

EAGLE FINANCIAL BANCORP, INC.
EAGLE.bank
JOINT COMPENSATION COMMITTEE CHARTER

I. Joint Charter

The Boards of Directors of Eagle Financial Bancorp, Inc. and EAGLE.bank have established a Joint Compensation Committee (the “Compensation Committee” or the “Committee”) and have adopted this Joint Compensation Committee Charter to govern the Committee’s operation. Where applicable, references herein to the “Company” include Eagle Financial Bancorp, Inc. and EAGLE.bank, and references to the “Board” shall include the Boards of Directors of Eagle Financial Bancorp, Inc. and EAGLE.bank.

II. Purpose

The Compensation Committee is appointed by the Board to assist the Board in fulfilling its responsibilities relating to the compensation and benefits provided to the Company’s executive management and Board of Directors. The Committee is authorized to review, evaluate and recommend various benefit plans and overall compensation for the Company and its wholly owned subsidiaries.

III. Committee Membership

The Committee shall be composed of a minimum of three directors, each of whom shall satisfy any independence requirements established by the Board.

The members of the Committee shall be appointed by the Board and shall serve until removed by the Board or their successors are duly appointed and qualified. Unless a Chair is appointed by the full Board, the members of the Committee shall designate a Chair by majority vote of the full Committee membership.

The entire Committee or any individual Committee member may be removed without cause by the affirmative vote of a majority of the Board of Directors. Any Committee member may resign effective upon giving written notice to the Chairman of the Board, the Corporate Secretary or the Board of Directors. The Board shall appoint a successor to take office when a resignation becomes effective.

IV. Meetings

The Committee shall meet at least annually, and may hold additional meetings as needed or appropriate. The Committee may ask members of management or others, including legal counsel, to attend meetings or to provide relevant information. A majority of the entire Committee membership shall constitute a quorum, and all actions taken by the Committee shall require the affirmative vote of a majority of the membership of the Committee.

V. Authority and Responsibilities

The specific authority and responsibilities of the Committee shall include, but are not limited to, the following:

1. Establish, review, and modify from time to time as appropriate the overall compensation philosophy of the Company.
2. Review, evaluate and recommend Company objectives relevant to the Chief Executive Officer's ("CEO") and President's compensation; evaluate the CEO and President's performance relative to established goals; and review, evaluate and recommend to the full Board of Directors the CEO's and President's compensation, provided that the Committee may determine the CEO's and President's equity compensation (or recommend the CEO's and President's equity compensation to the full Board for determination). Notwithstanding anything to the contrary herein, the CEO or President may not be present during the Committee's deliberation or voting on the CEO's and President's compensation.
3. Review, evaluate and recommend goals relevant to the compensation of the Company's other executive management with the input of the CEO and President; and review such officers' performance in light of these goals and determine (or recommend to the full Board of Directors for determination) such officers' cash and equity compensation based on this evaluation.
4. Review, evaluate and recommend to the full Board, the terms of employment and severance agreements/arrangements for executive officers, including any change of control and indemnification provisions, as well as other compensatory arrangements for executive management.
5. In its sole discretion, retain, obtain the advice of or terminate any compensation or benefits consultant or legal counsel or other adviser used to assist the Committee in fulfilling its responsibilities. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such consultant, legal counsel or other adviser retained by the compensation committee.
6. Report to the full Board of Directors any actions taken for ratification by the Board, as necessary.
7. Review this Charter at least annually and recommend changes to the Board as needed.

Adopted as of January 28, 2021

Revised as of April 19, 2022

Reviewed as of April 18, 2023