

CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS OF HURON CONSULTING GROUP INC. AMENDED AS OF OCTOBER 20, 2025

I. PURPOSE OF THE COMMITTEE

The purposes of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Huron Consulting Group Inc. (the “Corporation”) shall be to oversee the Corporation's compensation and employee benefit plans and practices, including its executive compensation plans, director compensation plans and its incentive compensation and equity-based plans; assess the risk of compensation policies and practices; and to produce a Committee report on executive compensation as required by the Securities and Exchange Commission (“SEC”) to be included in the Corporation's annual proxy statement.

II. COMPOSITION OF THE COMMITTEE

The Committee shall consist of three or more directors as determined from time to time by the Board. Each member of the Committee shall be qualified to serve on the Committee pursuant to the requirements of the Nasdaq Stock Market (“Nasdaq”) and any additional requirements that the Board deems appropriate. Members of the Committee shall also qualify as “non-employee directors” within the meaning of Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended, and shall satisfy any other necessary standards of independence under the federal securities and tax laws.

The chairperson of the Committee shall be designated by the Board, provided that if the Board does not so designate a chairperson, the members of the Committee, by a majority vote, may designate a chairperson.

Any vacancy on the Committee shall be filled by majority vote of the Board. No member of the Committee shall be removed except by majority vote of the Board.

III. MEETINGS AND PROCEDURES OF THE COMMITTEE

The Committee shall meet as often as it determines necessary to carry out its duties and responsibilities, but no less frequently than three times annually. The Committee, in its discretion, may ask members of management or others to attend its meetings (or portions thereof) and to provide pertinent information, as necessary.

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate; provided, however, that no subcommittee shall consist of fewer than two members; and provided further that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

A majority of the members of the Committee present in person or by means of a telephone or video conference, or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute a quorum. Formal action taken by the Committee shall be by unanimous written consent or by the affirmative vote of a majority of the Committee members present

at a meeting at which a quorum is in attendance.

The Committee shall maintain minutes of its meetings and records relating to those meetings and shall report regularly to the Board on its activities, as appropriate.

IV. DUTIES AND RESPONSIBILITIES OF THE COMMITTEE

A. Executive Compensation

The Committee shall have the following duties and responsibilities with respect to the Corporation's executive compensation plans:

(a) To review at least annually the goals and objectives of the Corporation's executive compensation plans, and amend, or recommend that the Board amend, these goals and objectives if the Committee deems it appropriate.

(b) To review at least annually the Corporation's executive compensation plans in light of the Corporation's goals and objectives with respect to such plans, and, if the Committee deems it appropriate, adopt, or recommend to the Board the adoption of, new, or the amendment of existing, executive compensation plans.

(c) To evaluate annually the performance of the Chief Executive Officer in light of the goals and objectives of the Corporation's executive compensation plans, and determine and approve, or recommend to the Board for its approval, the Chief Executive Officer's compensation level based on this evaluation. The Chief Executive Officer may not be present during voting or deliberations regarding his or her compensation. In determining the Chief Executive Officer's compensation, the Committee shall consider all relevant factors, including, but not limited to, the Corporation's performance and relative stockholder return, the value of similar awards to chief executive officers of comparable companies, and the awards given to the Chief Executive Officer of the Corporation in past years. The Committee may discuss the Chief Executive Officer's compensation with the Board if it chooses to do so.

(d) To evaluate annually the performance of the other executive officers of the Corporation in light of the goals and objectives of the Corporation's executive compensation plans, and determine and approve, or recommend to the Board for its approval, the compensation of such other executive officers. The Committee shall consider all relevant factors in determining the appropriate compensation, including the factors applicable with respect to the Chief Executive Officer.

(e) To evaluate annually the appropriate level of compensation for Board and Committee service by non-employee members of the Board

(f) To perform such duties and responsibilities as may be assigned to the Board or the Committee under the terms of any executive compensation plan.

(g) To review perquisites or other personal benefits provided to the Corporation's executive officers and recommend any changes to the Board.

(h) To evaluate annually the risks associated with the Corporation's compensation plans and review the controls in place to mitigate the associated risks.

(i) To review the executive compensation plans in light of the shareholder say on pay vote results and determine if any adjustments need to be made to respond to the vote results.

(j) To maintain stock ownership guidelines for the Chief Executive Officer, the other executive officers, and the non-employee members of the Board, and to monitor compliance with such guidelines.

(k) To review annually the Charter of the Committee and recommend amendments as necessary to maintain compliance with regulatory and governance changes.

(l) To review annually the performance of the Committee.

B. General Compensation and Employee Benefit Plans

The Committee shall have the following duties and responsibilities with respect to the Corporation's general compensation and employee benefit plans, including incentive compensation and equity-based plans:

(a) To review at least annually the goals and objectives of the Corporation's general compensation plans and other employee benefit plans, including incentive compensation and equity-based plans, and amend, or recommend that the Board amend, these goals and objectives if the Committee deems it appropriate.

(b) To review at least annually the Corporation's general compensation plans and other employee benefit plans, including incentive compensation and equity-based plans, in light of the goals and objectives of these plans, and, if the Committee deems it appropriate, amend, or recommend that the Board amend, these plans.

(c) To review all equity compensation plans to be submitted for stockholder approval under the Nasdaq listing standards, and to review and, in the Committee's sole discretion, approve all equity compensation plans that are exempt from such stockholder approval requirement.

(d) To establish criteria for the granting of awards under the Corporation's incentive compensation and equity-based plans to the Corporation's officers, directors and other employees and approve the granting of awards in accordance with such criteria.

(e) To perform such duties and responsibilities as may be assigned to the Board or the Committee under the terms of any compensation or other employee benefit plan, including any incentive compensation or equity-based plan.

(f) To review annually the equity of the Corporation's compensation programs.

(g) To develop and implement policies with respect to the recovery or "clawback" of any excess compensation paid to any of the Corporation's senior leadership, including executives.

C. Approval of Certain Compensation Arrangements

The Committee shall review and approve the compensation of all officers within the meaning of Rule 16a-1(f) promulgated under the Securities Exchange Act of 1934, as amended, any employee with annual compensation arrangements over \$2.5 million, and any employment arrangement which provides for compensation upon change of control.

D. Report of the Committee

The Committee shall do the following with respect to the Corporation's SEC reporting obligations:

(a) Review and discuss among the Committee and with management the Compensation Discussion and Analysis required to be included in the Corporation's SEC filings.

(b) Based on its review and discussions, determine whether to recommend to the Board that the Compensation Discussion and Analysis be included in the Corporation's SEC filings.

(c) Review and approve the Committee's report that is required to be made in the Corporation's SEC filings and take the appropriate steps to ensure that such report complies with applicable requirements.

(d) Approve the Compensation-related disclosures required by the SEC to be included in the Corporation's annual meeting proxy statement.

V. INVESTIGATIONS AND STUDIES

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may retain, at the Corporation's expense, such independent counsel or other consultants or advisers as it deems necessary.

VI. ADVISERS

The Committee shall have the authority and right, in its sole discretion and at the expense of the Corporation, to retain or obtain the advice of a compensation consultant, independent legal counsel, accountant, or any other consultant or adviser (collectively, "Advisers") in connection with the Committee's functions and responsibilities. The Committee shall be directly responsible for the appointment, compensation, oversight, and termination of any Adviser retained by the Committee. The Committee shall have the sole authority to approve the fees and other retention terms of such Advisers. The Corporation shall provide for appropriate funding, as determined by the Committee, for:

(a) payment of reasonable compensation to any Advisers retained by the Committee;

(b) ordinary administrative expenses of the Committee that are necessary and appropriate in carrying out its functions and responsibilities.

The Committee may retain or obtain advice from an Adviser only after taking into consideration all factors relevant to the Adviser's independence from management, including the following:

(a) the provision of other services to the Corporation by the person that employs the

Adviser;

- (b) the amount of fees received from the Corporation by the person that employs the Adviser, as a percentage of the total revenue of the person that employs the Adviser;
- (c) the policies and procedures of the person that employs the Adviser that are designed to prevent conflicts of interest;
- (d) any business or personal relationship of the Adviser with a member of the Committee;
- (e) any stock of the Corporation owned by the Adviser; and
- (f) any business or personal relationship of the Adviser or the person employing the Adviser with an executive officer of the Corporation.

While the Committee is required to consider the independence of any Adviser, the Committee is not precluded from retaining or obtaining advice from any Adviser that is not independent. In addition, the Committee is not required to conduct the independence assessment outlined above with respect to any Adviser that consults on any broad-based plan that does not discriminate in scope, terms, or operation in favor of executive officers or directors of the Corporation and that is generally available to all salaried employees or any Adviser that does not provide the Committee with Corporation-specific information or information customized based on parameters neither developed by the Adviser nor developed in light of advice from the Adviser.

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