



**CHARTER OF THE  
NOMINATING AND CORPORATE GOVERNANCE COMMITTEE  
OF THE BOARD OF DIRECTORS OF PRA GROUP, INC.**

*(Effective as of February 19, 2021)*

**A. PURPOSE**

The primary objectives of the Nominating and Corporate Governance Committee (the “Committee”) are to assist the Board of Directors of the Company (the “Board”) in fulfilling its oversight responsibilities by:

- developing and recommending to the Board effective corporate governance policies and procedures;
- identifying individuals qualified to become Board members and recommending to the Board director nominees for election by the Company’s stockholders or to fill vacancies on the Board;
- identifying qualified and experienced “independent” directors, as that term is defined by the applicable rules and regulations of the Securities and Exchange Commission and the NASDAQ Stock Market for the Audit, Compensation and Nominating and Corporate Governance Committees of the Board; and
- overseeing the Company’s significant environmental, social, governance (collectively, “ESG”) and sustainability practices, policies and activities.

**B. ORGANIZATION**

1. **Composition:** The size of the Committee shall be determined by the Board and shall consist of at least two members. Committee members shall be appointed by the Board and shall serve until their successors have been duly appointed and qualified, subject to their earlier death, resignation or removal. Committee members may be removed by the Board, with or without cause, in the Board’s discretion and vacancies on the Committee shall be filled by action of the Board. The chairperson of the Committee (“Committee Chair”) shall be designated by a vote of the full Board or, if the Board so chooses, the Committee members shall appoint a chairperson by vote of a majority of the full Committee.
2. **Subcommittees:** The Committee is empowered by the Board to form and delegate authority to subcommittees when appropriate.

**C. STRUCTURE AND MEETINGS**

The Committee Chair will preside at each meeting, set the frequency of meetings and the

length of each meeting, and prepare and/or approve an agenda in advance of each meeting. The Committee Chair shall ensure that the agenda for each meeting is circulated to each Committee member in advance of the meeting. The Committee will meet a minimum of two times per year and more frequently as circumstances require. The Committee may invite to any of its meetings other directors, members of Company management, and such other persons as it deems appropriate in order to carry out its responsibilities. The Committee will maintain written minutes of its meetings. At each regularly scheduled meeting of the Board the Committee Chair shall provide the Board with a report of the Committee's activities and proceedings.

#### **D. RESPONSIBILITIES AND DUTIES**

The principle responsibilities of the Committee are to:

1. Develop and recommend to the Board appropriate criteria for Board membership, including the characteristics, skills and experience needed for the Board as a whole and its individual members.
2. Review the qualifications of director nominees consistent with the criteria recommended by the Committee and approved by the Board and recommend nominees to the Board for election by the Company's stockholders and to fill vacancies.
3. Make recommendations to the Board as to determinations of director independence.
4. Facilitate an annual performance evaluation of the Board.
5. Consider the performance of incumbent directors and other relevant factors in determining whether to nominate them for reelection.
6. Oversee continuing education for all directors and orientation procedures for new directors.
7. Review the procedures and communication plans for stockholder meetings to ensure that the rights of stockholders (including the right to participate) are protected, that required information concerning the Company is adequately presented, and that the meetings promote effective communication between the Company and its stockholders on matters of importance.
8. Annually review and make recommendations to the Board concerning the function, size, composition, leadership, member qualifications and structure of the Board and its committees.
9. Review periodically the Company's Related Party Transaction Policy, make recommendations to the Board concerning changes to such Policy and approve transactions as required by the Policy.

10. Oversee the annual review and placement of the Company's directors' and officers' liability insurance coverage.
11. Develop and recommend to the Board a set of corporate governance guidelines and review and recommend changes to those guidelines, as necessary.
12. Advise and make recommendations to the Board on corporate governance matters, to the extent these matters are not the responsibility of other committees of the Board.
13. Review periodically the Company's ESG and sustainability strategy, initiatives, policies and practices and receive updates from management on the same.
14. Annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

The Committee shall perform any other activities consistent with this Charter, the Company's Certificate of Incorporation and By-Laws, and governing law as the Committee or the Board deems appropriate.

#### **E. PERFORMANCE EVALUATION**

The Committee shall conduct an annual performance evaluation in such manner as it deems appropriate and report the results of the evaluation to the Board.

#### **F. COMMITTEE RESOURCES**

The Committee shall have the authority to seek assistance from internal or external legal, accounting or other advisors. The Committee shall have the sole authority to retain and/or terminate any external legal, accounting or other advisors, including sole authority to approve such advisor's fees.

#### **G. AMENDMENTS**

This Charter may be amended from time to time by the Board, and any amendment must be disclosed as required by, and in accordance with, applicable laws, rules and regulations.