



## SPECIAL MEETING OF STOCKHOLDERS

May 4, 2023

### RULES OF CONDUCT AND PROCEDURES

Welcome to the Special Meeting of Stockholders (the "Annual Meeting") of Washington Federal, Inc. (the "Company"). It is our desire to conduct a fair and informative Special Meeting. Kindly observe the following Rules of Conduct and Procedures.

1. Our Company's bylaws describe requirements for meetings of our stockholders and the Chair of the Special Meeting will conduct the meeting consistent with those requirements.
2. Because this is a meeting of our stockholders, only our stockholders are permitted to ask questions during the Special Meeting. You need to have held stock as of the close of business on the record date of March 23, 2023 to vote or submit questions while participating in the virtual Special Meeting. To vote or submit questions, please login as a Stockholder by entering the 16-digit control number you received with your proxy materials. Stockholders can submit questions in writing at least 24 hours before, or during the Special Meeting. If you have voted your shares prior to the start of the Special Meeting, your vote has been received by the Company's inspector of elections and there is no need to vote those shares during the Special Meeting, unless you wish to revoke or change your vote.
3. We will strictly follow the Agenda as we conduct the meeting.
4. If a stockholder has a question about one of the matters in the Agenda to be voted on by the stockholders at the Special Meeting, such question may be submitted in the field provided in the web portal at or before the time the matters are before the Special Meeting for consideration. As time permits, we will endeavor to answer questions on any matters in the Agenda to be voted on by the stockholders at the Special Meeting before the voting is closed.
5. We will respond to questions at the Special Meeting as time permits and in the order determined by the Chair. We expect to address unanswered questions on our investor relations site in due course.
6. To allow us to answer questions from as many stockholders as possible, we will limit each stockholder to two questions. It will help us if questions are succinct and cover only one topic per question. Questions from multiple stockholders on the same topic or that are otherwise related may be grouped, summarized and answered together.
7. Stockholder questions are welcome, but conducting the business set out in the Agenda for the benefit of all stockholders will be paramount. The Company does not intend to address any questions that are, among other things:
  - irrelevant to the business of the Company or to the business of the Special Meeting;
  - related to material non-public information of the Company;
  - related to personal grievances or derogatory references to individuals or that are otherwise in bad taste;
  - repetitious statements already made by another stockholder;
  - in furtherance of the stockholder's personal or business interests; or
  - out of order or not otherwise suitable for the conduct of the Special Meeting as determined by the Chair or Corporate Secretary in their reasonable judgment.
8. Recording of the Special Meeting is prohibited. A webcast playback will be available at [www.virtualshareholdermeeting.com/WAFD2023SM](http://www.virtualshareholdermeeting.com/WAFD2023SM) approximately 24 hours after the completion of the meeting.

Thank you for your cooperation and for joining the Company at the Annual Meeting.