

SYNIVERSE HOLDINGS, INC.
COMPENSATION COMMITTEE CHARTER

Organization

This charter governs the operations of the Compensation Committee (the “Committee”) of the Board of Directors of Syniverse Holdings, Inc. (the “Company”). The Committee shall consist of at least three members of the Board of Directors. Each member of the Committee must qualify as a “non-employee director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended, and as an “outside director” for purposes of Section 162(m) of the Internal Revenue Code. In addition, if at anytime the Company ceases to qualify for the “controlled company” exception under the rules of the New York Stock exchange, each member of the Committee shall be “independent” within the meaning of the applicable listing rules of the New York Stock Exchange.

Except as set forth below, Committee members shall be appointed and removed by the Board. Committee members shall hold their offices until their successors are appointed and qualified, or until their earlier resignation or removal. All vacancies in the Committee shall be filled by the Board. The Board shall designate one of the members as Chairman of the Committee. The Committee shall report directly to the Board and shall keep a separate book of minutes of their proceedings and actions. Notwithstanding anything to the contrary herein, until the earlier of such time that (i) investment funds affiliated with GTCR Golder Rauner, L.L.C. (“GTCR”) cease to hold in the aggregate at least 37.5% of GTCR's holdings of the Company's common stock immediately after completion of the Company's initial public offering (the “IPO”) and (ii) a GTCR designee would be prohibited from serving on the Committee under applicable law or under the rules of the New York Stock Exchange, GTCR shall have the right to designate one of the three Committee members, GTCR shall have the sole authority to remove the GTCR designee from the Committee, GTCR shall be entitled to fill any vacancy created if the GTCR designee ceases to be a member of the Committee, the Committee shall not consist of more than three members without the consent of GTCR, and no subcommittee shall be formed without the prior consent of GTCR.

The Committee shall meet periodically, as deemed necessary by the Chairman of the Committee. All meetings shall be at the call of the Chairman of the Committee. A majority of the members of the Committee shall constitute a quorum for the transaction of business. The Committee may act only upon approval of a majority of its members. The action of the Committee at a meeting at which a quorum is present shall be the act of the Committee. The Committee may act in writing by the unanimous consent of its members.

The Committee may form one or more subcommittees, each of which may take such actions as may be delegated by the Committee. The Committee shall periodically report on its activities to the Board and make such recommendations and findings as it deems appropriate. The Committee members shall perform an annual evaluation of the Committee. The Committee may, in its sole discretion and at the Company's expense, retain and terminate such legal, accounting or other consultants or experts, including compensation consultants, as it deems necessary in the performance of its duties and without having to seek the approval of the Board.

Purpose and Responsibilities

The Committee's primary purpose and responsibilities shall be:

- to review and approve goals and objectives relevant to the Chief Executive Officer's compensation, to evaluate the Chief Executive Officer's performance according to these goals and objectives and to determine and approve the Chief Executive Officer's compensation level based on this evaluation;
- to screen and recommend to the Board individuals qualified to become Chief Executive Officer of the Company;
- to establish total compensation for the Board and approve total compensation for senior executives, including oversight of all senior executive benefit plans;
- to oversee the Company's general cash-based and equity-based incentive plans; and
- to produce a compensation committee report on executive compensation as required by the SEC to be included in the Company's annual proxy statement.

Duties

To fulfill its purpose and responsibilities, the Committee shall:

1. Establish the total compensation for the non-employee directors of the Company.
2. Establish the total compensation package provided to the Chief Executive Officer, approve the total compensation package provided to such other officers of the Company whose compensation is disclosed in the Company's proxy statement, and approve the actual compensation (including base pay adjustments, and any annual and long-term incentive payouts) paid to senior executive officers of the Company.
3. Approve employment agreements, severance agreements or change of control agreements between the Company and its senior executive officers. Specifically as to the Chief Executive Officer, the Committee should review and approve the goals and objectives relevant to the Chief Executive Officer's compensation, evaluate the Chief Executive Officer's performance in light of those goals and objectives and set the Chief Executive's compensation level based on this evaluation.
4. Develop and review periodically succession plans of the Chief Executive Officer, and screen and recommend to the Board candidate(s) for Chief Executive Officer.
5. Review and approve the design of the benefit plans which pertain to directors, the Chief Executive Officer and other senior executive officers who report directly to the Chief Executive Officer.
6. Approve the creation and/or revision of incentive compensation plans and equity-based plans affecting Company officers and grants thereunder.
7. Produce and approve the Compensation Committee Report on Executive Compensation included in the Company's proxy statements and generally oversee compliance with the compensation reporting requirements of the SEC.
8. Approve overall compensation policy throughout the entire Company.
9. Review and approve or recommend to the Board for approval changes to or adoption of retirement plans of the Company and approve periodically funding guidelines developed

by the Compensation Committee, including any matching contributions under the Company's 401(k) plan, if any.

10. Administer all plans that require "disinterested administration" under Rule 16b-3 of the Securities Exchange Act of 1934, as amended, including all stock option, restricted stock and deferred stock plans.