

2021

Corporate Responsibility

Environmental, Social & Governance Report



Here for Good

At WaFd Bank, we love what we do, and we are making a difference! It is why we're here. Enjoy these highlights from our 2021 fiscal year.

Participated in SBA Paycheck Protection Program program, assisting approximately 9,000 businesses with loans totaling

\$1,100,000,000

8,138 volunteer hours in support of 513 organizations



Forbes **2021**

**BEST
BANKS IN
AMERICA**

234 grants

awarded to local organizations totaling \$969,640

Voted 2021 and 2022

Best Big Bank

by Newsweek in 4 of our 8 states!



"In 2015, I was referred to WAFD Bank from a friend, and I started with the Client Care Center as a Director of Service. I have grown so much as a person and with my career with WAFD. Our motto is "Love what you do" and you can see this in every employee. From the CEO, who makes an effort to get to know every employee, to our Executive Management, Department Managers and our Client Care representatives. They focus on the needs of the employees and encourage growth within each department and through the company. I am always learning something and feel truly valued as a person and an employee. I am looking forward to seeing what WAFD will do in the future, and very happy to be a part of it."



Rebecca Clifford
Client Care Center
Assistant Manager

What's Inside:

At WaFd Bank, we know each transaction is part of a bigger story — financing a dream home, building the first emergency fund for a child on the way, or putting together a loan to expand a thriving business. This is why we use a common-sense approach to empowering clients along their journey and to make sure we're doing the right thing for the health and vibrancy of our communities.



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From our President and CEO

WaFd Bank is a national bank, but we endeavor to be a reliable next-door neighbor. Ever since our start in 1917, we've been helping to build healthy, thriving communities. We're linked together as a team across eight western states serving clients and communities to fuel economic growth and support personal and business financial health. Equally important as our banking reputation is our commitment to community and social responsibility. We're issuing this report to outline the activities WaFd bankers have been focused on, the investments we're making in security and technology, and our people.

Banking today looks different than when we started 104 years ago. Yet, one thing has remained the same — we are here to make the best choices on any given day, for us, our employees, and our clients, in good times and bad. During the past two years, as the world struggled with the effects of the Covid-19 pandemic, we relied upon our corporate values to guide us: Integrity, Teamwork, Simplicity, Service, Discipline and Ownership. We were also guided by our vision to be a trusted and highly recommended bank in the markets we serve.

That's why we launched a Small Business Lifeline Loan in April of 2020, even before the federal government ramped up the Small Business Administration Paycheck Protection Program ("PPP"). When the

pandemic shut down our economies, we made the decision to lean in as an active Small Business Administration (SBA) lender so we could secure over 9,000 PPP loans totaling nearly \$1.1 billion for businesses in our communities – with nearly half of the loans going to new clients. Our entire management team and frontline staff came together to handle the process using brand new technology – we were rewarded by the grateful relief of small businesses who were able to continue to pay their employees.

We want our families and friends to be proud that we work at WaFd Bank. More than anything, I'm personally humbled to work alongside colleagues who clearly love what they do and are here to make a difference in their communities. Every year for as long as any of us can remember, the company has supported United Way during their corporate giving campaign. We match, dollar-for-dollar, the donations our employees make to the United Way to provide a community safety net. We also ask that our bankers volunteer in their communities, whether it's acting as an instructor for Junior Achievement at the local high school, or packaging nutritious meals at the community food bank.

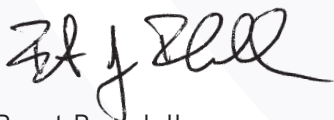
During the heightened racial tensions of 2020 we took the first step of creating a Diversity, Equity & Inclusion Advisory Council to help guide us as we work to foster a culture of inclusion and to recognize the value of our diverse

workforce. We are proud to report over 90 employees volunteered to serve. A talented group of 15 representatives was then selected to identify, lead initiatives and make recommendations.

It's imperative that our teams cultivate enduring relationships with clients, communities, and colleagues. As we continue to grow, we endeavor to stand apart from our competitors, and be thoughtful about shaping the neighborhoods around us. We believe banking should be an empowering experience, not an intimidating one. Therefore, we focus on personal progress rather than restrictions, and always strive to see things from our clients' points of view. That's how we live our company motto: "Love what you do and make a difference."

Our hope is you will find this report to be engaging, helpful, and informative.

Respectfully,



Brent Beardall
President & Chief Executive Officer



“ My morning started at 4:00 am with an email from my big bank stating their CEO decided not to support businesses of our size. My day ended at 1:30 am the following day with an email from WaFd Bank’s CEO, Brent Beardall, confirming receipt of our preliminary loan documents. WaFd Bank’s entire team worked around the clock to support community businesses during their greatest time of need. Not only did they work to support our business; they worked to provide regular communication throughout the process. WaFd got it done. I am incredibly grateful for their hard work. They have a leader that leads from the front, and I look forward to working with them for many years to come.”

Jeff Widmyer, CEO,
Ro Health, Inc., Seattle, WA

Who We Are

One of the strongest banks in America, 100 years in the making.

Life is a journey with countless milestones, challenges and accomplishments along the way. At WaFd Bank, we help make the path as seamless as possible with personal service and relevant guidance that supports financial progress for our clients, every day.

The banking we do today, looks different than when we started 104 years ago. Our expert Bankers bring together extensive data, personal and institutional experience, and advanced technology to help our clients make the best decisions for their families and businesses. Developing long-term relationships with clients has been our goal since 1917! We love making a difference for our clients and communities. **It is who we are.**

With our home office located in downtown Seattle, we are the second largest bank headquartered in the Pacific Northwest. We hold a National Bank Charter and are regulated by the OCC, FRB, CFPB, and FDIC.

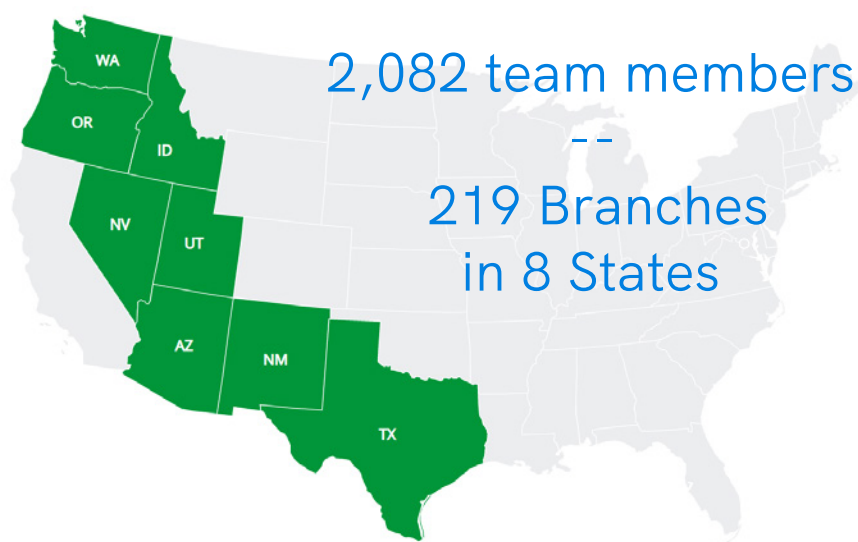
Established in 1917 in Ballard, just north of downtown Seattle.

Profitable every year since 1965!

2021 Fiscal Results

(as of September 30, 2021)

- \$19.7 billion in assets
- \$13.8 billion in loans
- \$15.5 billion in deposits
- \$2.1 billion in shareholders' equity



WAFD

Publicly
traded on
NASDAQ
since 1982

13,991%

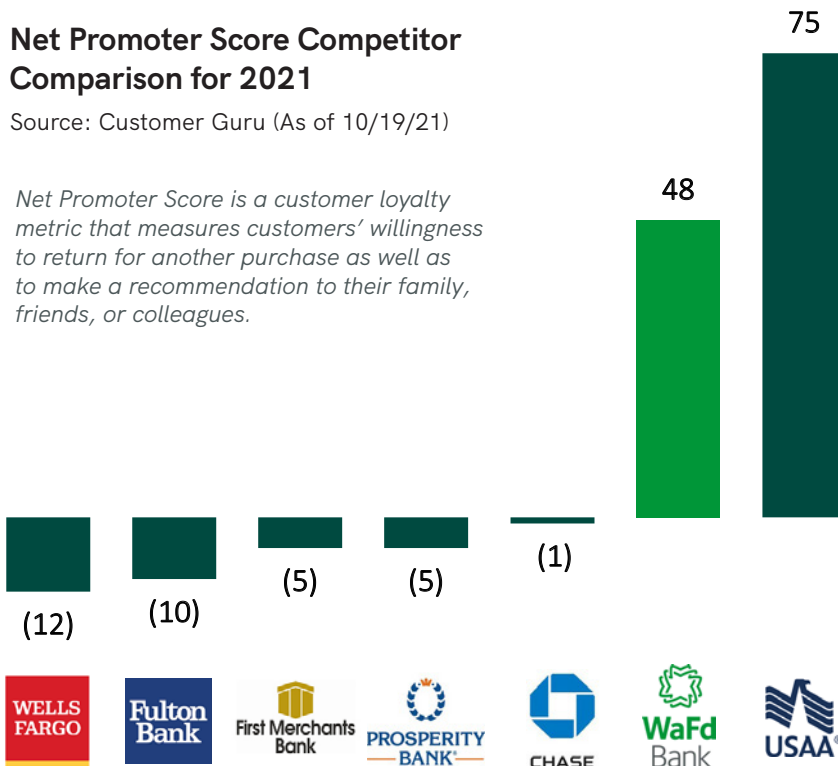
total shareholder
return since 1982 IPO



Net Promoter Score Competitor Comparison for 2021

Source: Customer Guru (As of 10/19/21)

Net Promoter Score is a customer loyalty metric that measures customers' willingness to return for another purchase as well as to make a recommendation to their family, friends, or colleagues.



Net Promoter Score of **48!**



"We are stoked that you were involved helping us. Your teams have been working like crazy and we have had numerous times in the last year and a half when one WaFd Bank employee was overlapping another WaFd employee unknowingly. That probably wouldn't happen at another bank because they don't work as hard as WaFd. Heck, the CEO called me after midnight in April 2020 to get our ops loan approved initially. That was simply amazing. That would not happen at any bank except WaFd Bank. You and your teammates absolutely rock. THANK YOU."

T.F.
Business Owner/
Developer

Corporate Responsibility

We are making a difference for our clients and communities.

We recognize the impact of our activities on the lives of people all around us. We are continuously committed to serving our communities, clients, and employees. Throughout our history, we have committed to giving back to our communities, and have developed a variety of programs to make a difference in the lives of those around us.

Volunteerism:

- In 2020, WaFd employees participated in 7,796 volunteer hours in support of more than 775 organizations and initiatives.
- In 2021, employees gave 8,138 hours in support of more than 513 organizations and initiatives.

Washington Federal Foundation: As a bank dedicated to promoting home ownership, the Washington Federal Foundation focuses on programs and causes that help provide affordable housing for low-and-moderate-income individuals. The Foundation provides support for social agencies and nonprofits that serve the needs in our communities, including seniors, youth organizations, and low income families.



- Due to increased needs created by the pandemic in calendar year 2020 the Foundation doubled its budget and funded over \$2,000,000 in grants for 279 local organizations.
- In calendar year 2021 the Foundation expects to contribute \$1,000,000 in grants to local organizations.

United Way Matching Campaign: We are honored to match employee contributions made to United Way agencies in all eight states:

- For fiscal 2021, total pledges from colleagues amounted to \$383,682 in charitable giving.
- We matched \$318,514 in donations to United Way agencies for a total of \$702,196.

Community Meeting Rooms: In several of our branch locations, we offer complimentary community meeting spaces. While we were not able to host meetings during the pandemic, in 2019 we hosted over 2,000 meetings in our local communities. As Covid protocols allow, we are excited to be able to reopen these shared spaces for community use.

Financial Literacy: The Bank and the Foundation work to expand financial literacy among youth, adults, and seniors by offering programs like our own "Save at School" account, our financial support for EVERFI, and by donating our time to organizations like Junior Achievement that provide financial education to youth in our communities.

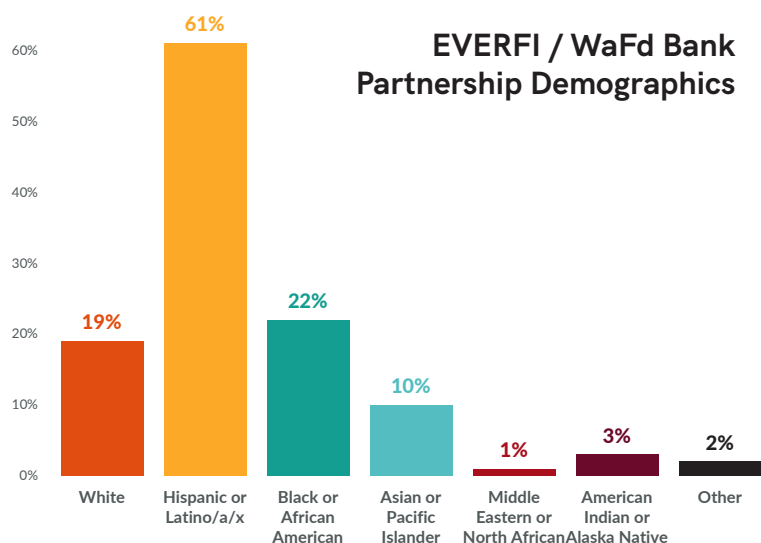
Our Save at School program helps elementary school students learn the habit of saving by making regular deposits during our on-site "bank days."

- We match each initial \$5 opening deposit to a Save at School account.
- Students can earn 5% on their first \$100 on deposit.



Financial education is supported across eight states. Our colleagues determine how to address specific financial literacy needs within their local communities. Junior Achievement, Financial Beginnings, and local community centers are often popular choices that our bankers use to provide financial training. Various types of classes are designed to address diverse ages with topics ranging from avoiding fraud to juggling retirement savings and helping young professionals navigate the purchase of their first home. High school students learn how to protect their credit score and build a budget with our “Real Money” curriculum.

Our EVERFI financial literacy partnership supplements employee efforts. The WaFd Financial Scholars program underwrites the cost of providing EVERFI’s interactive, web-based courses in financial literacy to Title 1 high schools, where over half the students qualify for free or



“Our communities thrive when our residents have the information they need to build healthy financial habits. We are happy to assist with their financial literacy mission!”



Tina DeCamp
Division Manager
EVERFI Volunteer



Shown here is a summary of the demographics of students who participated in the EVERFI program this year. Information is self-reported and students had the option to select more than one option.

Total may sum to more than 100%.

reduced lunch and where we believe we can better reach underserved student populations.

- During the 2021 school year, over 5,900 students were reached via the EVERFI program.
- 36 schools throughout the WaFd Bank footprint where over 15,500 hours of learning were delivered at no cost to the local schools.
- Since 2013, when WaFd began working with EVERFI, over 40,000 students have completed over 126,000 hours of learning.

Housing and Community Development:

In 2020, we invested over \$187,000,000 towards community development lending and affordable housing including loans and investments for:

- Affordable housing
- Small business development
- Multi-family developments, and
- Various donations and sponsorships

In 2021, over \$289,000,000 was invested toward community development lending and affordable housing investments.

Community Development efforts resulted in 47 loans in 2021 totaling \$165,000,000 to support affordable home ownership for low-income borrowers within our eight states. During the year, we also made one loan totaling \$1,500,000 to an organization that provides small business

development assistance, and ten loans totaling \$3,300,000 to organizations providing medical and dental services to low- and moderate-income individuals.

Community Development Services:

WaFd Bank employees volunteer for a variety of organizations, and a certain number of these service hours qualify as community development within our Community Reinvestment Act performance goals. Our Community Reinvestment Act qualified service hours in fiscal year 2021 totaled 4,102 and included:

Community Service	3,274 Hours	248 Employees
Economic Development	5 Hours	2 Employees
Financial Literacy	823 Hours	107 Employees

Helping Small Businesses and Individuals during a pandemic:

When the pandemic brought economic shutdown in early 2020, WaFd Bank responded in several ways. First, we rolled out our Small Business Lifeline, a line of credit with 90-days "no interest" to support business cashflow needs while the Federal government readied its programs. We also provided homeowners with payment deferrals, and participated in the SBA's Payment Protection Program loan program to help provide businesses with PPP loans.



Bridging a Gap for Small Businesses was accomplished by rolling out a Small Business Lifeline in March of 2020. This line of credit featured a 90-day, interest-free period to support shuttered businesses around the country. The program helped small businesses feel certainty around their financials during an uncertain time and bridged a gap between the start of the pandemic and availability of government programs. During March and April of 2020, we approved 365 Small Business Lifeline loans totaling \$12,500,000.

Mortgage Payment Deferral during the pandemic gave distressed homeowners assistance by allowing monthly mortgage payments to be deferred for three months. Homeowners faced with financial difficulty were also offered help from our Homeowner Assistance Department. Our goal was to allow homeowners to stay in their homes by providing temporary changes to their monthly payment; adjusting the interest rate, or changing other terms. This was done via refinancing, modifications to an existing loan with us, or supporting homeowners through a home sale or deed in lieu of foreclosure. In total, 1,472 mortgage loans were approved for deferrals. We're happy to report that only 18 remain in deferral.

The Paycheck Protection Program gave us an opportunity to be nimble, apply hard work and use our technology to serve clients, non-clients, and more broadly, our greater communities. PPP loan efforts allowed us to earn new client relationships while helping businesses access funding in a time of need.

- Approximately 9,000 PPP loans were originated totaling over \$1,100,000,000.
- Approximately 50% of the PPP loan clients were new to WaFd Bank.



Investing in Human Capital

Every employee is a stakeholder, leader, and friend.

Banking is essentially a service business built on trust. In order to be effective, we must serve our employees so they in turn can support and serve our clients and the broader community. We believe a good bank helps its clients achieve financial health, and we continue to adapt our Human Resources strategies to respond to a changing world. Through it all, we believe that living and applying our corporate values will lead us to long term success.

Integrity: WaFd Bank and its representatives are expected to engage in fair, honest, and ethical behavior.

Ownership: All bankers will be expected to be accountable for their actions, to be good stewards of our resources, and to “know their stuff.”

Simplicity: We strive to maintain our legacy of efficiency and transparency through continued movement toward simplicity of products, solutions, and processes. We have the courage to stand alone, apart from the herd, in order to be great at what we do.

Teamwork: We are colleagues that work to build trust and sustain a collaborative environment and understand that the synergy of the whole is always greater than the sum of its individual parts.

Service: We view the client as a partner to share success with, not as an asset whose value is to be maximized via aggressive tactics. Our goal is to build long-term, value-driven relationships based on mutual respect and trust. As such, we have a long-standing commitment to always “do right” by our clients.

Discipline: WaFd Bank and its representatives demonstrate discipline by doing business the “right way.” We remain steadfastly focused on our strategic initiatives, achieving our goals while striving to maintain the highest standards of accuracy and compliance, and remaining mindful of the efficient use of resources.

Employee Demographics: As of September 30, 2021, there are 2,082 full-time equivalent employees, of which 69% are female and 31% are male. WaFd Bank’s policy is to provide equal opportunity to all persons. We have a commitment to equal employment opportunity through a positive and continuing affirmative action program. Our vision is building a high-performing culture supporting our desire to be an “employer of choice” by creating a phenomenal work environment that attracts and retains outstanding, engaged employees.



These are the people who embody our company slogan of “Love what you do. Make a difference.” These are the people who choose to be stakeholders in our enterprise by becoming shareholders of our company through our stock option and grant programs.

		2020	2021
Officer	Women	59%	59%
	People of Color	23%	23%
Non-Officer	Women	75%	73%
	People of Color	34%	35%

Training & Education: We know employees enjoy work more when expectations are clear on how work needs to be done.

- Our Learning and Development team partners throughout the Bank to create and deliver training on a variety of topics for all skill levels.
- We provide colleagues with onboarding compliance education and training through online platforms that are easily accessible.
- Our learning management system offers unlimited access to interactive eLearning materials and keeps our colleagues up to date on compliance regulations by delivering companywide training.

“I’m very proud to say that I’ve worked for WaFd Bank for over 30 years. I love my job and feel like I am making a difference with what I do. I’m able to say that because WaFd Bank is a great place to work. I’ve seen our footprint and our product offerings grow incredibly over time. We’ve made great technological advances to assist our clients and our employees. Even with the ups and downs of our economy, WaFd Bank has held strong. I’m so pleased to work for a company that is so invested in its employees and its clients alike.”



Karen Skillings
Universal Trainer



- In addition to the Learning & Development courses offered, we offer employees outside training opportunities focused on professional and personal development. These include seminars, conferences, bank industry certification programs, and advanced learning through the Pacific Coast Banking School, a three-year commitment that's the equivalent of a master's degree.



Health & Wellness: We recognize and appreciate the importance of our employees' own health and the health of their families. As health care costs continue to rise, we remain committed to providing employees with affordable health care and continue to offer plans where the Bank pays a significant portion of monthly premiums for both the employee and their children. We recently added a Health Savings Account (HSA) option in addition to Flexible Spending Accounts (FSA) to provide our employees with additional savings opportunities. We believe maintaining a competitive benefits program is a sound investment in attracting newcomers and retaining loyal, dedicated and enthusiastic colleagues.

Benefits offered include:

- Health insurance including dental & vision
- Flexible spending plans for healthcare and childcare expenses
- Long-term disability insurance

- Employer-paid life insurance & accidental death and dismemberment coverage
- Employee assistance program to provide access to counseling and support well-being

Employee Retention Strategies: We have a powerful and diverse team and know we rely on our combined wisdom and intellect to serve our clients well. We strive to be a company where our employees are supported and valued.

- During the past year, as the uncertainties of the pandemic continued to challenge employee safety, we pivoted several times to provide flexible scheduling, remote work options, and a competitive total compensation package.
- We believe compensation contributes to retention so our plans include stock grants or options for all employees, and a generous 401(k) plan that currently offers a 4% employer match and 7% additional Bank-paid discretionary contribution.

This tradition of providing both equity and retirement funding helps ensure our employees can accumulate sufficient resources after a long career with WaFd Bank. As an added benefit, we are pleased to offer stock options annually to all full-time employees and have done so since 2018. This award is equal to 2% of an employee's salary as of the grant date.

Pandemic/Covid response: The Covid-19 pandemic forced us to make changes in how we operate to ensure our employees were able to continue working while managing new stressors in their personal lives. We had just implemented technology upgrades that included providing most of our staff with laptops and virtual interaction platforms, and when the pandemic hit, we were able to quickly pivot to remote work for most of our non-client facing employees, which helped tremendously. We created a Covid Response Team in March 2020 that has continued to meet at least weekly through 2021 to support rapid responses to executive orders, new federal, state and local laws, and changing CDC and OSHA guidelines. This team also monitors current case counts throughout our eight states, reports on operational disruptions

due to quarantines and positive tests, and gauges employee morale. This has been instrumental in forming effective management and communication strategies.

Diversity, Equity & Inclusion: Our Diversity, Equity & Inclusion Council is a 15-member, employee-driven team that was formed from over 90 volunteers! The resulting WaFd Bank DEI mission statement reads:

"We are committed to a diverse employee base, creating a culture of inclusion, equity, and empowerment, bringing our full selves to work. Diversity can take many forms: race, nationality, ethnicity, sexual orientation, religion, or other distinguishing characteristics. Diversity inclusion enhances our understanding by exposing us to new ways of engaging with the communities we serve and among one another, augmenting our ability to identify opportunities to make our organization better, and propelling our potential to deliver solutions. We are invested in attracting the best talent who inspire and aspire to make a positive difference. We believe a diverse WaFd is a stronger WaFd Bank."

We believe in the importance of self-awareness and that we must foster humility in order for all of us to learn, grow, and progress as individuals and as a society. As a result, we recognize Juneteenth as an important day of remembrance of the brave women and men that fought so hard to abolish slavery so we can have a brighter future. In recognition of Juneteenth, WaFd Bank stopped observing Columbus Day as a Federal holiday, and instead awarded each employee with one floating day off. We encourage our employees to use this day to "make a difference" in their communities and to promote equality and anti-racism. We also recognize the transition to Indigenous Peoples Day and will consider appropriate changes to our holiday schedule as needed.

"Almost 10 years ago, I applied for a position at the Bank. WaFd gave me an opportunity that my former employers hadn't. I've had the privilege to work in our front lines as well as in operations and now in product development. Always learning something new. Taking on every challenge and opportunity. Fast forward to today, when I get a Vice President promotion! Thank you to the leadership team of WaFd for seeing and recognizing something in me that is valuable to the ongoing growth of WaFd Bank!"

"Glad to be here."



Cristina Serra
VP/Retail Deposit
Products Manager



Environmental Responsibility

Working to be responsible stewards of the environment.

WaFd Bank strives to operate efficiently. In fact, for many years, our operating expenses to net income ratios were less than a third of industry averages. This long-held belief in the mindful use of company resources extends to our current-day approach to environmental stewardship. In short, we believe that operating efficiently can also be good for our planet.

Environmental Stewardship at Headquarters

locations: We offer the following services and benefits to our employees at our corporate headquarters in downtown Seattle:

- Free transit passes for all employees to encourage use of mass transit, including train, ferry, bus and light rail;
- Secure storage for bicycles at our corporate headquarters with showers so that employees can prepare for work after a commute by bike;
- Improved air quality through the installation and use of bi-polar ionization in our HVAC system to remove bacteria, viruses and pollutants;
- Flexible-work policies that allow for a hybrid approach balancing between office hoteling and work-from-home.

In Boise, Idaho, where many of our support functions are located, we also provide incentives for car-pooling along with bicycle racks and showers to encourage alternative forms of commuting.

Reducing emissions: In response to the Covid-19 pandemic, employees in our corporate and administrative support offices began working remotely and will continue to benefit long-term from a flex-work policy that will reduce the need for commuting trips. During the past two years, we also reduced our fleet of company vehicles by 40% and intend that future replacements will be electric vehicles.

Shrinking our Physical Footprint: Over the past two years, we have reduced the total square footage of corporate real estate by 12% as we adapt to new realities of digital banking and remote work. While many of our branches were as large as 5,000 square feet, we now look to reduce the average square footage of a branch location to around 2,400 square feet. During a recent remodel of our corporate headquarters, we reduced our square footage by 60% through a free address, hoteling-only option offering 170 workstations on two floors that replaced 350 assigned desks spread across five floors.



We anticipate ongoing efforts to reduce our occupied square footage, lower our energy needs, and improve our occupancy costs to reduce our carbon footprint.

Going paperless: During 2020, work-from-home policies allowed us to introduce new ways of working together that reduced the need to print hard copies of documents. Workflows moved to digital platforms. This lowered printing demand and reduced the company's paper costs by 25% over 2017 levels. We have reduced our use of paper by eliminating the need for client transaction tickets and deploying deposit capture in favor of creating digital images of checks. We have also eliminated the need to print hard copies of certain loan documents by delivering client disclosures electronically within a secure client portal and reduced the need for printing and storing hard copies of documents by adding scanning features to our printers and using cloud-based digital document storage. We have also deployed an electronic signature program to replace wet-signed documents with digital processes and continue to explore ways to digitize business processes, reducing our use of paper.

Improving energy efficiency and reducing waste: At our newly remodeled headquarters, we did not install file cabinets post-remodel to further discourage paper use. Bathrooms feature low water usage fixtures. We encourage recycling with centralized waste collection rather than bins at each workstation, with sorting for composting, recycling, glass, and garbage. We provide water cooler stations and soda dispensers to help reduce our use of bottles and cans.



"Great place to grow and thrive! I have had so many opportunities working at WaFd Bank. I started as a Customer Service Representative and worked my way up to being an Instructional Designer in the Learning & Development Department. I am incredibly grateful for the leadership here. They are always willing to take a chance if you are looking to learn and grow in your career. I never thought I would be a banker. I thought this job would hold me over until I found something better. It turns out, there isn't something better! I've been here for nine years and have enjoyed this time immensely. WaFd Bank is a wonderful place to learn, make friends and reach your goals."



Brianna M
Instructional Designer



When remodeling our offices, we seek improved energy efficiencies through our choices of mechanical, electrical, and glazing options. For example, we have installed occupancy sensors on interior lighting and used digital controls for HVAC units so we can remotely control hours of operation for select zones and minimize our peak demand within the building. During remodeling or new construction projects we identify opportunities to install double-pane windows, higher grade air filtering, and meet today's current insulation requirements to improve air quality and reduce heating and cooling demands. In 2020 and 2021, we replaced and updated our architectural signage at 249 locations and switched from fluorescent to LED illumination, which is more energy efficient.

Enterprise-wide, we take advantage of utility rebate programs. For example, in 2018, we used the Idaho Power rebate program to retrofit our 100,000 square foot Boise, Idaho building to LED fixtures, resulting in a 40% reduction in power consumption that provided a positive return on investment within the first six months and gave the site Energy Star certification. We will continue to work with national rebate programs to retrofit old fluorescent technology with LED lighting.



Corporate Governance

Responsibility, starting with tone at the top.

We are committed to strong corporate governance principles and practices which begins with our Board of Directors. Our Board endorses the view that one of its primary functions is to protect stakeholder interests by providing oversight of management, including the Chief Executive Officer. With the increasing amount of responsibility placed on our Board, we determined it would be beneficial to have a separate chairman whose sole job was leading the Board. Accordingly, in 2017 the Board separated the positions of Chairman of the Board and the Chief Executive Officer.

Management Oversight: The Board has established various committees including an Executive Committee, Audit Committee, Nominating and Governance Committee, Regulatory Compliance Committee, Risk Management Committee, Compensation Committee, and an Information Technology Committee. Together, these committees monitor and oversee management, ensuring our business practices serve the best interests of our shareholders, employees, and communities.

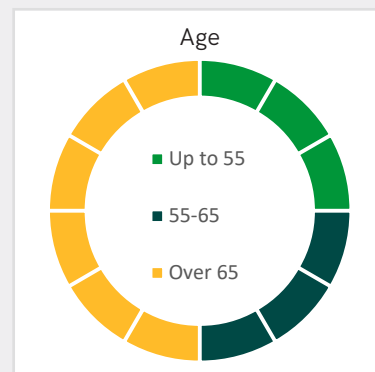
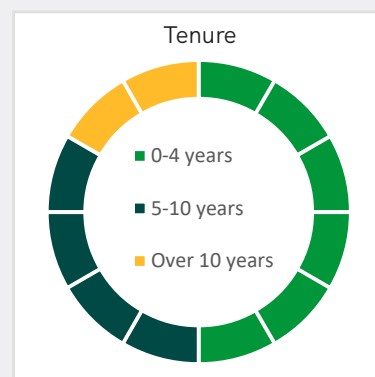
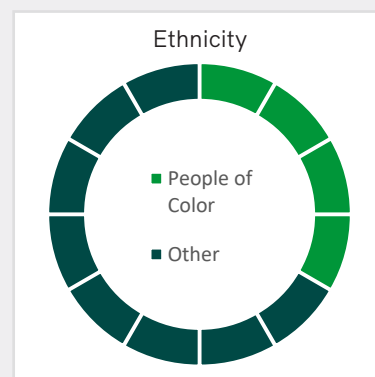
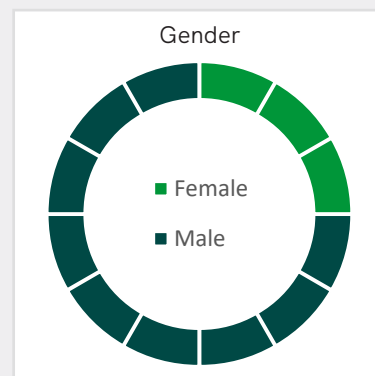
Board Diversity: Our Board is made up of members with a wealth of experience from a variety of industries including finance, technology, real estate, investments, and risk management. Our Board is committed to independence and the majority of our Board members are independent pursuant to the listing requirements of the Nasdaq Stock Market. The chart on the right illustrates the diversity of WaFd's Board.

Governance Policies: We maintain a variety of corporate governance documents and policies which can be found on our website.

These policies and documents include:

- [2021 Audit Committee Charter](#)
- [2021 Code of Ethics](#)
- [2021 Code of Ethics for Senior Financial Managers](#)
- [2021 Compensation Committee Charter](#)
- [2021 Corporate Social Environmental Policy](#)
- [2021 Executive Committee Charter](#)
- [2021 Nominating Governance Committee Charter](#)
- [2021 Regulatory Compliance Committee Charter](#)
- [2021 Risk Management Committee Charter](#)
- [2021 Technology Committee Charter](#)
- [2021 Trading Policy](#)
- [2021 Whistleblower Policy](#)

Board Composition



WaFd Bank Board of Directors



Data Security: We are dedicated to protecting the confidentiality, integrity, and availability of our systems and data. From the Board of Directors to our Customer Service Representatives, all individuals at the organization are responsible for handling confidential data with care. We leverage numerous safeguards and defensive capabilities, including continuous education for all colleagues on proper cybersecurity practices, advanced anti-malware technologies, and regular security testing to prove our defenses against real-world threats. Due to our focused efforts on protecting client information, WaFd has not experienced a known data breach in 2019, 2020, or 2021. We understand that cyber threats are unwavering in this digital age, and because of that we continue to invest in people, technology, and business partners to help us maintain confidence in our ability to safeguard our most valuable assets.

Privacy & Consumer Protection:

We understand the importance of customer trust to be a successful organization. In order to help earn that trust, we are transparent with our clients about the information we collect, who we may share their information with, and how we use their information to service their needs. Comprehensive information security and privacy programs have been established to set the expectations that we do not share client information with other financial companies for marketing purposes, nor do we share information about our client's creditworthiness to non-affiliates, or allow non-affiliated organizations to market to our clients. Further information, including our privacy and security policy, can be found on our public website at wafdbank.com/banking-privacy-security.

Find out more:

Website

wafdbank.com

Facebook

facebook.com/wafdbank

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