ENERPAC TOOL GROUP CORP.

TALENT DEVELOPMENT AND COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS CHARTER

As Amended October 23, 2026

PURPOSE

The purpose of the Talent Development and Compensation Committee (the "Committee") of the Board of Directors (the "Board") of Enerpac Tool Group Corp. (the "Company") is to carry out the responsibilities delegated by the Board relating to (1) review and determination of executive compensation, including plans, policies and programs, (2) senior officer leadership development and management succession, (3) oversight of the Company's talent management, development and retention efforts and related strategies, programs and risks, and (4) oversight of the Company's community engagement and culture and related strategies, programs and risks.

COMPOSITION AND GOVERNANCE

The Committee will consist of at least three members of the Board as the Board will from time to time determine. Each member must (1) be a "non-employee director" as that term is defined for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended; and (2) satisfy the independence requirements of the New York Stock Exchange (the "NYSE"), including any additional independence requirements specific to compensation committee membership (an "Independent Director").

The members of the Committee shall be annually elected, based on the recommendation of the Company's Governance and Sustainability Committee, 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 will meet at least quarterly and may also meet at such other times as it deems necessary to fulfill its responsibilities. The Committee will 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.

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 SEC 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:

(1) To review and approve an executive compensation philosophy for the Company that is consistent with the Company's long-term strategy and annual operating plans.

(2) To review and approve corporate goals and objectives relevant to the compensation for executive officers, evaluate the performance of executive officers in light of those goals and objectives, and approve the compensation of executive officers based on this evaluation; provided, however, that CEO compensation and performance will be reviewed with, and will be subject to approval by, the members of the Board who are Independent Directors.

(3) To administer executive incentive-compensation plans and equity-based plans, including stock purchase plans and employment inducement awards, established or maintained by the Company from time to time (the "Plans").

(4) To make recommendations to the Board with respect to the amendment, termination, or replacement of the Plans.

(5) To review employee benefit plans, as well as supplemental benefit plans/perquisites for officers of the Company and its subsidiaries.

(6) To exercise risk oversight of the Company's executive compensation program, including reviewing the Company's incentive compensation arrangements to determine whether they encourage excessive risk-taking and evaluating compensation policies and practices that could mitigate any such risk.

(7) To adopt, amend or revise policies regarding the adjustment or recovery of incentive awards or payments to Company officers and employees ("Clawback Policies"), and to administer such policies.

(8) To set and annually review compliance with executive officer stock ownership guidelines.

(9) To review at least annually the use of corporate aircraft by executive officers.

(10) To review leadership development and succession plans for senior management, and make recommendations on succession plans to the Board.

(11) To recommend to the Board the compensation for Board members, including director fees, committee member fees, lead director and chairperson fees, restricted stock and/or stock options, D&O insurance, and other compensation elements as appropriate.

(12) To exercise oversight of the Company's talent management, development and retention and related strategies, programs, and risks.

(13) To exercise oversight of the Company's community engagement and culture and related strategies, programs, and risks.

(14) To conduct an annual evaluation of the performance of the Committee.

(15) To review and reassess the adequacy of this charter periodically and submit recommended changes to the Board.

POWERS AND AUTHORITY

The Board delegates to the Committee all powers and authority that are necessary or appropriate to fulfill its duties and responsibilities hereunder, including without limitation:

(1) To interpret the provisions of the Plans and Clawback Policies.

(2) To establish rules it finds necessary or appropriate for implementing or conducting the Plans.

(3) To grant or to approve or disapprove participation (or qualifications therefor) of individual employees in incentive compensation plans and equity based plans established or maintained by the Company. The Committee may delegate to management the authority to grant equity or other incentive compensation in designated circumstances.

(4) To make all other decisions and determinations required of the Committee by the terms of the Plans and Clawback Policies or as the Committee considers appropriate for the operation of the Plans and Clawback Policies and the distribution of benefits under the Plans or the recoupment of compensation under the Clawback Policies.

(5) To establish subcommittees for the purpose of evaluating special or unique matters.

(6) To conduct or authorize investigations into any matters within the scope of its responsibilities as it deems appropriate, including the authority to request any officer, employee, or adviser of the Company to meet with the Committee or any advisers engaged by the Committee.

ADVISERS

The Committee has the authority and right, in its sole discretion and at the expense of the Company, 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 Company shall provide for appropriate funding, as determined by the Committee, for:

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

(2) 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, including any applicable factors under NYSE rules, relevant to the Adviser's independence from management, including the following:

(1) the provision of other services to the Company by the person that employs the Adviser;

(2) the amount of fees received from the Company by the person that employs the Adviser, as a percentage of the total revenue of the person that employs the Adviser;

(3) the policies and procedures of the person that employs the Adviser that are designed to prevent conflicts of interest;

(4) any business or personal relationship of the Adviser with a member of the Committee;

(5) any stock of the Company owned by the Adviser; and

(6) any business or personal relationship of the Adviser or the person employing the Adviser with an executive officer of the Company.

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 Company and that is generally available to all salaried employees or any Adviser that does not provide customized or Company-specific information to the Committee.

REPORTING

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

(1) Review and discuss among the Committee and with management the Compensation Discussion and Analysis required to be included in the Company's SEC filings;

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

(3) Prepare and deliver the Committee's report that is required to be made in the Company's SEC filings.