

Charter of the Compensation and Human Capital Committee
of the Board of Directors of
agilon health, inc.

As Amended and Restated, and Adopted by the Board of Directors

Effective as of December 29, 2025

This Charter sets forth, among other things, the purpose, membership and responsibilities of the Compensation and Human Capital Committee (“Committee”) of the Board of Directors (the “Board”) of agilon health, inc. (“Corporation”). The Board hereby adopts this Compensation and Human Capital Committee Charter (“Charter”) to establish the governing principles of the Committee.

1. Purpose

The Committee assists the Board in: (a) discharging the Board’s responsibilities relating to compensation of the Corporation’s executive officers and directors; (b) reviewing and approving the “Compensation Discussion and Analysis” and preparing reports on executive compensation required by the rules and regulations of the U.S. Securities and Exchange Commission (the “SEC”); (c) reviewing and advising management on other human capital matters as determined by the Committee from time to time; and (d) overseeing the Corporation’s risk exposure and management associated with human capital, talent management, organizational structure, executive compensation and other human capital matters, as assigned by the Board.

For purposes of this Charter, the Corporation’s “executive officers” are those individuals that the Board has from time to time determined, to be “officers” of the Corporation as defined in Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended (the “Exchange Act”).

2. Membership

The Committee shall consist of at least three directors. The members of the Committee shall be appointed by the Board on the recommendation of the Nominating and Governance Committee of the Board (“Nominating and Governance Committee”), which shall recommend for Committee membership such directors as it believes are qualified, subject to the terms of the Stockholders Agreement, dated April 16, 2021, between the Corporation and CD&R Vector Holdings, L.P. (the “Stockholders Agreement”). Members of the Committee shall serve at the pleasure of the Board and for such term or terms as the Board may determine and may be removed by the Board in accordance with the Corporation’s Amended and Restated By-laws (as may be further amended or restated, the “By-laws”) and the Stockholders Agreement.

Each member of the Committee shall satisfy, as determined from time to time by the Board, the director “independence” requirements of the New York Stock Exchange listing standards, the SEC rules and the Corporation’s Corporate Governance Guidelines, including the additional independence requirements specific to compensation committee membership. In addition, each Committee member shall be a “Non-Employee Director” for purposes of Rule 16b-3 under the Exchange Act, or the Committee shall establish one or more subcommittees consisting solely of Non-Employee Directors for purposes of fulfilling the Corporation’s responsibilities under Rule 16b-3.

No director may serve as a member of the Committee if such director serves on the compensation committee of more than two other public companies, unless the Board determines that such simultaneous service would not impair the ability of such director to effectively serve on the Committee.

3. Structure and Operations

The Board shall appoint one member of the Committee as chairperson, who shall supervise meetings and have such other responsibilities as set forth herein or as determined by the Committee. The chairperson, with input from management and the Board, will set the agenda for each meeting. Each Committee member shall have one vote and the affirmative vote of a majority of members present at a meeting at which a quorum is present is required to adopt any resolution. The Committee may create subcommittees and may delegate any of its duties or responsibilities to them at its discretion; provided, however, that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole. In addition, to the extent permitted by the Corporation’s incentive-compensation plans and/or equity-based plans, the Committee may delegate, in its discretion, its authority to grant and administer awards under these plans to executive officers of the Corporation and its subsidiaries.

The Committee shall meet at least four times per year, at times and places determined by the chairperson, with additional meetings as needed. Members may participate by conference call, virtual meeting, or similar communications arrangements. The Committee may request any officer, employee, compensation consultant, outside counsel, independent auditor, or other advisor of the Corporation to attend meetings or provide information as deemed necessary, consistent with the maintenance of the confidentiality of compensation discussions. The Committee shall meet in executive session, without any members of management present, when it considers the compensation of the Corporation’s Chief Executive Officer (the “CEO”).

4. Responsibilities

The Committee's responsibilities shall include each of the items enumerated in this Section 4 and such other matters as may from time to time be delegated to the Committee by the Board.

The Committee shall:

Executive and Director Compensation

(a) Establish the Corporation's general compensation philosophy, and, in consultation with senior management, oversee the development, implementation and evaluation of compensation programs.

(b) At least annually, (i) review and approve corporate and individual performance goals and objectives relevant to the compensation of the CEO and other executive officers; (ii) evaluate the performance of the CEO and other executive officers in light of those goals and objectives; (iii) report the results of such evaluation to the Board; and (iv) have the authority, either as a committee or together with the other independent directors (as directed by the Board), to determine the CEO's and other executive officers' compensation level based on this evaluation.

(c) At least annually, review and approve all compensation arrangements with the CEO and the other senior executive officers of the Corporation, including, without limitation: (i) the annual base salary level; (ii) the annual incentive opportunity level; (iii) the long-term incentive opportunity level; (iv) employment agreements, consulting agreements, severance arrangements, indemnification agreements and change-in-control agreements/provisions, in each case as, when and if appropriate; and (v) any special or supplemental benefits.

(d) Review and make recommendations to the Board with respect to, or approve, the Corporation's incentive-compensation plans and equity-based plans, as well as any amendments thereto, and oversee the administration of these plans and discharge any responsibilities imposed on the Committee by any of these plans.

(e) Periodically review the compensation of the Corporation's Board members and make recommendations to the Board with respect thereto.

(f) Determine stock ownership guidelines, if any, for the executive officers and non-employee directors and oversee compliance with such guidelines.

Compensation Reporting and Disclosure

(g) Prepare and review an annual report regarding executive compensation for inclusion in the Corporation's annual proxy statement in accordance with applicable SEC rules and regulations, and review and approve of any other report on executive compensation required by the SEC for inclusion in any filing.

(h) Oversee actions of the Corporation to seek stockholder approval or input of executive compensation matters, and review the results of any advisory stockholder votes on executive compensation to determine whether to adjust the Corporation's executive compensation policies and practices.

(i) Oversee the Corporation's regulatory compliance with respect to compensation matters, including but not limited to (i) any regulatory matters imposed on the Corporation by the SEC or applicable stock exchange and (ii) the Corporation's policies on structuring compensation programs to preserve tax deductibility, and, as and when required, establishing performance goals and certifying that performance goals have been obtained.

Human Capital Oversight

(j) Periodically review and discuss with management key human capital metrics and trends, including those related to culture, employee engagement, inclusion and belonging, pay equity, and workforce analytics.

(k) Periodically review and advise management on the Corporation's strategies for talent management, including talent acquisition, employee development and training programs, and retention initiatives.

(l) Oversee the Corporation's strategies, initiatives, and policies related to human capital management, including with respect to inclusion and belonging, pay equity, employee recruiting and retention, and corporate culture.

Risk Oversight and Succession Planning

(m) Periodically review whether the Corporation's compensation policies and practices create risks that are reasonably likely to have a material adverse effect on the Corporation and the steps management has taken, or should consider taking, to monitor or mitigate such risks.

(n) Develop and recommend policies with respect to the recoupment of incentive compensation paid or awarded to certain employees to the extent required by applicable law or regulation, or as otherwise determined, consistent with applicable law or regulation, to be in the best interests of the Corporation.

(o) Review and discuss with management the risks associated with the Corporation's organizational structure and assess its alignment with the Corporation's strategic objectives.

(p) Periodically review management development and succession plans in conjunction with the Nominating and Governance Committee.

Reports to Board; Review of Committee Performance and Charter

(q) Maintain minutes or other records of its meetings and report regularly to the Board following regular meetings, including presenting, as appropriate, such measures and recommend such actions as may be necessary or desirable to assist the Corporation in conducting its activities in compliance with all applicable laws, regulations and policies. Reports to the

Board may take the form of oral reports by the chairperson or any other member of the Committee designated by the Committee to give such report.

(r) Undertake and review with the Board an annual performance evaluation of the Committee, based on the process developed by the Nominating and Governance Committee, which shall compare the performance of the Committee with the requirements of this Charter and set forth the goals and objectives of the Committee for the upcoming year. The report to the Board may take the form of an oral report by the chairperson or any other member of the Committee designated by the Committee to make this report.

(s) Annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

(t) Perform such other functions as may be assigned to the Committee from time to time by the Board.

The foregoing does not limit any authority conferred on the Committee pursuant to the terms of any compensation or benefit plan or, to the extent the Committee is the administrator of any compensation or benefit plan, as the administrator of such plan in accordance with the terms of the plan.

5. Authority and Resources

The Committee has the sole authority to select, retain, oversee, terminate, and approve the compensation and terms of engagement for any compensation consultant.

Nothing in this Charter requires that such advisors be independent, only that prior to retaining any such advisor, the Committee shall consider the advisor's independence, considering all factors required by applicable law and New York Stock Exchange listing standards. The Committee will also consider whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.

The Committee may also, without further Board approval, retain outside legal, accounting, or other advisors as it deems necessary or advisable to fulfill its responsibilities. The Committee has authority to set and direct payment of their compensation. At the request of the Committee, the Corporation shall provide the Committee with an appropriate level of staff and support to allow the Committee to function appropriately.

The Corporation shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any advisors retained by the Committee and for any ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its responsibilities.

The Committee has the authority to conduct or authorize any investigation into any matters within the scope of its responsibilities as it deems necessary or appropriate to fulfill its responsibilities.

6. Reliance; Standard of Care; No Expansion of Duties

The Committee's responsibilities are primarily of an oversight nature. The Corporation's management is responsible for the design, implementation, and day-to-day administration of the Corporation's compensation programs. The Committee's role is to oversee and review these programs in accordance with the responsibilities set forth in this Charter.

In carrying out its responsibilities, the Committee is entitled to rely in good faith on the integrity, expertise, reports, representations and opinions of management, the independent compensation consultant, legal counsel, and other advisors, as well as on the accuracy of information provided by such persons.

Nothing in this Charter is intended to expand applicable standards of liability under statutory or regulatory requirements for directors or members of the Committee. This Charter is intended to serve as a flexible framework to assist the Committee in the discharge of its responsibilities; it does not create by itself any legally binding obligations on the part of the Committee, the Board, or the Corporation.

The Committee may adopt additional procedures as needed and will act consistently with the Corporation's Corporate Governance Guidelines.