

FIRSTCASH HOLDINGS, INC.

NOMINATING & CORPORATE GOVERNANCE COMMITTEE CHARTER

(Effective July 24, 2024)

I. Committee Membership

Each member of the Nominating and Corporate Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of FirstCash Holdings, Inc. (the “Company”) shall satisfy the director 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.

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 the Committee’s 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. Periodically review the size and responsibilities of the Board and its committees and recommend any proposed changes to the Board.

2. Make recommendations to the Board as to appropriate criteria for the selection of new directors and periodically review the criteria adopted by the Board and, if deemed desirable, recommend to the Board changes to such criteria. At a minimum, a candidate for director must have integrity, be committed to act in the best interest of all of the Company’s stockholders and be able and willing to devote the required amount of time to the Company’s affairs, including attendance at meetings of the Board.

3. Identify and help recruit individuals believed to be qualified to become members of the Board and recommend to the Board nominees to stand for election as directors at the annual meeting of stockholders or, if applicable, at a special meeting of stockholders. In the case of a vacancy in the office of a director (including a vacancy created by an increase in the size of the Board), the Committee shall recommend to the Board an individual to fill such vacancy either through appointment by the Board or through election by stockholders. In recommending candidates, the Committee shall take into consideration the criteria approved by the Board and such other factors as it deems appropriate. These factors may include judgment, skill, diversity (including, gender, race, ethnicity, and nationality), experience with businesses and other organizations of comparable size, the interplay of the candidate’s experience with the experience of other members of the Board, the extent to which the candidate would be a desirable addition to the Board and any committees of the Board, the candidate’s independence with regard to his or her other competitive business interests, and the candidate’s independence from the Company’s management and other members of the Board. The Committee shall consider all candidates recommended by the Company’s stockholders in accordance with the procedures set forth in the Company’s annual proxy statement. The Committee seeks a diverse group of the most capable directors to make a significant contribution to the Board, the Company, and its stockholders.

4. As the Company has a staggered Board, when vacancies arise as a result of an increase in the size of the Board, make recommendations to the Board as to the class of directors in which each new director should serve.

5. Identify and recommend to the Board the membership and chair of each other committee of the Board. In recommending a candidate for committee membership and/or a leadership role, the Committee shall take into consideration the factors set forth in the charter of the applicable committee, if any, as well as any other factors it deems appropriate, including, without limitation, the consistency of the candidate's experience with the goals of the committee and the interplay of the candidate's experience with the experience of other committee members.

6. Engage, retain, and terminate any search firm to be used to identify director nominees and approve, to the extent reasonable, the search firm's fees and other retention terms. The Committee is empowered, without further action by the Board, to cause the Company to pay the reasonable compensation of any search firm engaged by the Committee. The Committee shall notify the Chief Executive Officer upon the retention of a search firm.

7. Consider the resignation tendered by a director, including, in accordance with the Company's Majority Voting Policy, where a director receives a greater number of votes "withheld" from his or her election than votes "for" his or her election, and recommend to the Board whether to accept or reject such director resignation or take other action.

8. Periodically consider possible conflicts of interests of directors and review the institutional and other affiliations of directors and nominees to determine whether each director and nominee constitutes, or in the case of a nominee, would constitute, an "independent director" within the meaning of any rules of the Stock Exchange or any other law applicable to the Company.

9. Assist management in the preparation of the disclosure in the Company's annual proxy statement regarding the operations of the Committee.

10. Develop and recommend to the Board responses to any stockholder proposals.

11. Oversee the Company's corporate governance system, including: (i) developing and recommending to the Board a set of corporate governance structures, procedures and documents for the Company; (ii) reviewing and reassessing, at least annually, the adequacy of such structures, procedures and documents (including the Company's Charter, Bylaws, and Corporate Governance Guidelines), as well as emerging corporate governance trends, issues and best practices that may affect the business operations, performance or public image of the Company; and (iii) recommending, as the Committee deems appropriate, improvements to such governance structures, procedures and documents for adoption by the Board.

12. Periodically consider director retirement policies and term limits and make recommendations to the Board.

13. On an annual basis, review the compensation of directors by the Company and make recommendations to the Board.

14. Report to the Board on a regular basis, and not less than once per year. Establish procedures for the Committee to exercise oversight of the annual evaluation of the Board and its Committees and of management.

15. 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.

16. Perform any other duties or responsibilities required by the Delaware General Corporation Law, this charter, the Company's Amended and Restated Certificate of Incorporation, and 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 nomination of members of the Board and members of other committees.

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 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.

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, 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. 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.

The Company shall pay to any 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.