

RFA FINANCIAL INC.
POSITION DESCRIPTION OF THE CHIEF EXECUTIVE OFFICER

Adopted as of February 1, 2026

The Board of Directors (the “Board”) of RFA Financial Inc. (“RFA” or the “Company”) has adopted a position description for the Chief Executive Officer of the Company (the “CEO”). The CEO is appointed by and shall report to the Board. The CEO is responsible for the effective overall management of the business and affairs of RFA and for conformity with policies agreed upon by the Board. The CEO shall have full responsibility for the day-to-day operations of the business of the Company and its subsidiaries in accordance with the strategic plan and operating and capital budgets.

In fulfilling his or her duties, the CEO will be responsible for:

- (a) developing, for the Board’s consideration and approval, a long-term strategy and vision for RFA that is consistent with the objectives of the Company;
- (b) developing, for the Board’s consideration and approval, annual business plans and budgets that support RFA’s long-term strategy and objectives;
- (c) providing the appropriate management and supervision of the day-to-day business affairs of the Company by developing and implementing processes that will ensure the achievement of the Company’s short and long-term financial and operating goals and objectives;
- (d) overseeing the development, communication, and implementation of RFA’s vision and strategy, and providing clear objectives and focus for all employees and clear and appropriate standards and measures of performance;
- (e) fostering a culture that promotes inclusion, integrity, and ethical practices throughout the organization, including setting the tone by meeting the highest ethical standards;
- (f) maintaining a positive work climate that motivates high performance across the organization and attracts and retains top-quality employees at all levels;
- (g) establishing an appropriate organization structure, ensuring that the Company has an effective management team below the level of the CEO and ensuring that there is effective collaboration amongst the members of the management team;
- (h) evaluating the performance of all senior management reporting directly to the CEO and making recommendations to RFA’s Governance, Nominating and Compensation Committee (the “GNCC”) with respect to their compensation;
- (i) developing, in cooperation with the Board, an effective succession plan for the CEO position;
- (j) developing and supervising the development of an effective management team and an active plan for its development and succession;
- (k) identifying and assessing the principal risks of the Company and implementing systems to manage these risks and mitigate uncertainties that can have a negative effect on RFA’s business activities and ability to achieve its objectives and strategic plan;
- (l) establishing and maintaining lines of communication with the investment community and serving as the primary spokesperson of the Company, pursuant to RFA’s Disclosure Policy;
- (m) establishing a strong working relationship with the Board;

- (n) overseeing the implementation of major corporate policies and ensuring compliance by the Company with all applicable laws, rules and regulations, as well as RFA's Code of Conduct and any other policies of the Board in effect from time to time;
- (o) working with the Chair or Executive Chair, as the case may be, of the Board, the Lead Director, if one is appointed, and with the Chair of each committee of the Board so that the Board, and each committee thereof, is provided with the information and resources to permit it to carry out its duties and responsibilities;
- (p) ensuring that the Board remains fully informed through direct communication regarding all significant matters and dealing with the Board in a manner that ensures that the Board is able to provide the best counsel and advice possible; and
- (q) performing other duties and responsibilities required by applicable laws, rules and regulations, as appropriate, or as may be directed by the Board, consistent with the position of CEO.

This position description will be reviewed annually by the GNCC, and will be approved, with or without changes, by the Board annually.