

**VROOM, INC.**  
**NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER**

(As of November 2, 2022)

**I. Purpose**

The purpose of the Nominating and Corporate Governance Committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of Vroom, Inc. (the “*Company*”) is to (i) identify individuals qualified to become members of the Board, consistent with criteria approved by the Board, (ii) recommend to the Board director nominees for the next annual meeting of shareholders and director candidates to fill vacancies occurring between annual meetings of shareholders, (iii) oversee the Company’s corporate governance policies and practices, including the Corporate Governance Guidelines, (iv) oversee the Company’s environmental and social strategy, initiatives, policies and risks, (v) recommend to the Board directors for each committee of the Board and (vi) oversee the evaluation of the Board.

**II. Composition**

The Committee must consist of at least two directors, each of whom must satisfy the independence requirements of the Nasdaq Stock Market LLC, subject to any available exception. Committee members must be appointed and may be removed, with or without cause, by the Board. One member of the Committee may be designated as the Chair by the Board. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

**III. Meetings, Procedures and Authority**

The Committee will meet as often as necessary to carry out its responsibilities. The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company’s bylaws that are applicable to the Committee. The Committee shall maintain written minutes of its meetings, which will be filed with the meeting minutes of the Board.

The Committee has sole authority to retain and terminate any search firm to be used to identify director candidates, including sole authority to approve such search firm’s fees and other retention terms. The Committee has the sole authority to retain any other independent advisors that the Committee believes to be desirable and appropriate and has the sole authority to approve related fees and retention terms.

In addition to the duties and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this Charter, the purposes of the Committee, and the Company’s bylaws.

**IV. Duties and Responsibilities**

1. *Director Nominees.* The Committee will identify individuals qualified to become members of the Board and ensure that the Board has the requisite expertise and that its

membership consists of persons with sufficiently diverse and independent backgrounds. The Committee will also recommend to the Board the nominees for election to the Board at the next annual meeting of shareholders and director candidates to fill vacancies occurring between annual meetings of shareholders.

2. *Criteria for Selecting Directors.* The criteria to be used by the Committee in recommending directors and by the Board in nominating directors are as set forth in the Company's corporate governance guidelines (the "*Corporate Governance Guidelines*").

3. *Board Committee Structure and Membership.* The Committee will annually review the Board committee structure and recommend to the Board for its approval directors to serve as members of each committee.

4. *Board Leadership Structure.* The Committee will periodically review the Board's leadership structure to assess whether it is appropriate given the specific characteristics and circumstances of the Company and recommend any proposed changes to the Board.

5. *Director Changes in Position or Circumstances.* The Committee will review any notification by a director of his or her resignation or material changes in employment or of circumstances that may adversely reflect upon the director or the Company, in accordance with the Corporate Governance Guidelines. Based on this review, the Committee may recommend that the Board request such director to resign from the Board.

6. *Management Development.* The Committee will oversee the Company's management development programs for senior executives, including all senior leadership team roles.

7. *Diversity, Equity and Inclusion.* The Committee will oversee the Company's programs and policies regarding diversity and inclusion.

8. *Environmental and Social Matters.* The Committee will oversee the Company's environmental and social strategy, initiatives, policies and risks, including in the areas of climate change, environmental protection and sustainability, employee health and safety, diversity, equity, and inclusion, responsible business practices, corporate social responsibility programs and corporate philanthropy. The Committee will also oversee the Company's external reporting on environmental and social matters, if any. The Committee will periodically report to the Board on these matters.

9. *Corporate Governance Matters.* The Committee will oversee the Company's corporate governance policies and practices, including the Corporate Governance Guidelines. The Committee will, from time to time as it deems appropriate, review and reassess the adequacy of such Corporate Governance Guidelines and recommend any proposed changes to the Board for approval. The Committee may also make recommendations to the Board regarding the Company's certificate of incorporation, bylaws, the charters of the Company's other committees, and the Company's other corporate governance policies.

10. *Director Orientation and Continuing Education.* The Committee will oversee director orientation and education in accordance with the Corporate Governance Guidelines.

11. *Board Evaluation.* The Committee will oversee the annual self-evaluations of the Board.

12. *Succession Planning.* The Committee will be responsible for overseeing the Company's succession plan for the Chief Executive Officer and other executive officer roles.

13. *Reports to the Board of Directors.* The Committee must report regularly to the Board regarding the activities of the Committee.

14. *Committee Self-Evaluation.* The Committee must periodically perform an evaluation of the performance of the Committee.

15. *Review of this Charter.* The Committee must periodically review and reassess this Charter and submit any recommended changes to the Board for its consideration.

## **V. Delegation of Duties**

In fulfilling its responsibilities, the Committee has the authority to delegate any or all of its responsibilities, duties and authority to a subcommittee of the Committee as it deems appropriate.