

## **BREAD FINANCIAL HOLDINGS, INC. NOMINATING & CORPORATE GOVERNANCE COMMITTEE CHARTER**

### **Function**

---

The Nominating & Corporate Governance Committee (the “*Committee*”) is a committee of the Board of Directors (the “*Board*”) of Bread Financial Holdings, Inc. (the “*Company*”). Its primary function is to assist the Board in fulfilling its oversight responsibilities on nominating and corporate governance matters, including: (1) identifying individuals qualified to become Board members and recommending to the Board the director nominees for each annual meeting of stockholders; (2) recommending to the Board the Board chair and the chair and members for each Board committee; (3) developing and recommending to the Board a set of corporate governance guidelines; (4) administering and leading the Board in the annual performance evaluation of the Board and its committees; and (5) overseeing and receiving management reports on the Company’s sustainability strategies and initiatives.

### **Responsibilities**

---

In addition to such other duties and responsibilities as the Board may from time-to-time assign, the Committee shall:

#### **Board Candidates and Nominees**

- Identify and evaluate individuals qualified to become Board members, including director candidates recommended by stockholders, consistent with criteria approved by the Board, taking into account the desired experience, mix of skills and other qualities to assure appropriate Board composition.
- When circumstances require, conduct searches for potential director candidates, ensuring such candidates represent a range of backgrounds, skills, experiences, perspectives and qualifications; interview prospective candidates and conduct inquiries into their background, qualifications and independence.
- Recommend to the Board qualified director nominees to stand for election by the stockholders at each meeting of stockholders at which directors will be elected, as well as in the event of a vacancy or newly created directorship on the Board or a change in Board composition needs or requirements.
- Review the suitability, contributions, independence and willingness to serve of each incumbent director before determining whether to recommend the nomination of such director for election to an additional term.
- Review any offer of resignation from a director in connection with a substantial change in the director’s principal occupation or business association, in accordance with the Company’s corporate governance guidelines and recommend to the Board, the action, if any, to be taken with respect to the offered resignation.
- Work with senior management to provide an orientation program for new directors and continuing education opportunities for directors.

## **Board and Committees**

- Review, monitor and make recommendations regarding the size and composition of the Board and its committees to ensure that the requisite number of directors are “independent directors” within the meaning of any rules and laws applicable to the Company.
- Establish and review policies pertaining to the roles, responsibilities, tenure and removal of directors.
- Review and consider possible conflicts of interests that may arise between the Company and any director.
- Review periodically, with the participation of the Board chair, the composition, size, purpose, structure and operations of each of the Board committees, including the creation of additional committees or elimination of existing committees, and recommend to the Board changes, as appropriate, including the number, responsibilities, membership and chairs of the committees.
- Recommend on an annual basis the Board chair and the chair and members for each Board committee.
- Develop a succession plan for the Board and make recommendations to the Board on director succession matters.

## **Corporate Governance**

- Develop and recommend to the Board a set of corporate governance guidelines applicable to the Company and the Board and annually review such guidelines, taking into account best practices, and recommend any proposed changes to the Board for approval.
- Oversee the annual performance evaluation of the Board and its committees and review and report the results of the evaluations to the Board.
- Periodically review and, as necessary or appropriate, recommend changes to the Company’s bylaws as they relate to corporate governance issues.
- Oversee compliance with and enforcement of the provisions of the Company’s Code of Ethics (the “*Code*”), and, together with management, review the Code periodically and recommend any changes to the Board.
- Review the Code of Ethics for the Board of Directors and Code of Ethics for Senior Financial Officers periodically and recommend any changes to the Board.

## **Sustainability**

- Oversee the Company’s sustainability strategies and receive reports from and discuss with management the Company’s initiatives, policies, programs, practices and formal reporting related to sustainability matters, including those related to climate change and human rights, and the impact those matters have on the Company’s business and key stakeholders.

- Periodically receive management reports on the Company's associate inclusion & belonging initiatives and, where appropriate, discuss such reports with the Compensation & Human Capital Committee.

## **General**

- Review, oversee and make recommendations to the Board regarding stockholder proposals for inclusion in the Company's proxy materials relating to nominating and corporate governance matters, including sustainability.
- Monitor nominating and corporate governance-related regulatory developments and trends and solicit independent advice where appropriate.
- Regularly report Committee actions to the Board with such recommendations as the Committee deems appropriate.
- Review the Committee's Charter annually and recommend any proposed changes to the Board for approval.

## **Membership**

The Committee shall consist of at least three independent members of the Board, as such independence is defined by the rules and regulations of the New York Stock Exchange and as affirmatively determined by the Board. Any action taken by the Committee during a period in which one or more of the members subsequently is determined to have failed to meet the membership qualifications shall nevertheless constitute duly authorized actions of the Committee and shall be valid and effective for all purposes, except to the extent required by law or determined appropriate by the Committee to satisfy regulatory standards. The members of the Committee and the Chairperson shall be appointed by and serve at the pleasure of the Board. Committee members may be removed at any time, with or without cause, by the Board.

The duties and responsibilities of a member of the Committee are in addition to those duties set out for a member of the Board. Nothing contained in this Charter is intended to expand applicable standards of liability under statutory or regulatory requirements for the directors of the Company or members of the Committee. The purposes and responsibilities outlined in this Charter are meant to serve as guidelines rather than as inflexible rules, and the Committee is encouraged to adopt such additional procedures and standards as it deems necessary from time to time to fulfill its responsibilities.

## **Meetings and Operations**

The Committee shall meet at least four times a year or more frequently as circumstances require. Additional meetings may also be held at such other times as shall be reasonably requested by the Chair of the Committee. The Committee Chair shall approve the agenda for the Committee's meetings, and any member may suggest items for the Committee's consideration. The act of a majority of the members present at a meeting at which a quorum is present shall be the act of the Committee. The Committee may take action by unanimous written consent in lieu of a meeting. The Committee may hold executive

sessions at which no members of management of the Company are present. The Committee may invite to its meetings any members of management, including the Chief Executive Officer, and such other persons as it deems appropriate in order to carry out its duties and responsibilities.

Minutes of each meeting are to be prepared and sent to Committee members and the Company's directors who are not members of the Committee. If the secretary or assistant secretary of the Company has not taken the minutes, the minutes should be sent to such officer for permanent filing after approval.

### **Authority**

---

The Committee shall have the power to conduct or authorize investigations into any matters within its duties and responsibilities as set forth in this Charter. The Committee is empowered to approve and amend policies and programs within its purview, and, with respect to policies and programs that the Board has reserved its authority to review and approve, to recommend approval or amendment of such policies or programs to the Board.

The Committee has the authority to retain, at the Company's expense, independent legal counsel, consultants and other advisors, and one or more executive search firms, as the Committee deems necessary or appropriate to assist with the execution of its duties and responsibilities as set forth in this Charter. The Committee shall have the sole authority to retain, oversee the work of, and terminate any such search counsel, consultants, advisors and firms, and to approve the fees and other retention terms of such parties. The Company must provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any independent legal counsel or any other consultant or advisor retained by the Committee and ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. The Committee shall have unrestricted access to members of management and all information relevant to its responsibilities.

### **Delegation of Authority**

---

The Committee may delegate any of its responsibilities set forth under the Charter or directed to the Committee by the Board, to one or more sub-committees comprised of one or more members of the Committee, provided that such delegation is permitted under applicable laws, rules and regulations.

*May 13, 2025*