

OCEANFIRST LEADERSHIP COMMITTEE CHARTER

November 2025

I. PURPOSE

The primary objectives of the Leadership Committee (the "Committee") of OceanFirst Financial Corp. (the "Company") and OceanFirst Bank, N.A. (the "Bank") are to: (A) develop, recommend to the Board and monitor a set of corporate governance principles applicable to the Company and/or the Bank, (B) identify individuals qualified to become Board members, (C) recommend to the Board of Directors and/or shareholders nominees for election to the Board, serving as the Company's Nominating Committee specified in the Bylaws, and (D) oversee the Company's significant environmental/sustainability, social, and governance ("ESG") risks, strategies, policies, programs and practices, and the Bank's ESG Committee. The Committee will take particular care to ensure that the nomination process is performed in accordance with the Company's and the Bank's Bylaws. The Committee shall report all of its actions taken at the Board's next regular meeting.

II. COMPOSITION

The Committee will consist of at least three directors, each of whom shall be independent as determined under applicable regulatory requirements, including Nasdaq's qualitative listing requirements. Committee members shall be elected and replaced by the Board. Members shall serve until their successors are appointed. The Committee's Chairperson shall be designated (and may be removed) by the full Board or, if it does not do so, the Committee members shall elect a Chairperson by vote of a majority of the full Committee.

III. MEETINGS

The Committee shall meet at least two times annually, or more frequently as circumstances dictate. The Committee Chairperson will preside at each meeting and, in consultation with the other members of the Committee, will set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. The Chairperson of the Committee shall ensure that the agenda for each meeting is circulated to each Committee member in advance of the meeting.

IV. RESPONSIBILITIES AND DUTIES

The principal responsibilities of the Committee are to recommend to the Board of Directors:

- The maintenance of the Company’s Corporate Governance Policy to insure sound, effective governance practices are followed by the Company and further to
 - Ensure independent director communication and control.
 - Establish evaluation processes and goals for directors, including the regular review of the evaluation process of both individual directors, as well as the effectiveness of both the Board and its various committees on an annual basis.
 - Ensure candor, confidentiality and trust.
- Governance principles applicable to the Company’s subsidiaries.
- The slate of nominees for directorship to be elected by the shareholders (as well as any directors to be elected by the Board of Directors to fill vacancies).
- The directors to be selected for membership on the various board committees and also will recommend the appointment of directors as chairs of board committees.
- The Board’s compliance with state and federal regulatory requirements, including, but not limited to, geographic and residency requirements
- The annual election of corporate officers.
- The termination of board service for any director not meeting the standards established by the Board.

In structuring a search for a new director, the Committee will evaluate the composition of the present Board of Directors, its strengths and weaknesses, and the kinds of individual backgrounds and expertise that will be most beneficial to the Board. The Committee Chairperson will have a prominent involvement in any Director recruiting process to reinforce that the invitee’s selection is being made by the Company’s full Board of Directors and will determine the criteria and procedures for director selection and nomination.

Further with respect to ESG, the Committee shall:

- Oversee and provide input to Management and the Bank’s ESG Committee regarding the Company’s risks, policies, strategies, goals, and programs related to ESG, considering trends, public policy, legislation, regulation, and the views of, and relationships with, stockholders and other key stakeholders.
- Monitor goals with respect to ESG and review the Company’s ESG activities, maturity and progress, as well as reports issued by the Company and third parties from time to time.
- Review the Company’s contributions to its communities, including charitable giving and volunteering policies and programs, and receive reports from management on charitable contributions and volunteering.

In fulfilling its responsibilities above, the Committee may delegate to or coordinate with the Company's Human Resources/Compensation Committee to review the Company's corporate culture and significant human capital management strategies and initiatives designed to promote inclusion, foster diversity, and encourage career development.

V. REVIEW OF CHARTER

Annually, the Committee shall review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

VI. COMMITTEE RESOURCES

The Committee shall have the authority to obtain advice and seek assistance from internal or external legal or other advisors. The Committee shall have the sole authority to retain and terminate any search firm to be used to identify director candidates, including sole authority to approve such search firm's fees and other retention terms.

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