

**COLUMBIA FINANCIAL, INC.**  
**NOMINATING/CORPORATE GOVERNANCE COMMITTEE CHARTER**

**I. Purpose**

The primary objectives of the Nominating/Corporate Governance Committee (the “Committee”) are to assist the Board of Directors (the “Board”) of Columbia Financial, Inc. (the “Company”) and its direct and indirect subsidiaries (collectively, “Columbia”) by: (i) identifying, screening and reviewing individuals qualified to become board members of Columbia and recommending that the Board select a group of director nominees for each annual meeting of stockholders or to fill vacancies; (ii) ensuring that the Audit, Compensation and Nominating/Corporate Governance Committees of Columbia shall have the benefit of qualified and experienced “independent” directors; and (iii) developing and recommending to the Board a set of effective corporate governance policies and procedures applicable to Columbia, including ongoing development for directors.

**II. Organization**

The Committee shall consist of three or more independent directors of the Company, including the Chairman of the Board, each of whom shall satisfy the definition of independent director as defined in any qualitative listing requirements for Nasdaq Stock Market, Inc. issuers and any applicable Securities and Exchange Commission rules and regulations.

Committee members shall be elected by the Board at the annual organizational meeting of the Board of Directors of the Company. Members shall serve until their successors are appointed. The Committee’s Chairperson shall be designated by the full Board of the Company or, if it does not do so, the Committee members shall elect a Chairman by vote of a majority of the full Committee.

The Committee may form and delegate authority to subcommittees when appropriate.

**III. Authority and Responsibilities**

The Committee shall: (i) develop and recommend to the Board a Corporate Governance Policy (the “Policy”) applicable to Columbia, and review and reassess the adequacy of such Policy annually and recommend to the Board any changes deemed appropriate; (ii) develop policies on the size and composition of the Board and recommend such to the Board for approval; (iii) review possible candidates for board membership consistent with the Board’s criteria for selecting new directors; (iv) perform Board performance evaluations on an annual basis; (v) annually recommend a slate of nominees to the Board with respect to nominations for the Board at the annual meeting of the Company’s stockholders and candidates for any vacancies to be filled by the Board; (vi) review the Company’s strategies, activities and policies regarding sustainability and other environmental, social and governance (“ESG”) related matters and make recommendations to the Board on such matters; (vii) provide for orientation of new board

members and continuing education and development opportunities for incumbent board members; and (viii) generally advise the Board (as a whole) on corporate governance matters.

The Committee shall also advise the Board with respect to Board committees, including: (i) committee member qualifications, (ii) listing and regulatory criteria for composition of the Audit, Compensation and Nominating/Corporate Governance Committees; and (iii) committee member appointments and removals.

The Committee shall perform any other activities consistent with this Charter, the Company's bylaws and governing law and regulations as the Committee or the Board deems appropriate.

#### **IV. Structure and Meetings**

The Committee will meet four times a year, with the authority to convene additional meetings as may be necessary or appropriate. The Chairperson will preside at each meeting and, in consultation with the other members of the Committee, will set the length of each meeting and the agenda of items to be addressed at each meeting. A quorum of the Committee shall be declared when a majority of the appointed members of the Committee are in attendance. The Committee Chairperson shall ensure that the agenda for each meeting is circulated to each Committee member in advance of the meeting. The Chairperson shall ensure that accurate and complete minutes of each meeting are maintained.

#### **V. Accountability; Performance Evaluation**

The Committee shall report its actions and recommendations to the Board at the Board's next meeting following any meeting of the Committee.

The Committee will review and evaluate the performance of the Committee annually. The Committee will annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

On an annual basis, the Committee will solicit input from the full Board of Directors and conduct a review of the effectiveness of the operations of the Board and other Board Committees, including reviewing governance and operating practices of the Board.

#### **VI. Committee Resources**

The Committee shall have the authority to obtain advice and seek assistance from internal or external legal, accounting, or other advisors. The Committee shall have the sole authority to retain and terminate any search firm to be used to identify director candidates, including sole authority to approve such search firm's fees and other retention terms.

Approved by the Board of Directors on January 28, 2026