

LANDSEA HOMES CORPORATION

Hiring Policy for Current and Former Personnel of the Outside Auditor

A. Overview

In order to avoid actual or perceived impairment of the independence of the accounting firm providing audit services (the “**Outside Auditor**”) to Landsea Homes Corporation (the “**Company**”), the Audit Committee has adopted this policy on hiring current and former personnel of the Outside Auditor. In addition, this policy implements various Securities and Exchange Commission (“**SEC**”) rules governing the hiring of personnel from the Outside Auditor, including a rule requiring a Cooling-Off Period before members of the Company’s Audit Engagement Team may work at the Company in a Financial Reporting Oversight Role.

Capitalized terms are defined in Section C (Definitions), below.

B. Hiring Guidelines

1. *Members of the Audit Engagement Team*

Financial Reporting Oversight Roles—The Company may hire into a Financial Reporting Oversight Role an individual who is a current or former partner or professional employee of the Outside Auditor and was part of the Company’s Audit Engagement Team only if the individual:

- a. satisfies the Cooling-Off Period; and
- b. is not in a position to influence the Outside Auditor’s operations or financial policies and has no ongoing financial ties with the Outside Auditor (other than through a fully funded retirement plan).

The Audit Committee will be informed in a timely manner of any such hires from the Outside Auditor.

Accounting Roles—The Company may hire into an Accounting Role an individual who is a current or former partner or professional employee of the Outside Auditor and was part of the Company’s Audit Engagement Team only if the individual is not in a position to influence the Outside Auditor’s operations or financial policies and has no ongoing financial ties with the Outside Auditor (other than through a fully funded retirement plan). The Audit Committee will be informed in a timely manner of any such hires from the Outside Auditor.

Other Roles—Current or former partners and employees of the Outside Auditor who were part of the Company’s Audit Engagement Team are eligible to be considered for any other positions (besides those involving a Financial Reporting Oversight Role or an Accounting Role) within the Company.

2. *Individuals Not on the Audit Engagement Team*

Financial Reporting Oversight Roles and Accounting Roles—The Company may hire into a Financial Reporting Oversight Role or an Accounting Role an individual who is a current or former partner or professional employee of the Outside Auditor and who was not part of the Company’s Audit Engagement Team only if the individual is not in a position to influence the Outside Auditor’s operations or financial policies and has no ongoing financial ties with the Outside Auditor (other than through a fully funded retirement plan). The Audit Committee will be informed in a timely manner of any such hires from the Outside Auditor.

Other Roles—Current or former partners and employees are eligible to be considered for any other positions within the Company.

3. *Family Members*

The Company may not hire into a Financial Reporting Oversight Role or an Accounting Role any spouse, spousal equivalent, parent, dependent, child or sibling of any current partner or professional employee of the Outside Auditor who is a “**covered person**” (as such term is defined in Rule 2-01(f) of SEC Regulation S-X) with respect to the Company.

C. Definitions

1. “**Accounting Role**” means a role in which an individual is in a position to or does exercise more than minimal influence over the contents of the accounting records or anyone who prepares them. Personnel with direct responsibility for, or oversight of employees who prepare, accounting records in the Company’s corporate accounting, finance, payroll, treasury, disbursements and tax departments are in an Accounting Role. Individuals in other departments may also be determined to be in an Accounting Role on a case-by-case basis.
2. “**Audit Engagement Team**” generally means all partners, principals, shareholders and professional employees participating in an audit, review, or attestation engagement of the Company, including audit partners and all individuals who consult with others on the audit engagement team during the audit, review, or attestation engagement regarding technical or industry-specific issues, transactions, or events. Individuals (other than the audit engagement lead partner and concurring partner), who provided ten or fewer hours of audit, review or attest services during an annual audit engagement period are not considered members of the Audit Engagement Team.
3. “**Cooling-Off Period.**” A current or former employee of the Outside Auditor may not be hired into a Financial Reporting Oversight Role at the Company at any time during the annual engagement period following the period when the individual last was a member of the Company’s Audit Engagement Team (the “**Cooling-Off Period**”). Each annual audit engagement period begins with the

day after the Company files its annual report for the previous fiscal year and ends the day the Company files its annual report for the current fiscal year.

4. **“Financial Reporting Oversight Role”** means a role in which an individual is in a position to or does exercise influence over the contents of the financial statements or anyone who prepares them. Personnel holding the following positions are in a Financial Reporting Oversight Role:

Directors	Chief Accounting Officer
Chief Executive Officer	Controller
President	Treasurer
Chief Financial Officer	Director of Internal Audit
Chief Operating Officer	Director of Financial Reporting
Chief Legal Officer	

Individuals in positions other than those listed above may also be determined to be in a Financial Reporting Oversight Role on a case-by-case basis.

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