FIRST US BANCSHARES, INC.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER

POLICY SUBMITTED BY: N&CG Committee

INITIAL APPROVAL BY BOARD: February 19, 2004

LAST APPROVAL BY N&CG COMMITTEE: October 26, 2022

LAST APPROVAL BY BOARD: November 16, 2022

CHARTER OF THE
NOMINATING AND CORPORATE GOVERNANCE COMMITTEE
OF THE BOARD OF DIRECTORS OF
FIRST US BANCSHARES, INC.

I. Purpose

The purpose of the Nominating and Corporate Governance Committee (the "Committee") of the Board of Directors (the "Board") of First US Bancshares, Inc. (the "Corporation") is to (a) identify individuals qualified to become members of the Board, consistent with criteria approved by the Board, and to recommend director nominees for approval by the Board; (b) develop, oversee and evaluate the corporate governance principles applicable to the Corporation, and recommend to the Board appropriate revisions thereto from time to time; (c) oversee the evaluation of the Board and each Board committee; and (d) take such other actions within the scope of this charter (this "Charter") as the Committee deems necessary or appropriate.

II. Membership

The Committee shall be composed of not less than two (2) directors. Each member of the Committee must be independent. Members of the Committee shall be considered independent if, in the business judgment of the Board, they meet the independence requirements of applicable law and NASDAQ listing standards. The Committee members and its Chairperson and Vice-chairperson, if any, shall be appointed annually by a majority of the Board. Until such time as the Board affirmatively determines otherwise, the Committee shall be composed of the chairpersons of the Compensation Committee and the Retail, Operations, and Compliance (ROC) Committee. Committee members may be removed by majority vote of the Board, and vacancies will be filled by majority vote of the Board.

III. Duties and Responsibilities

The Board delegates to the Committee the express authority to do the following, to the fullest extent permitted by applicable law and the Corporation's organizational documents:

1. Board Composition. Make recommendations to the Board regarding the composition of the Board, including such matters as (a) the size of the Board; (b) the mix of inside and outside directors; (c) the Board's criteria for selecting new directors; (d) the retirement policy for members of the Board; and (e) the independence of existing and prospective members. Also make recommendations to the Board regarding the Chairperson and Vice Chairperson of the Board and the lead independent director, if applicable.

2. Candidates and Nominees. Identify and recommend, as appropriate, to the Board new candidates for the Board. Review and develop the Board's criteria for selecting new directors. Review the qualifications of candidates for election to the Board and recommend to the Board a slate of nominees to be proposed for election as directors at annual meetings of the shareholders. Establish procedures

to solicit, review, and recommend to the Board potential director nominees proposed by shareholders.

Criteria that will be used in connection with evaluating and selecting new directors will include factors relating to whether the director candidate would meet the definition of "independence" required by NASDAQ, as well as the director candidate's experience, intelligence, independence, commitment, integrity, diligence, conflicts of interest, age, diversity, compatibility with the Company's other Board members and management team, understanding of the Company's business and culture, the ability to act in the best interests of the shareholders, and other factors deemed relevant. The backgrounds and qualifications of the directors, considered as group, should provide a significant composite mix of experience, knowledge and abilities that will allow the Board to fulfill its responsibilities.

3. Current Directors. Review the suitability of each Board member for continued service when his or her term expires and when he or she has a significant change in status.

4. Committees. Evaluate the nature, structure, operations and procedures (including the authority to delegate to subcommittees) of other Board committees and make recommendations to the Board concerning same. Make recommendations to the Board as to qualifications of members of the Board's committees, committee member appointment and removal, and committee reporting to the Board.

5. Evaluations of the Board and Committees. Develop, subject to approval by the Board, a process for annual evaluations of the Board and each Board committee. Oversee the conduct of these annual evaluations and make recommendations to the Board based on such evaluations as deemed appropriate.

6. Governance Guidelines, Practices and Shareholder Proposals. Oversee the structure of corporate governance of the Corporation, including: (a) developing and recommending to the Board a set of corporate governance guidelines (the "Guidelines") of the Corporation; (b) monitoring and reassessing the adequacy of the Guidelines at least annually; and (c) recommending to the Board for approval any such changes to the Guidelines as the Committee believes are appropriate. Identify best governance practices and recommend to the Board for approval any changes to the documents, policies and procedures in the Corporation's corporate governance framework, including its organizational documents. Review and make recommendations to the Board with respect to shareholder proposals related to governance matters.

7. Orientation and Education. Develop with management and monitor the process of orienting new directors and providing continuing education for existing directors.

8. Board Meetings. Monitor both the effectiveness of the meetings of the Board and the quality of the management reports to the Board and, as appropriate, recommend to the Board and to management actions designed to improve meetings of the Board.

9. Board Succession Planning. Oversee succession planning for the Board and Board leadership, including the lead independent director, if applicable, and Board committee chairpersons, in accordance with the Guidelines. Evaluate various Board succession issues, including refreshment mechanisms, in connection with the Committee's determinations regarding whether directors continue to be a strong fit for the Board and have the skills that continue to be relevant and necessary to the evolving direction of the Corporation.

10. Recommendations; Reports. Make recommendations and report to the Board and other Board committees with respect to nominating and corporate governance policies of the Corporation, any of the foregoing matters, or any other matter for which the Committee has been delegated responsibility.

11. Annual Review; Charter. Conduct an annual performance evaluation of the Committee and review the Committee's duties and responsibilities. Review and assess the adequacy of this Charter and recommend any proposed changes to the Board for approval. Publish this Charter as required by the rules and regulations of applicable law and as otherwise deemed advisable by the Committee.

12. Other Actions. Perform any other activities consistent with this Charter, the Corporation's organizational documents and governing law as the Committee or the Board deems necessary or appropriate.

IV. Meetings; Subcommittees

The Committee shall meet at least twice annually, or more frequently as deemed appropriate by the Chairperson of the Committee, the Vice-chairperson of the Committee, or by any two (2) members of the Committee, including informally, by telephone or by written consent. A quorum for the transaction of any business by the Committee shall be a majority of the members of the Committee. The act of a majority of the members of the Committee shall be the act of the Committee. Otherwise, unless the Committee or the Board adopts other procedures, the provisions of the Company's organizational documents applicable to meetings of the Board will govern meetings of the Committee. The Committee shall keep minutes of each meeting and the Chairperson of the Committee shall report on activities of the Committee to the full Board.

The Committee shall have the authority to create one or more subcommittees, consisting of one of more members of the Committee, but no subcommittee will have any final decision-making authority on behalf of the Committee or the Board. Any such subcommittee shall keep the Committee advised of its activities.

V. Experts; Reliance; Cooperation

A. Retention of Counsel and Advisors. The Committee has the power, in its discretion, to retain at the Corporation's expense such independent counsel and other advisors and experts, as it deems necessary or appropriate to carry out its duties.

B. Search Firm. The Board delegates to the Committee the sole authority, in its discretion, (a) to decide whether to retain a consultant or search firm to assist the Committee in identifying, screening and attracting director candidates, (b) to terminate any such firm, and (c) to approve any compensation payable by the Corporation to such consultant or search firm, including the fees, terms and other conditions for the performance of such services.

C. Reliance Permitted. In carrying out its duties, the Committee will act in reliance on management, outside advisors and experts, as it deems necessary or appropriate.

D. Investigations. The Committee has the power, in its discretion, to conduct any investigation it deems necessary or appropriate to enable it to carry out its duties.

E. Required Participation of Employees. The Committee will have unrestricted access to outside counsel and anyone else in the Corporation, and may require any officer or employee of the Corporation or the Corporation's outside counsel to attend any meeting of the Committee or to meet with any members of, or consultants or advisors to, the Committee.