

HAYWARD HOLDINGS, INC.

COMPENSATION COMMITTEE CHARTER

- I. **PURPOSE.** The purpose of the Compensation Committee (the “Committee”) is to assist the Board of Directors (the “Board”) of Hayward Holdings, Inc. (the “Company”) in fulfilling its responsibilities relating to oversight of the compensation and benefits of the Company’s officers, employees and directors, assessing the adequacy of the Company’s compensation principles and philosophy and administering the Company’s compensation, benefit and equity-based plans by exercising its rights and responsibilities as specified in this Charter. The Committee reports to the Board. The Committee shall fulfill these functions primarily by carrying out the activities enumerated in Section IV of this Charter. In order to fulfill these functions, the Committee members shall, within the scope of their duties, have unrestricted access to Company personnel and documents. In performing its responsibilities hereunder, the Committee may consider information provided by the Company’s management, as appropriate.

II. **COMPOSITION.**

1. **Number.** The Committee shall consist of no fewer than two members of the Board, appointed to the Committee by the Board. Members of the Committee may be removed at the Board’s discretion.
2. **Independence.** Except as otherwise permitted by applicable phase-in rules and exemptions, each member of the Committee shall meet any applicable independence requirements of the New York Stock Exchange (the “NYSE”). In addition, except as provided in the immediately succeeding sentence or as determined by the Board, each member of the Committee shall qualify as a “non-employee director” within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended, and an “independent director” as defined by the NYSE listing standards then in effect. In the event the Board determines that a director who does not qualify as a “non-employee director” should nevertheless serve on the Committee, appropriate arrangements may be made for a subcommittee of the Committee to act on behalf of the Committee (or for the full Board to act) to the extent necessary to satisfy any applicable requirements of Rule 16b-3. In determining the independence of any director who will serve on the Committee, the Board will consider all factors specifically relevant to determining whether a director has a relationship with the Company that is material to that director’s ability to be independent from management in connection with the duties of a Committee member, including, but not limited to: (A) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Company to such director, as well as whether the director receives compensation from any person or entity that would impair his or her ability to make independent judgments about the Company’s executive compensation and (B) whether such director is affiliated with the Company, a subsidiary of the Company or an affiliate of a subsidiary of the Company, as well

as whether any such affiliate relationship places the director under the direct or indirect control of the Company's senior management.

3. Chairperson. Unless a Chairperson is elected by the Board, the members of the Committee shall designate a Chairperson by majority vote of the full Committee membership. The Chairperson shall lead the Committee, including preparing the agenda, presiding over the meetings, making subcommittee assignments and reporting to the Board on the Committee's behalf.
4. Determinations Regarding Membership. The Board will make all determinations regarding satisfaction of the membership requirements described above and will review, at least annually, the Committee's compliance with such requirements.

III. PROCEDURES AND ADMINISTRATION.

1. Meetings. The Committee shall hold regularly scheduled meetings and such special meetings as circumstances dictate. Any two members or the Chairperson of the Committee may call a meeting of the Committee upon due notice to each other member at least 24 hours prior to the meeting. Action may be taken by the Committee without a meeting if all of the members of the Committee indicate their approval thereof in writing or by electronic transmission.
2. Quorum. A majority of the Committee members shall constitute a quorum. The Board may designate one or more directors as alternate members of the Committee, who may replace any absent or disqualified member at any meeting of the Committee, provided that such alternate members satisfy all applicable criteria for membership on the Committee. In the absence or upon the disqualification of a member of the Committee, and in the absence of a designation by the Board of an alternate member to replace the absent or disqualified member, the member or members present at any meeting and not disqualified from voting, whether or not he, she or they constitute a quorum, may unanimously appoint another member of the Board to act at the meeting in the place of any absent or disqualified member, provided that such other member satisfies all applicable criteria for membership on the Committee.
3. Voting. Action may be taken by the Committee upon the affirmative vote of a majority of the members present, provided that a quorum is present at the time such action is taken.
4. Subcommittees. The Committee shall have the authority to delegate to subcommittees of the Committee any of the responsibilities of the full Committee and to officers of the Company such responsibilities of the full Committee as may be permitted by applicable laws, rules or regulations and in accordance with the listing standards set forth by the NYSE.

IV. **RESPONSIBILITIES AND POWERS.** The Committee has direct responsibility and power to perform the following duties:

- review and establish the Company's overall compensation strategy, including base salary, incentive compensation and equity-based grants, to provide for appropriate rewards and incentives for the Company's management and employees, taking into account whether such rewards and incentives encourage undue or inappropriate risk taking by such personnel;
- review and approve corporate goals and objectives relevant to Chief Executive Officer ("CEO") and other executive officer compensation, evaluate the performance of the CEO and other executive officers in light of those goals and objectives and, based on this evaluation, either as a committee or together with the other independent directors (to the extent directed by the Board), determine and approve, or recommend to the Board for approval, the compensation of the CEO and the other executive officers of the Company based on this evaluation, with the deliberations and voting on the CEO's compensation to be conducted without the CEO present;
- review, assess and make recommendations to the Board regarding the compensation of the members of the Board;
- administer the Company's cash and equity-based plans and management incentive compensation plans, grant awards under such plans and make recommendations to the Board about amendments to such plans, and the adoption of any new employee incentive compensation plans and equity-based plans that are subject to Board approval;
- review, consider and select, to the extent determined to be advisable, a peer group of appropriate companies for purposes of benchmarking and analysis of compensation for executive officers and directors;
- review and approve all employment contracts and other compensation, severance and change-in-control arrangements for current and former executive officers;
- review all director compensation and benefits for service on the Board and Board committees at least once a year and to recommend any changes to the Board as necessary;
- recommend to the Board any stock ownership guidelines for executive officers and non-employee directors, and periodically assess these guidelines and recommend revisions as appropriate;
- in its sole discretion, appoint, retain or obtain the advice of a compensation consultant, legal counsel or other adviser, which includes the sole authority and direct responsibility to approve such compensation consultant's, legal counsel's or other adviser's fees and other retention terms, to oversee the work of and to

terminate such compensation consultant, legal counsel or other adviser, with the authority and responsibility to pay from funds of the Company reasonable compensation to such compensation consultant, legal counsel or other adviser retained by the Committee, with such funding to be provided by the Company, as appropriate, as determined by the Committee;

- before selecting or obtaining the advice of a compensation consultant, legal counsel or other adviser (other than in-house legal counsel or any compensation consultant, legal counsel or other adviser to the extent specified in the NYSE listing standards), consider all factors relevant to the independence of such consultant, counsel or adviser from management, including the factors set forth in the NYSE listing standards then in effect and any other applicable laws, rules or regulations;
- annually evaluate whether any compensation consultant retained or to be retained by the Committee has any conflict of interest that is required to be disclosed in the Company's annual proxy statement;
- to review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A"), recommend that the CD&A be included in the Company's annual report on Form 10-K and its annual proxy statement, and produce a compensation committee report on executive compensation for inclusion in the Company's Annual Report on Form 10-K and/or its annual proxy statement in accordance with the proxy and disclosure rules;
- monitor the Company's compliance with the requirements under the Sarbanes-Oxley Act of 2002 relating to loans to directors and officers, and with all other applicable laws affecting employee compensation and benefits;
- oversee the Company's compliance with applicable rules and regulations promulgated by the Securities and Exchange Commission regarding stockholder approval of certain executive compensation matters, including, to the extent applicable, advisory votes on executive compensation and the frequency of such votes and the requirement under the NYSE rules that, with limited exceptions, stockholder approve equity compensation plans;
- review the Company's compensation policies and practices to determine whether they encourage excessive risk-taking, review and discuss at least annually the relationship between risk management policies and practices and compensation and evaluate compensation policies and practices that could mitigate any such risk;
- review and assess the adequacy of this Charter at least annually and recommend any proposed changes to the Board for approval;
- report its actions and any recommendations to the Board on a periodic basis; and
- annually perform, or participate in, an evaluation of the performance of the Committee, the results of which shall be presented to the Board.

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It is acknowledged that all of the above listed tasks and focus areas may not be relevant to all of the matters and tasks that the Compensation Committee may consider and act upon from time to time, and the members of the Compensation Committee in their judgment may determine the relevance thereof and the attention such items shall receive in any particular context.

Last Update: October 17, 2022