

**LIFETIME BRANDS, INC.**

**CHARTER**

**OF THE**

**ESG COMMITTEE**

**OF THE BOARD OF DIRECTORS**

This Charter governs the operations of the ESG Committee (the “Committee”) of the Board of Directors (the “Board”) of Lifetime Brands, Inc. (the “Company”). The Committee shall review and reassess the adequacy of this Charter at least annually and recommend any proposed changes to the Board for approval. This Charter may be amended only by the affirmative vote of the Board.

**PURPOSE**

The Committee assists the Board by (i) providing guidance on, and oversight of, the Company’s culture and ethical vision, and its environmental, social, and governance (“ESG”) practices; and (ii) performing such other duties as the Board may assign to the Committee.

**MEMBERSHIP**

The Committee shall be composed of a minimum of three members appointed by the Board. The Board shall designate one member as chairperson or delegate the authority to designate a chairperson to the Committee.

**MEETINGS**

The Committee will meet as often as it deems necessary to fulfill its responsibilities. The Committee will keep written minutes of its meetings, which minutes will be recorded or filed with the books and records of the Company. The Committee may delegate any of its responsibilities to one or more subcommittees, each of which shall be composed of two or more members, as the Committee may deem appropriate.

**DUTIES, RESPONSIBILITIES, AND PROCESSES**

The Committee in carrying out its responsibilities believes its policies and procedures should remain flexible to best react to changing conditions and circumstances. The following shall be

the principal duties and responsibilities of the Committee and are set forth as a guide, with the understanding that the Committee may supplement them as appropriate; provided that in no event shall the governance duties and responsibilities of the Committee include any of the governance duties and responsibilities that are already delegated to the Board's Nominating and Governance Committee.

The duties and responsibilities of the Committee shall be as follows:

To review and monitor the Company's sustainability and corporate responsibility practices, including ESG reporting and disclosure practices;

To oversee strategies relevant to the Company's ESG practices in a manner aligned with the Company's overall business strategy;

To consider and/or define, as appropriate, ESG-related goals;

To oversee the Company's support of charitable, educational, and non-profit business organizations;

To monitor external developments and oversee management's plans for mitigating developments that are likely to have a significant influence on the Company's reputation or its ability to conduct its business responsibly;

To oversee and monitor the Company's strategies relating to human capital management and diversity and inclusion initiatives; and

To perform such other duties as the Board may assign to the Committee.

This Charter was approved by the Board of Directors on November 2, 2021.