

**ALKAMI TECHNOLOGY, INC.
COMPENSATION COMMITTEE CHARTER**

This Compensation Committee Charter (the “Charter”) has been adopted by the Board of Directors (the “Board”) of Alkami Technology, Inc. (the “Company”).

I. PURPOSE

The purpose of the Compensation Committee (the “Committee”) is to oversee the discharge of the responsibilities of the Board relating to compensation of the Company’s directors and executive officers under Section 16 of the Securities Exchange Act of 1934, as amended (“Section 16 executive officers”).

II. COMPOSITION

The Committee must consist of at least two directors, each of whom must satisfy the independence requirements of the Nasdaq Stock Market LLC (the “Nasdaq”), except as otherwise permitted by applicable Nasdaq rules, and meet all other eligibility requirements of applicable laws.

Committee members must be appointed and may be removed, with or without cause, by the Board. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

III. MEETINGS, PROCEDURES AND AUTHORITY

The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company’s bylaws that are applicable to the Committee.

The Committee may, in its sole discretion, retain or obtain advice from compensation consultants, legal counsel or other advisers (independent or otherwise), provided that, preceding any such retention or advice, the Committee must take into consideration the applicable factors under Nasdaq rules. The Committee will be directly responsible for the appointment, compensation and oversight of any adviser it retains. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any adviser retained by the Committee.

In addition to the duties and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this Charter, the purposes of the Committee, the Company’s bylaws and applicable Nasdaq rules.

The Committee has the authority to conduct or authorize investigations into any matters within the scope of the duties and responsibilities delegated to the Committee as it deems appropriate, including the authority to request any officer, employee or adviser of the Company to meet with the Committee or any advisers engaged by the Committee.

IV. DUTIES AND RESPONSIBILITIES

- *CEO Evaluation and Compensation.* The Committee will review and approve the corporate goals and objectives with respect to the compensation of the Chief Executive Officer. The Committee will evaluate the Chief Executive Officer's performance in light of these goals and objectives and, based upon this evaluation, will make recommendations to the Board regarding the Chief Executive Officer's compensation. The Chief Executive Officer may not be present during voting or deliberations on his or her compensation.
- *Other Section 16 Executive Officer Evaluation and Compensation.* The Committee will review and set or make recommendations to the Board regarding the compensation of the Section 16 executive officers other than the Chief Executive Officer.
- *Director Compensation.* The Committee will review and make recommendations to the Board regarding director compensation.
- *Incentive and Equity Compensation.* The Committee will review and approve or make recommendations to the Board regarding the Company's incentive compensation and equity-based plans and arrangements.
- *Compensation Committee Report and Compensation Discussion and Analysis.* To the extent that the Company is required to prepare a Compensation Committee Report and include a "Compensation Discussion and Analysis" ("CD&A") in the Company's Annual Report on Form 10-K or annual proxy statement, the Committee will prepare such Report and review and discuss with management the Company's CD&A and will consider whether it will recommend to the Board that the Company's CD&A be included in the appropriate filing.
- *Employment Agreements and Severance Agreements.* The Committee will review and approve all employment agreements and severance agreements for the Section 16 executive officers of the Company.
- *Section 16 Executive Officer Succession Plan.* The Committee will periodically work with the Chief Executive Officer to evaluate the Company's succession plans upon the Chief Executive Officer's and other Section 16 Executive Officers' retirement and in the event of an unexpected occurrence.

- *Erroneously Awarded Compensation.* The Committee will oversee the administration of the Company’s Policy for Recovery of Erroneously Awarded Compensation (and other similar “clawback” policies), if any, and review and approve, or recommend to the Board, changes in any such policy from time to time as appropriate.
- *Reports to the Board of Directors.* The Committee must report regularly to the Board regarding the activities of the Committee.
- *Committee Self-Evaluation.* The Committee must annually perform an evaluation of the performance of the Committee.
- *Review of this Charter.* The Committee must annually review and reassess this Charter and submit any recommended changes to the Board for its consideration.

V. DELEGATION OF DUTIES

In fulfilling its responsibilities, the Committee has the authority to delegate any or all of its responsibilities to a subcommittee of the Committee. The Committee also has the authority to authorize one or more officers of the Company to grant rights, options or other equity awards to officers (other than Section 16 executive officers) and employees, in a manner that is in accordance with applicable laws.