

LANDSEA HOMES CORPORATION

COMPENSATION COMMITTEE CHARTER

1. Members. The Board of Directors (the “**Board**”) of Landsea Homes Corporation (the “**Company**”) appoints a Compensation Committee of at least five members, at least two of whom shall be independent directors (as defined below) and designates one member as chairperson. Members of the Compensation Committee are appointed by the Board upon the recommendation of the Nominating and Governance Committee. For so long as the Company is a “controlled company” within the meaning of the rules of the Nasdaq Stock Market LLC (“**Nasdaq**”), the Compensation Committee will be exempt from the requirement that all compensation committee members be independent directors. At such time as the Company ceases to be qualified as a “controlled company” under the Nasdaq rules, each member of the Compensation Committee will satisfy Nasdaq’s independence requirements, subject to any applicable transition rules. For purposes hereof, an “independent director” is a director who meets the Nasdaq standards of “independence” for directors and compensation committee members, as determined by the Board. Additionally, at least two members of the Compensation Committee must qualify as “non-employee directors” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”). A subsequent determination that any member of the Compensation Committee does not qualify as a “non-employee director” will not invalidate any previous actions by the Compensation Committee except to the extent required by law or determined appropriate to satisfy regulatory standards.

2. Purpose, Duties, and Responsibilities. The purpose of the Compensation Committee is to assist the Board in discharging its responsibilities relating to compensation of the Company’s executive officers and directors. Among its specific duties and responsibilities, the Compensation Committee will:

- (a) 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.
- (b) Assess the results of the Company’s most recent advisory vote on executive compensation once required under the rules of the Securities and Exchange Commission (the “**SEC**”).
- (c) Annually, obtain and review a study performed by an independent, nationally recognized compensation consultant on the compensation paid by other comparable companies to their executive officers (for positions similar to those at the Company); monitor the compensation paid by other comparable companies to their executive officers; review any recommendations of management and its compensation consultant, if applicable; and evaluate the Company’s compensation packages for the Company’s Chief Executive Officer (“**CEO**”) and executive officers on the basis of observed trends to determine whether adjustments to base salary, bonuses, fringe benefits, or other compensation programs, as applicable, are appropriate.

- (d) Annually meet to review, discuss and recommend to the Board the annual compensation for the following year for the Company's CEO, other executive officers, and directors, in each case as further set forth below.
- (e) Review and approve corporate goals and objectives relevant to the compensation of the CEO, evaluate the CEO's performance in light of those goals and objectives, recommend to the Board for approval the grant of equity awards to the CEO, and recommend to the Board the CEO's compensation level based on this evaluation and taking into consideration the trends observed by the Compensation Committee in monitoring the compensation paid by other comparable companies to their chief executive officers. The CEO may not be present during voting or deliberations on his or her compensation.
- (f) Oversee the evaluation of the executive officers other than the CEO and recommend to the Board for approval the grant of equity awards to other executive officers, and recommend to the Board the compensation of such other executive officers based upon the recommendation of the CEO and taking into consideration the trends observed by the Compensation Committee in monitoring the compensation paid by other comparable companies to their executive officers with similar positions.
- (g) Administer and make recommendations to the Board with respect to the Company's incentive-compensation and equity-based compensation plans that are subject to Board approval.
- (h) Review and approve the design of other benefit plans pertaining to executive officers.
- (i) Approve, and amend or modify, the terms of other compensation and benefit plans, as appropriate.
- (j) Review and recommend to the Board employment and severance arrangements for executive officers, including employment agreements and change-in-control provisions, plans or agreements.
- (k) To the extent required under SEC rules, review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") and related disclosures that SEC rules require be included in the Company's annual report and proxy statement, recommend to the Board based on the review and discussions whether the CD&A should be included in the annual report and proxy statement, and oversee preparation of the compensation committee report required by SEC rules for inclusion in the Company's annual report and proxy statement.
- (l) Annually, obtain and review a study performed by an independent, nationally recognized compensation consultant on the compensation paid by other comparable companies to their directors, review the form and amount of compensation of directors for service on the Board and its committees and recommend changes in compensation to the Board as appropriate.

- (m) Oversee the assessment of the risks related to the Company's compensation policies and programs applicable to officers and employees, and report to the Board on the results of this assessment.
- (n) At least annually, assess whether the work of compensation consultants involved in determining or recommending executive or director compensation has raised any conflict of interest that is required to be disclosed in the Company's annual report and proxy statement.
- (o) Oversee the Company's engagement efforts with shareholders on the subject of executive compensation.
- (p) Annually evaluate the performance of the Compensation Committee and the adequacy of the Committee's charter.

3. Subcommittees. The Compensation Committee may delegate its duties and responsibilities to one or more subcommittees, consisting of not less than two members of the Compensation Committee, as it determines appropriate.

4. Outside advisers. The Compensation Committee will have the authority, in its sole discretion, to retain or obtain the advice of such consultants, outside counsel and other advisers as it determines appropriate to assist it in the full performance of its functions, including the compensation consultant used to assist the committee in the evaluation of director, or CEO and executive compensation (as referenced in Section 2(c) of this charter). The Compensation Committee will be directly responsible for the appointment, compensation and oversight of the work of any consultants, outside counsel and other advisers retained by the Compensation Committee, and will receive appropriate funding, as determined by the Compensation Committee, from the Company for payment of compensation to any such advisers. The Compensation Committee will assess the independence of consultants, outside counsel and other advisers (whether retained by the Compensation Committee or management) that provide advice to the Compensation Committee, prior to selecting or receiving advice from them, in accordance with Nasdaq listing standards.

5. Meetings. The Compensation Committee will meet as often as may be deemed necessary or appropriate, in its judgment, and at such times and places as the Compensation Committee or its chairperson determines. The majority of the members of the Compensation Committee constitutes a quorum. The Compensation Committee will report regularly to the full Board with respect to its activities.

Adopted: January 7, 2021