
Nominating and Governance Committee Charter

1. Purpose

- 1.1 The purpose of the Nominating and Governance Committee (the "Committee") of the Board of Directors (the "Board") of Stericycle, Inc. (the "Company") is (i) to identify individuals qualified to become directors and recommend their selection by the Board as nominees for election, (ii) to recommend to the Board director assignments to the Board's committees, and (iii) to develop, recommend to the Board, and oversee the implementation of the Company's corporate governance policies, principles and practices.

2. Membership

- 2.1 The Committee shall be composed of three or more directors, as the Board determines. Each member of the Committee shall be appointed annually by the Board upon the Committee's recommendation and may be removed by the Board at any time in the Board's discretion.
- 2.2 Each member of the Committee shall be independent under the applicable standards for independence of the U.S. Securities and Exchange Commission (the "SEC") and The Nasdaq Stock Market LLC ("Nasdaq").

3. Responsibilities

- 3.1 The Committee shall have the following general responsibilities. The Committee may expand these responsibilities as it considers necessary or appropriate in carrying out its duties:
 - develop and recommend to the Board specific guidelines and criteria for screening candidates for election as directors;
 - identify qualified candidates for election as directors and recommend to the Board the selection of (i) nominees for election by the stockholders at each annual meeting of stockholders and (ii) nominees for election by the Board to fill vacancies and newly created directorships;
 - evaluate each candidate's qualification for election to the Board based on a variety of factors, including the candidate's personal qualities, with a particular emphasis on probity, independence of judgment and analytical skills, and the candidate's professional experience, educational background, knowledge of our business and healthcare services generally, duration of service on the Board, experience serving on the boards of other public companies, ability and willingness to devote sufficient time to the Board, and contribution to the Board's diversity (broadly defined to include gender and ethnicity as well as background, experience and other individual qualities and attributes, in addition to those set forth in the board diversity objectives set forth in the Nasdaq rules);
 - evaluate, in consultation with the Chairman of the Board or Lead Director, the performance of incumbent directors in determining whether to recommend to the Board that they be nominated for reelection;
 - consider candidates properly and timely proposed by stockholders for election as directors in accordance with the Amended and Restated Bylaws of the Company, and to establish and communicate to stockholders a method to propose candidates;

- review, in consultation with the Chairman of the Board or Lead Director and the Chairs of the Board's other committees, the performance of the Board and the Board's committees, and make recommendations to the Board regarding the size, structure and composition of the Board and its committees;
- recommend to the Board on an annual basis director assignments to the Board's committees (including this Committee), and to recommend additional committee members to fill vacancies as needed;
- oversee the Company's Environmental, Social and Governance ("ESG") program and goals and the Company's use of ESG metrics;
- formulate and recommend the adoption by the Board of appropriate and effective corporate governance policies and practices and to oversee their implementation;
- review and monitor the orientation of new Board members and the continuing education of all directors, as well as assess the adequacy of and need for additional continuing director education programs relevant to the Committee's responsibilities;
- monitor ongoing developments, including legislative and regulatory changes and initiatives, pertaining to corporate governance principles, SEC disclosure rules and Nasdaq listing rules which may be applicable to the Company;
- not less often than annually, review and reassess the adequacy of this charter and recommend any proposed changes to the Board for approval; and
- review and consider all proposals properly and timely submitted to the Company by a stockholder for inclusion in the Company's proxy statement and related materials for its annual meeting of stockholders and make a recommendation to the Board with respect to the disposition of any such proposal.

4. Procedures

- 4.1 The Committee shall meet as often as its members consider necessary to carry out the Committee's responsibilities, but not less than four times per year, at the call of the Chair or any two members of the Committee. A majority of the members of the Committee shall constitute a quorum, and all actions of the Committee at a meeting at which a quorum is present shall be taken by majority vote. The Committee also may act by the unanimous written consent of its members. The Committee shall make regular reports of its proceedings to the Board.
- 4.2 A Committee Chair shall be appointed annually by the Board upon the recommendation of the Committee. The Chair shall appoint a Secretary of the Committee, who may be one of the members of the Committee or the secretary, assistant secretary or other officer of the Company. The Secretary of the Committee shall prepare minutes of the meetings, maintain custody of copies of reports, information and data furnished to and used by the Committee, and generally assist the Committee in connection with preparation of agendas, notices of meetings and other matters.

5. Authority

- 5.1 In discharging its responsibilities, the Committee shall have unrestricted access both to the Company's management and to other employees whose views the Committee may consider helpful. The Committee also shall have the authority, to the extent it deems necessary or appropriate, to retain a search firm to assist in identifying qualified individuals as candidates for

election as directors, to retain outside counsel or other consultants to assist it in any respect and to approve the fees and expenses of such search firm, counsel or consultants.

- 5.2 The Committee may delegate its authority to subcommittees established from time to time by the Committee, which subcommittees shall consist of one or more members of the Committee and shall report directly to the Committee.

Revised: May 2024