ENERPAC TOOL GROUP CORP.

GOVERNANCE AND SUSTAINABILITY COMMITTEE OF THE BOARD OF DIRECTORS CHARTER

As adopted October 23, 2026

PURPOSE

The Governance & Sustainability Committee (the "Committee") of the Board of Directors (the "Board") of Enerpac Tool Group Corp. (the "Company") shall have the primary responsibility for the evaluation and recommendation to the Board of prospective members of the Board. The Committee shall be responsible for developing, maintaining and monitoring the Corporation's corporate governance policies and procedures, and shall oversee the evaluation of the Board and management. The Committee also provides oversight of the Company's corporate responsibility, including environmental and social initiatives.

COMPOSITION AND GOVERNANCE

The Committee shall consist of at least three members of the Board as the Board shall from time to time determine. Each member must satisfy the independence requirements of the New York Stock Exchange.

The members of the Committee shall be annually elected by the Board and shall maintain such positions until their resignation or removal from the Committee or until their successors are duly elected and qualified. Committee members may be removed from the Committee, with or without cause, by majority vote of the Board at any time. Unless a Chair is elected by the Board, the members of the Committee may designate a Chair by majority vote of the full Committee membership.

MEETINGS, PROCEDURES AND AUTHORITY

The Committee shall meet at such times as it deems necessary to fulfill its responsibilities. The Committee shall keep minutes of all meetings and regularly report to the Board on its activities.

The Committee has the authority to establish its annual calendar and rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company's bylaws or corporate governance guidelines applicable to the Committee. The Committee may request any officer or employee of the Company or the Company's outside counsel to attend a meeting of the Committee or meet with any members or consultants.

To the extent not prohibited by law, regulation or listing standards, the Committee may designate any member or subcommittee thereof for purposes of receiving reports and performing reviews, provided that a report on such activities shall be presented to the full Committee at its next meeting, and may delegate its activities and authority as deemed appropriate.

The Committee may retain any independent counsel, experts or advisors that the Committee believes to be necessary or appropriate, and the Company shall provide appropriate funding therefor. The Committee may conduct or authorize investigations into any matters within the scope of the duties and responsibilities delegated to the Committee with full access to all Company books, records, facilities and personnel.

The Committee has sole authority to retain and terminate any search firm to be used to identify director candidates, including sole authority to approve such search firm's fees and other retention terms. The Committee has the authority to retain any other advisors that the Committee believes to be desirable and appropriate and has the authority to approve related fees and retention terms.

In addition to the duties and responsibilities expressly delegated to the Committee in this charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this charter, the purpose of the Committee, the Company's bylaws and applicable New York Stock Exchange and Securities and Exchange Commission rules and regulations.

A majority of the members present will decide any question brought before the Committee. The actions by the majority may be expressed by a vote at a meeting. Action may be taken without a meeting by written consent of all members of the Committee. A majority of the members will constitute a quorum.

DUTIES AND RESPONSIBILITIES

The following principal responsibilities of the Committee are set forth as a guide with the understanding that the Committee may supplement them as appropriate to carry out the purpose of the Committee:

Nominations

- Developing the criteria and qualifications for membership on the Board;
- Identifying and recruiting candidates to fill vacancies on the Board, ensuring that such candidates have the requisite expertise and background;
- Reviewing the suitability for continued service as a director of each director when his or her term expires and when he or she has a material change in employment circumstances or other directorships, and recommending whether or not the director should be re-nominated;
- Reviewing candidates suggested by directors, employees and shareholders;
- Conducting or overseeing appropriate inquiries into the backgrounds and qualifications of possible candidates;
- Recommending director nominees for approval by the Board and the shareholders;
- Recommending director nominees for each of the Board's committees;
- Ensuring the Board has the requisite expertise and that its membership consists of persons with sufficiently diverse and independent backgrounds; and
- Reviewing and making recommendations to the Board with regard to length of Board service and a retirement policy for members of the Board.

Corporate Governance

General

- Reviewing and recommending to the Board proposed changes to the Company's Restated Articles of Incorporation and Bylaws;
- Monitor and oversee the application of the Company's Corporate Governance Guidelines;
- Reviewing the outside business activities of senior executives; and
- Reviewing shareholder proposals and recommending proposed responses to requests for inclusion in the Company's proxy statement.

Board Oversight

- Reviewing and making recommendations regarding Board composition and structure, including committee structure and membership;
- Evaluating the effectiveness of the Board and recommending to the Board ways to improve the corporate governance of the Company;
- Ensuring that Company management provides programs for continuing education for all directors and for the orientation of new directors;
- Considering matters of corporate governance and conducting an annual review of, and recommending to the Board any changes to, the Company's Corporate Governance Guidelines, Code of Ethics Applicable to Senior Finance Executive, and Code of Conduct and Ethics;
- Evaluating each request for a waiver of the application of the Company's Code of Conduct and Code of Ethics Applicable to Senior Finance Executives, and reporting its findings and recommendations to the full Board;
- Monitoring the charters, functions, and composition of the various committees of the Board, conducting annual evaluations of each committee's contributions to the Company, and recommending to the Board any changes to the charters;
- Overseeing the annual self-evaluations of the Board and its committees, including the performance and contributions of individual directors;
- Considering questions of possible conflicts of interest of Board members and of the Company's senior executives;
- Performing, at least annually, an evaluation of the performance of the Committee; and
- Reviewing periodically this charter and submitting recommended changes to the Board.

Sustainability Matters

In such a manner as the Committee deems appropriate to fulfill its purposes, the Committee shall:

- Oversee corporate environmental, social responsibility and health and safety matters as they pertain to the Company's business and long-term strategy, and

identify and bring to the attention of the Board of Directors current and emerging trends, issues and risks that may affect the business operations, performance and public image of the Company;

- Review disclosures included in any sustainability report to be issued to the public by the Company regarding the Company's sustainability initiatives and metrics; and
- Oversee the Company's engagement efforts regarding corporate environmental and social responsibility and corporate governance matters with shareholders and other key stakeholders, including non-governmental organizations.