

LIFETIME BRANDS, INC.

CHARTER OF THE NOMINATING AND GOVERNANCE COMMITTEE OF THE BOARD OF DIRECTORS

APPROVED BY THE BOARD OF DIRECTORS ON NOVEMBER 7, 2023

I. PURPOSE

A. The primary purpose of the Nominating and Governance Committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of Lifetime Brands, Inc. (the “*Company*”) shall be to (i) oversee the Company’s corporate governance functions on behalf of the Board; (ii) make recommendations to the Board regarding corporate governance issues; (iii) identify and evaluate candidates to serve as directors of the Company consistent with the criteria approved by the Board and review and evaluate the performance of the Board; (iv) serve as a focal point for communication between director candidates, non-committee directors and the Company’s management; (v) recommend prospective director candidates to the Board for nomination to serve as directors, or, to the extent required below, to serve as nominees for director for the annual meeting of shareholders; (vi) make other recommendations to the Board regarding affairs relating to the directors of the Company, including director nominees for each committee of the Board; and (vii) carry out any related matters required by federal securities laws or as otherwise required in order to maintain the listing of the Company’s common stock on a stock exchange.

II. COMPOSITION

A. The Committee shall consist of three (3) or more members of the Board. The members of the Committee shall satisfy the independence requirements imposed by the Nasdaq Stock Market (“*Nasdaq*”) or any other stock exchange on which any of the Company’s capital stock is listed, including any exceptions permitted by such requirements. In addition, no Committee member shall be an employee of the Company and each member shall be free from any relationship that would interfere with the exercise of his or her independent judgment, as determined by the Board, in accordance with the applicable independence requirements of the Nasdaq or any other stock exchange on which any of the Company’s capital stock is listed. The members of the Committee shall be appointed and approved by a majority of the whole Board and shall serve for one-year terms and serve at the discretion of the Board. Vacancies occurring on the Committee shall be filled by the Board. The Committee’s chairperson shall be appointed by the Board or, if the Board does not do so, the Committee members shall elect a Chairman by vote of a majority of the full Committee. The members of the Committee shall serve until their resignation, retirement, or removal by the Board or until their successors shall be appointed. A majority of the independent directors of the full Board, not including the director being so removed, then in office may remove any member from the Committee at any time with or without cause.

III. MEETINGS AND MINUTES

A. The Committee shall hold such regular or special meetings as its members shall deem necessary or appropriate, provided that there shall be at least four regular meetings per year. Meetings of the Committee may be in person or by telephone conference or other communications equipment by means of which all persons participating in the meeting can hear each other.

B. The Chairman of the Committee or a majority of the members of the Committee may call a special meeting of the Committee.

C. A majority of the members of the Committee shall constitute a quorum for purposes of holding a meeting and the Committee may act by a vote of a majority of members present at such meeting. In lieu of a meeting, the Committee may act by unanimous written consent in accordance with the Company's Bylaws then in effect.

D. The Committee may delegate authority to one or more members of the Committee when appropriate, but no such delegation shall be permitted if the authority is required by law, regulation, or listing standard to be exercised by the Committee as a whole.

E. The Committee may request that any directors, officers, or employees of the Company, or other persons whose advice and counsel are sought by the Committee, attend any meeting to provide such information as the Committee requests. However, the Committee shall meet regularly without such individuals present.

F. The Committee shall fix its own rules of procedure, which shall be consistent with the Bylaws of the Company then in effect and this Charter.

G. Minutes of each meeting of the Committee shall be prepared and distributed to each director of the Company and the Secretary of the Company after each meeting. The Chairperson of the Committee shall report to the Board from time to time, or whenever so requested by the Board.

IV. AUTHORITY

A. The Committee shall have access to all books, records, facilities and personnel of the Company as deemed necessary or appropriate by any member of the Committee to discharge his or her responsibilities hereunder. The Committee shall have access to and shall communicate with the Board, committee chairpersons, members of senior management and independent professional advisors to the Board and its various committees, as applicable. The Committee shall have the authority to obtain, at the expense of the Company, advice and assistance from internal or external legal, accounting or other advisors and consultants, as well as sole authority to retain and terminate executive search firms to help identify director candidates. The Committee shall have the authority to approve fees, costs and other terms of engagement of such outside resources. The Committee shall also have authority to pay, at the expense of the Company, ordinary administrative expenses (including expenditures for external resources) that, as determined by the Committee, are necessary or appropriate in carrying out its duties. The Committee shall have authority to require that any of the Company's personnel, counsel, accountants or investment bankers, or any other consultant or advisor to the Company, attend any meeting of the Committee or meet with any member of the Committee or any of its special, outside legal, accounting or other, advisors or consultants.

B. The Committee may form and delegate authority to one or more subcommittees as appropriate. Delegation by the Committee to any subcommittee shall not limit or restrict the Committee on any matter so delegated, and, unless the Committee alters or terminates such delegation, any action by the Committee on any matter so delegated shall not limit or restrict future action by such subcommittee on such matters. The operation of the Committee shall be subject to the Bylaws of the Company as in effect from time to time and Section 141 of the Delaware General Corporation Law. The approval of this Charter shall be construed as a delegation of authority to the Committee with respect to the responsibilities set forth herein.

V. RESPONSIBILITIES

To implement the Committee's purpose, the Committee shall have the following responsibilities. The Committee may supplement and, except as otherwise required by applicable law, Nasdaq rules or the

requirements of any other stock exchange on which any of the Company's capital stock is listed, deviate from these activities as appropriate under the circumstances:

A. *Director Nominations.* The Committee shall identify and evaluate candidates to serve on the Company's Board consistent with the criteria approved by the Board, including consideration of the potential conflicts of interest as well as applicable independence and other requirements. The Committee shall also have responsibility for reviewing, evaluating and considering the recommendation for nomination of incumbent directors for re-election to the Board, as well as monitoring the size of the Board. The Committee shall also recommend to the Board for selection candidates to the Board or to serve as nominees for director for the annual meeting of stockholders. The Committee shall also have the power and authority to consider recommendations for Board nominees and proposals submitted by the Company's stockholders and to establish any policies, requirements, criteria and procedures, including policies and procedures to facilitate stockholder communications with the Board, to recommend to the Board appropriate action on any such proposal or recommendation and to make any disclosures required by applicable law in the course of exercising its authority.

B. *Board Assessment and Independence.* The Committee shall oversee the annual self-assessment by the Board and each of the committees. The Committee shall also consider and assess the independence of directors, including consideration of any independence requirements imposed by the Nasdaq or any stock exchange on which any of the Company's capital stock is listed.

C. *Board Committee Structure and Nominations.* The Committee shall oversee the Board's committee structure and operations, including authority to delegate to subcommittees and committee reporting to the Board. The Committee, after due consideration of the interests, independence and experience of the individual directors and the independence and experience requirements of the Nasdaq or any stock exchange on which any of the Company's capital stock is listed, the rules and regulations of the Securities and Exchange Commission (the "*SEC*") and applicable law, shall recommend to the entire Board annually the chairmanship and membership of each committee.

D. *Corporate Governance Principles.* The Committee shall develop and recommend to the Board, as appropriate, a set of corporate governance principles to be applicable to the Company and shall periodically review and assess the Company's corporate governance and shall recommend any changes deemed appropriate to the Board for its consideration.

E. *Code of Conduct.* The Committee shall periodically review Company policy statements to determine their adherence to the Company's Code of Business Ethics and Conduct (the "*Code*") and consider any request by directors or executive officers of the Company for a waiver from the Code. Any approved waivers shall be promptly disclosed as required by applicable law and the requirements of the Nasdaq or any stock exchange on which any of the Company's capital stock is listed.

F. *Management Succession.* The Committee shall periodically review with the Chief Executive Officer of the Company the plans for succession to the offices of the Company's Chief Executive Officer and other key executive officers. Taking into account the Committee's discussions with the Chief Executive Officer, the Committee shall make recommendations to the Board with respect to the selection of appropriate individuals to succeed to these positions.

G. *Procedures for Information Dissemination.* The Committee shall periodically review the processes and procedures used by the Company to provide information to the Board and its committees and make recommendations to the Board and management for improvement as appropriate. The Committee should consider, among other factors, the reporting channels through which the Board and its committees receive information and the level of access to outside advisors where necessary or appropriate, as well as

the procedures for providing accurate, relevant and appropriately detailed information to the Board and its committees on a timely basis.

H. *Charter.* The Committee shall annually assess the adequacy of this charter and shall recommend any proposed changes to the Board for its consideration.

I. *SEC Reports.* The Committee shall prepare any reports or other disclosure required by the applicable SEC rules and regulations to be included in the Company's annual proxy statement.

J. *General Authority.* The Committee shall perform such other functions and have such other powers as may be necessary or appropriate in the discharge of the foregoing. The Committee shall perform any other activities consistent with this Charter, the Company's Certificate of Incorporation then in effect, the Company's Bylaws then in effect, and governing law, as the Committee or the Board deems necessary or appropriate.