

Alliance Laundry Holdings Inc.

COMPENSATION COMMITTEE CHARTER

1. Purpose

The Board of Directors (the “Board”) of Alliance Laundry Holdings Inc. (the “Company”) has established the Compensation Committee (the “Committee”) and adopted this Committee Charter (this “Charter”) pursuant to the Corporate Governance Guidelines of the Company, as they may be amended from time to time (the “Corporate Governance Guidelines”). The Committee shall assist the Board in fulfilling its fiduciary responsibilities with respect to compensation matters, including:

- evaluating, reviewing, approving and/or recommending executive officer and director compensation arrangements, plans, policies and programs maintained by the Company;
- administering the Company’s bonus, equity or other long-term incentive, change of control, executive severance, employee stock purchase, and retirement plans, programs, policies and arrangements;
- providing oversight of the Company’s other compensation policies and plans and overall compensation philosophy; and
- providing oversight of the Company’s human capital management strategies and related policies and initiatives.

The Committee will also have additional responsibilities and duties as are set forth in this Charter or as may be requested of the Committee by the Board from time to time.

2. Membership

The Committee shall comprise not fewer than three members of the Board, with the exact number determined by the Board.

Members of the Committee shall be appointed annually by the Board on the recommendation of the Nominating and Governance Committee, each serving until such member’s successor is duly designated or until such member’s earlier death, disability, resignation, retirement, disqualification or removal from office. Members of the Committee may be removed by the Board, with or without cause, upon written notice of the Board.

Each member of the Committee shall meet all applicable requirements of the New York Stock Exchange (“NYSE”) listing standards, as may be amended from time to time, including that each member of the Committee is independent in accordance with such NYSE listing standards. All members of the Committee shall also be independent in

accordance with the Company's standards of independence and qualify as "non-employee directors" under Rule 16b-3 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"); provided, however, that if any member does not qualify as a "non-employee director", the Committee shall create a subcommittee comprised solely of no less than two non-employee directors for the purpose of administering the Company's equity compensation plans. Committee members shall also meet any other requirements imposed by applicable law, regulations or rules.

3. Committee Chair

The Board shall designate one member of the Committee to act as the Chair of the Committee. The Committee member so designated shall (a) chair all meetings of the Committee; and (b) perform such other activities as from time to time are requested by the other Committee members or as circumstances indicate.

4. Meetings

The Committee shall meet as often as may be deemed necessary or appropriate in its judgment, either in person or by means of telephone conference or other communications equipment by means of which all persons participating in the meeting can hear each other, to the extent permitted by the Company's organizational documents and applicable law, and at such times and places as the Committee shall determine. The Committee shall prepare minutes of each meeting and shall cause such minutes, as approved by the Committee, to be made available for timely review by any member of the Board in advance of the Committee's next meeting.

A majority of the members then serving on the Committee shall constitute a quorum. Meetings shall be called by the Chair of the Committee or, if there is no Chair, by a majority of the members then serving on the Committee.

All actions and decisions of the Committee shall require the affirmative vote of a majority of its members then serving on the Committee. Any action required or permitted to be taken at any meeting of the Committee may be taken without a meeting if all members of the Committee consent thereto in writing or via electronic transmission, and the writings or electronic transmissions are filed with the minutes of the Committee.

In the discretion of the Chair of the Committee, but at least once each year, the members of the Committee shall meet in Executive Sessions without any members of management present.

5. Duties and Responsibilities

- a. The Committee shall review and approve the form and amount of compensation for the Company's "officers" (as defined in Exchange Act Rule 16a-1(f) ("Senior Officers")), including any base salary, annual bonus,

long-term incentive awards, severance, change of control or retirement benefits and perquisites. No Senior Officer may be present during voting or deliberations relating to his or her compensation.

- b. On an annual basis, the Committee shall review and approve the Company performance goals and objectives relevant to Chief Executive Officer (“CEO”) compensation, evaluate the CEO’s performance based on those goals and objectives and determine and approve the CEO’s compensation in light of this evaluation. In evaluating, determining and approving the long-term incentive component of CEO compensation, the Committee should consider, among such other factors as it may deem relevant, the Company’s performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies, the value of similar awards given to other executive officers of the Company, the results of the most recent shareholder advisory vote on executive compensation required by Section 14A of the Exchange Act and the awards given to the CEO in past years.
- c. On an annual basis, the Committee shall review and approve the Company performance goals and objectives relevant to the compensation of the Company’s Senior Officers other than the CEO and, in consultation with the CEO, evaluate the performance of Senior Officers other than the CEO based on those goals and objectives and determine and approve non-CEO Senior Officer compensation in light of this evaluation.
- d. The Committee shall review, approve changes to and monitor compliance with the Company’s stock ownership guidelines for directors of the Board and Senior Officers.
- e. The Committee shall review at least annually with the Chair of the Board and Lead Director, as applicable, the ordinary course and emergency succession plans for the CEO and will make recommendations to the Board with respect to the selection of the CEO and assist the Board in overseeing the Company’s potential risks and other relevant factors related to CEO succession planning. In addition, the Committee, together with the Chair of the Board and Lead Director, as applicable, will review at least annually the succession plans for other Senior Officers, in consultation with the CEO and make recommendations to the Board with respect to those positions.
- f. The Committee shall set the Company’s executive compensation philosophy, as well as the peer group companies used for market comparisons for the compensation of Senior Officers and directors.
- g. The Committee shall review and approve the Company’s short- and long-term incentive compensation, severance, change-in-control and other similar plans and arrangements, as well as any other plans and arrangements that are subject to approval of the Board and, to the extent the Committee is

responsible for administering any such plan or arrangement under the applicable plan or arrangement terms, oversee the administration of each such plan and arrangement. With respect to each such plan and arrangement, the Committee shall have responsibility, except as may otherwise be delegated by the Board or as set forth in this Charter under “Oversight of Committee Matters,” for:

- a. setting or adjusting performance goals or targets;
 - b. certifying that performance goals or targets have been achieved or surpassed before payment of any compensation or exercise of any award;
 - c. approving any amendments, including amendments terminating a plan or arrangement;
 - d. reviewing and approving policies and procedures for the grant of equity or equity-based awards;
 - e. reviewing and approving the employees eligible to receive grants of equity or equity-based awards; and
 - f. granting awards to the Senior Officers and, if not otherwise delegated by the Committee, other employees.
- h. The Committee shall, to the extent necessary or appropriate in its judgment, oversee the design and management of any retirement, health and welfare and other benefit plans that cover the Company’s employees. The Committee shall not serve or otherwise act as a fiduciary for any such plans.
 - i. The Committee shall, on an annual basis, review and recommend for approval by the full Board the compensation for the Company’s directors, including any cash retainers, meeting fees and/or equity-based awards, taking into consideration the factors enumerated in the Corporate Governance Guidelines.
 - j. The Committee shall oversee and periodically review the Company’s human capital management practices related to talent, organizational capability, culture, the building of a global and inclusive workforce, and employee health and safety.
 - k. The Committee shall review and discuss the “Compensation Discussion and Analysis” (“CD&A”) with management and, based on that review and discussion, approve the CD&A for inclusion in the Company’s Annual Proxy Statement or Annual Report on Form 10-K. The Committee shall also prepare an Annual Report of the Compensation Committee for the Company’s Annual Proxy Statement or Annual Report on Form 10-K.

- l. The Committee shall oversee compliance with any other applicable compensation reporting requirements of the Securities and Exchange Commission (“SEC”) and the NYSE, including the facilitation of say-on-pay, say-on-frequency, and say-on-golden-parachute voting and the requirement to disclose certain actions taken under the SEC’s rules regarding “clawback” policies as in effect at such time.
 - m. At least annually, the Committee shall review with management and the Committee’s external compensation consultant the relationship between the Company’s compensation policies and practices and the Company’s risk management with respect to compensation-related matters.
 - n. At least annually, the Committee shall review and assess whether the work done by any compensation consultant has raised any conflicts of interest that are required to be disclosed in the Company’s Annual Proxy Statement or Annual Report on Form 10-K.
 - o. The Committee shall administer any recoupment policy that allows the Company to “claw back” compensation paid to employees as the Committee deems appropriate or as required by applicable law.
 - p. The Committee shall periodically review and approve anti-hedging and anti-pledging policies applicable to directors of the Board and Senior Officers.
6. Oversight of Committee Matters
- a. The Committee shall report regularly to the Board on its meetings and discussions and review with the Board significant issues or concerns that arise at Committee meetings.
 - b. The Committee may delegate any of its authorities or responsibilities to one or more subcommittees comprising one or more members of the Committee or the Senior Officers or management of the Company as the Committee deems appropriate, except to the extent such delegation would violate the NYSE listing standards, SEC rules, or any other applicable regulatory requirements or applicable law. Delegation to Senior Officers or management of the Company may only occur with respect to matters affecting employees other than the person to whom authority is delegated and other than Senior Officers.
 - c. The Committee shall have authority and appropriate funds to retain and consult with any legal, financial, or other advisors as the Committee may deem necessary in its sole discretion, and will have direct oversight over the work performed by such advisors. In discharging its oversight role or as it otherwise deems necessary or appropriate, the Committee is empowered to

investigate any matter brought to its attention within the scope of its responsibilities. Without limiting the foregoing, the Committee shall have the sole authority to retain any advisor, including any compensation consultant, to assist the Committee in the evaluation of director, CEO, or executive compensation, including the sole authority to oversee the work of, approve fees and other retention terms of and terminate such advisor, as the Committee may deem appropriate. The Committee shall not be required to implement or act consistently with the advice or recommendations of its advisors. The authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfilling its duties under this Charter.

- d. The Committee shall take into consideration all factors relevant to the independence of any compensation consultant, legal counsel, or other compensation advisor, including those factors specified by the NYSE and rules of the SEC, including, but not limited to, the factors enumerated in Section 10C-1 of the Exchange Act, prior to retaining any such compensation consultant, legal counsel, or other compensation advisor. Nothing herein requires any compensation consultant, legal counsel or other compensation advisor to be independent; the Committee's responsibility is only to consider the enumerated independence factors before selecting or receiving advice from a compensation consultant, legal counsel or other compensation advisor. The Committee may select or receive advice from any compensation consultant, legal counsel or other compensation advisor it prefers, including ones that are not independent, after considering the independence factors referenced above.
- e. The Committee shall have the responsibility to comply with applicable requirements as established by the SEC, the NYSE or other governing regulatory authority regarding compensation consultants used to assist in the evaluation of the CEO, other Senior Officers or members of the Board.
- f. The Committee shall conduct an annual evaluation of its performance in fulfilling its duties and responsibilities under this Charter and shall assess the adequacy of the reporting and information provided by management to support the Committee's oversight responsibilities.
- g. The Committee shall periodically review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

7. Stockholders Agreement

The provisions of this Charter are subject to the terms and conditions of the Stockholders Agreement between the Company and its principal stockholder (the "SHA"), which such SHA provides certain rights to the Company's principal stockholder pertaining to the appointment of members to the committees of the Board.

8. Amendments

This Charter shall not be amended without the express consent of the Board, subject to the terms and conditions of the SHA.

Adopted September 25, 2025