

AMERICAN EXPRESS COMPANY

NOMINATING, GOVERNANCE AND PUBLIC RESPONSIBILITY COMMITTEE CHARTER (amended and restated as of December 17, 2025)

Purpose

The Committee is responsible for assisting the Board of Directors (Board) in its oversight responsibilities relating to (i) matters pertaining to Chief Executive Officer (CEO) succession; (ii) identifying individuals qualified to become members of the Board, consistent with criteria approved by the Board; (iii) recommending director nominees for each annual meeting of shareholders and director nominees to fill any vacancies that may occur between meetings of the shareholders; (iv) providing oversight of corporate governance matters at the Company consistent with the long-term best interests of the Company and its shareholders, including as to opportunities and risks related to corporate governance; (v) considering feedback, if any, from shareholders regarding governance matters and providing oversight with respect to the Company's shareholder engagement practices; (vi) developing and recommending to the Board corporate governance principles and practices applicable to the Company, including as to onboarding and integration of new directors and appropriate on-going education for directors; (vii) administering the Company's Related Person Transaction Policy; (viii) recommending compensation and benefit programs for non-employee directors and policies relating to the tenure, succession and retirement of directors; (ix) overseeing the annual review and evaluation of the performance of the Board and its committees and (x) reviewing the Company's practices and positions relating to public policy and sustainability issues that may impact the Company's reputation and key stakeholders.

Organization and Administration

The Committee shall be comprised of at least three directors, each of whom shall meet the independence requirements of the New York Stock Exchange listing rules. The members of the Committee and its Chair shall be appointed by the Board, and may be removed by the Board at any time, with or without cause. The Committee may, in its discretion, delegate all or a portion of its responsibilities to a subcommittee of the Committee.

The Committee shall meet at least four times per year, or more frequently as the Committee may deem circumstances require, and shall make regular reports to the Board on the Committee's activities. At least one-third of the members (but not less than two) of the Committee shall constitute a quorum for the transaction of business at a meeting. The vote of a majority of the members present at the time of the vote, if a quorum is present at such time, shall be the act of the Committee. Meetings of the Committee may be held in person or virtually.

The Committee shall have the resources and authority appropriate to fulfill its duties and responsibilities, including those specified in this charter and those otherwise required by applicable law and regulation. The Committee is empowered to conduct its own investigations into issues related to its responsibilities and to retain independent legal, accounting or other advisors to advise the Committee. The Committee shall have the sole authority to retain (and

to approve the fees and retention terms of) outside consultants or search firms to advise the Committee with respect to the identification and review of candidates for the Board. The Company shall provide for appropriate funding, as determined by the Committee in its capacity as a committee of the Board, for payment of compensation to any advisors employed by the Committee and for administrative expenses of the Committee.

The Committee shall conduct an annual performance evaluation of the Committee and shall review its charter annually and recommend any proposed changes to the Board for review and approval.

Responsibilities

In carrying out its oversight responsibilities, the Committee:

- Assures that the Company has in place appropriate planning to address emergency CEO succession, CEO succession in the ordinary course of business and succession for key members of senior management.
- Establishes criteria for selecting new directors which reflect the requirements of the New York Stock Exchange listing standards and which require each candidate to possess independence, integrity, forthrightness, experience in areas of importance to the Company and a commitment to the interests of the Company's shareholders as a whole.
- Considers and recruits candidates, in consultation with the Chairman of the Board and CEO, to fill positions on the Board. The Committee also reconsiders and reassesses the contributions of those directors eligible for reelection and shall review any candidates who may be properly nominated by shareholders of the Company in accordance with the Company By-Laws and any advance-notice/proxy access provisions.
- Recommends the director nominees for approval by the Board and the shareholders.
- Periodically assesses directors' time commitments, including outside board and executive roles, and recommend any action as appropriate.
- Reviews and assesses the adequacy of the Company's corporate governance framework and recommends any changes for approval by the Board.
- Considers and discusses with the Board opportunities and risks, if any, relating to the Company's corporate governance structure and practices.
- Reviews the Board's committee structure and recommends to the Board for its approval directors to serve as members of each committee, and, in consultation with the Lead Independent Director, as committee chairs. The Committee shall review and recommend slates annually and shall recommend additional committee members to fill vacancies as needed.
- Facilitates the Board's oversight of the Company's shareholder engagement practices with management and considers feedback, if any, from shareholders regarding governance matters and makes recommendations, as appropriate, to the Board regarding such matters.

- Develops and recommends to the Board corporate governance principles addressing the size, independence, breadth of attributes (including across skills, backgrounds, experience and viewpoints), composition and responsibilities of the Board and its committees as well as the Board's oversight of management.
- Advises the Board with respect to the charters of the various committees of the Board.
- Reviews and approves or ratifies any transaction between the Company and a related person, in accordance with the Company's Related Person Transaction Policy.
- Reviews shareholder proposals that may be submitted by shareholders and considers proposed responses or other actions that may be taken.
- Provides suitable programs for the orientation of new directors and the continuing education of incumbent directors.
- Recommends compensation and benefits policies for the non-employee directors. Also recommends tenure, succession and retirement policies for directors.
- Oversees the annual performance evaluation of the Board and its committees, including establishing criteria for evaluating their performance and discusses the results of each of the annual evaluations with the full Board.
- Reviews the Company's philanthropic and community impact programs and support of charitable, educational and similar organizations.
- Reviews the Company's public policy positions advocated in connection with proposed or existing legislation and regulation, both within the United States and internationally, and reviews the manner in which the Company conducts its government relations activities.
- Oversees the nature and amount of the Company's political contributions and operations of the employees' Political Action Committee.
- Considers the impact of the Company's policies and practices on the communities in which it operates and on the environment.
- Except to the extent subject to the purview of another committee of the Board pursuant to that committee's charter, reviews the Company's practices, positions, strategy, reporting, policies and programs on sustainability matters, including those related to climate-related risks, human rights, community impact and philanthropy, and the impact those matters have on the Company's reputation and key stakeholders.
- Discharges any other responsibilities delegated to the Committee by the Board.