

FIRST FINANCIAL BANKSHARES, INC.

EXECUTIVE COMMITTEE CHARTER

Purpose

The purpose of the Executive Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of First Financial Bankshares, Inc. (together with its direct and indirect subsidiaries, the “**Company**”) is to exercise all of the authority of the Board during intervals between the regular meetings of the Board, except as set forth below, in the Bylaws of the Company, in the Corporate Governance Guidelines of the Company, or as limited by applicable law or regulation.

Membership and Meetings

The Committee shall consist of at least the greater of (a) six members, and (b) one half of the members of the Board.

Membership of the Committee will consist of:

- Chairperson of the Board
- Chairperson of the Audit Committee
- Chairperson of the Compensation Committee
- Chairperson of the Nominating/Corporate Governance Committee
- Chairperson of the Risk Committee
- Lead Director, if any, of the Board
- Chairperson of the Director’s Loan Committee of First Financial Bank (so long as such person is a member of the Board)
- Chairpersons of all other Board Committees

Any additional members of the Committee will be nominated by the Nominating/Corporate Governance Committee and appointed to the Committee by the Board.

The Committee shall meet on the fourth Tuesday of the month preceding those months in which the Board has a regular quarterly meeting. Additionally, the Committee may meet from time to time as deemed necessary by the Chairperson of the Board of the Company or any two members of the Committee. The Chairperson of the Board, or in their absence the Lead Director, will act as the chair of the Committee, will preside at each meeting of the Committee, and will set the agenda of items to be addressed at each meeting.

The Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board. The Committee shall keep written minutes of its meetings, which shall be recorded or filed with the books and records of the Company and will report its actions to the next meeting of the Board.

The Committee may invite members of management or others to its meetings as it deems appropriate. If at a meeting of the Committee a majority of members believes that any matter under consideration should be referred to the full Board for consideration, such matter shall be referred, and the Committee shall not act on such matter.

Responsibilities

During the intervals between the meetings of the Board, the Committee may exercise all the authority of the Board; provided, however, that the Committee shall not have the power to amend or repeal any resolution of the Board that by its terms shall not be subject to amendment or repeal by the Committee, and the Committee shall not have the authority of the Board in reference to (a) the amendment of the Certificate of Formation or Bylaws of the Company; (b) the adoption of a plan of merger or consolidation; (c) the sale, lease, exchange or other disposition of all or substantially all the property and assets of the Company; (d) a voluntary dissolution of the Company or the revocation of any such voluntary dissolution; (e) the authorization of distributions, except according to a formula or method prescribed by the Board; (f) the filling of vacancies on the Board or on any of its committees; (g) authority or approval of reacquisition of shares, except according to a formula or method approved by the Board; or (h) authority or approval of the issuance or sale or contract for sale of shares, or determine the designations and relative rights, preferences and limitations of a class or series of shares, unless authorized by and subject to limitations prescribed by the Board. Moreover, the Committee shall receive and review with management all regulatory examination reports and discuss (or delegate to another committee of the Board of the Company the authority to discuss) with management appropriate corrective actions to address any matter requiring board attention identified therein and whether adequate corrective actions are being taken to correct any deficiencies, violations or weaknesses noted in such reports.

Additionally, the Committee shall not have power or authority to act on any matters that (a) are expressly delegated to other committees of the Board, (b) are under active review by the Board or another committee of the Board, unless the Board specifically authorizes such action, or (c) under the laws of the State of Texas, the Company's Certificate of Formation or Bylaws cannot be delegated by the Board to a committee of the Board. The Committee may be delegated specific actions and authority from time to time by the full Board.

Authority

In consultation with the Board, the Committee will have the resources and authority, that are necessary to discharge its duties and responsibilities, including the authority to retain outside counsel or other experts or consultants. The Committee shall set the compensation, and oversee the work, of any outside counsel or other experts or consultants. The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to its outside counsel or other experts or consultants. The Committee shall not be required to implement or act consistently with the advice or recommendations of its outside counsel or other experts or consultants to the Committee, and the authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter.

The Committee will have access will have full access to the books, records, facilities and personnel of the Company.

Delegation of Authority

The Committee shall have the authority to delegate any of its responsibilities, along with the authority to act in relation to such responsibilities, to one or more subcommittees as the Committee may deem appropriate in its sole discretion.

Annual Review of Charter

Each year, the Committee shall review and assess the adequacy and appropriateness of this charter. The results of such evaluation and any proposed changes should be presented to the full Board for approval.

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Nothing in this charter is intended to expand applicable standards of liability under statutory or regulatory requirements for the directors of the Company or members of the Committee.

Approved: June 24, 2025