

FIRSTCASH HOLDINGS, INC.
COMPENSATION COMMITTEE CHARTER
(Effective July 24, 2024)

I. Committee Membership

Each member of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of FirstCash Holdings, Inc. (the “Company”) shall satisfy the director and compensation committee independence requirements of the applicable stock exchange on which the Company’s stock is then listed (the “Stock Exchange”) and the Company’s Corporate Governance Guidelines. Each director appointed to serve on the Committee shall (i) be a “Non-Employee Director” within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934 and (ii) meet the independence requirements of applicable law and the Stock Exchange.

The Board shall determine the number and identity of the members of the Committee in a manner consistent with the rules of the Stock Exchange; provided that, the Committee shall consist of at least three members. Candidates to fill vacancies on the Committee shall be appointed by the Board. The Board shall designate one member of the Committee as its chairperson. Members of the Committee shall serve at the pleasure of the Board and for such term or terms as the Board may determine. The Board may at any time remove one or more members of the Committee for any reason or no reason.

II. Committee Purpose and Responsibilities

The Committee shall have the purpose and responsibilities to:

1. Review and approve corporate goals and objectives relevant to the compensation of the Company’s Chief Executive Officer (“CEO”), evaluate the CEO’s performance in light of those goals and objectives, and determine, or recommend to the Board for determination, the CEO’s compensation level based on this evaluation. In determining or recommending the long-term incentive component of CEO compensation, the Committee shall consider, among other factors, the Company’s performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the CEO in past years. The CEO may not be present during any voting or deliberations of the Committee regarding the CEO’s compensation.

2. Determine or recommend to the Board for determination, the compensation of all other non-CEO executive officers of the Company.

3. Approve grants or issuances under the Company’s incentive compensation plans and equity-based plans, oversee the activities of the individuals and committees responsible for administering these plans, and discharge any responsibilities imposed on the Committee by any of these plans.

4. Approve issuances under, or any material amendment of, any tax-qualified employee benefit plan or parallel nonqualified plan pursuant to which a director, officer, employee, or consultant will acquire stock or options.

5. Review and approve any severance or similar termination payments proposed to be made to any current or former Named Executive Officer (as defined under applicable Securities and Exchange Commission (“SEC”) laws and regulations) of the Company.

6. Prepare an annual report of the Committee for inclusion in the Company's annual proxy statement communicating that the Committee has reviewed and discussed the Compensation Discussion and Analysis with management, and based on its review and discussions with management, recommends that the Compensation Discussion and Analysis be included in the Company's annual proxy statement in accordance with applicable SEC rules and regulations.

7. Monitor the Company's compliance with the requirements under the Sarbanes-Oxley Act relating to loans to directors and officers, and with all other applicable laws affecting employee compensation and benefits.

8. Oversee the Company's compliance with SEC rules and regulations regarding stockholder approval of certain executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, and any rules of the applicable stock exchange on which the Company's stock is then listed (the "Stock Exchange") that require stockholders to approve equity compensation plans.

9. Report to the Board on a regular basis, and not less than once per year.

10. Review and reassess the adequacy of this charter at least annually and, as part of the annual performance evaluation of the Committee (as discussed in Section V below), recommend to the Board for approval such changes as the Committee believes are appropriate.

11. Perform any other duties or responsibilities, as required by the Delaware General Corporation Law, this charter, the Company's Amended and Restated Certificate of Incorporation, or the Company's Amended and Restated Bylaws, each as may be in effect from time to time, such as may be expressly delegated to the Committee by the Board from time to time relating to the Company's compensation programs.

III. Committee Structure and Operations

Unless otherwise determined by the Board, and except as required by the Delaware General Corporation Law, this charter, the Company's Amended and Restated Certificate of Incorporation, or the Company's Amended and Restated Bylaws, each as may be in effect from time to time, the Committee may determine the procedural rules for meeting and conducting its business and the Committee shall meet and conduct its business in accordance with such rules. The Committee shall make adequate provision for notice of all meetings to members; provided, that, for all purposes, notice of a Committee meeting shall be adequate if such notice would, if given in connection with a meeting of the Board, satisfy the requirements of a properly noticed meeting of the Board as set forth in the Company's Amended and Restated Bylaws, as may be in effect from time to time.

A majority of the members of the Committee shall constitute a quorum. A majority vote of the members present shall determine all matters; provided, however, that in the event of a tie vote on any issue, the Committee chairperson's vote shall decide the issue.

The Committee shall meet at least once a year, and perhaps more frequently, in conjunction with scheduled meetings of the Board at scheduled times and places determined by the Committee chairperson, with further meetings to occur, or actions to be taken by unanimous written consent, when deemed necessary or desirable by the Committee or its chairperson. Minutes of each of these meetings shall be kept. Members of the Committee may participate in a meeting of the Committee by means of conference call or similar communications equipment by means of which all persons participating in the meeting can hear each other. Any director may attend any meeting of the Committee, unless otherwise determined by the Committee chairperson or otherwise required by the rules of the Stock Exchange or applicable law.

IV. Delegation to Subcommittee

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to one or more subcommittees of the Committee consisting of one or more members. In particular, the Committee may delegate the approval of certain transactions to a subcommittee consisting solely of members of the Committee.

V. Performance Evaluation

The Committee shall prepare, and review with the Board, an annual performance evaluation of the Committee, which evaluation shall compare the performance of the Committee with the requirements of this charter. The performance evaluation shall also recommend to the Board any improvements to this charter deemed necessary or desirable by the Committee. The performance evaluation by the Committee shall be conducted in such a manner as the Committee deems appropriate. The report to the Board may take the form of an oral report by the chairperson of the Committee or any other member of the Committee designated by the Committee to make this report.

VI. Resources and Authority of the Committee

The Committee shall have and may use the resources and exercise the authority appropriate to discharge its duties and responsibilities, as required by the Delaware General Corporation Law, this charter, the Company's Amended and Restated Certificate of Incorporation, or the Company's Amended and Restated Bylaws, each as may be in effect from time to time. Without limiting the generality of the foregoing, the Committee may, from time to time, by action in accordance with the second paragraph of Section III above, select, retain, terminate, and/or approve the fees and other retention terms of, special counsel or other experts or consultants, as it deems appropriate, without seeking approval of the Board or management.

Any special counsel or other experts or consultants retained by the Committee may, but need not be, in the case of an outside accountant, the same accounting firm employed by the Company for the purpose of rendering or issuing an audit report on the Company's annual financial statements, or in the case of special counsel or other experts or consultants, otherwise engaged by the Company for any other purpose, subject to any independence assessment required by law, the rules of the Stock Exchange, or otherwise, provided that the Committee shall only retain a compensation consultant or other experts after taking into consideration all factors relevant to the expert's independence from management.

The Company shall pay to any compensation consultant or special counsel, or other experts or consultants retained by the Committee pursuant to the preceding paragraph such compensation, including, without limitation, usual and customary expenses, and charges, as shall be determined by the Committee.

The Committee shall not be required to implement or act consistently with the advice or recommendations of its compensation consultant, special counsel or other experts or consultants to the Committee, and the authority granted in this charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this charter.