ACADIA HEALTHCARE COMPANY, INC.

NOMINATING AND GOVERNANCE COMMITTEE CHARTER

Purpose

There shall be a committee of the Board of Directors (the "Board") of Acadia Healthcare Company, Inc. (the "Company") to be known as the Nominating and Governance Committee (the "Committee"). The purpose of the Committee is to (i) identify and recommend individuals qualified to serve as directors of the Company, (ii) review the composition of the Board, (iii) review performance of Board Members, (iv) review senior management succession plans and (v) carry out such other responsibilities delegated by the Board relating to the Company's director nominations process and procedures.

Composition of the Committee

The Committee shall consist of three or more directors. Each of the directors on the Committee shall meet the applicable director independence requirements included in the listing requirements of The NASDAQ National Market or the listing requirements of any other exchange or trading system that is the primary exchange or system for trading of the Company's listed common stock (as applicable, the "Listing Requirements").

The members of the Committee shall be appointed by the Board. Members shall serve for such terms as the Board may determine, or until their earlier resignation, death or removal by the Board. The members of the Committee may be removed by a majority vote of the Board in its complete discretion. Subject to applicable law, regulations and the Listing Requirements, the Board will have the power to at any time change the size and membership of the Committee and to fill any vacancy on the Committee by a majority vote of the Board; provided, that any new member satisfy the requirements of this charter (as may be amended, this "Charter"). The Board will designate a chairman of the Committee or, if it does not do so, the members of the Committee will elect a chairman by majority vote. The rules and procedures of the Committee will be governed by this Charter, any guidelines adopted by the Board from time to time, the Company's bylaws and applicable law.

Meetings

The Committee shall meet with such frequency and at such intervals as it shall determine is necessary to carry out its duties and responsibilities, but in any case, not less than once a year. The Committee will meet at such times as determined by its chairperson or as requested by a majority of its members. Notice of all meetings shall be given, and waiver thereof determined, and all actions of the Committee shall be taken, pursuant to and in accordance with the Company's bylaws. The chairperson will preside, when present, at all meetings of the Committee. The Committee may meet by telephone or video conference and may take action by unanimous written consent.

Each member of the Committee shall have one vote. Two-thirds of the members shall constitute a quorum. The Committee shall be authorized to take any permitted action only by the affirmative vote of a majority of the Committee members present at any meeting at which a quorum is present, or by the unanimous written consent of all of the Committee members. Any such written consent shall have the same force and effect as a unanimous vote of the Committee.

The Committee shall maintain copies of minutes of each meeting of the Committee and each written consent to action taken without a meeting, reflecting the actions so authorized or taken by the Committee. Such minutes shall be distributed to each Committee member for such member's approval and, upon such

approval, made available to the members of the Board. At each Board meeting, the chairman of the Committee will make a report to the Board of the Committee's meetings, actions taken at any meetings or by consent and recommendations made since the most recent Board meeting, in each case except to the extent such matters have been addressed in an interim report circulated by the Committee.

The Committee may invite such members of management and other persons to its meetings as it may deem desirable and appropriate. Additionally, at each meeting, the Committee shall have the opportunity to meet in executive session without any members of management present.

The Committee may adopt its own rules of procedure not inconsistent with (i) this Charter, (ii) the certificate of incorporation and the bylaws of the Company, (iii) the laws of the State of Delaware, (iv) the Company's Code of Conduct and (v) the Listing Requirements.

Delegation

The Committee may form, and delegate authority to, subcommittees when it deems appropriate and to the extent permitted by law.

External Advisors

The Committee shall have the authority, resources and reasonable funding (which shall be provided by the Company) necessary to discharge its duties and responsibilities, including the authority to select, retain, oversee the work of, terminate and approve the fees, costs and other retention terms of outside counsel, search firms, consultants, experts and other professional advisors it deems appropriate to assist in the performance of its functions, as determined by the Committee, without seeking approval from the Board or management; provided, that the Committee shall keep the Company's chief legal officer reasonably apprised as to the general range of anticipated expenses. The Company shall pay ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. Any communications between the Committee and legal counsel in the course of obtaining legal advice will be considered confidential and privileged communications of the Company and the Committee will take all necessary steps to preserve the confidential and privileged nature of those communications. The Committee shall also have authority to obtain advice and assistance from any officer or employee of the Company. The Committee shall have full, unrestricted access to Company records.

Duties and Responsibilities

The Committee's primary responsibilities include, but are not limited to the following; provided, however, that to the extent any stockholders agreement exists and sets forth procedures governing the nomination of directors to the Board and any committees thereof, the Committee shall act in accordance with the provisions of any such agreement:

1. Identify, recruit and recommend qualified candidates for new or vacant positions on the Company's Board, consistent with the minimum qualifications for director nominees approved by the Committee or the Board.

2. Review the qualifications and performance of incumbent directors to determine whether to recommend them as nominees for reelection.

3. Review and consider candidates who may be suggested by any director or executive officer of the Company, or by any stockholder of the Company, provided that such review is consistent with this

Charter, the Company's certificate of incorporation, bylaws, any applicable stockholders agreement, applicable laws and any guidelines developed by the Committee or the Board.

4. Periodically review considerations related to board composition, including size of the Board and the minimum qualifications for director nominees.

Powers of the Committee

The Committee shall have all of the powers of the Board that are necessary or appropriate for the Committee to fulfill its purposes, engage external advisors and carry out its duties and responsibilities as set forth in this Charter.

Adopted: July 30, 2015
Reviewed and Approved: February 21, 2024