

SPS COMMERCE, INC.
GOVERNANCE AND NOMINATING COMMITTEE CHARTER

Adopted: 26 February 2026

PURPOSE

The Governance and Nominating Committee (the “*Committee*”) assists the Board of Directors (the “*Board*”) of SPS Commerce, Inc. (the “*Company*”) in:

- identifying qualified individuals to become Board members;
- determining the composition of the Board and its committees;
- assessing and enhancing the effectiveness of the Board and individual directors;
- developing and implementing the Company’s Corporate Governance Guidelines; and
- providing guidance to the board and management on corporate responsibility matters, including on environmental, social and governance matters (“*ESG*”).

COMMITTEE MEMBERSHIP

The Committee shall consist of two or more directors. The members of the Committee shall be appointed and may be removed by the Board. Each member of the Committee shall be independent in accordance with the listing standards of the stock exchange or automated quotation system upon which the Company’s common stock is listed, if any (as may be modified or supplemented) and any other applicable laws or regulations.

COMMITTEE AUTHORITY

The Committee shall have the resources and authority to discharge its duties and responsibilities, including the authority to retain any search firm to assist in identifying director candidates, and any independent counsel or other advisors as the Committee may deem appropriate. The Committee shall have the sole authority to approve related fees and retention terms.

The Committee may form and delegate authority to subcommittees consisting of one or more members when deemed appropriate by the Committee.

COMMITTEE MEETINGS AND COMMUNICATIONS

The Committee shall meet as often as it determines. A majority of the members shall constitute a quorum. The chairperson of the Committee shall be appointed by the Board. The Committee shall regularly report its actions and recommendations to the Board.

COMMITTEE RESPONSIBILITIES

To fulfill its role, the Committee will have the following responsibilities:

COMPOSITION OF THE BOARD AND COMMITTEES

1. Annually, and as needed, consider and recommend to the Board the size and composition of the Board.
2. Evaluate, based on criteria in the Corporate Governance Guidelines and the charters of the respective Board committees, and on the Committee’s assessment of the needs of the Board and its committees, possible nominees (including those recommended by stockholders in accordance with the Corporate Governance Guidelines) for election as directors, conduct appropriate inquiries into the background and qualifications of possible nominees, and recommend to the Board suitable nominees for election either annually by shareholders or, in the event of a vacancy, by the Board.

3. Consider and establish procedures for identifying and recruiting potential director nominees who meet criteria for Board membership, including utilizing the resources of board leadership and board membership associations and the Committee's network of contacts, and engaging professional search firms as appropriate.
4. Annually review the Board committee structure and the composition of the standing committees, and recommend to the Board for its approval directors to serve as members of the standing committees of the Board. Recommend additional committee members to fill vacancies as needed.

EVALUATION OF THE BOARD AND DIRECTORS

5. Develop and oversee an annual self-evaluation process of the Board and its performance.
6. Periodically evaluate the participation and contribution of each director.

GOVERNANCE EFFECTIVENESS

7. Periodically review and recommend to the Board any modifications of the Corporate Governance Guidelines, and oversee the implementation of the Corporate Governance Guidelines.
8. Periodically assess the adequacy of this charter and recommend any proposed changes to the Board for its approval.
9. Oversee the process for providing an orientation to the Company for new directors, and for periodically providing materials or briefing sessions for all directors on subjects that would assist them in discharging their duties.
10. Periodically review and report to the Board on the performance of the Committee.

CORPORATE & ESG RESPONSIBILITY

11. Provide oversight of, and periodically discuss with management the Company's objectives, policies and efforts related to ESG and other corporate responsibility matters, including with respect to sustainability, environmental, corporate citizenship, social, governance, political and public policy matters.

OTHER MATTERS

12. Provide advice and counsel to the Chief Executive Officer on shareholder relations and other matters as requested.
13. Evaluate, oversee preparation and recommend to the Board proxy statement responses to shareholder proposals.