

**AGNC INVESTMENT CORP.
COMPENSATION AND CORPORATE GOVERNANCE COMMITTEE
CHARTER**

A. ORGANIZATION

This charter (“Charter”) governs the operations of the Compensation and Corporate Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of AGNC Investment Corp., a Delaware corporation (the “Company”). The Committee shall review and reassess this Charter at least annually and obtain the approval of the Board for any changes to this Charter. The Committee shall be appointed and its chair shall be designated by the Board, provided that if the Board does not designate a chair, the members of the Committee, by a majority vote, may designate a chair.

The Committee shall be comprised of at least three directors, each of whom will be an independent director, as independence is defined in the applicable rules and standards of the U.S. Securities and Exchange Commission (the “SEC”) and the Nasdaq Stock Market, and any other applicable laws, rules and regulations. Members of the Committee also must satisfy the “non-employee” director standard contained in Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended (the “Exchange Act”). Committee members shall also meet such other eligibility requirements as may be established by the SEC, the Nasdaq Stock Market and any other applicable laws, rules and regulations.

B. MEETINGS AND PROCEDURES OF THE COMMITTEE

The Committee shall meet as often as it determines necessary to carry out its duties and responsibilities. The Committee, in its discretion, may ask members of management or others to attend its meetings (or portions thereof) and to provide pertinent information as necessary. The Committee may form subcommittees, consisting of one or more members of the Committee, for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate; *provided*, however, that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

A majority of the members of the Committee present in person or by means of a conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute a quorum. The Committee may act by unanimous written consent as the Committee may decide in accordance with the Company’s Bylaws and applicable law.

The Committee shall maintain minutes of its meetings and records relating to those meetings and shall report regularly to the Board on its activities, as appropriate.

Nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of the members of the Committee, except to the extent otherwise provided under applicable federal or state law.

C. STATEMENT OF POLICY

The Committee shall provide assistance to the Board in fulfilling its oversight responsibilities relating to (i) the compensation of the officers, directors and employees of the Company, including the Chief Executive Officer (the “CEO”) and any Executive Chair, (ii) the selection of directors for the Company and (iii) the implementation and observance of appropriate corporate governance policies and procedures.

D. RESPONSIBILITIES AND PROCESSES

The primary responsibilities of the Committee are to: (i) recommend to the Board, oversee and review the compensation practices of the Company with regard to the CEO, any Executive Chair, other executive officers (as defined by applicable Nasdaq Stock Market rules) of the Company (collectively with the CEO and any Executive Chair, the “Executive Officers” and separately from the CEO and any Executive Chair, the “Other Executive Officers”), employees of the Company and members of the Board; (ii) set or recommend the compensation and other terms of employment of the Executive Officers as and to the extent provided herein; (iii) provide general oversight of the Company’s compensation structure; (iv) make recommendations to the Board on management succession and leadership development; (v) oversee matters relating to human capital management; (vi) monitor and facilitate the governance of the Company, including matters of Board composition and succession planning; (vii) oversee the evaluation of the Board, the Board’s committees and management; (viii) review and approve the disclosure regarding the Company’s compensation and benefits matters in the Company’s proxy statement filed prior to its annual meeting of stockholders (the “Proxy Statement”) and, when applicable, Annual Report on Form 10-K (the “Annual Report”); and (ix) make recommendations to the Board regarding oversight of corporate social responsibility and sustainability. The Committee, in carrying out its responsibilities, believes its policies and procedures should remain flexible, in order to best react to changing conditions and circumstances. The Committee shall also take appropriate action to establish and reinforce a corporate environment of responsiveness and fair governance.

The following shall be the principal recurring business of the Committee in carrying out its oversight responsibilities. These business items are set forth as a guide with the understanding that the Committee may supplement them as appropriate.

1. *Compensation Philosophy and Program.* In consultation with management, the Committee shall establish the Company’s general compensation philosophy and oversee the development and implementation of compensation policies and programs with respect to the Executive Officers and other employees of the Company. The Committee shall periodically review the Company’s compensation policies and programs and make any modifications that the Committee may deem necessary or advisable, subject to the terms of such policies or programs.
2. *Executive Officer and Employee Compensation.* The Committee is delegated the responsibility to (a) recommend the compensation and other terms of employment of the CEO and any Executive Chair, including any employment, severance, or change-in-control agreements or other arrangements specific to the CEO or any Executive Chair, for approval by the Board, (b) set the compensation and other terms of employment of

the Other Executive Officers, including any employment, severance, or change-in-control agreements or other arrangements specific to any such Other Executive Officer, and (c) annually review and approve the Company's goals and objectives relevant to the compensation of the Executive Officers and other employees of the Company. Based on the Committee's evaluation of achievement of goals and objectives and its recommendations, the Corporation's directors who are determined to be "independent" pursuant to listing standards applicable to the Corporation shall have the authority on behalf of the Board to set the compensation (including base salary, incentive compensation and equity-based awards) of the CEO and any Executive Chair and to approve any employment, severance, or change-in-control agreements or other arrangements specific to the CEO or any Executive Chair. In determining incentive compensation, the Committee and the Board shall consider, among other factors they deem appropriate from time to time, the Company's performance, relative stockholder return measures, the value of similar incentive awards provided to executive officers holding comparable positions at comparable companies, and the awards given in prior years. The CEO and Executive Chair may not be present during voting or deliberations on his or her respective compensation at Committee or Board meetings.

3. *Say-on-Pay Vote.* The Committee shall review, and recommend to the Board for approval, the frequency with which the Company will conduct Say-on-Pay Votes (as defined below), taking into account, among other things, the results of, when applicable, the most recent stockholder advisory vote on the frequency of the Say-on-Pay Vote, as required by Section 14A of the Exchange Act. The Committee shall also consider, when applicable, the most recent stockholder advisory vote on executive compensation (the "Say-on-Pay Vote") required by Section 14A of the Exchange Act when evaluating and determining or recommending compensation for the Executive Officers.
4. *Management Succession and Leadership.* The Committee shall review the Company's management succession plans and leadership development initiatives.
5. *Human Capital Management.* The Committee shall oversee matters relating to human capital, including the hiring, development, retention and satisfaction of the Company's workforce.
6. *Compensation Plans.* The Committee shall review, as it deems appropriate, the terms of the compensation plans that the Company may adopt. If delegated to it by the Board, the Committee shall administer such plans, including determining any incentive or equity-based awards to be granted to participants under any such plan.
7. *Compensation Risk Assessment.* The Committee shall annually review the Company's compensation policies, practices and incentive arrangements as they relate to all employees and consider any related risks.
8. *Approval of Director Nominees.* The Committee shall be the Nominating Committee as contemplated by the Company's Bylaws and shall have the power to select and recommend director nominees for approval by the stockholders.
9. *Director Recruitment.* The Committee shall consider and recruit candidates to fill vacant positions on the Board and shall review any candidate recommended by the stockholders

of the Company in accordance with the Company's Bylaws. As part of this responsibility, the Committee shall conduct appropriate inquiries to establish any such candidate's compliance with the independence and other qualification requirements established by applicable laws and regulations and as otherwise established by the Committee.

10. *Director Selection Criteria.* The Committee shall establish criteria for selecting new directors, which shall reflect, among other factors, a candidate's integrity and business ethics, strength of character, judgment, experience and independence, as well as factors relating to the composition of the Board, including its size and structure, the relative strengths and experience of current Board members, principles of diversity and Board succession planning.
11. *Consideration of Directors for Re-Election and Director Resignations.* In connection with its annual approval of a slate of director nominees, the Committee shall assess the contributions of those directors slated for re-election, and shall at that time review its criteria for Board candidates in the context of the Board evaluation process and other perceived needs of the Board. In addition, the Committee shall review resignations tendered by directors and recommend to the Board whether to accept or reject the resignation.
12. *Director Orientation and Education.* The Committee shall oversee the orientation process for new directors and continuing education of all directors, including regarding the Company's strategic and business plans, financial performance, legal and regulatory matters, Code of Ethics and Conduct, compliance programs and other matters.
13. *Governance Principles.* The Committee shall annually review the Board's Corporate Governance Guidelines and consider, among other matters, the size, composition and responsibilities of the Board and its committees. The Committee shall make recommendations to the Board with respect to changes to the Board's Corporate Governance Guidelines.
14. *Code of Ethics and Conduct.* The Committee shall periodically review the Company's Code of Ethics and Conduct and make recommendations to the Board with respect to any changes to the Code of Ethics and Conduct.
15. *Committee Membership and Operations.* The Committee shall advise the Board with respect to the charters, structure and operations of the various committees of the Board and qualifications for membership thereon, including policies for rotation of members among committees of the Board.
16. *Evaluation of the Board, Directors and Committees.* The Committee shall develop, recommend to the Board and oversee an annual self-evaluation process for the Board and its committees. In discharging this responsibility, the Committee shall solicit comments from all directors. The Committee shall also periodically evaluate the performance of individual directors.
17. *Director Compensation.* The Committee shall periodically review and recommend to the Board proposed changes in Board compensation, including any retainer and

meeting attendance fees, as well as other director compensation programs and policies.

18. *Access to Consultants.* The Committee shall have the resources and authority to discharge its duties and responsibilities as described herein, including the authority to select, retain, obtain and terminate counsel, compensation consultants, financial consultants, search consultants for director vacancies and other experts (collectively, “Consultants”). The Committee shall have the sole authority to select, retain, obtain and terminate its Consultants, to oversee the work of its Consultants and to approve reasonable consultant’s fees and other retention terms, which fees and other retention terms shall be paid by the Company. In doing so, the Committee shall have responsibility to consider the independence of its Consultants, as set forth in the paragraph below and to the extent required by applicable law, regulations and the listing standards of the Nasdaq Stock Market. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any Consultants retained by the Committee. The Committee shall provide the Board with an annual summary of the activities performed by Consultants for the Committee and management.
19. *Independence Considerations in the Selection of Consultants.* The Committee may select, or receive advice from, any Consultant, other than in-house legal counsel, only after taking into consideration the following factors: (i) the provision of other services to the Company by the person that employs the Consultant, (ii) the amount of fees received from the Company by the person that employs the Consultant as a percentage of the total revenue of the person that employs the Consultant, (iii) the policies and procedures of the person that employs the Consultant that are designed to prevent conflicts of interest, (iv) any business or personal relationship of the Consultant with a member of the Committee, (v) any stock of the Company owned by the Consultant, and (vi) any business or personal relationship of the Consultant or the person employing the Consultant with the CEO, Executive Chair or Other Executive Officers of the Company; *provided* that the Committee need not consider such factors for any compensation Consultant that acts in a role limited to the following activities: (a) consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of the CEO, Executive Chair, Other Executive Officers or directors of the Company, and that is available generally to all salaried employees, and/or (b) providing information that either is not customized for a particular Company or that is customized based on parameters that are not developed by the Consultant, and about which the Consultant does not provide advice.
20. *Required Proxy Statement and Annual Report Disclosures.* The Committee shall review and approve disclosure regarding compensation and benefit matters required to be included in the Company’s Proxy Statement and, when applicable, Annual Report. In addition, the Committee shall review and discuss with the Company’s management the Compensation Discussion and Analysis (the “CD&A”) required by Item 402 of Regulation S-K (“Item 402”), prior to its inclusion in the Company’s Proxy Statement or Annual Report, as applicable. Based on such review and discussion, the Committee shall determine whether to recommend to the Board that the CD&A be included in the Company’s Proxy Statement or Annual Report. The Committee shall provide the Compensation Committee Report required by Item 407 of Regulation S-K for inclusion

in the Company's Proxy Statement or Annual Report.

21. *Stockholder Proposals.* The Committee shall review, evaluate and make recommendations to the Board regarding stockholder proposals for inclusion in the Company's proxy materials.
22. *Corporate Social Responsibility and Sustainability.* The Committee shall make recommendations to the Board, as needed, regarding Board and committee oversight of the Company's strategies, practices and related matters with respect to corporate social responsibility and sustainability.
23. *Other Duties.* The Committee shall also carry out such other duties as may be delegated to it by the Board from time to time.
24. *Communication with the Committee.* Anyone who would like to communicate with, or otherwise make his or her concerns known directly to the chair of the Committee, or to members of the Committee as a group, may do so by (1) addressing such communications or concerns to the Secretary of the Company at 7373 Wisconsin Avenue, 22nd Floor, Bethesda, Maryland 20814, who will forward such communications to the appropriate party, or (2) sending an e-mail to ChiefComplianceOfficer@AGNC.com. Such communications may be done confidentially or anonymously.
25. *Access to Records, Counsel, Consultants and Others; Investigation and Studies.* The Committee shall have the full resources and authority to investigate or study any matter brought to its attention with full access to all books, records, facilities and personnel of the Company and to request that any officer of the Company or the Company's outside counsel meet with any Consultants to the Committee regarding such investigation or study.
26. *Funding.* The Committee shall have the funding, as determined by the Committee, necessary to pay its ordinary administrative expenses.

Amended as of July 16, 2026.