

The Cornerstone Family is a **caring, client-centric, diversified, and high-performing financial services company** built to provide stability through any economic cycle for generations to come. We operate from a place of peace with discipline. **We are growers** who create a fulfilling workplace that attracts, develops, and retains the highest quality talent.

Because we hold these things to be true, we adopt this Team Member Business Referral Program for Deposits (“Deposit Referral Program”). The Deposit Referral Program is designed to reward our family...for helping to grow our family.

BACKGROUND

It is in Cornerstone’s long-term interest to acquire new deposits that are less expensive than borrowing from or taking deposits from our current wholesale channels.

OBJECTIVES

- Grow deposits for insured and cost-effective funding;
- Provide team members an easy way to refer deposit opportunities;
- Establish new compensation opportunities which apply to every member of our team

ELIGIBILITY

All team members of Cornerstone Capital Bank, Cornerstone Home Lending, Cornerstone Affiliated Business Arrangements (“ABAs”) and other subsidiaries, Cornerstone Servicing, and Roscoe Bank are eligible to participate in this Deposit Referral Program except the Board Members, the CEO of Cornerstone Capital Bank and his direct reports, and Team Members whose primary job responsibility involves bringing in deposits (e.g., Treasury Management team members as detailed below). Any payment of an incentive under this Deposit Referral Program is further limited to compliance with all federal and state laws, rules and regulations and Cornerstone’s Code of Conduct and Ethics Policy.

TARGET INTEREST RATE

The purpose of this Deposit Referral Program is to pay for internally generated deposit relationships instead of paying for warehouse or wholesale borrowings. While borrowing has been normal practice for Cornerstone over the years, we now have deposit gathering capabilities as a bank and want to build our core deposit base so there is less reliance on these wholesale funding sources over time. Today, borrowing from warehouse lenders costs us over 7% and wholesale deposits and advances are often times 200 basis points lower. On average, our core deposit funding costs will be the lowest cost funding source for Cornerstone, with particular emphasis on non-interest-bearing deposits.

TREASURY SALES

We envision offering advanced treasury management services, those closely akin to services offered by the largest banks, in late 2024. Deposit incentives for treasury sales personnel will have a modified calculation for their deposit incentives and details will be defined in their compensation plan. As such, they will not be eligible to receive deposit incentives through this program. Referrals made from other departments to treasury sales will be calculated based on the deposit amounts and rates in the Terms and Conditions, below.

TERMS AND CONDITIONS - DEPOSITS

- 1) All team members must enter any potential new customer referral into the link on the company intranet within 30 days of deposit for it to be counted in the incentive program. A New Customer Referral is defined as an individual or business customer that has no pre-existing deposit account with Cornerstone Capital Bank or Roscoe Bank and has not previously been a customer of Cornerstone Capital Bank or Roscoe Bank.
- 2) The amount of the incentive will be based on the average year to date balance of the account measured at both 6 months, 12 months after account opening, and each subsequent 6-month interval thereafter. Public funds deposited in the account shall be excluded from the incentive calculation.
- 3) The incentive will be paid out in two increments on the 3rd payroll following the close of the respective calendar quarter in which the account was opened for 6 months. This will allow time for submission of incentive calculations and proper calculations of the amount due.
- 4) A deposit account must be open and funded for at least 60 days for it to be included in the calculation.
- 5) Team members will receive 50% of the calculated incentive due with their first payment. The second payment will be paid out the 3rd payroll following quarter end of the completion of the account being open for 12 months. In each subsequent year, incentives will be paid at similar intervals.
- 6) If an average deposit account balance reduces after the initial 50% payment has been paid, the employee will be 'charged' that balance as a negative starting balance for the next 6 months. For instance, if a team member is paid on an average deposit balance of \$500,000 and then 6 months later that average balance is \$400,000, the next incentive calculation for new deposit balances will start at (\$100,000). If there are no additional deposits, the negative balance will carry to the following period in which a team member has eligible deposit incentives to be paid.
- 7) The CCB Liquidity and Pricing Committee ("Committee") will set the incentives periodically. Initially, the incentive will be 0.25% per annum paid on the average deposit balance as described above in year 1 and 0.10% per annum each year thereafter.
- 8) The Deposit Referral Program and any referral incentive is subject to approval by the Committee, prior to paying the incentive. These Terms and Conditions may change from time to time.
- 9) The Committee's decision to pay the referral incentive on any particular account assumes that all normal fees have been charged to the customer. Discretionary bumps, exception pricing, and waived fees disqualify the New Customer Referral from the referral incentive.

UNFORESEEN ISSUES

It is impossible to cover all situations that may occur during the execution of this Program as it relates to interest rate moves and deposit balances. Therefore, it must be understood that Cornerstone will make every effort to compensate every employee fairly. There may be times when a special situation regarding a deposit account requires an agreed upon calculation of the deposit incentive. This final decision will be made by Cornerstone based on the net income of the deposit account. For example, if someone has a \$250,000 deposit account to open up but they know the balance

will drop quickly, we will discuss what the proper payout should be once we have a better idea of the longevity of the deposit balance.

OTHER LIMITATIONS

The incentive is based on new deposits to CCB only and it is prohibited to move an existing customer's account into a new account for purposes of receiving an incentive under the Program. Anyone engaging in such conduct will be precluded from participating in this Program and be subject to discipline, up to and including termination.

RISK GOVERNANCE

This Program will be incorporated into Cornerstone's broader Incentive Compensation Program once completed. In the interim, the Management Committee will name a designated administrator of the Program who will be responsible for tracking incentive compensation awards and payments and providing appropriated reporting of such to the Management Committee.