

**COMPENSATION COMMITTEE CHARTER
OF
UNITED HOMES GROUP, INC.**

Adopted: March 30, 2023

The responsibilities and powers of the Compensation Committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of United Homes Group, Inc. (the “*Company*”), as delegated by the Board, are set forth in this charter (this “*Charter*”).

I. PURPOSE

The purpose of the Committee shall be to assist the Board in determining the compensation of the Chief Executive Officer, the chairman of the Board, the Chief Financial Officer and other executive officers of the Company (collectively, the “*Executives*”) and make recommendations to the Board with respect to the compensation of the non-Executive officers of the Company and the independent directors.

II. COMMITTEE COMPOSITION

The Committee shall consist of at least three members of the Board. The members of the Committee shall be appointed by and serve at the discretion of the Board. Each member of the Committee shall meet the independence and experience requirements and standards established from time to time by the Securities and Exchange Commission (the “*SEC*”) and any securities exchange on which the Company’s securities are listed or quoted for trading, in each case as amended from time to time. In addition, each member of the Committee must qualify as a “Non-Employee Director” under Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “*Exchange Act*”), and any other regulatory requirements.

The Board shall designate one member of the Committee as its chairperson, provided, that if the Board does not so designate a chairperson, the members of the Committee, by majority vote, may designate a chairperson.

A Committee member may resign by delivering his or her written resignation to the chairman of the Board, or may be removed by majority vote of the Board by delivery to such member of written notice of removal, to take effect at a date specified therein, or upon delivery of such written notice to such member if no date is specified. The Board shall have the power at any time to fill vacancies in the Committee, subject to such new member(s) satisfying the above requirements.

III. MEETINGS AND PROCEDURES

The Committee shall meet at such times as it deems necessary to fulfill its responsibilities, but not less frequently than annually. Meetings of the Compensation Committee shall be called by a majority of the members of the Compensation Committee upon such notice as is provided for in the Company’s bylaws with respect to meetings of the Board. A majority of the Committee members shall constitute a quorum. Once a quorum has been established at a meeting, the subsequent withdrawal of members of the Committee so as to reduce the number of members of the Committee present at the meeting below the amount required for a quorum shall not affect the validity of the actions taken at the meeting or an adjournment of the meeting. Actions taken at a meeting, to be valid, shall require the approval of a majority of the members of the Committee present and voting. Actions taken in writing, to be valid, shall be signed by all members of the Committee.

The Committee will maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board.

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate. The Committee shall not delegate to a subcommittee any power or authority required by law, regulation or listing standard to be exercised by the Committee as a whole.

IV. COMMITTEE AUTHORITY AND RESPONSIBILITIES

The Committee shall have the following authority and responsibilities:

- At least annually review and approve the Company's corporate goals and objectives relevant to the Executives' compensation; evaluate the Executives' performance in light of such goals and objectives; and, either as a Committee or, together with the other independent directors (as directed by the Board), determine and approve the Executives' compensation level based on this evaluation (and the Chief Executive Officer may not be present during voting or deliberations on his or her compensation). In determining the long-term incentive component of the Executives' compensation, the Committee will consider the Company's performance, the value of similar incentive awards to the Executives at comparable companies, the awards given to the Executives in past years and any relevant legal requirements and associated guidance of the applicable law.
- Attempt to ensure that the Company's compensation program is effective in attracting and retaining key employees, reinforce business strategies and objectives for enhanced shareholder value, and administer the compensation program in a fair and equitable manner consistent with established policies and guidelines.
- At least annually review and make recommendations to the Board with respect to director compensation to assist the Board in making the final determination as to director compensation.
- Make recommendations to the Board regarding the adoption or amendment of equity and cash incentive plans and approve amendments to such plans to the extent authorized by the Board.
- Administer the Company's incentive compensation plans and equity-based plans, to the extent delegated by the Board.
- Develop and recommend to the Board a set of stock ownership guidelines applicable to each of the directors and the Executives, determine compliance with such guidelines at least annually, review such guidelines annually, and recommend any necessary changes to the Board.
- Make recommendations to the Board regarding approval, disapproval, modification, or termination of existing or proposed employee benefit plans.
- Approve any special perquisites, special cash payments and other special compensation and benefit arrangements for the Executives and the Company's employees.

- Approve any share option award or any other type of award as may be required for complying with any tax, securities, or other regulatory requirement, or otherwise determined to be appropriate or desirable by the Committee or Board.
- Approve the policy for authorizing claims for expenses from the Executives.
- Retain or obtain the advice of a compensation consultant, legal counsel or other adviser, in the sole discretion of the Committee. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other adviser retained by the Committee. The Company shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to a compensation consultant, legal counsel or any other adviser retained by the Committee. The Committee shall have sole authority to approve related fees and retention terms.
- Review and assess the independence of compensation consultants, legal counsel and other advisors as required by Section 10C of the Exchange Act.
- Review and approve the terms of any employment agreements, severance arrangements, change in control protections and any other compensation, perquisites and special or supplemental benefits for Executives.
- Review and approve the compensation discussion and analysis (“**CD&A**”) and the related executive compensation information, as required to be included in the Company’s proxy statement or annual report, or equivalent, filed with the SEC, recommend that the CD&A and related executive compensation information be included in the Company’s Annual Report on Form 10-K and proxy statement, and produce the compensation committee report on executive officer compensation required to be included in the Company’s proxy statement or annual report on Form 10-K.
- Review the Company’s incentive compensation arrangements to determine whether they encourage excessive risk-taking, review and discuss at least annually the relationship between risk management policies and practices and compensation, and evaluate compensation policies and practices that could mitigate any such risk.
- Review and assess the adequacy of this Charter annually.

V. EXTERNAL ADVISORS

The Committee shall have the authority, in its sole discretion, to select, retain and obtain the advice of consultants, outside legal counsel and other such advisors to assist with the execution of its duties and responsibilities as set forth in this Charter. The Committee shall set the compensation and other retention terms, and oversee the work, of such consultants, outside legal counsel and other advisors. The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to any of its consultants, outside legal counsel and other advisors. Notwithstanding the foregoing, the Committee shall be under no obligation to implement or follow the advice or recommendations of any such consultant, outside legal counsel or other advisor and shall at all times exercise its own judgment in fulfilling its duties and responsibilities under this Charter.

In retaining or seeking advice from compensation consultants, outside counsel and other advisors (other than the Company's in-house counsel), the Committee must take into consideration the factors specified in Nasdaq Rule 5605(d)(3)(D), or such other equivalent rule of any securities exchange on which the Company's securities are listed or quoted for trading, in each case as amended from time to time. The Committee may retain, or receive advice from, any compensation advisor they prefer, including ones that are not independent, after considering the specified factors.

The Committee shall conduct independence assessments with regard to any consultant, outside legal counsel or other advisor, unless such advisor's role is limited to:

- Consulting on any broad-based plan that does not discriminate in scope, terms or operation in favor of executive officers or directors of the Company and is available generally to all salaried employees of the Company, or
- Providing information that either is not customized for the Company or that is customized based on parameters that are not developed by such advisor, and about which the advisor does not provide advice.