

I Haven't Received My Annual Report or Proxy Statement, Are They On the Way?

FS Bancorp, Inc. and its subsidiary 1st Security Bank have elected to deliver our proxy materials to our shareholders electronically. This allows us to provide shareholders with the information they need, while conserving natural resources and lowering the cost of delivery. We mail a **Notice of Internet Availability of Proxy Materials**, (the "Notice"), that instructs you how to access the Annual Report on Form 10-K and Proxy Statement electronically. Shareholders always have the option to request a paper copy of the annual report and proxy materials.

If you have not received your Notice, it may be for one of the following reasons:


1. Notices may take several weeks to reach all shareholders. If you have not received the information by early May, please contact the investor relations team (investorrelations@fsbwa.com) and we will research your proxy.
2. You have elected to receive your documents (including your Notice) electronically, in which case you will receive an **email** from the institution where you hold your shares with instructions for accessing your documents via your online account. This is the preferred method to reduce the amount of paper being utilized; however, we may need to update your email contact information. Please contact investorrelations@fsbwa.com to update information.
3. Your contact information within your account may not be current. The Notice is sent on our behalf from a third-party mail-house who uses contact information received from shareholder accounts. FS Bancorp, Inc. does not have visibility into these accounts. To ensure that your contact information is correct, see below:
 - **For Beneficial Shareholders** (your shares are held in the name of a broker, bank or other holder of record), please contact your broker, bank or holder of record directly.
 - **For Registered Shareholders** (you hold your shares in your name), please contact Equiniti at (800) 468-9716. You can also sign onto shareowneronline.com to update your account address and email.


How Do I Request Paper or Email Copy of the Materials (Annual Report on Form 10-K and Proxy Statement)?

► Please Note: You must have your **control number** to request materials. Control numbers change each year and are not reusable. Your control number can be found in the box in the upper right-hand corner of your Notice.

Beneficial Shareholders: (your shares are held in the name of a broker, bank or other holder of record), please contact your broker, bank or holder of record directly.

Registered Shareholders: With your control number handy, you can request materials as follows:

 **By Internet:** Access the Internet and go to www.investorelections.com/FSBW. Follow the instructions to log in, and order copies.

 **By Telephone:** Call free of charge at (866) 870-3684 in the U.S. or Canada, using a touch-tone phone, and follow the instructions to log in and order copies.

 **By Email:** Send an email to paper@investorelections.com with “FS Bancorp, Inc. Materials Request” in the subject line. The email must include:

- The 11-digit control # located in the box in the upper right-hand corner on the front of this notice.
- Your preference to receive printed materials via mail **-or-** to receive an email with links to the electronic materials.
- If you choose email delivery you must include the email address.
- If you would like this election to apply to delivery of material for all future meetings, write the word “Permanent” and include the last 4 digits of your Tax ID number in the email.

If you cannot find your control number, you may request it in the following ways:

- For **Beneficial Shareholders** (your shares are held in the name of a broker, bank or other holder of record), please contact your broker, bank or holder of record directly. You may need to ask for the Proxy Department specifically.
- For **Registered Shareholders** (you hold your shares in your name), please send an email with the full name on the account and number of shares held to investorrelations@fsbwa.com and we will request a control number on your behalf.
- For **Employee Stock Purchase Plan (ESPP) Shareholders**, please contact investorrelations@fsbwa.com

How Do I Vote?

For Registered Shareholders (you hold your shares in your name) You must have your control number to vote your shares. Control numbers change each year and are not reusable. Your control number can be found on your Notice, in the box on the upper right-hand corner.

With your control number handy, you can then vote your shares:

- **By Internet:** Go to www.proxypush.com/fsbw or scan the QR code from the Notice or Proxy Card using your mobile device.
- **By Toll-free telephone from the United States, U.S territories and Canada:** Call **(866) 883-3382**
- **By Mail:** If you received a paper copy of the proxy materials by mail: mark, sign, date, and promptly mail the enclosed proxy card in the postage paid envelope.
- All votes must be received by May 18, 2026, at 11:59pm CT to be counted.