

CCC INTELLIGENT SOLUTIONS HOLDINGS INC.

HUMAN CAPITAL AND COMPENSATION COMMITTEE CHARTER

I. PURPOSES

The Human Capital and Compensation Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) of CCC Intelligent Solutions Holdings Inc. (the “Company”) to oversee the Company’s compensation and employee benefit plans and practices, including its executive compensation plans, and its incentive-compensation and equity based plans; to review and discuss with management the Company’s compensation discussion and analysis (“CD&A”) to be included in the Company’s annual proxy statement or annual report on Form 10-K filed with the U.S. Securities and Exchange Commission (the “SEC”) as and if required by the rules of the SEC; to prepare the Compensation Committee Report as and if required by the rules of the SEC; and to perform such further human capital functions as may be consistent with this Charter or assigned by applicable law or the Company’s Certificate of Incorporation (as amended, restated, supplemented and/or otherwise modified from time to time).

II. COMMITTEE MEMBERSHIP

Composition. The Committee shall consist of at least two members of the Board, as determined from time to time by the Board based on the recommendations of the Nominating and Corporate Governance Committee. Except as otherwise directed by the Board, a director selected as a Committee member shall continue to be a member for as long as he or she remains a director or until his or her earlier resignation or removal from the Committee. Any member may be removed from the Committee by the Board, with or without cause, at any time.

Chair. The Chair of the Committee shall be appointed from among the Committee members by, and serve at the pleasure of, the Board, based on the recommendations of the Nominating and Corporate Governance Committee; shall preside at meetings of the Committee; and shall have authority to convene meetings, set agendas for meetings, and determine the Committee’s information needs, except as otherwise provided by the Board or the Committee. In the absence of the Chair at a duly convened meeting, the Committee shall select a temporary substitute from among its members to serve as chair of the meeting.

Independence. Each member of the Committee shall be qualified to serve on the Committee pursuant to the requirements of The Nasdaq Stock Market LLC (the “Nasdaq”), and any additional requirements that the Board deems appropriate, subject to any exceptions or cure periods that are applicable pursuant to the foregoing requirements and the phase-in periods permitted under the rules of the Nasdaq. At least two members of the Committee shall also qualify as “non-employee directors” within the meaning of Rule 16b-3 promulgated under the U.S. Securities Exchange Act of 1934, as amended (the “Exchange Act”).

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

III. AUTHORITY

In discharging its role, the Committee is empowered to inquire into any matter that it considers appropriate to carry out its responsibilities. The Committee shall be given full access to the chairperson of the Board and management, as well as the Company’s books, records, facilities and other personnel, and, subject to the direction of the Board, the Committee is authorized and delegated the authority to act on behalf of the

Board with respect to any matter it determines to be necessary or appropriate to the accomplishment of its purposes.

IV. COMMITTEE MEETINGS

The Committee shall meet on a regularly scheduled basis at least once each fiscal quarter and additionally as circumstances dictate. The Committee shall establish its own schedule of meetings. The Committee may act by unanimous written consent of its members without a meeting. The agenda and materials for Committee meetings shall be prepared by the Committee chairperson in consultation with the other Committee members and, as appropriate, the Chief Executive Officer of the Company.

Notice of meetings shall be given to all Committee members or may be waived, in the same manner as required for meetings of the Board. Meetings of the Committee may be held by means of conference telephone or other communications equipment by means of which all persons participating in the meeting can hear and speak with each other. A majority of the members of the Committee shall constitute a quorum for a meeting and the affirmative vote of a majority of members present at a meeting at which a quorum is present shall constitute the action of the Committee. The Committee shall otherwise establish its own rules of procedure.

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. However, the Human Capital and Compensation Committee shall meet regularly without such individuals present, and in all cases, the Chief Executive Officer and any other officers of the Company may not be present during any portion of a Committee meeting in which deliberation or any vote regarding his or her compensation or any discussion regarding his or her performance occurs.

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.

The Committee shall have access to the Company's books, records, facilities, and personnel.

V. DELEGATION

The Committee, by resolution approved by a majority of the Committee, may form and delegate any of its responsibilities to a subcommittee so long as such subcommittee is solely comprised of two or more members of the Committee and such delegation is not otherwise inconsistent with law and applicable rules and regulations of the SEC and the Nasdaq.

VI. RESPONSIBILITIES

The Committee may perform such other functions as are consistent with its purpose and applicable law and as the Board or the Committee. In carrying out its responsibilities, the Committee believes its policies and procedures should remain flexible, in order to best react to changing conditions and circumstances. The following responsibilities are set forth as a guide for fulfilling the Committee's purposes in such manner as the Committee determines is appropriate.

A. Executive Compensation

1. The Committee shall review at least annually the goals and objectives of the Company's executive compensation plans, and amend, or recommend that the Board amend, these goals and objectives if the Committee deems it appropriate.
2. The Committee shall review at least annually the Company's executive compensation plans in light of the Company'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.

3. The Committee shall evaluate annually the performance of the Chief Executive Officer in light of the goals and objectives of the Company's executive compensation plans and determine and approve or recommend to the Board the Chief Executive Officer's compensation level based on this evaluation. In determining the long-term incentive component of such Chief Executive Officer's compensation, the Committee shall consider factors as it determines relevant, which may include, for example, the Company's performance and relative shareholder return, the value of similar awards to chief executive officers of comparable companies, and the awards given to such Chief Executive Officer in past years. The Committee may discuss the Chief Executive Officer's compensation with the Board if it chooses to do so. In evaluating and making recommendations to the Board regarding Chief Executive Officer compensation, the 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.
4. The Committee shall evaluate annually the performance of the other executive officers of the Company in light of the goals and objectives of the Company's executive compensation plans, and determine and approve the compensation of such other executive officers. To the extent that long-term incentive compensation is a component of such executive officer's compensation, the Committee shall consider all relevant factors in determining the appropriate level of such compensation, including the factors applicable with respect to the Chief Executive Officer.
5. The Committee shall evaluate annually the appropriate level of compensation for Board and Committee service by non-employee directors and recommend any changes to the Board.
6. The Committee shall review and approve any severance or termination arrangements to be made with any executive officer of the Company, including any benefits to be provided in connection with a change in control.
7. The Committee shall perform such duties and responsibilities as may be assigned to the Board or the Committee under the terms of any executive compensation plan.
8. The Committee shall review perquisites or other personal benefits to the Company's executive officers and directors and recommend any changes to the Board.
9. The Committee shall consider and make recommendations to the Board regarding the frequency with which stockholder "say on pay" votes should occur. Following any such "say on pay" frequency vote (i.e., prior to the promulgation of the Company's next annual meeting proxy statement), make recommendations to the Board regarding the frequency with which "say on pay" votes shall be included in the Company's proxy statements pending the next such "say on pay" frequency vote.
10. The Committee shall consider the results of the most recent stockholder advisory vote on executive compensation as required by Section 14A of the Exchange Act, and, to the extent the Committee determines it appropriate to do so, take such results into consideration in connection with the review and approval of executive officer compensation.
11. The Committee shall oversee engagement with shareholders and proxy advisors on executive compensation matters.

12. The Committee shall periodically review and revise a peer group of companies against which to assess the Company's executive compensation programs and practices to ensure that they are competitive and supportive of the Company's strategy and objectives.
13. The Committee shall review and discuss with management the Company's CD&A, as and if required by the rules of the SEC, and based on that review and discussion, to recommend to the Board that the CD&A be included in the Company's annual proxy statement or annual report on Form 10-K.
14. The Committee shall review compensation arrangements for the Company's employees to evaluate whether incentive and other forms of pay encourage unnecessary or excessive risk taking, and review and discuss, at least annually, the relationship between risk management policies and practices, corporate strategy and the Company's compensation arrangements.
15. The Committee shall review and approve the terms of any compensation "clawback" or similar policy or agreement between the Company and the Company's executive officers or other employees subject to Section 16 of the Exchange Act.
16. The Committee shall, to the extent it deems necessary, establish stock ownership guidelines for the executive officers and non-employee directors of the Company and monitor compliance with any such guidelines.
17. The Committee shall prepare as and if required by the rules of the SEC, the Compensation Committee Report in accordance with the rules and regulations of the SEC for inclusion in the Company's annual proxy statement or annual report on Form 10-K.
18. The Committee shall perform such other functions as assigned by law, the Company's certificate of incorporation, as amended, or bylaws or the Board.

B. General Compensation and Employee Benefit Plans

1. The Committee shall review at least annually the goals and objectives of the Company's incentive-compensation and equity-based plans, and amend, or recommend that the Board amend, these goals and objectives if the Committee deems it appropriate.
2. The Committee shall review at least annually the Company's incentive-compensation and equity-based plans, in light of the goals and objectives of these plans, and recommend that the Board amend these plans if the Committee deems it appropriate.
3. The Committee shall review all equity-compensation plans to be submitted for stockholder approval under the Nasdaq listing standards, and review and, in the Committee's sole discretion, approve all equity-compensation plans that are exempt from such stockholder approval requirement.
4. The Committee shall perform such duties and responsibilities as may be assigned to the Board or the Committee under the terms of any incentive-compensation or equity-based plan including the administration thereof. The Committee may establish parameters for delegated authority to the CEO or such other officer in compliance with applicable law.

In regard to employee benefit plans, the Committee's role shall be one of oversight and, except as the Committee otherwise expressly determines or applicable law otherwise expressly requires, the 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.

C. Self-Evaluation and Reporting

1. The Committee shall conduct an annual self-evaluation of the performance of the Committee, including its effectiveness and compliance with this charter, and recommend to the Board such amendments of this charter as the Committee deems appropriate.
2. The Committee shall report regularly to the Board with respect to the Committee's activities, including any significant issues that arise with respect to the quality or integrity of the Company's financial statements, the Company's compliance with legal or regulatory requirements, the performance and independence of the Company's independent auditor or the performance of the internal audit function. The Committee will maintain written minutes of its meetings, which will be filed with the minutes of the meetings of the Board.

D. Other Human Capital Management Activities

1. The Committee shall oversee and provide guidance to Management and the Board on issues relating to human capital management, including corporate culture, diversity and inclusion, recruiting, retention, attrition, talent management, career development and progression, and employee relations. Explicit leadership of these activities is delegated to Management.
2. The Committee, in partnership with Management and the Nominating and Corporate Governance Committee, shall engage in succession plan activities with regards to executive level positions. The Committee and the Nominating and Corporate Governance Committee will report to the full Board on these activities at least on an annual basis.
3. The Committee shall participate and provide oversight and guidance, in collaboration with other committees of the Board, as deemed appropriate, on various social and culture issues affecting Environmental, Social, and Governance metrics.

VII. ROLE OF CHIEF EXECUTIVE OFFICER

The Chief Executive Officer may make, and the Committee may consider, recommendations to the Committee regarding the Company's executive compensation plans, its incentive-compensation and equity-based plans with respect to executive officers (other than such Chief Executive Officer) and the Company's director compensation arrangements.

VIII. INVESTIGATIONS AND STUDIES; OUTSIDE ADVISERS

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may, in its sole discretion, retain or obtain the advice of a compensation consultant, legal counsel or other adviser. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel or other adviser retained by the Committee, the expense of which shall be borne by the Company. The Committee may select a compensation consultant, legal counsel or other adviser to the Committee only after taking into consideration the following:

1. The provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser;
2. The amount of fees received from the Company by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser;

3. The policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;
4. Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
5. Any stock or other securities of the Company owned by the compensation consultant, legal counsel or other adviser;
6. Any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an executive officer of the Company; and
7. Any other factors specified in the rules of the Nasdaq.

The Committee shall conduct the independence assessment with respect to any compensation consultant, legal counsel or other adviser that provides advice to the Committee, other than: (i) in-house legal counsel; and (ii) any compensation consultant, legal counsel or other adviser whose role is limited to the following activities for which no disclosure would be required under Item 407(e)(3)(iii) of Regulation S-K: consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of executive officers or directors of the Company, and that is available generally to all salaried employees; or providing information that either is not customized for the Company or that is customized based on parameters that are not developed by the compensation consultant, and about which the compensation consultant does not provide advice.

Nothing herein requires a compensation consultant, legal counsel or other adviser to be independent, only that the Committee consider the enumerated independence factors before selecting or receiving advice from a compensation consultant, legal counsel or other adviser.

The Committee may select or receive advice from any compensation consultant, legal counsel or other adviser it prefers, including ones that are not independent, after considering the independence factors outlined above.

Nothing herein shall be construed: (1) to require the Committee to implement or act consistently with the advice or recommendations of the compensation consultant, legal counsel or other adviser to the Committee; or (2) to affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties.

The Company shall provide the Committee with appropriate funding, as determined by the Committee, for the payment of compensation to compensation consultant, legal counsel or other advisor retained by the Committee in carrying out its duties and the ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

* * *

While the members of the Committee have the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of members of the Committee, except to the extent otherwise provided under applicable U.S. federal or state law.

Initially adopted by the Board on July 30, 2021.

Amended and re-adopted by the Board on October 3, 2022 and November 3, 2023.