Triumph

Triumph Compensation Committee Charter

Effective October 27, 2026

Purpose

The Compensation Committee (the "Committee") is appointed by the Board of Directors (the "Board") to discharge the Board's responsibilities relating to compensation of Triumph Financial, Inc.'s (the "Company") Chief Executive Officer (the "CEO") and the Company's other "officers" as defined by Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the "Exchange Act") (collectively, including the CEO, the "Executive Officers"). The Committee has overall responsibility for approving and evaluating all compensation plans, policies and programs of the Company as they affect the Executive Officers, as well as the other duties and responsibilities described below.

Committee Membership

The Committee shall consist of no fewer than three members. The members of the Committee shall meet the independence requirements of the New York Stock Exchange ("NYSE").

At least two members of the Committee also shall qualify as "non-employee directors" within the meaning of Rule 16b-3 under the Exchange Act. A subsequent determination that any member of the Committee does not qualify as a "non-employee director" will not invalidate any previous actions by the Committee except to the extent required by law or determined appropriate to satisfy regulatory standards.

The members of the Committee shall be appointed annually by the Board, and vacancies shall be filled or members removed by the Board, in each case on the recommendation of the Nominating and Corporate Governance Committee. One member of the Committee shall be appointed as Committee Chairman by the Board. Committee members may be replaced by the Board.

Meetings and Manner of Acting

The Committee shall meet as often as necessary to carry out its responsibilities. The Committee Chairman shall preside at each meeting. In the event the Committee Chairman is not present at a meeting, the Committee members present at that meeting shall designate one of its members as the acting chair of such meeting. A majority of the

members of the Committee shall constitute a quorum, and the act of a majority of the quorum shall be the act of the Committee.

Committee Responsibilities and Authority

In furtherance of its purposes, the Committee shall have the following duties and responsibilities and any others that may be appropriate to carry out its purposes as provided herein, or that are delegated to it by the Board from time to time.

1. The Committee shall oversee the Company's overall compensation philosophy, policies and programs, and assess whether the Company's compensation philosophy establishes appropriate incentives for management and employees.

2. The Committee shall, at least annually, review and approve the goals and objectives relevant to the compensation of the Executive Officers, evaluate the Executive Officers' performance in light of those goals and objectives, and based on this evaluation and such other factors as the Committee determines to be appropriate, determine the annual base salaries and annual incentive opportunities of the Executive Officers. The CEO shall not be present during any Committee deliberations or voting with respect to his or her compensation.

3. The Committee shall, periodically and as and when appropriate, review and approve the following as they affect the Executive Officers: (a) all other incentive awards and opportunities, including both cash-based and equity-based awards and opportunities; (b) any employment agreements and severance arrangements; (c) any change-in-control agreements and change- in-control provisions affecting any elements of compensation and benefits; and (d) any special or supplemental compensation and benefits for the Executive Officers and individuals who formerly served as Executive Officers, including supplemental retirement benefits and the perquisites provided to them during and after employment.

4. In determining the Executive Officers' long-term incentive opportunities, the Committee shall consider, among other factors it deems appropriate from time to time, the Company's performance against its goals and relative shareholder return (or other criteria), the value of similar incentive awards to Executive Officers at comparable companies, and the awards given to the Company's Executive Officers in past years.

5. The Committee shall oversee and review the overall compensation of the other senior officers of the Company and its subsidiaries, it being understood that the administration and approval of salary, bonuses and other compensation for all employees of the Company and its subsidiaries other than the Executive Officers shall be delegated to management of the Company or the applicable subsidiary.

6. As and when appropriate, as determined by the Committee in its sole discretion, the Committee shall approve and administer the tax-qualified retirement plans of the Company and its subsidiaries.

7. The Committee shall review and make recommendations to the Board with respect to the Company's equity-based plans and the Company's incentive compensation plans, in each case to the extent subject to the approval of the Board.

8. The Committee shall administer the Company's 2014 Omnibus Incentive Plan and Senior Executive Incentive Plan, or successors to such plans as may be adopted from time to time, and any other plan with respect to which the Committee is designated as, or delegated the duties of, the primary administrator, in each case in accordance with the terms of such plan and applicable laws.

9. The Committee shall administer any compensation recoupment or clawback policies maintained by the Company, and review and recommend changes to any such policies to the Board from time to time as appropriate.

10. The Committee shall review and discuss with management the Compensation Discussion and Analysis (the "CD&A") required to be included in the Company's proxy statement and annual report on Form 10-K by the rules and regulations of the Securities and Exchange Commission (the "SEC") and, based on such review and discussion, determine whether or not to recommend to the Board that the CD&A be so included.

11. The Committee shall produce the annual Compensation Committee Report for inclusion in the Company's proxy statement in compliance with the rules and regulations promulgated by the SEC.

12. The Committee shall monitor the Company's compliance with the requirements under the Sarbanes-Oxley Act of 2002 relating to loans to directors and officers, and with all other applicable laws affecting employee compensation and benefits.

13. The Committee shall oversee the Company's compliance with SEC rules and regulations regarding shareholder approval of certain executive compensation matters, including, to the extent applicable, advisory votes on executive compensation and the frequency of such votes, and the requirement under the NYSE rules that, with limited exceptions, shareholders approve equity compensation plans.

14. The Committee shall receive periodic reports on the Company's compensation programs as they affect all employees.

15. The Committee shall make regular reports to the Board.

16. The Committee shall annually evaluate its own performance.

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

18. The Committee shall have the authority, in its sole discretion, to retain and terminate (or obtain the advice of) any compensation consultant, independent legal counsel or other adviser to assist it in the performance of its duties, but only after taking into consideration factors relevant to the adviser's independence from management specified in NYSE Listing Rule 303A.05(a)(iv) and Rule 10C-1(b)(4) under the Exchange Act. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, independent legal counsel or other adviser retained by the Committee and shall have sole authority to approve the adviser's fees and the other terms and conditions of the adviser's retention. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any compensation consultant, independent legal counsel or other adviser retained by the Committee.

19. The Committee may form and delegate authority to subcommittees as it deems appropriate; provided, however, that when appropriate to satisfy the requirements of Section 16b-3 of the Exchange Act, any such subcommittee shall be composed solely of two or more members that qualify as "non-employee directors" for purposes of Rule 16b-3 under the Exchange Act.