COMPENSATION AND NOMINATING COMMITTEE CHARTER

Amended and Restated as of August 31, 2026

(Originally Adopted February 12, 2025)

PURPOSE

The purpose of the Compensation and Nominating Committee (the "Compensation and Nominating Committee") of the board of directors (the "Board") of SailPoint, Inc. (the "Company") is to assist the Board with oversight of executive compensation, the director nominations process, and the Company's corporate governance.

MEMBERSHIP

Size: The Compensation and Nominating Committee shall consist of two or more members of the Board.

Independence: Each member of the Compensation and Nominating Committee shall be independent in accordance with the requirements of Rule 10C-1 under the Securities Exchange Act of 1934, as amended (the "Exchange Act"), and the rules of Nasdaq, provided however, that the Company may avail itself of any exemption or grace period from such requirement available to it under the rules of Nasdaq, including the "controlled company" exemption, and shall otherwise meet the membership qualification requirements contained in this Compensation and Nominating Committee Charter (this "Charter") and the Company's Corporate Governance Guidelines. In the event that any member of the Compensation and Nominating Committee does not qualify as a "non-employee director" for purposes of Rule 16b-3 under the Exchange Act, then all compensation that is intended to be exempt from Section 16 of the Exchange Act shall also be approved by the Board or a subcommittee made up of members of the Board who qualify as non-employee directors.

Appointment/Term/Removal: Subject to the terms and conditions of the Company's Director Designation Agreement, dated as of February 12, 2025 (the "Director Designation Agreement"), the members of the Compensation and Nominating Committee shall be appointed by the Board based on recommendations from the Compensation and Nominating Committee. The members of the Compensation and Nominating Committee shall serve for such term or terms as the Board may determine or until earlier resignation or death. The Board may remove any member from the Compensation and Nominating Committee at any time with or without cause.

STRUCTURE AND OPERATIONS

Leadership: The Board shall designate one member of the Compensation and Nominating Committee as the chair (the "Chair") based on recommendations of the Compensation and Nominating Committee.

Meetings: The Compensation and Nominating Committee shall meet as frequently and at such times and places as it deems necessary to fulfill its responsibilities. The agenda and materials for Compensation and Nominating Committee meetings will be prepared by the Chair in consultation with the other Compensation and Nominating Committee members. The Compensation and Nominating Committee shall keep minutes of its proceedings and periodically report to the Board regarding its discussions and actions and shall make recommendations to the Board as appropriate. The Compensation and Nominating Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, quorum, and voting requirements as are applicable to the Board.

The Compensation and Nominating Committee may invite any individuals, including members of management, to its meetings as it deems appropriate. However, the Compensation and Nominating Committee shall have the opportunity to meet regularly without such individuals present in executive session, and in all cases the Company's Chief Executive Officer (the "CEO") and any other officers shall not be present at meetings at which their compensation or performance is discussed or determined.

Onboarding/Education: The Company will provide new members of the Compensation and Nominating Committee with appropriate onboarding briefings, and the full Compensation and Nominating Committee with educational resources and opportunities related to executive compensation, corporate governance and other matters as may be appropriate or requested by the Compensation and Nominating Committee.

Outside Advisors: The Compensation and Nominating Committee shall have the authority, in its sole discretion, to retain and terminate a compensation consultant, director search firm, outside legal counsel, and such other advisors as it deems necessary to fulfill its duties and responsibilities under this Charter. However, the Compensation and Nominating Committee shall not be required to implement or act consistently with the advice or recommendations of any compensation consultant, director search firm, outside legal counsel, or other advisor, and the authority granted in this Charter shall not affect the ability or obligation of the Compensation and Nominating Committee to exercise its own judgment in fulfillment of its duties under this Charter. The Compensation and Nominating Committee shall set the compensation and retention terms and oversee the work of any compensation consultant, director search firm, outside legal counsel, or any other advisors. Any communications between the Compensation and Nominating Committee and its outside legal counsel will be privileged communications.

Compensation Consultant, Director Search Firm, and Other Advisor Independence/Conflicts of Interest: In retaining or seeking advice from compensation consultants, the Compensation and Nominating Committee must take into consideration the factors specified in the rules of Nasdaq. The Compensation and Nominating Committee may retain, or receive advice from, any compensation consultant they prefer, including ones that are not independent, after considering the specified factors. The Compensation and Nominating Committee is not required to assess the independence of any compensation consultant or other advisor that acts in a role limited to consulting on any broad-based plan that does not discriminate in scope, terms, or operation in favor of executive officers or directors and that is generally available to all salaried employees or providing information that is not customized for a particular company or that is customized based

on parameters that are not developed by the consultant or advisor, and about which the consultant or advisor does not provide advice.

The Compensation and Nominating Committee shall evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest.

Any director search firm shall be independent as determined in the discretion of the Compensation and Nominating Committee.

Funding: The Compensation and Nominating Committee shall receive appropriate funding from the Company, as determined by the Compensation and Nominating Committee in its capacity as a committee of the Board, for the payment of compensation to any compensation consultant, director search firm, outside legal counsel, and any other advisors and the ordinary administrative expenses of the Compensation and Nominating Committee that are necessary or appropriate in carrying out its duties.

Delegation of Authority: Subject to the terms and conditions of the Director Nomination Agreement and to the extent allowed by applicable law and the rules of Nasdaq, the Compensation and Nominating Committee shall have the authority to delegate any of its responsibilities, along with the authority to take action in relation to such responsibilities, to one or more subcommittees as the Compensation and Nominating Committee may deem appropriate in its sole discretion, so long as any such committee is comprised entirely of independent directors and has a written charter.

Books and Records: The Compensation and Nominating Committee will have access to the Company's books, records, facilities, and personnel.

DUTIES AND RESPONSIBILITIES

The Compensation and Nominating Committee shall have the following authority and responsibilities:

Compensation

1. CEO Compensation: To review and approve annually the corporate goals and objectives applicable to the compensation of the CEO, evaluate at least annually the CEO's performance in light of those goals and objectives, and make recommendations to the Board regarding the CEO's compensation level based on this evaluation. In evaluating and making recommendations to the Board regarding the long-term incentive component of CEO compensation, the Compensation and Nominating Committee may consider, among any number of factors, the Company's performance and relative stockholder return, the value of similar incentive awards given to CEOs at comparable companies, and the awards given to the Company's CEO in past years. In evaluating and making recommendations to the Board regarding CEO compensation, the Compensation and Nominating Committee shall consider the results of the most recent stockholder advisory vote on executive compensation ("Say-on-Pay Vote") required by Section 14A of the Exchange Act, if applicable.

2. Executive Officer Compensation: To review and approve the compensation of all other

executive officers. In evaluating executive compensation, the Compensation and Nominating Committee shall consider the results of the most recent Say-on-Pay Vote, if applicable.

3. Incentive/Equity Plans: To review, and make recommendations to the Board regarding, incentive compensation plans and equity-based plans, which includes the ability to adopt, amend, and terminate such plans, and proposals regarding any such plans to be included in the Company's proxy statement. To administer the Company's incentive compensation plans and equity-based plans, including designation of the employees to whom the awards are to be granted, the amount of the award or equity to be granted, and the terms and conditions applicable to each award or grant, subject to the provisions of each plan. To consider the results of the most recent Say-on-Pay Vote, if applicable, when reviewing and making recommendations to the Board regarding incentive compensation plans and equity-based plans, including whether to adopt, amend, or terminate any such plans.

4. Employee Benefit Plans: To monitor the effectiveness of non-equity-based benefit plan offerings, including, but not limited to, non-qualified deferred compensation, fringe benefits, and any perquisites, in particular those pertaining to executive officers, and approve any material new employee benefit plan or change to an existing plan that creates a material financial commitment by the Company. In its discretion, the Compensation and Nominating Committee may otherwise approve, amend, modify, ratify, or interpret the terms of, or terminate, any non-equity-based benefit plan or delegate such authority to the extent such delegation is permitted. In regard to employee benefit plans, the Compensation and Nominating Committee's role shall be one of oversight and, except as the Compensation and Nominating Committee otherwise expressly determines or applicable law otherwise expressly requires, the Compensation and Nominating Committee shall not act as a fiduciary with respect to any benefit plans or programs under the Employee Retirement Income Security Act of 1974 or otherwise.

5. Peer Group: To set the composition of the peer company group used for market comparison for executive compensation.

6. Compensation Disclosure: To review and discuss with management the Company's Compensation Discussion and Analysis (the "CD&A") and the related executive compensation information, including the pay versus performance disclosure, and determine whether or not to recommend the CD&A and related executive compensation information be included in the Company's proxy statement or annual report on Form 10-K, and produce the Compensation and Nominating Committee report on executive officer compensation required to be included in the Company's proxy statement or annual report on Form 10-K.

7. Employment/Severance Agreements: To review, and make recommendations to the Board regarding, any employment agreements and any severance arrangements or plans, including any benefits to be provided in connection with retirement or a change in control, for the CEO. With respect to executive officers other than the CEO, the Compensation and Nominating Committee's authority and responsibilities include the ability to adopt, amend, and terminate any employment agreements and any severance arrangements or plans, including any benefits to be provided in connection with retirement or a change in control.

8. Stock Ownership Guidelines: To determine stock ownership guidelines for the directors, the CEO, and other executive officers and monitor compliance with such guidelines.

9. Risk Management: To review the Company's incentive compensation arrangements to determine whether they encourage excessive risk-taking, to review and discuss at least annually the relationship between risk management policies and practices and compensation, and to evaluate compensation policies and practices that could mitigate any such risk.

10. Incentive Clawback: To review and recommend to the Board for approval the adoption, amendment, or modification of a "clawback" policy that allows the Company to recoup incentive compensation in compliance with Section 10D of the Exchange Act, the rules promulgated thereunder, and the listing standards of the national securities exchange on which the Company's securities are listed, and to administer the "clawback" policy in accordance with its terms.

11. Say-on-Pay Frequency: To review and recommend to the Board for approval the frequency with which the Company will conduct Say-on-Pay Votes, taking into account the results of the most recent stockholder advisory vote on frequency of Say-on-Pay Votes required by Section 14A of the Exchange Act, and to review and approve the proposals regarding the Say-on-Pay Vote and the frequency of the Say-on-Pay Vote to be included in the Company's proxy statement, if applicable.

12. Director Compensation: To review all director compensation and benefits for service on the Board and Board committees at least once a year and to recommend any changes to the Board as necessary.

13. Compensation Consultant Independence Assessment: To assess, at least annually, the independence of any compensation consultant, legal counsel, or other adviser retained by or providing advice to the Compensation and Nominating Committee, taking into consideration the factors specified in the rules of Nasdaq, and to evaluate whether any such adviser has any conflict of interest, in each case in accordance with applicable SEC rules and the rules of Nasdaq. Nothing in this provision shall require any compensation consultant, legal counsel, or other adviser to be independent.

Board Composition/Nominations and Corporate Governance

1. Director Qualifications: To determine the qualifications, qualities, skills, and other expertise required to be a director and to develop, and recommend to the Board for its approval, criteria to be considered in selecting nominees for director as set forth in the Company's Corporate Governance Guidelines (the "Director Criteria").

2. Director Nominee Identification/Screening: To identify, and screen individuals qualified to become members of the Board, consistent with the Director Criteria. To review the contributions of incumbent directors in determining whether to recommend that the Board nominate them for reelection to the Board.

3. Director Nominee Approval/Third Party Director Nomination Rights: Subject to the terms and conditions of the Director Nomination Designation Agreement, dated as of February 12,

2025, to make recommendations to the Board regarding the selection and approval of the nominees for director to be filled by the Board or submitted to a stockholder vote at an annual or special meeting of stockholders. Committee oversight of director nominations shall not apply in cases where the right to nominate a director legally belongs to a third party.

4. Director Independence: To develop and recommend to the Board for approval standards for determining whether a director is independent.

5. Board Refreshment: To review the size of the Board and ensure that qualified director candidates, consistent with the Director Criteria, are included by the Company or any search firm it engages in each pool of candidates from which Board nominees are chosen.

6. Board Leadership: To review the Board's leadership structure and recommend changes to the Board as appropriate.

7. Board Committee Membership and Structure: To review the size, structure, and composition of the Board's committees and, subject to the terms and conditions of the Director Nomination Designation Agreement, to make recommendations to the Board regarding the appointment of directors to serve as members of each committee and committee chair annually.

8. Outside Directorships: To review and approve, as appropriate, any requests from directors or officers to stand for election to any outside for-profit boards of directors.

9. Board Performance Evaluation: To develop, subject to approval by the Board, a process for an annual evaluation of the Board and its committees and to oversee this annual evaluation.

10. Board Education: At the Committee's discretion, to develop and evaluate a general education and orientation program for directors and make recommendations to the Board about director education and orientation.

11. Stockholder Director Nominations: To consider any director candidates recommended by the Company's stockholders pursuant to the procedures set forth in the Company's Bylaws and described in the Company's most recent annual meeting proxy statement.

12. Stockholder Proposals: To review stockholder proposals and recommend Board responses.

13. Stockholder Engagement: To oversee engagement with stockholders and proxy advisory firms, and to review proxy advisory firm policies and voting recommendations.

14. Succession Planning: To develop and recommend to the Board for approval a CEO succession plan (the "Succession Plan"), review the Succession Plan periodically, develop and evaluate potential candidates, and recommend to the Board any changes to and any candidates for succession under the Succession Plan. The Committee may, at its discretion, provide similar oversight with respect to succession planning for other officer positions.

15. Corporate Governance Documents: To review, propose changes to the Board, or develop, as needed, the Company's Certificate of Incorporation, Bylaws, Code of Business Conduct and Ethics, Corporate Governance Guidelines, and other corporate governance policies.

16. Corporate Governance Disclosure: To review and discuss with management disclosure of the Company's corporate governance practices, including information regarding the operations of the Compensation and Nominating Committee and other Board committees, director independence, and the director nominations process, and to recommend that this disclosure be included in the Company's proxy statement or annual report on Form 10-K, as applicable.

17. Corporate Governance Trends: To review emerging corporate governance trends and best practices and, as necessary, recommend changes to the Company's corporate governance practices to the Board.

Other

1. Compensation and Nominating Committee Performance Evaluation: To conduct an annual evaluation of the performance of its duties under this Charter and to present the results of the evaluation to the Board.

2. Compensation and Nominating Committee Charter Review: To review this Charter at least annually and recommend any proposed changes to the Board for approval.