



CORPORATE GOVERNANCE PRINCIPLES

November 13, 2023

1.0 Number of Committees, Reporting by Committees and Assignment and Rotation of Committee Membership

The Board of Directors (the “Board”) of HomeTrust Bancshares, Inc. (the “Corporation”) as a whole is responsible for the oversight of management on behalf of the Corporation’s stockholders. The Board is assisted in its oversight function by Board committees.

The Board has the following committees: Audit; Compensation; Executive and Risk; Governance and Nominating; Asset/Liability; and Mergers and Acquisitions. Among its other responsibilities, the Executive and Risk Committee serves as the Loan Committee in the months the Board does not meet. The number and responsibilities of committees are reviewed periodically.

Committees will generally report to the Board at the next regularly scheduled Board meeting following a committee meeting.

Membership on the committees is reviewed each year by the Governance and Nominating Committee and approved by the full Board, which also designates a chair for each committee. Each committee member and chair serves at the pleasure of the Board. There is no strict committee rotation policy. Changes in committee assignments are made based on committee needs, director experience, interest and availability.

Each of the members of the Audit Committee, the Compensation Committee, and the Governance and Nominating Committee will be Directors for whom the Board has made an independence determination. Non-independent Directors and Directors who are also employees may attend meetings of these committees at the invitation of the committee chair.

2.0 Lead Director

The Lead Director may be the Chair of the Board, provided the Chair is an independent Director. Should the Chair of the Board be a non-independent Director, the Board shall name another, independent Director as Lead Director. The Lead Director shall preside at executive sessions of the independent Directors.

3.0 Executive Sessions for Independent Directors

The independent Directors will meet in executive session (i.e., with no non-independent Directors or management present) at least twice per year and more frequently as needed or desired. These meetings, or others that may be scheduled, will provide the

opportunity to suggest agenda items and / or other topics as the independent directors may find appropriate for the Board and committees to discuss.

4.0 *Board and Committee Materials and Presentations*

Information regarding items requiring Board and/or committee approval shall be distributed sufficiently in advance to permit adequate preparation.

Financial and other information should be provided regularly in order to ensure the Board is kept informed of developments affecting the Corporation.

5.0 *Director Orientation and Continuing Education*

At such time as a Director joins the Board, the Board and the Chief Executive Officer will provide appropriate orientation for the Director, including arrangements of meetings with management. The Board encourages Directors to participate in continuing education opportunities and considers such participation an appropriate expense to be reimbursed by the Corporation.

6.0 *Code of Business Conduct*

The Corporation has a comprehensive Code of Ethics and Conduct Policy that addresses, among other things, compliance with laws; reporting of violations of the Code or of laws or regulations; confidentiality of information; protection and proper use of the Corporation's assets; conflicts of interest; and workplace environment. Each Director is expected to be familiar with and to follow the Code to the extent applicable to them. The Corporation has separate policies that address insider trading and related party transactions.

7.0 *Director Retirement Age*

The Corporation's Bylaws provide that, except as provided below, a person who is 72 years of age or older may not be elected, re-elected, appointed or re-appointed to the Board, and may not continue to serve as a Director beyond the annual meeting of stockholders of the Corporation immediately following his or her 72nd birthday. However, the Board has the discretion to exempt a Director who (a) was a Director on June 30, 2016 and (b) is between 72 and 74 years of age, from mandatory retirement until the next annual meeting of stockholders of the Corporation. Any Director who desires to be considered for this exemption must submit a written request to the Secretary by the date set by the Board.

8.0 *Limit on Other Outside Board Service and Change in Job Responsibility*

It is essential that each person serving as a Director have sufficient time to devote to Corporation matters and availability to participate actively in Board activities. Key obligations include attendance at Board and committee meetings and appropriate

review of preparatory materials. Accordingly, the Board's policy is that no Outside Director shall serve on more than two other public company boards and no Inside Director shall serve on more than one other public company board.

All Directors will provide prior notice (or prompt notice thereafter, if prior notice is not practicable) in writing to the Governance and Nominating Committee of (i) any change in their principal occupation or their employer, or any material change in their job responsibilities and (ii) any proposed service on the board of a public or private company or any governmental position. A Director who changes his or her principal occupation or his or her employer, or who undergoes a material change in his or her job responsibilities, will offer to resign from the Board, whereupon the Governance and Nominating Committee will promptly review and assess the situation involving the change and recommend to the Board the continued appropriateness of the individual's membership on the Board.

9.0 Stock Ownership by Board Members and Senior Executive Officers

An ownership stake leads to a stronger alignment of interests between Directors and stockholders, and between executives and stockholders. Accordingly, the Corporation has adopted stock ownership guidelines applicable to Directors and executive officers.

10.0 Board Evaluation

The Governance and Nominating Committee is responsible to report annually to the Board regarding its assessment of the Board's performance. This assessment shall be presented and discussed with the full Board. The purpose of the assessment is to increase the effectiveness of the Board.

The assessment criteria of the overall Board shall be developed annually by the Governance and Nominating Committee based on facts, circumstances and strategic goals in effect from time to time.

11.0 Management Succession Planning

The Board realizes the importance of continuity at the executive level of management. Accordingly, from time to time, the Board, or the Compensation Committee, will review the Corporation's management succession plan, addressing the policies and principles for selecting successors to senior executives, both in an emergency situation and in the ordinary course of business.

12.0 Board Access to Senior Management

The Board, as a body, shall have complete access to the Corporation's senior management. Furthermore, the Board encourages the CEO to bring management

personnel into Board meetings from time to time to provide additional insight into the items being discussed and to respond to any questions from the Board.

13.0 *Board Interaction with Institutional Investors, Press, or Research Analysts*

It is the policy of the Corporation that the CEO and the CFO of the Corporation act as the spokespersons for the Corporation, although management may, from time to time, request individual Directors to meet or otherwise communicate with various constituencies that are involved with the Corporation. If comments from the Board are appropriate, they should in most circumstances come from the Chair or Lead Director.

14.0 *Stockholder Access to Directors*

It is the policy of the Corporation that stockholders shall have reasonable access to Directors at annual meetings of stockholders and the opportunity to communicate directly with members of the Board on appropriate matters. The Board will generally respond, or cause the Corporation to respond, in writing to *bona fide* communications from stockholders addressed to one or more members of the Board.

15.0 *Communication with Board*

Stockholders may communicate with the Board of Directors by writing to: Tony J. VunCannon, Executive Vice President, Chief Financial Officer, Corporate Secretary and Treasurer, HomeTrust Bancshares, Inc., 10 Woodfin Street, Asheville, North Carolina 28801.

16.0 *Other*

The Board may adopt or approve such other or further guidelines as may be presented to it, from time-to-time, by the Governance and Nominating Committee.