



Executive Committee Charter

PURPOSE

The Executive Committee (“Committee”) of WaFd, Inc., and Washington Federal Bank (collectively, the “Company”) is appointed annually by the Boards of Directors (collectively, the “Board”) to conduct business on behalf of the Board between meetings.

COMPOSITION

The Committee consists of at least three members of the Board, including the Chairman of the Board, who will also serve as Chairman of the Committee.

MEETINGS

The Committee will hold meetings as needed in the discretion of the Chairman. There are no regularly scheduled meetings.

AUTHORITY

In discharging its responsibilities, the Committee is authorized to exercise all authority of the Board except those authorities excluded by the Bylaws or that are not permitted by law or NASDAQ listing standards to be delegated.

RESPONSIBILITIES

The Committee will:

- Convene as needed for conducting urgent or necessary business during periods between meetings of the full Board.
- Report all actions taken to the full Board.

CHARTER

The Board shall review and reassess the adequacy of the Committee charter on an annual basis and recommend any proposed changes to the Board for approval. The Committee shall post its charter on the Company’s website.

Approved by the Board of Directors November 12, 2024