

NVENT ELECTRIC PLC
COMPENSATION AND HUMAN CAPITAL COMMITTEE CHARTER

The Compensation and Human Capital Committee (the “Committee”) has responsibility for (i) compensation actions affecting the Company’s chief executive officer (the “CEO”), other officers elected by the Board of Directors from time to time (collectively, “Officers”), and non-employee directors and (ii) oversight of the Company’s compensation and employee benefit plans and programs and matters relating to the Company’s human resources and human capital management. Each member of the Committee shall be (a) an Independent director (as defined in the Company’s Corporate Governance Principles) and (b) a “Non-Employee Director” under the qualifications set forth in Rule 16b-3 promulgated under the Securities Exchange Act of 1934. Each member of the Committee also shall meet the independence requirements of the New York Stock Exchange that apply specifically to compensation committee members. The members of the Committee, which shall be at least three in number, and its Chairperson will be appointed by the Board of Directors on the recommendation of the Governance and Social Responsibility Committee. Any member of the Committee may be removed by a majority vote of the Board of Directors.

The Committee shall meet separately or with management, other personnel and its advisors as frequently as it shall determine necessary or appropriate in its reasonable judgment to perform its duties hereunder.

The Committee shall provide assistance to the Board of Directors in fulfilling its responsibility to the Company relating to the Company’s compensation philosophy and practices for Officers and non-employee directors, and administration of the Company’s various compensation, incentive, equity and benefits plans. In so doing, it is the responsibility of the Committee to maintain free and open means of communication between the directors, the Company’s management and, as appropriate, independent outside professional compensation advisors.

In carrying out these responsibilities, the Committee will:

1. Establish and periodically review the Company’s executive compensation philosophy and review and make recommendations to the Board regarding executive compensation strategy consistent with the Company’s plans and objectives and linked to the Company’s executive compensation philosophy.
2. Review and recommend to the Board of Directors the compensation and benefits of non-employee directors.
3. Review and approve the appropriate peer group for compensation comparisons.
4. Approve, within the executive and non-employee director compensation strategy established by the Board, all individual compensation arrangements and agreements between the Company and Officers or non-employee directors. Such arrangements may include, but are not limited to, cash compensation (including base salary), bonuses, equity

awards, special awards, insurance, retirement, other benefits and other perquisites, and severance.

5. With respect to the CEO, evaluate, at least annually, the CEO's performance in light of the Company's goals and objectives, set the CEO's overall compensation level based on this evaluation, and review and approve corporate goals and objectives relevant to the CEO's compensation.
 - (a) In determining the long-term incentive component of the CEO's compensation, the Committee will consider such factors as it may deem appropriate, which may include the Company's performance and relative shareholder return and value creation, the value of similar incentive awards to CEOs at comparable companies, the total compensation targets established in the compensation philosophy and the awards given to the CEO in prior years.
 - (b) All Independent directors on the Board of Directors shall be given the opportunity to give input on the performance of the CEO in connection with the annual performance review conducted by the Committee.
6. Supervise administration of all equity plans and approve grant awards under these equity plans consistent with each plan's intended purpose, except to the extent such authority has been delegated by the terms of the plan or a resolution of the Board to another committee or individual.
7. Meet with the CEO, Chief Human Resources Officer (CHRO), and, if deemed appropriate, legal counsel, and independent outside professional compensation advisors to review current trends and practices in executive compensation and disclosure requirements under various securities and exchange rules and regulations. The Committee has the sole authority to retain, oversee and terminate any compensation advisors, (including sole authority to approve the advisor's fees and other retention terms,) hired for the purpose of assisting the Committee in the evaluation of director, CEO or Officer compensation or such other purpose as the Committee deems appropriate. The Company will provide the Committee with appropriate funding, as determined by the Committee, for payment of reasonable compensation to any such advisors retained by the Committee. Prior to selecting any advisor, the Committee shall take into consideration all factors relevant to the independence of such advisor from the Company's management to the extent required by applicable laws, regulations and New York Stock Exchange requirements and annually assess the independence through an attestation. The Committee shall not, however, be required to evaluate the independence of:
 - (a) In-house legal counsel; or
 - (b) Any compensation consultant, legal counsel or other adviser whose role is limited to the following activities for which disclosure would not be required in the Company's annual meeting proxy statement under the rules of the Securities and Exchange Commission: consulting on any broad-based plan that does not

discriminate in scope, terms, or operation in favor of Officers or members of the Board of Directors and that is available generally to all salaried employees; or providing information that either is not customized for the Company or that is customized based on parameters that are not developed by the advisor and about which the advisor does not provide advice.

8. With respect to incentive-compensation plans and equity-based compensation programs, make recommendations to the Board with respect to the adoption, amendment or termination of such programs and the relative weighting and composition of stock-based compensation in overall Officer and non-employee director compensation. To the extent the authority to amend or terminate a plan has been delegated to the Committee under the terms of such plan, exercise such authority when the Committee determines it is necessary or appropriate to do so.
9. Review and approve goals for the Management Incentive Plan (MIP) and long-term performance incentive plan as well as assess and certify the actual results achieved. Based upon this review of performance, at the conclusion of the performance cycle, approve appropriate award levels for Officers consistent with the plans' intent and structure.
10. Oversee the evaluation process, talent development and succession of the Company's management, including:
 - (a) Review annually with the CEO the recruitment, development, and promotion of candidates expected to assume CEO and Officer positions as well as high potential candidates;
 - (b) Receive periodically recommendations from the CEO regarding succession planning, the development of other executive talent and the executive management needs of the Company;
 - (c) Consistent with the Company's Corporate Governance Principles, oversee Company succession planning, in conjunction and cooperation with the CEO, and report to the Board the status of corporate wide succession planning activities on an annual basis;
 - (d) After meeting with all Independent directors on the Board, recommend to the Board a successor to the CEO when a vacancy occurs; and
 - (e) Review the CEO's nomination of corporate officers and makes recommendations to the Board of such persons to be elected Officers by the Board and proposed personnel changes involving such Officers.
11. Receive periodic reports from management regarding the effectiveness of the Company's human resources and human capital management strategies and goals, including those related to the recruitment, and retention of personnel, talent management, diversity and inclusion and other employment and compensation practices, and the Company's culture.

12. Administer the Company's Recovery Policy or any similar compensation recoupment or clawback policy.
13. Within the scope of its duties, investigate or have investigated any matter of concern brought to its attention as the Committee determines to be necessary or appropriate. The Committee specifically has the power to retain outside advisors for this purpose if, in its judgment, that is appropriate.
14. Conduct an annual self-evaluation of the performance of the Committee.
15. Annually review and assess the adequacy of this Charter and submit any recommended changes to the Board for its review and approval.
16. Review with management periodically, as it deems appropriate, the benefit programs provided to all employees.
17. Report its activities to the Board of Directors at each Board meeting.
18. Review and discuss with management the Compensation Discussion and Analysis and other disclosures relating to executive and director compensation required by the rules of the Securities and Exchange Commission ("SEC") to be included in the Company's annual proxy statement. Based on such review and discussion, recommend to the Board the inclusion of the Compensation Discussion and Analysis in the Company's annual proxy statement.
19. Prepare the Committee's report as required by the rules of the SEC to be included in the Company's annual proxy statement.
20. Assist the Board in reviewing the results of any shareholder advisory votes, or responding to other shareholder communications, that relate to the compensation of the executive officers of the Company who are named in the Company's annual proxy statement; consider such results in the context of making decisions about the Company's executive compensation programs; and review and recommend to the Board for approval the frequency with which the Company will conduct shareholder advisory votes.
21. Conduct an annual assessment of potential risks arising from compensation programs and policies.
22. Perform all other functions required by applicable law or the listing requirements of the New York Stock Exchange.
23. Delegate such of its powers and duties to one or more subcommittees of the Committee, as it from time to time determines to be necessary and/or appropriate. The Committee also performs other functions that are delegated by the Board from time to time.

Originally Effective: April 30, 2018

Last Amended: September 26, 2023