

## **HOME BANCORP, INC.**

### **Audit Committee Charter (as of June 20, 2023)**

#### **I. Purpose**

The Audit Committee (the "Committee") of Home Bancorp, Inc. (the "Company") is appointed by the Board of Directors to assist the Board in fulfilling its oversight responsibilities. The Committee's primary duties and responsibilities are to:

- Appoint the Company's independent registered public accounting firm.
- Monitor the quality and integrity of the Company's financial reporting processes and systems of internal controls regarding finance, accounting, legal, and regulatory compliance.
- Monitor the qualifications, independence, and performance of the Company's independent registered public accounting firm.
- Provide an avenue of communication among the independent registered public accounting firm, management, and the Board of Directors.
- Oversee the Company's internal audit function.

The Committee has the authority to conduct any investigation appropriate to fulfilling its responsibilities and has direct access to the independent registered public accounting firm as well as anyone in the organization. The Committee shall be directly responsible for appointing, determining funding for, and overseeing the independent registered public accounting firm in accordance with Section 301 of the Sarbanes-Oxley Act of 2002 ("Sarbanes-Oxley"), Section 10A(m)(2) of the Securities Exchange Act of 1934, as amended ("Exchange Act"), and the rules and regulations of the Securities and Exchange Commission (the "SEC") promulgated thereunder.

#### **II. Composition and Meetings**

Committee members shall meet the requirements of The Nasdaq Stock Market, LLC (the "Nasdaq"). The Committee shall be comprised of three or more directors, as determined by the Board, each of whom shall be independent, as such term is defined by the applicable rules of the Nasdaq and the SEC, free from any relationship that would interfere with the exercise of his or her independent judgment. In order to maintain independent judgment, Committee members are prohibited from receiving any consulting, advisory, or other compensatory fee, either directly or indirectly, from the Company or any affiliate of the Company, other than payment for Board or committee service. Committee members are prohibited from owning 20% or more of the Company's voting securities. All members of the Committee shall have a basic understanding of finance and accounting and be able to read and understand fundamental financial statements at the time of their appointment, and at least one member of the Committee shall be an "audit committee financial expert," as defined by the SEC.

Committee members shall be appointed by the Board. If a Committee chairman ("Chairman") is not designated or present, the members of the Committee may designate a Chairman by majority vote of

the Committee membership. A Committee member must not have participated in the preparation of the financial statements of the Company or any of its subsidiaries at any time during the past three years.

The Committee shall meet at least four times annually, or more frequently as circumstances dictate. The Chairman shall approve an agenda in advance of each meeting. The Committee should meet privately in executive session at least annually with management, the Company's internal auditor, the independent registered public accounting firm, and as a committee to discuss any matters that the Committee or each of these groups believe should be discussed. The Committee, or at least its Chairman, should communicate with management and the independent registered public accounting firm no less than quarterly to review the Company's financial statements and significant findings based upon the independent registered public accounting firm's limited review procedures. The Chairman or another member of the Committee selected thereby should review the Company's earnings releases with management and the independent registered public accounting firm prior to their release.

### **III. Responsibilities and Duties**

#### *Review Procedures*

1. Review and reassess the adequacy of this Charter at least annually and recommend any proposed changes to the Board of Directors for approval. Have the Charter publicly available in accordance with regulations of the SEC.
2. Review the Company's annual audited financial statements and unaudited interim financial statements including disclosures within "Management's Discussion and Analysis of Financial Condition and Results of Operations," prior to filing or distribution. Review should include discussion with management and the independent registered public accounting firm of significant issues regarding accounting principles including critical accounting policies, practices, and judgments as well as the disclosure of any "pro forma" or "non-GAAP" information.
3. In consultation with management of the Company, the independent registered public accounting firm, and the internal auditor, consider the integrity of the Company's financial reporting processes and controls.
4. Discuss significant financial risk exposures, including the effect of regulatory and accounting initiatives, as well as off-balance sheet structures, on the financial statements and the steps management has taken to monitor, control, and report such exposures. Review significant findings prepared by the independent registered public accounting firm and the internal auditor together with management's responses.
5. Review with management and the independent registered public accounting firm the Company's quarterly financial results prior to the release of earnings and/or the Company's quarterly financial statements prior to filing or distribution of the Quarterly Report on Form 10Q. Discuss any significant changes to the Company's accounting principles and any items required to be communicated by the independent registered public accounting firm in accordance with Auditing Standard No. 1301. The Chairman of the Committee may represent the entire Committee for purposes of this review.

6. Review disclosures made by the Chief Executive Officer and the Chief Financial Officer during the Forms 10-K and 10-Q certification process about significant deficiencies in the design or operation of internal controls or any fraud that involves management or other employees who have a significant role in the Company's internal controls.
7. Discuss with management and the independent registered public accounting firm significant financial reporting issues and judgments made in connection with the preparation of the Company's financial statements, including any significant changes in the Company's selection or application of accounting principles.
8. Review and discuss with management and the independent registered public accounting firm any major issues as to the adequacy of the Company's internal controls, any special steps adopted in light of material control deficiencies and the adequacy of disclosures about changes in internal control over financial reporting.
9. Review and discuss with management and the independent registered public accounting firm the Company's internal controls report and the independent auditor's attestation report prior to the filing of the Company's Annual Report on Form 10-K.
10. Discuss with the independent registered public accounting firm the matters required to be discussed by AU-C Section 260 relating to the conduct of the audit, including any difficulties encountered in the course of the audit work, any restrictions on the scope of activities or access to requested information, and any significant disagreements with management.

*Independent Registered Public Accounting Firm*

11. The Committee shall be directly responsible for the appointment, compensation, oversight of the work, evaluation, and termination of the independent registered public accounting firm (subject, if applicable, to shareholder ratification). The independent registered public accounting firm reports directly to the Committee and the Committee will be responsible for the resolution of any disagreements between management and the independent registered public accounting firm regarding financial reporting. The Committee shall also review such firm's independence.
12. Audit, audit-related, tax and all other services, which are not prohibited by law, shall be pre-approved by the Committee pursuant to such processes as are determined to be advisable. However, the pre-approval requirement set forth in the first sentence above, shall not be applicable with respect to the provision for other services, if:
  - (i) the aggregate amount of other services provided to the Company constitutes not more than five percent of the total amount of revenues paid by the Company to its independent registered public accounting firm during the fiscal year in which the other services are provided;
  - (ii) such services were not recognized by the Company at the time of the engagement to be other services; and
  - (iii) such services are promptly brought to the attention of the Committee and approved by the Committee or by one or more members of the Committee to whom authority to grant such approvals has been delegated by the Committee prior to the completion of the audit.

Delegation - The Committee may delegate to one or more designated members of the Committee the authority to grant required pre-approvals. The decisions of any member to whom authority is delegated under this paragraph to pre-approve an activity under this subsection shall be presented to the full Committee at its next scheduled meeting.

The pre-approval policies and procedures will be disclosed in the Company's proxy statements and annual reports in the manner directed by the regulations of the SEC or the rules of the Nasdaq, as applicable.

13. Obtain and review documentation from the independent registered public accounting firm annually regarding: (a) the firm's internal quality-control procedures; (b) any material issues raised by the most recent internal quality-control review or peer review of the independent registered public accounting firm, or by any inquiry or investigation by governmental or professional authorities within the preceding five years respecting one or more independent audits carried out by the independent registered public accounting firm; and (c) any steps taken to deal with any such issues. Evaluate the qualifications, performance, and independence of the independent registered public accounting firm, including considering whether the firm's quality controls are adequate and the provision of permitted non-audit services is compatible with maintaining its independence.
14. Obtain from the independent registered public accounting firm a written statement delineating all relationships between the firm and the Company. It is the responsibility of the Audit Committee to actively engage in a dialogue with the independent registered public accounting firm with respect to any disclosed relationships or services that may impact the objectivity and independence of the independent registered public accounting firm and for purposes of taking, or recommending that the full Board take, appropriate action to oversee the independence of the firm.
15. On an annual basis, review and discuss with the independent registered public accounting firm all significant relationships they have with the Company that could impair their independence. Consider whether the provision of any non-audit services by the independent registered public accounting firm is compatible with maintaining their independence.
16. Review the independent registered public accounting firm's audit plan including discussions of audit scope, staffing, locations, reliance upon management, and internal audit and general audit approach.
17. Prior to releasing the year-end earnings, discuss the results of the audit with the independent registered public accounting firm including any audit problems or difficulties and management's response. The Chairman of the Committee may represent the entire Committee for purposes of this discussion. Discuss certain matters required to be communicated to audit committees in accordance with AU-C Section 260 and obtain the written disclosures and the letter from the independent registered public accounting firm required by Independence Standards Board Standard No. 1.
18. Consider the independent registered public accounting firm's judgments about the quality and appropriateness of the Company's accounting principles as applied in its financial reporting. Prior to releasing the year-end earnings, obtain a report from the independent registered public accounting firm containing (a) all critical accounting policies used by the Company, (b) alternative accounting treatments that have been discussed with management and the potential

ramifications of using those alternatives, and (c) other written communications provided by the independent registered public accounting firm to management, e.g., a management letter and schedule of unadjusted audit differences.

19. Require audit partner (including both the audit partner having primary responsibility for the audit and the audit partner responsible for reviewing the audit) rotation for a period of no less than five years after each such partner serves in this capacity for five years.
20. Ensure no former upper-level employees of the independent registered public accounting firm who could influence the independent registered public accounting firm serve in an accounting role or financial reporting oversight role of the Company, as such terms are defined by the SEC and Nasdaq regulations.
21. Inquire of the independent registered public accounting firm whether any member of the audit engagement team received bonuses or incentive compensation based on the sale of non-audit products or services to the Company, which is prohibited by Sarbanes-Oxley and the provisions of the Exchange Act and the regulations promulgated thereunder.
22. Review the audit engagement team to determine appropriate qualifications as well as to determine whether any members would be disqualified under the independence provisions of the Exchange Act and the regulations promulgated thereunder, including, but not limited to, Regulation S-X.
23. Ensure that the Company provides the required proxy statement and annual report disclosure of the fees paid to the independent registered public accounting firm.
24. Engage in a dialogue with the independent registered public accounting firm to understand the nature of each identified critical audit matter, basis for identifying a matter as a critical audit matter and how each such identified matter will be described in the firm's report.
25. Review with the independent registered public accounting firm any management letter provided by the firm and the Company's response to that letter.
26. Obtain from the independent registered public accounting firm assurance that Section 10A of the Exchange Act (i.e., discovery and reporting of illegal acts) has not been implicated.

#### *Internal Audit*

27. Approve the Internal Audit Charter.
28. Approve the risk-based internal audit plan and recommend any changes.
29. Approve the internal audit activity budget and resource plan.
30. Receive communications from the Internal Audit Director on the internal audit activity's performance relative to its plan and other matters.
31. Approve decisions regarding the appointment and removal of the Internal Audit Director and the remuneration of the Internal Audit Director.
32. Together with the Internal Audit Director, oversee any outsourcing to third parties of internal audit functions.

33. Review the activities, organizational structure, and qualifications of the internal audit function, as needed.
34. Ensure that the Company's internal auditor reports to the Committee.
35. Review significant reports prepared by the internal audit function together with management's response and follow-up to these reports.

#### *Other Audit Committee Responsibilities*

Annually prepare a report to shareholders as required by the SEC. The report must be included in the Company's annual proxy statement. The Committee will also make a specific recommendation, disclosed in the proxy statement, whether or not the Company's audited financial statements be included in the Company's annual report to shareholders.

36. Establish procedures for the receipt, retention, and treatment of internal and external complaints received by the Company regarding accounting, internal accounting controls, or auditing matters. In establishing such procedures, the Committee must provide for the ability of the Company's employees to submit by confidential, anonymous submission any concerns regarding questionable accounting or auditing matters.
37. Review and approve all related-party transactions (e.g. Company transactions with any director or executive officer of the Company or any Company security holder with more than five percent of the voting securities, including immediate family members or associates or affiliates of any of the above) in accordance with the Company's Code of Ethics.
38. The Committee shall annually review its performance as the Audit Committee.
39. Perform any other activities consistent with this Charter, the Company's Articles of Incorporation and Bylaws, and governing law, as the Committee or the Board deems necessary or appropriate.
40. Maintain minutes of meetings and periodically report to the Board of Directors on significant results of the foregoing activities.

### **III. Outside Advisors**

The Committee has the ability to retain, at the Company's expense, special legal, accounting, or other consultants or experts it deems necessary within the Committee's scope of responsibilities.

### **IV. Limitation of Audit Committee's Role**

In carrying out its responsibilities, the Committee's policies and procedures should remain flexible in order to be able to react to changing conditions and the environment, and to assure the directors and shareholders that the corporate accounting and reporting practices of the Company are in accordance with all requirements. While the Audit Committee has the responsibilities and powers set forth in this Charter, it is not the duty of the Committee to plan or conduct audits, or to determine that the Company's financial statements and disclosures are complete and accurate and are in accordance with GAAP and applicable rules and regulations. These are the responsibilities of management and the independent registered public accounting firm.