Atmus Filtration Technologies Inc.

Talent Management and Compensation Committee Charter

(Approved as of November 17, 2026)

I. Purpose

The purpose of the Talent Management and Compensation Committee (the "Committee") of the Board of Directors (the "Board") of Atmus Filtration Technologies Inc. (the "Company") is to : (i) establish and oversee the strategy and design of all compensation plans for the Board, chief executive officer ("CEO") and executive officers of the CEO's leadership team ("Executive Officers"), and any other individuals the Committee may designate from time to time, (ii) prepare an annual report on executive officer compensation for inclusion in the Company's annual proxy statement, (iii) administer the Company's equity award plan, including the granting of equity awards thereunder (iv) review and oversee the Company's strategies relating to talent management and (v) consider other matters related to the Company's compensation and benefits practice.

II. Composition

The Committee's composition is determined by the Board, based upon the recommendations of the Nominating and Governance Committee of the Board, and shall consist of at least three directors, including a chair. Each member of the Committee shall meet the independence and qualification requirements of the New York Stock Exchange, the Securities and Exchange Commission ("SEC"), applicable law and any additional requirements that the Board deems appropriate. Each member of the Committee shall also qualify as a "non-employee director" pursuant to Rule 16b-3 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"). Committee members are subject to removal pursuant to the Company's Corporate Governance Principles.

III. Meetings

The Committee shall meet not less than four times annually, or more frequently as determined by the Board or the Committee. The Committee may act by unanimous written consent. A majority of the members of the Committee present in person or by means of a telephone conference call or similar communication arrangements shall constitute a quorum. The Committee chair may invite any individual, whether external or internal to the Company, to attend all or part of any meetings of the Committee in whatever capacity as the Committee chair deems appropriate to assist the Committee in the fulfilment of its duties.

IV. Responsibilities

1. Review and approve the compensation philosophy and strategy for the Board, the CEO, and the Executive Officers of the Company. References to "compensation" for purposes of this Charter shall include, in addition to base compensation, all bonuses, grants involving stock or stock options, and all benefits and perquisites provided by the Company.

2. Annually assess talent management policies, programs and processes.

3. Periodically assess the compensation philosophy, strategy and tactics for Executive Officers for alignment with both corporate objectives and market forces, to ensure that appropriate quality of talent can be attracted to the Company, and, if performing satisfactorily, retained.

4. Annually establish and recommend to the Board the compensation of the CEO, following a review of the CEO's performance by the Nominating and Governance Committee and considering input from the Board as reported to it by the Nominating and Governance Committee, and establish and recommend to the Board the compensation of the CEO based upon such review and report, and review and approve any employment agreement or arrangement with respect to the foregoing. The Committee shall also review and recommend to the Board any exceptions, changes, additions, or deletions regarding the compensation for the CEO. The CEO may not be present during any portion of a meeting at which his or her compensation or performance is discussed or determined.

5. Review and approve the compensation of the Board.

6. Review and approve compensation for all Executive Officers of the Company, as proposed by the CEO, and review and approve any employment agreement or arrangement with respect to the foregoing. The CEO may be present for discussions or determinations regarding the compensation of Executive Officers.

7. Review and approve the comparator group(s) (i.e., custom peer group and survey sources) for benchmarking compensation levels and pay practices, as well as performance, for the CEO and Executive Officers of the Company.

8. Approve the design of the various short-term and long-term incentive plans, including performance metrics and goals, on an annual basis, and benefit and perquisite plans of the Company for the CEO and Executive Officers.

9. Approve the design and features (number, vesting requirements, exercise rights, etc.) for any plans involving grants of stock options, restricted stock, performance shares, and any other form of grants under the Company's long-

term plans to any employees of the Company. Such plans may then be administered by the CEO in his or her discretion (with respect to the participants other than the Executive Officers) but are subject to periodic review by the Committee.

10. Jointly with the Nominating and Governance chair, the Committee chair shall discuss with the CEO the compensation and performance of the CEO, after final approval by the Board.

11. Review and approve the terms of any severance, termination or employment agreement or arrangement (including expatriate packages) or policies with respect to the CEO and all Executive Officers of the Company. As a general rule, it is not Company practice to enter employment agreements, except in locations where required by law and/or custom.

12. Review and monitor the financial impact of compensation and benefit plans.

13. Oversee the governance of the Company's employee benefits plans, policies and programs. Such oversight shall include, without limitation, reviewing, approving and amending (as needed) the charter of the Benefits Policy Committee (the "BPC") charter, delegating appropriate authority to the BPC, appointing members to the BPC and overseeing the BPC.

14. On an annual basis, review and evaluate the Company's policies and practices in compensating employees, including employees who are not the CEO nor Executive Officers, as such policies and practices relate to risk management practices and risk-taking incentives (including but not limited to the Company's sales incentive and/or compensation programs) and compliance reporting requirements.

15. Establish and monitor compliance with stock ownership guidelines for the CEO and Executive Officers.

16. Oversee and administer the Company's pay recoupment policy with respect to amounts paid to the CEO and Executive Officers under the Company's short-term and long-term incentive plans.

17. Review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") and compensation committee report, including consideration of the results of the most recent stockholder advisory vote on executive compensation as required by Section 14A of the Exchange Act, and determine whether to recommend to the Board that the CD&A and compensation committee report be included in the Company's proxy statement. Determine and recommend to the Board the desired frequency, at

least once every six years, of conducting the stockholder advisory vote on executive compensation required by the SEC.

18. Provide general oversight regarding the Company's pay equity, diversity reporting, human capital management and succession planning, including from time to time reviewing reports and presentations regarding reviews, executive development, staffing, training, performance management, career development and labor and employment matters.

V. Engagement of Outside Experts and Advisors

The Committee shall, as it deems appropriate, engage a compensation consultant, outside legal counsel or other advisors, without the need for prior approval by the Board. The Company shall provide appropriate funding, as determined by the Committee, for payment of applicable fees and expenses of these parties.

Regarding any compensation consultant, outside legal counsel or other advisor selected by the Committee, the Committee:

1. shall consider, prior to such selection, all factors relevant to that person's independence from management. Such factors shall include:

   (a) services provided to the Company by the firm or company that employs the consultant or other advisor;

   (b) fees paid by the Company to the firm or company that employs the consultant or other advisor, as a percentage of the firm's or company's total revenue;

   (c) policies and procedures designed to prevent conflicts of interest that are maintained by the firm or company that employs the consultant or other advisor;

   (d) any personal or business relationship between the consultant or other advisor and any member of the Committee;

   (e) any personal or business relationship between any Executive Officer and the consultant or other advisor or between any Executive Officer and the firm or company that employs the consultant or other advisor; and

   (f) any Company stock owned by the consultant or other advisor.

2. has final authority to hire or terminate the advisor;

3. may seek additional opinions from other advisors at any time;

4. reviews and approves annually the advisor's scope of work, both for duties provided to the Committee and for duties provided to management;

5. approves annually the advisor's fee structure for services rendered, and the Committee chair shall review and approve actual fees incurred quarterly;

6. shall review annually:

   (a) fees paid by the Company to the advisor for all services provided to the Company; and

   (b) structural safeguards to assure the advisor's independence;

7. shall conduct an annual formal review of the advisor's performance; and

8. shall be responsible for determining whether and under what circumstances the advisor participates in Committee meetings and executive sessions.

VI. Committee Reporting Requirements to the Board

The Committee shall report regularly to the Board on all matters for which the Committee has been delegated responsibility.

VII. Self-Assessment and Evaluation

The Committee shall perform a review and evaluation, at least annually, of the performance of the Committee and its members, including a review of the Committee's compliance with this Charter. In addition, the Committee shall review and reassess, at least annually, the adequacy of this Charter and recommend to the Board any improvements to this Charter that the Committee considers necessary. The Committee shall conduct such evaluations and reviews in such manner as it deems appropriate.