



CYBERSECURITY COMMITTEE CHARTER

Adopted February 12, 2025

PURPOSE

The purpose of the Cybersecurity Committee (the “Cybersecurity Committee”) of the Board of Directors (the “Board”) of SailPoint, Inc. is to (i) assist the Board in overseeing the policies, plans, and programs of SailPoint, Inc. and its subsidiaries (the “Company”) relating to cybersecurity and data protection risks associated with its solutions, products, services, and business operations; (ii) provide feedback to the Board and management on cybersecurity-related matters, including, but not limited to, strategies, objectives, capabilities, initiatives, and policies; and (iii) provide oversight of other tasks related to the Company’s cybersecurity functions as the Board may delegate to the Cybersecurity Committee from time to time.

MEMBERSHIP

Size: The Cybersecurity Committee shall consist of two or more members of the Board.

Appointment/Term/Removal: The members of the Cybersecurity Committee shall be appointed by the Board based on recommendations from the Compensation and Nominating Committee of the Board (the “Compensation and Nominating Committee”). The members of the Cybersecurity 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 Cybersecurity Committee at any time with or without cause.

STRUCTURE AND OPERATIONS

Leadership: The Board shall designate a member of the Cybersecurity Committee as the chair of the Cybersecurity Committee (the “Chair”) based on recommendations of the Compensation and Nominating Committee.

Meetings: The Cybersecurity Committee shall meet as many times as it deems necessary to fulfill its responsibilities. The agenda and materials for Cybersecurity Committee meetings will be prepared by the Chair in consultation with the other Cybersecurity Committee members and the Company’s Chief Information Security Officer and General Counsel. The Cybersecurity Committee may invite any members of management or the Company’s other employees to its meetings as it deems appropriate. The Cybersecurity Committee shall keep minutes of its proceedings and report periodically to the Board regarding its discussions and actions and shall make recommendations to the Board as appropriate. The Cybersecurity 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.

Onboarding/Education: The Company will provide new members of the Cybersecurity Committee with appropriate onboarding briefings and the full Cybersecurity Committee with educational resources and opportunities related to cybersecurity and data protection risks and other matters as may be appropriate or requested by the Cybersecurity Committee.

Outside Advisors: The Cybersecurity Committee shall have the authority, in its sole discretion, to retain and terminate outside legal counsel, consultants and such other advisors as it deems necessary to fulfill its duties and responsibilities under this Charter. However, the Cybersecurity Committee shall not be required to implement or act consistently with the advice or recommendations of the outside legal counsel, consultants or other advisor. Any communications between the Cybersecurity Committee and its outside legal counsel will be privileged communications.

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

Delegation of Authority: The Cybersecurity 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 Cybersecurity Committee may deem appropriate in its sole discretion.

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

DUTIES AND RESPONSIBILITIES

The Cybersecurity Committee shall have the following authority and responsibilities:

1. Evaluation of Cybersecurity Programs: Review and assess the effectiveness of the Company's cybersecurity programs and its practices for identifying, assessing, and mitigating cybersecurity risks across the Company's solutions, products, services, and business operations.
2. Cybersecurity Strategy: Review the Company's security strategy and technology planning processes.
3. Cybersecurity Safeguards: Review and assess the safeguards used to protect the confidentiality, integrity, availability, and resiliency of the Company's solutions, products, services, and business operations.
4. Incident Response Planning: Oversee the Company's cyber crisis preparedness, security breach, and incident response plans, communication plans, and disaster recovery and business continuity capabilities.

5. Compliance Oversight: Oversee the Company's compliance with applicable information security and data protection laws and industry standards.
6. Resource Allocation: Oversee the Company's cybersecurity budget, investments, training, and staffing levels to ensure they are sufficient to sustain and advance successful cybersecurity and industry compliance programs.
7. Assessment of Threat Landscape: Assess and discuss with management the threat landscape facing the Company and the Company's solutions, products, services, and business operations.
8. Risk Oversight: Review and discuss with management any new or updated legal, regulatory, and compliance implications of security risks to the Company or the Company's solutions, products, services, and business operations.
9. Cybersecurity 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. The Cybersecurity Committee shall conduct this evaluation in such manner as it deems appropriate.
10. Cybersecurity Committee Charter Review: To review this Charter at least annually and recommend any proposed changes to the Board for approval.