

<p style="text-align: center;"><u>COMPENSATION COMMITTEE</u> <u>CHARTER</u> CoastalSouth Bancshares, Inc. Coastal States Bank</p>	<p><i>Board Approved: May 28, 2025</i> <i>Last Revised: July 25, 2024</i> <i>Accountability: Board of Directors & Compensation Committee</i></p>
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The Compensation Committee (the “Committee”) operates as a committee of the Board of Directors (the “Board”) of CoastalSouth Bancshares, Inc. (the “Company”) and serves as the compensation committee of the Company, and its subsidiary, Coastal States Bank (the “Bank”).

I. PURPOSE

The primary function of the Committee is to discharge the Board’s responsibilities relating to the Company’s and the Bank’s compensation program for directors, the Company’s Chief Executive Officer (“CEO”) and other officers subject to Section 16 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”) (collectively, including the CEO, the “Executive Officers”); to assist the Board and management, as needed, in the development, implementation, and effectiveness of the Company’s and the Bank’s policies and strategies of the human resources management function; and to review and discuss with management any of the Company’s compensation-related disclosures in any annual reports, registration statements, proxy or information statements.

II. ORGANIZATION/COMPOSITION

The Committee shall be members of, and shall be appointed by, the Board and shall consist of at least three directors, each of whom shall satisfy the independence requirements of the New York Stock Exchange (“NYSE”) Listing Standards applicable to compensation committee members, as in effect from time-to-time. At least two members of the Committee shall satisfy the “non-employee director” standard within the meaning of Section 16b-3 of the Exchange Act.

Any Committee member may be removed by the Board at any time at its discretion. Vacancies on the Committee shall be filled by the Board. A member of the Committee may resign from membership of the Committee by delivering his or her written resignation to the Chairperson of the Board. Any such resignation shall take effect upon delivery of such resignation or at any later time specified therein. Unless otherwise specified in the resignation, the acceptance of such resignation shall not be necessary to make it effective.

Unless a Chairperson is elected by the Board, the members of the Committee may designate a Chairperson by majority vote of the full Committee membership. The term of appointment shall be at the discretion of the Board with a goal of maintaining continuity and providing proper perspective.

The Committee shall evaluate its performance and the performance of its members at least annually to determine whether it is functioning effectively.

III. MEETINGS

The Committee will hold meetings at least quarterly, either in person or via conference call, and may hold additional regular or special meetings as its members deem necessary or appropriate.

All meetings and other actions by the Committee shall be held or taken pursuant to the bylaws of the Company, including bylaw provisions governing notices of meetings and waiver thereof, the number of Committee members required to take actions at meetings or by written consent, and other related matters. A Committee member should not vote on any matter in which he or she is not independent. The Committee may ask members of management or others to attend the meeting and is authorized to receive all pertinent information from management. The Committee is encouraged to meet in executive session, including with its advisers, as it deems necessary or appropriate. The Committee will either submit the minutes of all meetings of the Committee to the Board or discuss material matters discussed at each Committee meeting with the Board.

IV. RESPONSIBILITIES AND DUTIES

The following principal duties and responsibilities of the Compensation Committee are set forth as a guide with the understanding that the Committee may supplement them as appropriate, and that the Committee may condition its approval of any compensation on Board or shareholder ratification to the extent required to comply with applicable law. Board approval of this Committee Charter shall be deemed a delegation of authority to the Committee with respect to the responsibilities set forth herein.

A. Overall Compensation Strategy

The Committee shall review, modify (as needed), and approve the overall compensation strategy and policies for the Company and the Bank and the Executive Officers. The Committee shall:

- review and approve corporate performance goals and objectives relevant to the compensation of Executive Officers;
- evaluate and approve compensation plans and programs for Executive Officers, as well as material modification or termination of such existing plans and programs;
- establish policies with respect to equity compensation arrangements; and
- review and approve the terms of any employment agreements, severance arrangements, change-of-control protections and any other compensatory arrangements (including, without limitation, perquisites and any other form of compensation) for Executive Officers.
- Review periodic reports on the compensation policies and practices as they affect all employees and evaluate whether such policies and practices encourage excessive or unnecessary risk-taking; and

- if and when applicable, consider the results of advisory votes on executive compensation and the frequency of such votes.

B. Compensation of Directors and Officers.

(1) Directors. The Committee shall recommend to the Board the type and amount of compensation to be paid or awarded to Board members, including consulting, retainer, Board meeting, committee and committee-chair fees and stock option grants or awards.

(2) Chief Executive Officer. The Committee, meeting in executive session, shall annually evaluate the Chief Executive Officer's performance as needed in light of relevant corporate performance goals and objectives and the annual compensation and other terms of employment of the Chief Executive Officer. The Chief Executive Officer shall not be present during these deliberations or during any vote regarding his or her compensation. In determining the long-term incentive component of the Chief Executive Officer's compensation, the Committee should consider the Company's performance and relative stockholder return, the value of similar incentive awards given to chief executive officers of comparable companies, the awards given to the Chief Executive Officer in past years, and such other criteria as the Committee deems advisable.

(3) Other Executive Officers. The Committee shall annually review and approve the individual and corporate performance goals and objectives of the other Executive Officers as they are periodically established from time-to-time, and determine and approve annual compensation and other terms of employment of the other Executive Officers.

C. Incentive and Equity-based Compensation Plans.

The Committee shall periodically and as and when appropriate, review, approve and modify as necessary the following as they affect the Executive Officers: Company cash bonus plans, pension and profit sharing plans, deferred compensation plans and similar programs.

The Committee shall perform such duties and responsibilities as may be assigned to the Committee under the terms of any equity-based plan or other compensation plan.

In addition, the Committee shall periodically review and administer the Company's clawback policy that requires the Company to recoup incentive compensation in certain circumstances.

The Committee shall take such actions as it may deem necessary or appropriate to ensure that all incentive compensation programs are consistent with the safety and soundness of the Company and the Bank, and that any such incentive compensation programs do not incentive actions which would unnecessarily or inappropriately increase the risk to the Company or the Bank.

D. Advisers.

The Committee shall have the authority, in its sole discretion, to retain and terminate (or obtain the advice of) any adviser to assist it in the performance of its duties, but only after taking

into consideration all factors relevant to the adviser's independence from management, including the factors required to be considered independent under NYSE Listing Rules Section 303A.05(c). The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any adviser retained by the Committee, and shall have sole authority to approve the adviser's fees and the other terms and conditions of the adviser's retention. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any adviser retained by the Committee.

E. Reporting.

The Committee shall review and discuss with management the compensation-related disclosures contained in any of the Company's annual reports, registration statements, proxy statements or information statements and make recommendations to the Board regarding the disclosures to be approved for inclusion in the Company's annual reports, registration statements, proxy statements or information statements (including the disclosure required by Item 407(e)(5) of Regulation S-K, which includes reviewing and discussing the "Compensation Discussion and Analysis" sections included on the Company's annual and periodic filings with the SEC, pursuant to Item 402(b) of Regulation S-K). The Committee will prepare a report to be included in the Company's annual report on Form 10-K, annual proxy statement on Schedule 14A or information statement on Schedule 14C, as applicable.

V. ANNUAL EVALUATION OF CHARTER

The Committee shall review and reassess this charter at least annually and seek the approval of the Board for any recommended modifications.

VI. DELEGATION OF AUTHORITY

The Committee may, as it deems appropriate from time to time and to the extent permitted by applicable laws, rules and regulations, form and delegate authority to subcommittees consisting of one or more members.