

**Charter of the Leadership Development
and Compensation Committee
of the
Board of Directors
of
IQVIA Holdings Inc.
(October 3, 2016)**

1. Purpose. The purpose of the Leadership Development and Compensation Committee (“Committee”) of the Board of Directors (“Board”) of IQVIA Holdings Inc. (“Corporation”) shall be to assist the Board in fulfilling its responsibilities relating to oversight of the compensation and benefits of the Corporation’s officers, employees and directors and administering the Corporation’s compensation, benefit and equity-based plans. The Committee shall also assist the Board in management development and succession planning and assess the adequacy of the Corporation’s human resources principles and philosophy.

2. Composition. Subject to the bylaws, the Committee shall consist of at least three directors, appointed to the Committee by the Board. The Board shall designate one member of the Committee as the Chairperson. Subject to the bylaws, Committee members may be removed by the Board in its discretion, and any vacancy on the Committee shall be filled by the Board at the next Board meeting following the occurrence of the vacancy or earlier as determined by the Board. Each member of the Committee shall satisfy the independence requirements of the New York Stock Exchange (the “NYSE”). In determining the independence of any director who will serve on the Committee, the Board will consider, if required, all factors specifically relevant to determining whether a director has a relationship to the Corporation 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: (A) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Corporation to such director; and (B) whether such director is affiliated with the Corporation, a subsidiary of the Corporation or an affiliate of a subsidiary of the Corporation. In addition, each member of the Committee should generally qualify as an “outside director” within the meaning of Section 162(m) of the Internal Revenue Code and a “non-employee director” within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934. In the event the Board determines that a director who does not qualify as an “outside director” or a “non-employee” director should nevertheless serve on the Committee, appropriate arrangements may be made for a subcommittee of the Committee in accordance with Section 162(m) and Rule 16b-3.

3. Meetings. The Committee shall hold regularly scheduled meetings at least once per fiscal quarter and such special meetings as circumstances dictate, at which a Secretary, designated by the Committee members, shall keep minutes. The Committee shall meet in executive session at least on an annual basis, or more frequently as the Committee or the Chairperson deems advisable. The Chairman of the Board or any two members of the Committee may call meetings of the Committee upon due notice to each other member at least 24 hours prior to the meeting. The Committee shall report regularly the Committee’s activities and actions to the Board. All meetings of the Committee may be held by any means of communication by which all members participating may simultaneously hear each other during the meeting. All non-management directors who are not members of the Committee may attend meetings of the

Committee, but may not vote. In addition, the Committee may invite to its meetings any director, member of management of the Corporation, and such other persons as it deems appropriate in order to carry out its responsibilities.

4. Responsibilities and Powers. The Committee has direct responsibility and power to perform the following duties:

- Review and approve corporate goals and objectives relevant to the compensation of the CEO and the officers of the Corporation who report directly to the CEO and all officers who are “insiders” subject to Section 16 of the 1934 Act (collectively, the “Senior Officers”), evaluate the performance of the CEO and other Senior Officers in light of those goals and objectives and, either as a committee or together with the other independent directors (as directed by the Board), determine and approve, or recommend to the Board for approval, the compensation levels for the CEO and other Senior Officers based on this evaluation, with the deliberations and voting on the CEO’s compensation to be conducted without the CEO present;
- Make recommendations to the Board about the compensation of the non-employee directors;
- Administer the Corporation’s equity-based plans and management incentive compensation plans and make recommendations to the Board about amendments to such plans and the adoption of any new employee incentive compensation plans;
- Recommend to the Board the ownership guidelines for the Senior Officers, other executives and non-employee directors, and periodically assess these guidelines and recommend revisions as appropriate;
- Establish the terms of compensatory arrangements and policies to protect the Corporation’s business, including restrictions that apply to current and former Senior Officers;
- Review and approve all Senior Officer employment contracts and other compensatory, severance and change-in-control arrangements for current and former Senior Officers;
- Review and establish the Corporation’s overall management compensation and benefits philosophy and policy;
- Review and approve Corporation policies and procedures for the grant of equity-based awards;
- Establish and review periodically policies and procedures with respect to perquisites;
- Produce a compensation committee report on executive compensation for inclusion in the Corporation’s annual proxy statement in accordance with Securities and Exchange Commission proxy and disclosure rules and regulations;
- Review the Corporation’s incentive compensation arrangements to determine whether they encourage excessive risk-taking, review and discuss at least annually the relationship between risk management policies and practices and compensation, and evaluate compensation policies and practices that could mitigate any such risk;

- Review the processes for managing executive succession and the results of those processes, including: (i) reporting and making recommendations to the Board regarding adequacy of executive resource development; (ii) recommending to the Board successors to the CEO and other Senior Executives and overseeing the development of executive succession plans; and (iii) monitoring the recruitment, development, promotion and assessment of candidates expected by the CEO to assume key executive positions, including the CEO role, within the next five years as well as other high potential candidates;
- Report its actions and any recommendations to the Board on a periodic basis; and
- Perform any other activities consistent with this Charter, the Corporation's bylaws and governing law or regulation, as the Board or the Committee deems necessary or appropriate.

5. Actions. In order to fulfill its role, the Committee shall be entitled to act in the following manner, to the fullest extent permitted under the Delaware General Corporation Law and in each case in accordance with the Corporation's Certificate of Incorporation and Bylaws:

- Action may be taken by the Committee upon the affirmative vote of a majority of the members present at a meeting;
- A majority of the Committee members shall constitute a quorum. Subject to the bylaws, the Board may designate one or more directors as alternate members of the Committee, who may replace any absent or disqualified member at any meeting of the Committee. Subject to the bylaws, in the absence or disqualification of a member of the Committee, and in the absence of a designation by the Board of an alternate member to replace the absent or disqualified member, the member or members present at any meeting and not disqualified from voting, whether or not he, she or they constitute a quorum, may unanimously appoint another member of the Board to act at the meeting in the place of any absent or disqualified member, provided that such other member satisfies all applicable criteria for membership on the Committee.
- No action of the Committee shall be void or deemed to be without authority solely because of a failure of any member to meet the qualification requirements set forth in this Charter.
- Action may be taken by the Committee without a meeting if all of the members of the Committee indicate their approval thereof in writing or by electronic transmission; and
- The Committee shall have the authority to delegate to subcommittees, comprised of one or more members of the Committee, any of the responsibilities of the full Committee and to officers of the Corporation such responsibilities of the full Committee as may be permitted by applicable laws, rules or regulations and in accordance with NYSE rules.

6. Authority and Resources. The Committee has the authority, in its sole discretion, to appoint, retain or obtain the advice of a compensation consultant, legal counsel or other adviser, which includes the sole authority and direct responsibility to approve such compensation consultant's or other adviser's fees and other retention terms, to oversee the work of and to terminate such compensation consultant or other adviser, and the authority and responsibility to pay from funds of the Corporation reasonable compensation to such compensation consultant or other adviser retained by the Committee. Such funding will be provided by the

Corporation and determined by the Committee. Before selecting or obtaining the advice of a compensation consultant, legal counsel or other adviser (other than in-house legal counsel), the Committee shall consider all factors relevant to the independence of such consultant, counsel or adviser from management, including the factors set forth in NYSE rules then in effect and any other applicable laws, rules or regulations.

7. Annual Performance Evaluation. The Committee shall perform a review and evaluation (at least annually) of the performance of the Committee, including review of the compliance of the Committee with this Charter. In addition, the Committee shall review and reassess (at least annually) the adequacy of this Charter and recommend to the Board any improvements to this Charter that the Committee considers necessary or valuable. The Committee shall conduct such evaluations and reviews in such manner as it deems appropriate.