to an exemption from the shareholder approval requirements applicable pursuant to the rules of such national exchange, the Human Capital Committee, or a majority of the Company's independent directors, shall approve such plans or amendments.
6. Administration of Equity-Based Plans. The Human Capital Committee shall exercise all rights, authority and functions of the Board under all of the Company's stock option, stock incentive, employee stock purchase and other equity-based plans, including without limitation, the authority to interpret the terms thereof, to grant options thereunder and to make stock awards thereunder; provided, however, that, except as otherwise expressly authorized to do so by this charter or a plan or resolution of the Board, the Human Capital Committee shall not be authorized to amend any such plan. To the extent permitted by applicable law and the provisions of a given equity-based plan, and consistent with the requirements of applicable law and such equity-based plan, the Human Capital Committee may delegate to one or more executive officers of the Company the power to grant options or other stock awards pursuant to such equity-based plan to employees of the Company or any subsidiary of the Company who are not directors or executive officers of the Company. To the extent the Company is listed on any national exchange, the Human Capital Committee, or a majority of the Company's independent directors, shall approve all equity compensation grants that are made in reliance

on an exemption from the shareholder approval requirements applicable pursuant to the rules of such national exchange.

7. Director Compensation. The Human Capital Committee shall periodically review and approve director compensation.
8. Review and Discussion of Compensation Discussion and Analysis; Recommendation to Board. The Human Capital Committee shall review and discuss annually with management the Company's "Compensation Discussion and Analysis" required by Item 402(b) of Regulation S-K (the "CD&A"). The Human Capital Committee shall consider annually whether it will recommend to the Board that the CD&A be included in the Company's Annual Report on Form 10-K, proxy statement on Schedule 14A or information statement on Schedule 14C.
9. Human Capital Committee Report. The Human Capital Committee shall prepare the annual Human Capital Committee Report required by Item 407(e)(5) of Regulation S-K.
10. Compensation Consultants, Legal Counsel and Other Advisors. The Human Capital Committee may, in its sole discretion, retain or obtain the advice of compensation consultants, legal counsel or other advisors. The Human Capital Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other advisor retained by the Human Capital Committee. The Human Capital Committee is empowered, without further action by the Board, to cause the Company to pay the compensation, as determined by the Human Capital Committee, of any compensation consultant, legal counsel and other advisor retained by the Human Capital Committee. The Human Capital Committee may select, or receive advice from, a compensation consultant, legal counsel or other advisor, only after taking into consideration, as applicable, all factors relevant to that person's independence from management.
11. Review of the Company's talent development processes. The Human Capital Committee shall periodically review the Company's human capital management, including talent assessment and management, employee retention and the promotion of the Company's Inclusion & Diversity ("I&D") efforts. The Human Capital Committee shall periodically review professional development, organization and leadership development programs, including programs that are designed to identify, attract and retain organizational talent. In addition, the Human Capital Committee shall periodically review areas related to company culture, including but not limited to employee engagement. The Human Capital Committee shall also periodically review and monitor the composition of the workforce in terms of I&D, as well as the Company's practices related to I&D.
12. Additional Powers. The Human Capital Committee shall have such other duties as may be delegated from time to time by the Board.

#### D. Procedures and Administration

1. Meetings. The Human Capital Committee shall meet as often as it deems necessary in order to perform its responsibilities. The Human Capital Committee may also act by unanimous written consent in lieu of a meeting. The Human Capital Committee shall keep such records of its meetings as it shall deem appropriate.
2. Subcommittees. The Human Capital Committee may form and delegate authority to one or more subcommittees as it deems appropriate from time to time under the circumstances (including (a) a subcommittee consisting of a single member and (b) a subcommittee consisting of at least two members, each of whom qualifies as a “non-employee director,” as such term is defined from time to time in Rule 16b-3 promulgated under the Exchange Act and the rules and regulations thereunder, and an “outside director,” as such term is defined from time to time in Section 162(m) of the Internal Revenue Code of 1986, as amended, and the rules and regulations thereunder).
3. Reports to Board. The Human Capital Committee shall report regularly to the Board.
4. Charter. The Human Capital Committee shall periodically review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
5. Annual Self-Evaluation. At least annually, the Human Capital Committee shall evaluate its own performance.