

# **PARTY CITY HOLDCO INC.**

## **NOMINATING AND ESG COMMITTEE CHARTER**

**December 9, 2021**

The Board of Directors (the “Board”) of Party City Holdco Inc. (the “Company”) hereby sets forth the authority and responsibilities of the Nominating and ESG Committee (the “Committee”) as described below, subject to amendment by the Board from time to time.

### **Statement of Purpose**

The purpose of the Committee is to (i) review and recommend a set of corporate governance principles applicable to the Company; (ii) identify individuals qualified to become directors; (iii) serve as the Company’s nominating committee to recommend a slate of director nominees to be proposed by the Board to the stockholders (and recommend any director nominees to be elected by the Board to fill interim vacancies); (iv) recommend directors for membership on Board committees; (v) oversee an annual evaluation of the Board and their dealings with management and appropriate committees of the Board; and (vi) oversee the Company’s environmental, social and governance (“ESG”) programs, policies and practices. If a director believes that a significant issue exists that involves corporate governance at the Company, that director should promptly bring such issue directly to the attention of the Committee. Absent unusual circumstances, discussion with the Committee should occur prior to raising the matter with other directors or members of management.

### **Organization**

The Committee will be comprised of three or more directors as determined and appointed by the Board and each such committee member will satisfy the listing requirements of The New York Stock Exchange (the “NYSE”). Each member of the Committee shall satisfy the independence requirements of the NYSE. The Committee may form and delegate authority to subcommittees. The Board may remove members of the Committee from such Committee, with or without cause.

### **Duties and Responsibilities**

The following functions shall be the recurring activities of the Committee in carrying out its responsibilities. The functions are set forth as a guide and may be varied from time to time as appropriate under the circumstances.

1. Director Nominees. The Committee shall be responsible for identifying individuals qualified to become board members, consistent with criteria approved by the Board and required by applicable law or NYSE listing requirements, receiving nominations for such qualified individuals and reviewing recommendations put forward by the Company’s Chief Executive Officer, and selecting or recommending to the Board for selection, nominees for election as directors. The Committee shall set a process for identifying and evaluating nominees, and shall develop a profile of various attributes

- that a potential member of the Board should possess in order to contribute effectively to the Board, and shall determine and periodically review its criteria for Board membership. In fulfilling its responsibility to nominate directors, the Committee shall have the sole authority to retain a director search firm to assist in the identification of director candidates, and have the authority to approve the search firm's fees and other retention terms.
2. Policy for Stockholder Recommendations. The Committee shall be responsible for establishing a policy under which stockholders may recommend a candidate to the Committee for consideration for nomination as a director.
  3. Committee Nominees and Term. The Committee shall recommend to the Board qualified individuals to serve as committee members on the various Board committees. The Committee shall review and recommend committee slates annually and shall recommend additional committee members to fill vacancies as needed. The Committee shall make recommendations regarding the term of committee members and the committee chairpersons.
  4. Communication of Director Responsibilities. The Committee shall clearly articulate to each director what is expected, including reference to the Company's corporate governance principles and directors' basic duties and responsibilities with respect to attendance at Board meetings and advance review of meeting materials.
  5. Board Composition and Evaluation. The Committee shall recommend criteria for assessment of the performance of the Board as a whole, for each Board committee, for individual directors and for the Company's Chief Executive Officer. The Committee shall annually review and evaluate the performance, operations, size and composition of the Board.
  6. ESG. The Committee shall monitor and evaluate the Company's programs, policies and practices and relevant risks and opportunities relating to ESG issues and related disclosures, and make recommendations to the Board regarding the Company's overall strategy with respect to ESG matters. The Committee shall oversee the Company's engagement with proxy advisory firms and other stakeholders on ESG matters and review shareholder proposals submitted to the Company that are within the purview of this Committee.
  7. Public Policy. The Committee shall review and monitor key public policy trends, issues, regulatory matters and other concerns that may affect the Company's business, strategies, operations, performance or reputation, and oversee its engagement in the public policy process.
  8. Conflicts of Interest. The Committee shall consider and report to the Board any questions of possible conflicts of interest of Board members.
  9. Policies Relating to Directors. The Committee shall review the Company's practices and policies with respect to directors, including stock ownership guidelines, retirement policies, the ratio of employee directors to non-employee directors, the meeting

frequency of the Board and the structure of Board meetings and make recommendations to the Board with respect thereto.

10. Director Assessment upon Change of Circumstances. The Committee shall review and assess any director who: (a) retires, (b) changes from the principal occupation or principal background association held when such director was originally invited to join the Board, (c) joins any new board of directors of a public company or private company or (d) joins a governmental commission, and in each case shall determine whether it believes that such director's change in circumstances represents a conflict of interest or otherwise inhibits such director's ability to serve the best interest of the Company and its stockholders.
11. Director Education. The Committee shall establish and oversee the director orientation program and as necessary, coordinate the continuing education program for directors and review and revise such programs as appropriate.
12. Succession Planning. The Committee shall oversee the maintenance and presentation to the Board of management's plans for succession to senior management positions in the Company.
13. Corporate Governance Guidelines. The Committee shall periodically assess and review the Company's Corporate Governance Guidelines and recommend any changes deemed appropriate to the Board for its consideration.
14. Generally. The Committee shall review such other matters as the Board or the Committee shall deem appropriate.

## **Procedures and Administration**

1. Meetings. The Committee shall hold regularly scheduled meetings and such special meetings as circumstances dictate. The Committee shall report regularly to the Board on its activities.
2. Action. A majority of regular members then serving on the Committee shall constitute a quorum. Action may be taken by the Committee (or any subcommittee of the Committee) upon the affirmative vote of a majority of the members of the Committee (or subcommittee). Action may be taken by the Committee (or any subcommittees) without a meeting if all of the members of the Committee (or any subcommittees) indicate their approval thereof in writing.
3. Notice. Any member of the Committee may call a meeting of the Committee upon due notice to each other member at least twenty-four hours prior to the meeting (provided that participation in any meeting shall be deemed to constitute waiver of any deficiency in such notice).
4. Subcommittees and Delegation. The Committee shall have the authority to delegate to subcommittees of the Committee any responsibilities of the full Committee. The Committee shall also have to the authority to form committees comprised of members

- of the Company's management and to delegate to such committees as well as other persons (including, but not limited to, members of the Company's management) such tasks and responsibilities as it deems appropriate, in each case, not inconsistent with applicable law and NYSE listing standards. Each subcommittee or management committee shall keep minutes of its meetings and report them to the Committee.
5. Charter. The Committee shall periodically review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
  6. Independent Advisors. The Committee is authorized, without further action by the Board, to engage such independent legal, accounting, and other advisors as it deems necessary or appropriate to carry out its responsibilities and to determine compensation for such advisors.
  7. Expenses. The Committee is empowered, without further action by the Board, to cause the Company to pay the ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.
  8. Committee Self-evaluation. The Committee shall review its performance against the requirements of this Charter annually, and shall report to the Board on the results of such evaluation. The Committee's performance evaluation shall be conducted in such manner as the Committee deems appropriate.