COMPENSATION & HUMAN CAPITAL MANAGEMENT COMMITTEE CHARTER
Effective September 15, 2026

I. Purpose of the Committee

The purpose of the Compensation & Human Capital Management Committee (the "Committee") of the Board of Directors (the "Board") of American Savings Bank ("ASB") is to perform responsibilities relating to executive compensation and other compensation and human capital management matters for ASB in accordance with this charter and any applicable laws, rules or regulations, and as otherwise delegated by the Board from time to time. The Committee will report all substantive recommendations and actions to the Board for appropriate action or ratification of action.

II. Committee Membership

A. The Committee shall consist of three or more directors as determined from time to time by the Board. Each member of the Committee must be deemed independent by the Board and be qualified to serve on the Committee in accordance with New York Stock Exchange ("NYSE") requirements, requirements imposed by law, rule or regulation, ASB's Corporate Governance Guidelines, or as determined by the Board.

B. The members of the Committee and a chair shall be recommended by the Nominating and Corporate Governance Committee and appointed annually by the Board. The Board shall have the authority to fill vacancies on the Committee and remove or replace Committee members or the chair at any time. The term of a Committee member shall end if the member ceases to be a director.

III. Committee Structure and Operations

A. The Committee shall meet as often as it determines necessary to carry out its responsibilities, but no less than three times each year.

B. The Committee shall report to the Board regarding each of its meetings, including a description of all actions taken by the Committee and any recommendations to the Board. The Committee shall prepare agendas for and keep written minutes of its meetings, which minutes shall be maintained with the books and records of ASB.

C. The Committee may delegate its authority to subcommittees (which may consist of one director) or the chair of the Committee when it deems it appropriate and in the best interests of ASB. The Committee may delegate to one or more officers of ASB the authority to make grants of equity compensation awards to any non-Section 16 officer of ASB under such of ASB's incentive-compensation or other equity-based plans as the Committee deems appropriate and in accordance with the terms of such plans. The Committee shall not delegate to a subcommittee any power or authority required by any law, rule or regulation to be exercised by the Committee as a whole.

IV. Committee Responsibilities

The Committee shall have the following responsibilities and authority:

A. ASB Compensation and Benefits.

1. Annually review and may revise or make recommendations to the Board regarding (a) ASB's executive compensation and applicable benefits, including

equity and/or cash incentive compensation, (b) the overall philosophy, corporate goals and objectives with respect to executive compensation, and (c) ASB's policies and practices relating to executive compensation.

2. With respect to compensation of ASB's Chief Executive Officer ("CEO"), review and approve, subject to ratification by the independent directors, corporate goals and objectives relevant to CEO compensation, evaluate the CEO's performance in light of those goals and objectives, discuss the results of the evaluation with the Board's independent directors and determine and approve, subject to ratification by the independent directors, the CEO's total compensation level based on this evaluation. Prior to obtaining the ratification described in the foregoing sentence, the Committee may obtain input from the independent directors concerning the evaluation of the CEO's performance. In determining the long-term incentive component of the CEO's compensation level, the Committee may consider ASB's performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the CEO in past years. The Committee and independent directors may also consider any other relevant factors as they deem appropriate and in the best interests of ASB in approving or ratifying, as the case may be, the CEO compensation level.

3. With respect to the other ASB executive officers, review and approve, goals and objectives relevant to their total compensation, oversee the evaluation of their performance in light of those goals and objectives, and make recommendations to the Board with respect to their compensation. The Committee may consider all relevant factors as it deems appropriate and in the best interests of ASB in making such recommendations, including recommendations from the CEO.

4. Administer ASB's Executive Compensation Clawback Policy and review and approve any changes thereto as may be appropriate or necessary.

5. Review and make recommendations to the Board regarding any severance or change-in-control agreements or arrangements with respect to ASB executive officers.

6. With respect to non-executive officers and other employees of ASB, review overall compensation and benefits design, including merit budgets and salary and incentive structures, and make appropriate recommendations for approval by the Board.

7. Prepare a Compensation Committee Report, to be included in ASB's annual proxy statement or Form 10-K, and review and discuss with management ASB's disclosure under the "Compensation Discussion and Analysis" ("CD&A") required by Item 402(b) of Regulation S-K and, based on such review and discussion, make recommendations to the Board as to whether the CD&A should be included in ASB's annual proxy statement or Form 10-K, as applicable.

8. Review and approve (or, with respect to the CEO, make recommendations to the Board regarding) proposals to be voted upon by ASB shareholders regarding compensation or human capital management matters.

9. Review at least annually the key elements of ASB's incentive compensation

systems, including whether any arrangements or features of ASB's incentive compensation plans and programs provide excessive compensation or could lead to material loss, (b) report the results of such review to the Board and (c) annually review ASB's executive compensation systems for compliance with regulatory requirements and guidance (including, but not limited to, the 2010 interagency Guidance on Sound Incentive Compensation Principles) applicable to compensation of ASB employees.

B. Non-Employee Director Compensation. Review periodically (no less frequently than once every three years) and recommend to the Board the amount and form of compensation for service by non-employee directors on the Board and its committees.

C. Compensation Consultants and Other Advisers to the Committee.

1. The Committee may, in its sole discretion retain or obtain the advice of a compensation consultant, independent legal counsel or other adviser and shall be directly responsible for the appointment, compensation and oversight of the work of such compensation consultant, independent legal counsel or other adviser. For the avoidance of doubt, (a) the Committee is not required to implement or act consistently with the advice or recommendations of such compensation consultant, independent legal counsel or other adviser and (b) retaining or obtaining the advice of a compensation consultant, independent legal counsel or other adviser does not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties.

2. Prior to selecting or obtaining the advice of a compensation consultant, legal counsel or other adviser to the Committee, the Committee shall take into consideration all factors relevant to that person's independence from management, including those independence factors enumerated by NYSE rules. In addition, the Committee shall annually review an assessment of any potential conflict of interest raised by the work of any compensation consultant involved in recommending executive or director compensation.

D. Human Capital Management. Assist the Board in overseeing and monitoring strategies and policies related to human capital management within the workforce and report on such matters to the Board.

E. Other Responsibilities and Authority. Perform such other responsibilities and have such other authority as may be assigned to the Committee under the terms of any ASB or non-employee director compensation or benefit plan.

V. Role of the ASB Chief Executive Officer

The ASB CEO may make, and the Committee may consider, recommendations to the Committee regarding executive compensation and benefit plans, including incentive compensation plans, with respect to executive officers of ASB other than the ASB CEO.

VI. Committee Evaluation and Charter Review

The Committee shall annually evaluate its performance and report to the Board on such evaluation. The Committee shall annually review and assess the adequacy of this charter and may recommend to the Board proposed revisions to this charter.

VII. Investigations and Studies; Funding for Outside Advisers

A. The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities.

B. With respect to any compensation consultant, independent legal counsel or other advisers retained by the Committee pursuant to Section IV.C.1 above, ASB shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to such compensation consultant, independent legal counsel or other adviser.