



## **CROSS COUNTRY HEALTHCARE, INC.**

### **COMPENSATION COMMITTEE CHARTER**

#### **I. PURPOSE**

The Compensation Committee (the “Committee”) of Cross Country Healthcare, Inc. (the “Company”) shall, as applicable: (i) review and approve corporate goals and objectives relevant to Chief Executive Officer (“CEO”) compensation; (ii) evaluate the CEO’s performance in light of the goals and objectives and determine and approve the CEO’s compensation level based on this evaluation; (iii) make recommendations to the Board of Directors of the Company (“Board”) with respect to compensation, incentive compensation plans, and equity-based plans for all executive officers of the Company, and develop guidelines and review compensation and overall performance of all executive officers of the Company; (iv) produce a Committee report on executive compensation as required by the Securities and Exchange Commission (the “SEC”) to be included in the Company’s proxy statement for its annual meeting of stockholders (the “Annual Proxy Statement”) or Annual Report on Form 10-K to be filed with the SEC; and (v) evaluate on an annual basis the performance of the Committee in accordance with applicable rules and regulations.

#### **II. ORGANIZATION AND COMPOSITION**

The Committee shall be composed of at least two directors as determined by the Board, each of whom shall: (i) be a non-management member of the Board; (ii) satisfy the applicable independence requirements and any other applicable rules and regulations, as determined by the Board, including, without limitation, the independence requirements established by The Nasdaq Stock Market, Inc.; and (iii) qualify as “non-employee directors” for purposes of Rule 16b-3 under the Securities and Exchange Act of 1934, as amended (the “Exchange Act”). In affirmatively determining the independence of any director who will serve on the Committee, the Board must determine whether a director has a relationship to the Company that is material to that director’s ability to be independent from management in connection with the duties of a Committee member, including, but not limited to (i) the source of compensation of such director, including any consulting, advisory, or other compensatory fee paid by the Company to such director, and (ii) whether such director is affiliated with the Company, a subsidiary of the Company, or an affiliate of a subsidiary of the Company.

The Board shall appoint Committee members at its annual organizational meeting, to serve for a term of one year, unless any member shall sooner resign or be removed, with or without cause, by the Board prior to the expiration of his or her term. A member of the Committee is eligible for multiple terms as long as the member remains on the Board. The Board may appoint a director to fill any vacancy created on the Committee for any reason, and such successor shall serve for the remainder of the term of the Committee member he or she is replacing. The Committee shall select its chairperson by majority vote.

A quorum of the Committee consists of a majority of the members. An act of the majority of the Committee members present at a meeting at which a quorum is present shall be the act of the Committee. The Committee also may act through unanimous written consent. The Committee may establish one or more subcommittees consisting of one or more members of the Board to focus on specific aspects of its

duties and responsibilities and may delegate any of its responsibilities to any such subcommittee if it so chooses, provided that the subcommittee decisions are presented to the full Committee for ratification at its next scheduled meeting.

In addition, to the extent permitted by applicable laws, rules, and regulations (including limits on the aggregate awards that may be made pursuant to such delegation) and as may be permitted by the Company's incentive compensation plans and equity-based compensation plans, the Committee may delegate to management the administration of such incentive compensation plans and equity-based compensation plans with respect to employees and other persons who are not subject to the reporting requirements of Section 16 of the Exchange Act. Actions by management in accordance with any such delegation of authority shall be deemed to be the actions of the Committee. Delegation by the Committee shall not limit or restrict the Committee on any matter so delegated, and, unless the Committee alters or terminates such delegation, any action by the Committee on any matter so delegated shall not limit or restrict future action by any subcommittee on such matters.

### **III. MEETINGS**

The Committee shall meet as often as deemed necessary or appropriate in its judgment (but at least twice a year), either in person, by telephone, or other means of remote communication, and shall report regularly to the Board. The chairperson of the Committee shall preside at each meeting of the Committee and, in consultation with the other members of the Committee, shall set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. The chairperson of the Committee shall ensure that the agenda, together with any other relevant materials, for each meeting is circulated to each Committee member as soon as reasonably practicable in advance of the meeting. Meetings of the Committee may be called by the chairperson or the Secretary of the Company at the request of any member of the Committee. The Committee may hold executive sessions, from time to time, for the purpose of discussing any matters that the Committee believes should be discussed privately.

### **IV. DUTIES AND RESPONSIBILITIES**

The Committee shall, as applicable:

- Working in conjunction with the CEO, annually review and set executive officer (other than the CEO) compensation and incentive compensation plans, exercise any duties specifically delegated to it under the terms of any such plan, and develop guidelines and review the compensation and overall performance of executive officers (other than the CEO) of the Company;
- Review the level and type of perquisites and other personal benefits provided to the CEO and other executive officers, taking into account their levels of salary and other compensation, the value of similar benefits provided at comparable companies, and the value of such benefits given to such executive officers in past years;
- Review and approve employment agreements, severance arrangements, and change in control agreements and provisions, and if appropriate, any special supplemental benefits provided to the CEO and other executive officers;
- Annually review and make recommendations to the Board with respect to non-employee director compensation;
- Stay informed as to market levels of compensation and benefits for CEOs, executive officers, and non-employee directors of comparable companies;

- Monitor compliance with the prohibitions on loans to executive officers and directors under the Sarbanes-Oxley Act of 2002;
- Review the impact of Section 409A of the Internal Revenue Code of 1986, as amended, as in effect from time to time, and the regulations and guidance issued thereunder, on the Company's nonqualified deferred compensation arrangements (including, without limitation, severance and change in control arrangements in executive officers' employment agreements), and make any such changes to the arrangements as the Committee may deem appropriate;
- Review and discuss the results of the most recent stockholder advisory vote on executive compensation ("say-on-pay" vote) required by Section 14A of the Exchange Act;
- At least every six years or more frequently as appropriate, make a recommendation to the Board regarding the frequency with which the Company will conduct a say-on-pay vote;
- Oversee stockholder communications relating to executive compensation and review and make recommendations with respect to stockholder proposals related to compensation matters;
- Assist the Board in the Board's oversight of the Company's hedging and pledging policies applicable to the Company's executive officers and non-employee directors;
- Oversee and administer the Company's compensation recoupment policy in accordance with the terms of such policy;
- Annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval;
- Conduct an annual performance self-evaluation of the Committee;
- Review any proposed changes to the Company's various employee benefit plans, and amend such plans as the Committee may deem appropriate;
- Perform any other activities consistent with this Charter, the Company's Bylaws and applicable laws, rules and regulations as the Committee or the Board deem necessary or appropriate;
- Oversee and manage compensation-related risks, and conduct an annual risk oversight of compensation practices, policies, and programs;
- Consider and approve any compensation practices related to environmental, social and governance;
- Oversee the Company's policies and procedures relating to human capital management and retention risks; and
- Oversee the Company's diversity, equity and inclusion programs.

Additionally, the Committee shall:

- Annually review and approve corporate goals and objectives relevant to the compensation of the CEO, evaluate the performance of the CEO in light of these goals and objectives, and

determine and approve the compensation of the CEO based on this evaluation (which, in the case of the long-term incentive component, shall take into account the Company's performance and relative stockholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given by the Company to the CEO in past years); provided, however, that the CEO may not be present during voting or deliberations by the Committee on his or her compensation;

- Working in conjunction with the CEO, annually review and set compensation under the Company's equity-based plans, and exercise any duties specifically delegated to it under the terms of any such plan;
- To the extent that any compensation plans or programs require the Committee to certify whether performance goals have been met, the Committee shall make such certification prior to making any payments under such plans;
- Produce an annual report regarding the Company's executive compensation policies and practices for inclusion in the Company's Annual Proxy Statement, in accordance with applicable rules and regulations; and
- Review and discuss with management the Compensation Discussion and Analysis Report (the "CD&A"), and reflect in the Company's Annual Proxy Statement whether the Committee recommended to the Board that the CD&A be included in the Company's Annual Proxy statement or Annual Report on Form 10-K.

## **V. COMMITTEE RESOURCES**

The Committee shall have the authority and may, in its sole discretion, obtain advice and seek assistance from internal or external legal, accounting, and other consultants, and the Company shall provide appropriate funding, as determined by the Committee, for the payment of reasonable compensation to such third parties retained by the Committee. After taking into consideration the independence factors set forth below, the Committee shall have the sole authority to select or receive advice from, and terminate a compensation consultant or other advisor to the Committee (other than in-house legal counsel) to assist in the evaluation of CEO, senior executive, and director compensation, including sole authority to approve such firm's fees and other retention terms:

- The provision of other services to the Company by the consultant's employer;
- The amount of fees received from the Company by the consultant's employer, as a percentage of the total revenue of the consultant's employer;
- The policies and procedures of the consultant's employer that are designed to prevent conflicts of interest;
- Any business or personal relationship of the consultant with a member of the Committee;
- Any stock of the Company owned by the consultant; and
- Any business or personal relationship of the consultant or the consultant's employer with an executive officer of the Company.

The Committee shall be directly responsible for the appointment, compensation, and oversight of the work of any compensation consultant, legal counsel, and other adviser retained by the Committee, and the

Company must provide appropriate funding, as determined by the Committee, for the payment of reasonable compensation to any compensation consultant retained by the Committee and for ordinary administrative expenses that are necessary and appropriate in carrying out the Committee's duties.

## **VI. DISCLOSURE**

This Charter will be made available on the Company's website. The Company shall include a statement in its Annual Proxy Statement and/or Annual Report on Form 10-K filed with the SEC indicating that a copy of this Charter is available on its website and in print to any stockholder who requests a copy.

This Charter was reviewed and approved by the Board on November 14, 2023.