

CITRIX SYSTEMS, INC.

Compensation Committee Charter

A. PURPOSE AND SCOPE

The primary function of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Citrix Systems, Inc. (the “Corporation”) is to exercise the responsibilities and duties set forth below, including, but not limited to, determining and making recommendations with respect to all forms of compensation to be granted to directors, executive officers and employees of the Corporation and producing an annual report on executive compensation for inclusion in the Corporation’s proxy statement for its annual meeting of stockholders in accordance with applicable rules and regulations.

The Committee shall: review and make recommendations to management on company-wide compensation programs and practices; recommend, subject to approval by the full Board, the salary, variable cash, equity-based and other compensation arrangements of the Corporation’s Executive Chairperson, if applicable, and the Chief Executive Officer; approve the salary, variable cash, equity-based and other compensation arrangements of the Corporation’s other executive officers (which includes all officers covered in Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended (the “Exchange Act”)); and recommend, subject to approval by the full Board, any equity-based plans and any material amendments thereto (including increases in the number of shares of Common Stock available for grant thereunder) for which stockholder approval is required or desirable.

B. COMPOSITION

The Committee shall be comprised of a minimum of three members of the Board as appointed by the Board, each of whom shall meet any independence requirements promulgated by the Securities and Exchange Commission and at least two of whom shall meet the requirements for a “Non-Employee Director” set forth in Rule 16b-3 promulgated pursuant to the Exchange Act. Any member of the Committee who does not meet the requirements for a “Non-Employee Director” shall be required to recuse him or herself from any vote by the Committee to approve equity awards to the Corporation’s directors or executive officers to the extent necessary for such equity awards to be exempt from “short-swing profit” liability pursuant to Section 16 of the Exchange Act. Each member of the Committee shall also meet any independence and compensation committee composition requirement promulgated by the Nasdaq Stock Market, any other exchange upon which securities of the Corporation are traded, the Internal Revenue Service (including, to the extent applicable, the requirements of Section 162(m) of the Internal Revenue Code of 1986, as amended), or any governmental or regulatory body exercising authority over the Corporation (each a “Regulatory Body”), and each member of the Committee shall be free from any relationship that, in the opinion of the Board, would interfere with the exercise of his or her independent judgment as a member of the Committee.

The Board shall appoint the members of the Committee annually. Each member of the Committee shall serve until his or her successor shall be duly appointed and qualified or until his

or her earlier resignation or removal. Unless a Chair is elected by the full Board, the members of the Committee may designate a Chair by majority vote of the full Committee membership.

The Committee shall meet as necessary, but at least four times each year, to enable it to fulfill its responsibilities and duties as set forth herein. The Committee may invite members of management or others to attend Committee meetings and provide pertinent information as the Committee may request on the issues being considered.

The Committee shall report its actions to the Board and keep written minutes of its meetings which shall be recorded and filed with the books and records of the Corporation. The Corporation's Chief Executive Officer and the Executive Chairperson, if applicable, may not be present during any voting or deliberations concerning his or her compensation.

C. RESPONSIBILITIES AND DUTIES

To fulfill its responsibilities and duties the Committee shall:

1. Review and approve corporate goals and objectives relevant to compensation of the Chief Executive Officer of the Corporation, evaluate the Chief Executive Officer's performance in light of those goals and objectives and establish and recommend, subject to approval by the full Board, the appropriate level of base compensation and all variable cash, equity-based and other compensation for the Chief Executive Officer of the Corporation based on this evaluation. In determining its recommendation for the long-term incentive component of Chief Executive Officer compensation, the Committee may consider, among other things, the Corporation's performance and relative stockholder return, the value of similar incentive awards to chief executive officers at comparable companies, and the awards given to the Corporation's Chief Executive Officer in past years.
2. Evaluate the performance of the Corporation's Executive Chairperson, if applicable, and establish and recommend, subject to approval by the full Board, the appropriate level of base compensation and all variable cash, equity-based and other compensation for such officer.
3. Evaluate the performance of the Corporation's other executive officers and review and approve the appropriate level of base compensation and all variable cash, equity-based and other compensation for such officers.
4. For the Chief Executive Officer and Executive Chairperson, if applicable, of the Corporation, periodically review and recommend, subject to approval by the full Board, (a) any employment agreements, severance arrangements and change in control agreements or provisions, in each case, when and if appropriate, and (b) any special or supplemental benefits.
5. For executive officers of the Corporation other than the Chief Executive Officer or Executive Chairperson, if applicable, periodically review and approve (a) any employment agreements, severance arrangements and change in control

agreements or provisions, in each case, when and if appropriate, and (b) any special or supplemental benefits.

6. Consider and take actions with respect to adoption, amendment, administration or termination of compensation, welfare, benefit, pension and other plans related to compensation of current and former employees of the Corporation, in each case taking into account appropriate industry benchmarks and the compensation policies pursued by companies similarly situated to the Corporation to the extent that the Committee deems appropriate.
7. Review the terms and conditions of compensation plans, including the Corporation's equity-based plans; determine the eligibility requirements applicable to participants in each such plan, as may be required by the terms of a plan; evaluate the performance of each benefit plan and all fiduciaries of the plans; make such amendments to the plans; and take such actions in regard to the plans as the Committee deems appropriate.
8. Evaluate the Corporation's incentive compensation plans, including the Corporation's variable cash compensation plans and equity-based plans, to allow the Corporation to attract and retain the talented personnel it needs to remain successful. Recommend such plans to the Board for approval as appropriate and take actions that may be necessary or advisable to implement and administer the Corporation's incentive compensation plans, all in accordance with the terms of such plans, including the following:
 - Establish performance goals for all incentive compensation plans for the Corporation's executive officers;
 - Establish policies and procedures for the grant of equity-based awards by the Corporation and periodically review the equity award grant policy;
 - Determine the size, types, terms, conditions and methods of payment, and participant rights upon termination of employment;
 - Approve forms and authorize execution of award agreements or instruments reflecting awards made to any executive officers under incentive compensation plans;
 - Construe and interpret incentive compensation plans and agreements or instruments entered into under them;
 - Establish, amend and waive rules and regulations for administering such plans, agreements and instruments and, where stockholder action is required under the rules and regulations of any Regulatory Body, recommend the foregoing to the Board for approval; and
 - Amend terms and conditions of outstanding incentive plan awards, agreements and instruments and, where stockholder action is required under the rules and regulations of any Regulatory Body, recommend the foregoing to the Board for approval.

9. Evaluate whether the Corporation's compensation plans encourage participants to take excessive risks that are reasonably likely to have a material adverse effect on the Corporation.
10. With advice from independent compensation consultants and comparative data, evaluate the amount and type of director compensation on an annual basis, including cash and equity-based compensation for non-employee members of the Board.
11. Recommend to the full Board the appropriate level of director compensation, and take primary responsibility for ensuring that any payments to directors, other than in their capacity as directors, are fully and properly disclosed.
12. Review and approve the fees and retention terms of any independent experts and consultants retained by the Committee in a manner consistent with applicable law and the Corporation's policies.
13. Review and approve the Corporation's assumption of target company equity plans and underlying awards in connection with any merger, acquisition or similar strategic transaction undertaken by the Corporation directly or through one or more of its subsidiaries.
14. Review and assess the adequacy of this Charter periodically as conditions dictate, but at least annually, and recommend any modifications to this Charter, if and when appropriate, to the Board for its approval.
15. Oversee the Corporation's compliance with any rules promulgated by any Regulatory Body prohibiting loans to officers and directors of the Corporation.
16. Review and discuss with management the Corporation's philosophy, processes and procedures for the consideration and determination of director and executive compensation and the Compensation Discussion and Analysis to be included in the Corporation's proxy statement or annual report. Based on the Committee's review and discussion with management, the Committee shall make a recommendation to the Board that the Compensation Discussion and Analysis be included in the Corporation's proxy statement for its annual meeting of stockholders or annual report. In addition, and as appropriate, review and discuss with management of the Corporation any further disclosures related to executive compensation not contained in the Compensation Discussion and Analysis, but provided elsewhere in the Corporation's proxy statement or annual report, as applicable.
17. Prepare the Compensation Committee Report for inclusion in the Corporation's proxy statement for its annual meeting of stockholders in accordance with applicable rules and regulations.

18. Review and evaluate, on a periodic basis, the Corporation's Stock Ownership Guidelines for directors and executive officers and recommend any modifications to such Guidelines to the Board for its approval.
19. Review and evaluate, on a periodic basis, and make changes as appropriate to the Corporation's Executive Compensation Recovery Policy.
20. Exercise such additional powers and duties as may be reasonable, necessary or desirable, in the Committee's discretion, to fulfill its duties under this Charter.

The Committee shall periodically evaluate its own performance and report the results of such evaluation to the Board.

D. INDEPENDENT ADVICE

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities and duties, as described above. In carrying out its duties and responsibilities, the Committee shall have the authority to appoint, retain, compensate, terminate and oversee the work of any independent experts and consultants and instruct such experts and consultants that they should report directly to the Committee on matters pertaining to the work performed during their engagement.

Before selecting or receiving advice from any compensation consultant, legal counsel or other adviser, other than in-house legal counsel, the Committee shall consider the following factors as well as any other factors required to be considered by the rules promulgated by the Nasdaq Stock Market, any other exchange upon which securities of the Corporation are traded, or the Securities and Exchange Commission:

1. The provision of other services to the Corporation by the person that employs the compensation consultant, legal counsel or other adviser;
2. The amount of fees received from the Corporation 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 of the Corporation owned by the compensation consultant, legal counsel or other adviser; and
6. Any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the compensation consultant, legal counsel or adviser with an executive officer of the Corporation.

The Committee shall exercise sole authority to approve any reasonable fees and other retention terms of any compensation consultant, legal counsel or other adviser that is to be used by the Committee, such funding to be provided by the Corporation.

Last amended by the Board of Directors: September 17, 2019