



CENTRAL VALLEY COMMUNITY BANCORP COMPENSATION COMMITTEE CHARTER

Purpose of the Compensation Committee

The purpose of the Compensation Committee (the "**Compensation Committee**") of the Board of Directors (the "**Board**") of Central Valley Community Bancorp (the "**Company**") is to (i) discharge the responsibilities delegated to it by the Board relating to evaluation and compensation of the Company's executives, (ii) assist the Board in establishing and administering incentive compensation and equity-based plans, (iii) produce an annual report on executive compensation for inclusion in the Company's proxy statement, in accordance with the rules and regulations of the Securities and Exchange Commission (the "**SEC**"), and (iv) perform such other duties and responsibilities enumerated in and consistent with this Charter. The Compensation Committee Charter was approved on **March 15, 2023**.

Committee Membership

The Compensation Committee shall be comprised of at least three members, all of whom shall be "independent directors," i.e. those directors who neither are officers or employees of the Company or its subsidiaries (and have not been officers or employees of the Company or its subsidiaries within the previous three years) nor have a relationship which, in the opinion of the Board, would interfere with the exercise of independent judgment in carrying out the responsibilities of a director, and who are otherwise "independent" under the rules of The NASDAQ Stock Market, applicable SEC rules and regulations, and any other laws and regulations applicable to the Company. Members shall be appointed by the Board and shall serve at the pleasure of the Board and for such term or terms as the Board may determine or until earlier resignation or death. The Board may remove any member of the Compensation Committee at any time with or without cause.

Committee Structure and Operations

The Board shall designate one member of the Compensation Committee as its chairperson (the "**Chairman**"). The Compensation Committee shall meet at least once a year at a time and place determined by the Chairman, with further meetings to occur when deemed necessary or desirable by the Compensation Committee or the Chairman. The Compensation Committee shall report

regularly to the Board regarding its actions and make recommendations to the Board as appropriate.

The Compensation Committee shall conduct its business in accordance with this Charter, the Company's Bylaws, and direction by the Board. The Compensation Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board.

The Compensation Committee may invite members of management, such as the Company's Chief Executive Officer ("**CEO**"), to attend its meetings. The CEO, however, shall not be present during any voting or deliberations by the Compensation Committee on his or her compensation.

The Compensation Committee shall review this Charter at least annually and recommend any proposed changes to the Board for approval.

Committee Duties and Responsibilities

The following are the duties and responsibilities of the Compensation Committee:

1. In consultation with senior management, establish the Company's general compensation philosophy, and oversee the development and implementation of compensation programs in a manner consistent with the best interests of the Company and its shareholders.
2. Review and approve annually the corporate goals and objectives relevant to the compensation of the CEO, evaluate at least annually the performance of the CEO in light of those goals and objectives, and determine and recommend for approval by the independent directors of the Board the CEO's compensation level based on this evaluation. In arriving at its recommendation regarding the long-term incentive component of CEO compensation, the Compensation Committee shall consider the Company's performance against its peer group competitors; the value of similar incentive awards to CEOs at comparable companies; the awards given to the CEO in past years, and any other factors which the Compensation Committee, in its discretion, may consider appropriate. Review and approve the compensation of all other "officers" of the Company as defined in Section 16 of the Securities Exchange Act of 1934, as amended and Rule 16a-1 promulgated thereunder (the "**Section 16 Officers**"), and report compensation arrangements with respect to such officers to the Board.
3. Review and make recommendations to the Board with respect to the Company's incentive compensation plans and equity-based plans, including qualified and non-qualified stock option plans and other short-term and long-term incentive plans applicable to the Company's executive officers, including but not limited to the Company's 401(k) and profit sharing plans, SERP, BOLI plans and other executive compensation plans, and discharge any responsibilities imposed on the Compensation Committee by any of these plans.
4. In consultation with management, oversee regulatory compliance with respect to compensation matters, including establishing performance goals and certifying that performance goals have been attained for purposes of Section 162(m) of the Internal Revenue Code.

5. Review and report to the Board any severance or similar termination arrangements made with respect to any current or former Section 16 Officer.
6. With the assistance of the Company's staff and outside consultants, periodically review the amount and composition of director compensation and make recommendations to the Board as needed. Director compensation should be consistent with market practices.
7. Prepare and issue the evaluations and reports required under "Committee Reports" below.
8. Review and discuss the Company's Compensation Discussion and Analysis (the "**CD&A**") required to be included in the Company's proxy statement with management, and based on such review and discussion, determine whether or not to recommend to the Board that the CD&A be so included.
9. Any other duties or responsibilities expressly delegated to the Compensation Committee by the Board from time to time relating to the Company's compensation programs.

Committee Reports

The Compensation Committee shall produce the following reports and provide them to the Board:

1. An Annual Report of the Compensation Committee on Executive Compensation for inclusion in the Company's annual proxy statement in accordance with applicable SEC rules and regulations.
2. A summary of the actions taken at each Compensation Committee meeting, which shall be presented to the Board.

Resources and Authority of the Compensation Committee

The Compensation Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, as it deems appropriate, without seeking approval of the Board or management. The Compensation Committee shall have the authority, in its sole discretion, to select, retain and obtain the advice and assistance of compensation consultants, outside legal counsel and such other advisors as it deems necessary to fulfill its duties and responsibilities as set forth in this Charter. With respect to compensation consultants retained to assist in the evaluation of director, CEO or executive officer compensation, this authority shall be vested solely in the Compensation Committee.

The Compensation Committee shall set the compensation, and oversee the work, of the compensation consultants, outside legal counsel and other advisors. The Compensation Committee shall receive appropriate funding from the Company, as determined by the Compensation Committee in its capacity as a committee of the Board, for the payment of compensation to its compensation consultants, outside legal counsel and any other advisors.

The Compensation Committee shall not be required to implement or act consistently with the advice or recommendations of its compensation consultants, legal counsel or other advisors, and the authority granted in this Charter shall not affect the ability or obligation of the Compensation Committee to exercise its own judgment in fulfillment of its duties under this Charter.