

PROS HOLDINGS, INC.

CHARTER OF THE COMPENSATION AND LEADERSHIP DEVELOPMENT COMMITTEE OF THE BOARD OF DIRECTORS

(As amended through August 5, 2024)

I. STATEMENT OF POLICY

This Charter specifies the authority and scope of the responsibilities of the Compensation and Leadership Development Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of PROS Holdings, Inc. (the “**Company**”) and the manner in which those responsibilities shall be performed, including the Committee’s structure, processes and membership requirements. The Committee has the responsibility and authority to supervise and review the affairs of the Company as they relate to the compensation and benefits of executive officers and directors of the Company. In carrying out these responsibilities, the Committee shall review all components of executive officer and director compensation for consistency with the Company’s compensation philosophy, as in effect from time to time, and with the interests of the Company’s stockholders.

II. ORGANIZATION AND MEMBERSHIP REQUIREMENTS

The Committee shall be comprised of at least two Board members, each of whom must be determined by the Board to be “independent” under the rules of the New York Stock Exchange (the “**NYSE**”), any corporate governance guidelines of the Company that may be in effect from time to time and applicable law, including without limitation any applicable rules enacted by the Securities and Exchange Commission (the “**SEC**”) pursuant to the Dodd-Frank Wall Street Reform and Consumer Protection Act. In addition, at least two members of the Committee (such members, the “**Outside Directors**”) shall also be “non-employee directors” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”). A Board member shall not serve on the Committee if any executive officer of the Company serves on the board of directors of an entity that employs such Board member as an executive officer.

The members of the Committee shall be appointed by the Board and shall serve until their successors are duly elected and qualified or until their earlier resignation, removal or death. Any member of the Committee may be removed or replaced by the Board. Unless a Committee Chair is elected by the Board, the members of the Committee may designate a Chair by the majority vote of the full Committee. The Chair shall preside at all regular meetings of the Committee and set the agenda for each Committee meeting.

In fulfilling its responsibilities, the Committee shall, to the extent permitted by law, be entitled to delegate any or all of its responsibilities to one or more subcommittees of the Committee comprised of one or more members of the Committee.

The Committee shall have the authority to obtain advice or assistance from compensation consultants, legal counsel, accounting or other advisors as appropriate to perform its duties hereunder, and to determine the terms, costs and fees for such engagements. Without limiting the

generality of the foregoing, the Committee shall have sole authority to retain and terminate any compensation consultant, independent legal counsel or other advisor to assist the Committee in the performance of its duties and to approve the terms, fees and costs. Prior to selecting, or receiving advice from, any advisor, the Committee shall consider the independence of such advisor based on any applicable criteria specified by the SEC or the NYSE, including the independence factors listed in Section 303A.05 of the NYSE listing rules; provided, however, that the Committee shall not be prohibited from obtaining advice from advisors that it determines are not independent. The Company shall provide appropriate funding, as determined by the Committee, for payment of the fees and costs of any legal counsel, consultant or other advisor retained by the Committee to assist it in performing its duties hereunder.

III. MEETINGS AND COMMITTEE ACTION

The Committee shall meet as often as it deems necessary to fulfill its responsibilities hereunder, and at least once each year. The Committee may meet with management or individual directors at such time as it deems appropriate to discuss any matters before the Committee. The Committee may request that any employee of the Company attend any of its meetings or meet with any Committee member or any consultant or advisor to the Committee. The Committee shall meet at least annually with the Company's chief executive officer and such other senior executives of the Company as the Committee deems appropriate; provided, however, that the chief executive officer may not be present during deliberations or voting regarding his or her compensation. The Committee shall meet periodically in executive session without the presence of management.

A majority of the members shall represent a quorum of the Committee, and, if a quorum is present, any action approved by at least a majority of the members present¹ shall represent the valid action of the Committee. Any actions taken by the Committee during any period in which one or more of the members fail for any reason to meet the membership requirements set forth above shall still constitute duly authorized actions of the Committee for all corporate purposes. Formal action to be taken by the Committee shall be by the affirmative vote of at least a majority of the members present at a meeting at which a quorum is present. The Committee shall maintain written minutes of its meetings, which minutes shall be filed with the minutes of the meetings of the Board.

IV. AUTHORITY AND RESPONSIBILITIES

The Committee shall have the following authority and responsibilities, subject to such modification and additional authority as the Board may approve from time to time:

¹ Presence by telephone conference call or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute presence in person for all purposes, including for purposes of determining a quorum and for voting or taking formal action.

- Periodically review and advise the Board concerning the Company's overall compensation philosophy, policies and plans, including a review of both regional and industry compensation practices and trends.
- Identify any peer group of companies to be used for comparison purposes in connection with any review of executive officer compensation.
- Review and approve annual corporate goals and objectives relevant to the compensation of the chief executive officer, evaluate the performance of the chief executive officer in light of such goals and objectives, and determine and approve the chief executive officer's compensation (including but not limited to salary, bonus, incentive compensation, equity awards, benefits and perquisites) based on this evaluation. In determining the long-term incentive component of the chief executive officer's compensation, the Committee shall consider the Company's performance and relative shareholder return, the value of similar incentive awards to chief executive officers at comparable companies, and the awards given to the chief executive officer in past years.
- Review and approve annual corporate goals and objectives relevant to the compensation of the Company's other executive officers, and set all compensation of the Company's other executive officers (including but not limited to salary, bonus, incentive compensation, equity awards, benefits and perquisites).
- Review and approve the following as they affect the chief executive officer and other executive officers: (1) any employment and severance arrangements; (2) any change in control agreements and change in control provisions affecting any elements of compensation and benefits; and (3) any special or supplemental compensation and benefits for executive officers and individuals who formerly served as executive officers, including any supplemental retirement benefits and perquisites provided to them during and after employment.
- Make recommendations to the Board regarding the establishment and terms of the Company's incentive compensation plans and equity compensation plans, and administer such plans.
- Approve grants of options and other equity awards to all executive officers and directors under the Company's equity compensation plans, subject to and in accordance with the terms of such plans and such procedures or guidelines with respect to the grant of equity awards as may be adopted from time to time by the Board.
- Approve grants of options and other equity awards to all other eligible individuals under the Company's equity compensation plans, subject to and in accordance with the terms of such plans and such procedures or guidelines with respect to the grant of equity awards as may be adopted from time to time by the Board. The Committee may authorize one or more officers to (i) designate

eligible individuals other than executive officers and directors to be recipients of equity compensation and (ii) determine, within an amount established by the Committee or the Board, the size of equity awards to be granted to each such recipient; provided, however, that no officer may designate himself or herself as such a recipient. Any officer to whom such authority is delegated shall regularly report to the Committee on the grants so made.

- Approve compensation-related matters outside the ordinary course, including but not limited to employment contracts, severance or change-in-control plans or arrangements, and all material amendments thereto.
- Periodically review and advise the Board concerning both compensation practices and trends in order to assess the adequacy and competitiveness of the Company's compensation programs for the Company's executive officers relative to comparable companies in the Company's industry.
- Monitor and assess risks associated with the Company's compensation policies and consult with management regarding such risks.
- Prepare an annual report on executive compensation, including a Compensation Discussion and Analysis, for inclusion in the Company's proxy statement for the annual meeting of stockholders, in accordance with applicable rules and regulations of the SEC.
- Review reports from management and make recommendations to the Board as appropriate on the Company's culture and strategies relating to human capital management.
- Report to the Board on the Committee's activities on a regular basis.
- Perform such other activities consistent with this Charter, the Company's Bylaws and governing law as the Committee deems necessary or appropriate as the Board may direct.
- Approve director compensation including annual retainer, fees associated with the attendance of the Board meetings, fees associated with attendance of the meetings of the independent committees of the Board, retainers associated with membership of and chairman of the independent committees of the Board, and non-executive chair fees and retainers.
- Oversee succession planning for executive officers jointly with the Nominating and Corporate Governance Committee.

V. PERIODIC REVIEW

The Committee shall (i) periodically review this Charter and the scope of responsibilities of the Committee and (ii) annually review the Committee's performance of its duties. Any

proposed changes to this Charter or the scope of the Committee's responsibilities, where indicated, shall be referred to the Board for appropriate action.