

Policy Name: Corporate Governance Principles

Approved By: Board of Directors

Approval Date: October 13, 2026



GOVERNANCE PRINCIPLES

The following principles have been approved by the Board of Directors (the "Board") of Origin Bancorp, Inc. (the "Company") and, along with the charters of the Company's Board committees, provide the framework for the governance of the Company. The Board shall review these principles and other aspects of the Company's governance annually or more often if deemed necessary.

1. Role of the Board and Management

The Company's business is conducted by its employees, managers and officers, under the direction of its Chief Executive Officer (the "CEO") and the oversight of the Board to enhance the long-term value of the Company for its shareholders. The Board is elected by the shareholders to oversee management and to ensure that the long-term interests of the shareholders are being served. Both the Board and management recognize that the long-term interests of the Company's shareholders are advanced by responsibly addressing the concerns of other stakeholders and interested parties, including our employees, partners, customers, depositors, regulators and the public at large.

2. Functions of the Board

The Board has regularly scheduled meetings each year at which it reviews and discusses the performance of the Company, its plans and prospects as well as immediate issues facing the Company. Directors are expected to attend all scheduled Board meetings and meetings of committees on which they serve as well as the Company's annual meeting of the shareholders. In addition to its general oversight of management, the Board performs a number of specific functions, including:

- Selecting, evaluating and approving the compensation of the CEO and overseeing CEO succession planning;

- In conjunction with the CEO, approving the selection, evaluation, development and compensation of senior management;

- Reviewing, monitoring and, where appropriate, approving significant financial and business strategies, and significant corporate actions;

- Assessing major risks facing the Company and reviewing and approving the Company's enterprise-wide risk management framework, and its risk assessment and risk management strategies, practices, guidelines and policies; and

- Ensuring processes are in place for maintaining the integrity of the Company, including the integrity of the financial statements, the integrity of compliance with law and ethics and the integrity of relationships with the Company's stakeholders.

3. Director Responsibilities

The basic responsibility of the directors is to exercise their business judgment to act in what they reasonably believe to be in the best interests of the Company and its shareholders. In discharging this obligation, directors are entitled to rely on the honesty and integrity of the Company's senior executives and its outside advisors and auditors. With respect to matters occurring in their capacities as directors, directors shall be entitled to the benefits of indemnification and limitation of liability, all as more fully described in the Company's corporate governance documents.

Directors are expected to attend Board meetings and meetings of Board committees on which they serve, to spend the time needed to discharge their Board duties in a reasonable manner and to meet as frequently as necessary to properly discharge their responsibilities. Information and data that are important to the Board's understanding of the business to be conducted at a Board or committee meeting should generally be distributed in writing to the directors before the meeting and directors should review these materials in advance of the meeting to facilitate the efficient use of meeting time. The Board recognizes that certain items to be discussed at Board meetings are of an extremely sensitive nature and that the distribution of materials on these matters prior to a Board meeting may not be appropriate. All proceedings and deliberations of the Board and its committees are confidential to ensure that open deliberations and discussions take place. Each director is expected to maintain the confidentiality of information received and deliberations as a director during and following his or her tenure as a director.

Directors must disclose to other directors any potential conflicts of interest that they may have with respect to any matter under discussion and, if appropriate, refrain from voting on a matter in which they have a conflict.

The Board believes that management speaks for the Company. Individual directors, from time to time, may meet or otherwise communicate with various constituencies that are involved with the Company either at the request of management or the Board. However, non-management directors should not communicate with institutional investors, analysts or the press regarding the Company unless requested or approved in advance by the Board or Chief Executive Officer.

4. Qualifications of Directors

Directors should possess the highest personal and professional ethics, integrity and values, and be committed to representing the long-term interests of the shareholders. They must also have an inquisitive and objective perspective, practical wisdom and mature judgment. The Company shall endeavor to have a Board representing a range of experience at policy-making levels in areas that are relevant to the Company's activities. In addition to evaluating the experience, accomplishments and reputation of potential directors, the Board must evaluate the fit of the individual's skills and personality with those of other directors and potential directors in building a Board that is effective, collegial and responsive to the needs of the Company. Further, the Board

should possess appropriate diversity of viewpoints, background, experience and other demographics.

Directors must be willing to devote sufficient time to carrying out their duties and responsibilities effectively, and should be committed to serve on the Board for an extended period of time.

When a director's principal occupation or job responsibilities change significantly during his or her tenure as a director, that director shall tender his or her resignation for consideration by the Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee shall recommend to the Board the action, if any, to be taken with respect to the resignation.

The Company does not have a policy limiting the number of public company boards of directors upon which a director may sit. However, the Nominating and Corporate Governance Committee shall consider the number of other public company boards and other boards (or comparable governing bodies) on which a prospective nominee or a director is a member in evaluating the qualifications of that person to serve on the Board. In light of regulatory requirements applicable to the Company and Origin Bank, directors shall advise the Chairman of the Board and the Chair of the Nominating and Corporate Governance Committee in advance of accepting an invitation to serve on the board of directors of another FDIC-insured financial institution or its holding company.

Although the Company does not impose a limit on outside directorships, in recognition of the enhanced time commitments and responsibilities associated with membership on a public company's audit committee, no member of the Audit Committee may serve simultaneously on the audit committee of more than two other public companies.

Director tenure is an important consideration in evaluating the Company's Board composition. However, the Board does not believe that arbitrary term limits on directors' service are appropriate, as they may result in losing the contribution of directors who have been able to develop, over a period of time, increasing insight into the Company and its operations and, therefore, provide an increasing contribution to the Board as a whole. Likewise, the Board does not believe that directors should expect to be re-nominated upon completion of their respective terms. The Board self-evaluation process described below shall be an important determinant for Board tenure.

5. Independence of Directors

Independent directors play an important role in assuring investor confidence by overseeing and guarding against conflicts of interest. The Board shall be comprised of a majority of independent directors as defined under the Texas Stock Exchange Rulebook (the "TXSE Rules"). Additional independence standards for service on Board committees are discussed in Section 9 below.

The Board has established guidelines to assist it in determining the independence of directors. These guidelines consist of the independence standards set forth in the TXSE Rules. In addition to meeting these standards, for a director to be considered independent under the TXSE

Rules, the Board must affirmatively determine that the director is not an Executive Officer or employee of the Company and does not have any relationship that, in the opinion of the Board, would interfere with the exercise of independent judgment in carrying out the responsibilities of a director.

The Nominating and Corporate Governance Committee is responsible for reviewing with the Board, on an annual basis and at such additional times between annual meetings that a director may be appointed to the Board, the independence of each person proposed for election or appointment to the Board. Directors are requested to inform the Chairman of the Board and the Chair of the Nominating and Corporate Governance Committee of any circumstance that might reasonably affect his or her independence under the standards described in this policy. The Board shall disclose its director independence determinations annually and otherwise as required by the TXSE Rules and applicable SEC disclosure requirements.

The following generally describes the independence standards set forth in the TXSE Rules (capitalized terms used in this section but not defined herein have the meanings set forth in the TXSE Rules):

- No director qualifies as "independent" unless the Board determines that the director is not an Executive Officer or employee of the Company and does not have any relationship that, in the opinion of the Board, would interfere with the exercise of independent judgment in carrying out the responsibilities of a director.

- In addition, a director is not independent if:

i. The director is, or at any time during the past three years was, employed by the Company;

ii. The director has a Family Member (which includes a person's spouse, parents, children, siblings, mothers and fathers-in-law, sons and daughters-in-law, brothers and sisters-in-law, and anyone (other than domestic employees) who shares such person's home) who is, or has been during the past three years, an executive officer of the Company;

iii. The director has accepted, or has a Family Member who has accepted, during any 12-month period within the last three years, more than $120,000 in compensation from the Company other than:

- director and committee fees,

- compensation paid to a Family Member who is an employee, other than an executive officer, of the Company, and

- benefits under a tax-qualified retirement plan or non-discretionary compensation;

iv. The director is, or has a Family Member who is, a partner in, or a controlling shareholder or executive officer of, any organization to which the Company made, or from which the Company received, payments for property or services in the current or any of the past three

fiscal years that exceed 5% of the recipient's consolidated gross revenues for that year, or $200,000, whichever is more, other than:

- payments arising solely from investments in the Company's securities, or
- payments under non-discretionary charitable contribution matching programs;

v. The director, or a Family Member of the director, is employed as an executive officer of another entity where, at any time during the past three years, any executive officer of the Company served on the compensation committee of such other entity; or

vi. The director, or a Family Member of the director, is a current partner of the Company's outside auditor, or was a partner or employee of the Company's outside auditor who worked on the Company's audit at any time during any of the past three years.

6. Size of the Board and Director Selection Process

The Company's Articles of Incorporation provide that the number of directors shall not be less than three nor more than 25, the exact number to be fixed from time to time by resolution of the Board or the shareholders. The Nominating and Corporate Governance Committee shall consider and make recommendations regarding the size and composition of the Board. The directors of the Company are elected at each annual meeting of shareholders to serve until the next annual meeting of shareholders or until their earlier resignation or removal from the Board.

Directors shall be elected by the vote of a majority of the votes cast by the holders of shares entitled to vote, unless the number of director nominees exceeds the number of directors to be elected at such a meeting, in which case the directors shall be elected by a plurality of the votes cast by the holders of shares entitled to vote.

Upon recommendation of the Nominating and Corporate Governance Committee, the Board proposes a slate of nominees to the shareholders for election to the Board. Between annual shareholder meetings, the Board may fill vacancies and newly-created directorships on the Board with directors who shall serve until the next annual meeting.

Directors may be nominated by the Board or the shareholders in accordance with the Bylaws. The Nominating and Corporate Governance Committee shall review all nominees for the Board, including proposed nominees of shareholders, in accordance with the policies and principles described in its charter. The assessment shall include a review of (a) the member's qualification as independent, as well as consideration of the potential candidate's experience, areas of expertise and other factors relative to the overall composition of the Board and (b) the continued appropriateness of Board membership due to a change in the responsibilities of an individual director or for other reasons.

7. Stock Ownership Guidelines for Executives and Non-Employee Directors

The Board believes that it is in the best interests of the Company and its shareholders to align the financial interests of Company executives and non-employee directors with those of the

Company's shareholders. In this regard, the Board has adopted minimum stock ownership guidelines, which provide that executives (with the titles specified below) and non-employee directors should beneficially own at least the number of shares of common stock of the Company equal to the values specified below.

Title	Multiple of Base Salary (Dollar Value)
Chairman and Chief Executive Officer of the Company	5x base salary
President and Chief Executive Officer of Origin Bank	3x base salary
Senior Executive Officers	2x base salary
Executive Vice Presidents	1x base salary
Non-Employee Directors	5x annual cash retainer

Beneficial ownership of shares of common stock shall be determined pursuant to Rule 13d-3 promulgated pursuant to the Securities Exchange Act of 1934, as amended; provided, however, that (i) shares shall be deemed to be beneficially owned notwithstanding a disclaimer of such ownership, (ii) unvested time-based restricted stock and restricted stock units shall be deemed to be beneficially owned and (iii) neither stock options nor performance-based restricted stock units shall be included in such calculation.

Executives and non-employee directors will not be considered out of compliance with these stock ownership guidelines prior to attaining sufficient shares to meet the applicable stock ownership guidelines. However, each executive and non-employee director is prohibited from selling shares of common stock unless such individual has attained his or her applicable stock ownership guideline, and each executive and non-employee director is expected to continuously own sufficient shares to meet the applicable guideline once attained (except for shares withheld to pay withholding taxes or the exercise price of options). If an individual falls below the applicable guideline due solely to a decline in the market value of shares of common stock, the individual will not be required to acquire additional shares to meet the guideline, but he or she will be required to retain all shares then held (except for shares withheld to pay withholding taxes or the exercise price of options) until such time as the executive again complies with the applicable guideline.

8. Board Committees

The Board has established the following standing committees to assist the Board in fulfilling its responsibilities: Audit, Risk, Compensation, Finance, and Nominating and Corporate Governance. Each standing committee shall have its own charter setting forth the purposes and responsibilities of the committee. The charters also shall provide that each committee shall evaluate its performance on an annual basis. The current charters of these committees shall be published on the Company's website and mailed to shareholders upon written request. The committee chairs, as applicable, report the highlights of their meetings to the full Board following each meeting of the respective committees. The committees may hold meetings in conjunction with the Board, with one or more other committees or with relevant committees of the Company's wholly-owned subsidiary Origin Bank. The Board may add new committees or dissolve or merge existing committees as it deems advisable in the fulfillment of its primary responsibilities, consistent with applicable listing requirements, laws and regulations. Committee members shall

be appointed by the Board upon recommendation of the Nominating and Corporate Governance Committee with consideration for the desires and qualifications of individual directors.

9. Independence of Committee Members

Audit Committee

The Company's Audit Committee shall be comprised of at least three directors, each of whom must satisfy the Company's independence guidelines, the independence requirements of the TXSE Rules, Rule 10A-3 of the Exchange Act and the Federal Deposit Insurance Corporation Improvement Act of 1991, subject to any applicable exemptions, phase-in periods and cure periods permitted. In addition, a majority shall qualify as "outside directors" as defined in Section 702 of the Louisiana Annual Directors' Examination Rule. The membership of the committee shall also comply with the requirements of 12 C.F.R. Part 363. Additionally, each member of the committee must not have participated in the preparation of the financial statements of the Company or any current subsidiary in the past three years.

Each Audit Committee member must be able to read and understand fundamental financial statements, including the Company's balance sheet, income statement and cash flow statement, and must be financially literate, as such qualification is interpreted by the Board in its business judgment, or must become financially literate within a reasonable period of time after his or her appointment to the Audit Committee. At least one member of the Audit Committee must have accounting or related financial management expertise, as the Board interprets such qualification in its business judgment.

Each member must be free of any relationship that, in the opinion of the Board, would interfere with the exercise of independent judgment in carrying out the responsibilities of an Audit Committee member, and must otherwise satisfy all applicable requirements for audit committee service under the TXSE Rules, Rule 10A-3 under the Exchange Act, the Louisiana Annual Directors' Examination Rule, 12 C.F.R. Part 363, and applicable Securities and Exchange Commission ("SEC") rules and regulations.

Risk Committee

The Risk Committee shall be comprised of at least three directors, a majority of whom shall be independent as that term is defined under the TXSE Rules and the Company's independence guidelines.

Compensation Committee

The Compensation Committee shall be comprised of at least three members of the Board, each of whom shall meet the independence requirements of the TXSE Rules and qualify as "non-employee directors" as defined in Rule 16b-3 of the Exchange Act. Additionally, under the TXSE Rules, in determining the independence of Compensation Committee members, the Board also shall consider all factors specifically relevant to determining whether the director has a relationship to the Company which is material to that director's ability to be independent from management in connection with the duties of a Compensation Committee member, including, but not limited to, the source of compensation of such director, including any consulting, advisory or other

compensatory fee paid by the Company to such director, and whether such director is affiliated with the Company, a subsidiary of the Company or an affiliate of a subsidiary of the Company.

Finance Committee

The Finance Committee is a joint committee of the Company and Origin Bank and shall be comprised of at least three directors, a majority of whom shall be independent as that term is defined under the TXSE Rules and the Company's independence guidelines.

Nominating and Corporate Governance Committee

The Nominating and Corporate Governance Committee shall be comprised of at least three directors, each of whom shall be independent as that term is defined under the TXSE Rules and the Company's independence guidelines.

10. Executive Sessions

The Board shall have an executive session without any management directors present on an as-needed basis but no less than quarterly. The Chairman of the Board, if independent, shall preside at executive sessions. If the Chairman of the Board is not independent, then the Lead Independent Director (as defined below) shall preside at the executive sessions. During executive sessions, the non-management directors or independent directors, as the case may be, shall have complete access to such Company personnel as they may request.

11. Board Leadership

The Board's policy is to not mandate the separation of the offices of the Chairman of the Board and the CEO. The Board believes that this issue is part of the succession planning process which is overseen by the Nominating and Corporate Governance Committee, and that it is in the best interest of the Company and its shareholders for the Board to make the determination from time to time as the circumstances warrant.

Unless there is an independent non-executive Chairman of the Board, a director who is "independent" under the TXSE Rules and elected by and from the independent Board members shall serve as the Lead Independent Director for the Board (the "Lead Independent Director"). The Lead Independent Director's responsibilities and duties include:

- Presiding at Board meetings when the Chairman of the Board is not present;
- Establishing the agenda for and presiding at, executive sessions of the non-management and independent directors;
- Receiving topic suggestions from other directors to be discussed at upcoming executive sessions and facilitating discussion on key issues outside of meetings;
- Acting as a liaison and facilitating communication between the Chairman of the Board and the non-management and independent directors (provided that each director shall

also be afforded direct and complete access to the Chairman of the Board at any time as such director deems necessary or appropriate);

- Facilitating teamwork and communication among the independent directors;
- Approving information sent to the Board;
- Approving meeting agendas for the Board, in consultation with the Chairman of the Board;
- Coordinating the activities of non-management and independent directors including the authority to call meetings of non-management and independent directors;
- If requested by any shareholder, ensuring that he or she is available for consultation and direct communication;
- Communicating, as appropriate, with the Company's regulators;
- Regularly communicating with the Chairman of the Board on a variety of issues including business strategy and succession planning;
- Maintaining close contact with the Chairs of each standing committee of the Board and serving as an ex-officio member of each committee where he or she is not a member;
- Assisting the committee Chairs in the establishment of committee agendas and schedules;
- Providing input, as needed, into the assessment of the Board committees' effectiveness, structure, organization and charters, and the evaluation of the need for changes; and
- With the Nominating and Corporate Governance Committee, coordinating the annual evaluation of the Board and committees' self-evaluation and the evaluation of the Chairman of the Board and the CEO.

12. Board and Committee Self-Evaluations

At least annually, the Nominating and Corporate Governance Committee shall oversee an annual performance self-evaluation by the Board and each of its committees. Evaluation results shall be reported to the Board and the respective committees as described in the respective committee charters. The self-evaluations should generally include an assessment of the Board's or committee's compliance with the principles set forth in this policy and any relevant committee charters as well as identification of areas in which the Board or committee believes that it could improve its performance.

13. Setting the Board Agenda

The Chairman of the Board, in consultation with members of management and the Lead Independent Director, shall prepare the agenda for each Board meeting. Each committee chair, in

consultation with the Chairman of the Board and members of management, shall prepare the agenda for each committee meeting. The Chairman of the Board, or committee chair, as appropriate, shall review and approve the nature and extent of information that shall be provided regularly to the directors before each scheduled Board or committee meeting. Directors are asked to make suggestions for agenda items, or additional pre-meeting materials, to the Chairman of the Board or appropriate committee chair at any time.

14. Ethics and Conflicts of Interest

The Board expects its directors as well as officers and employees to act ethically at all times and to acknowledge their adherence to the policies comprising the Company's Code of Ethics. Directors are expected to be familiar with and to follow the Code of Ethics to the extent applicable to them. If an actual or potential conflict of interest arises that involves a director, that director shall promptly inform the Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee shall recommend to the Board the appropriate action to be taken. If the Board determines that a significant conflict exists which cannot be resolved or addressed, the director shall resign.

15. Reporting of Concerns to the Audit Committee

The Audit Committee has established the procedures described herein to enable anyone who has a concern about the Company's conduct or the Company's accounting, internal accounting controls or auditing matters to communicate that concern directly to the Chair of the Audit Committee. Such communications may be confidential or anonymous and may be submitted in writing or reported by phone to special addresses and a toll-free phone number (the "Ethics Hotline") that are published in the Code of Ethics (available on the Company's website) and the Ethics & Compliance Reporting (Whistleblower) Policy. Comments, complaints and concerns involving employees are initially processed by Risk Management or, if the complaint was submitted through the Ethics Hotline, a team composed of the Operational Risk Manager, Chief Risk Officer and Chief People Officer (the "Ethics Committee") and reported to the Audit Committee. If the comment, complaint or concern is unrelated to the Company's accounting, internal accounting controls or auditing matters and involves a director, the CEO or his or her direct reports (the "Senior Executive Officers"), or other officers of the Company or its subsidiaries having the rank of Executive Vice President or higher and directly reporting to the Senior Executive Officers (collectively, the "Executive Officers"), the matter shall be referred to the Nominating and Corporate Governance Committee.

The Operational Risk Manager shall provide regular reports to the Chair of the Risk Committee at least four times a year. These reports shall summarize the communications by subject matter and frequency and break out significant concerns. The reports shall also include a summary of the status of significant matters that are under review or investigation in response to a concern. This approach ensures that concerns are raised to the directors in an effective manner that accurately informs them of the nature and frequency of the concerns. The Chair of the Risk Committee may direct that certain matters be presented to the Audit Committee or the Board and may direct special treatment, including the retention of outside advisors or counsel, for any concern addressed to them. The Company's Employee Handbook, Ethics & Compliance Reporting

(Whistleblower) Policy and Code of Ethics prohibit any employee from retaliating or taking any adverse action against anyone for raising or helping to resolve an integrity concern.

16. Compensation of the Board

Only directors who are not employees of the Company or any of its subsidiaries shall receive compensation and benefits from the Company for serving on the Board. The Compensation Committee shall have the responsibility for recommending to the Board compensation and benefits for non-employee directors. In discharging this duty, the Compensation Committee shall be guided by the following goals: (a) compensation should fairly pay directors for work required in a company of the Company's size and scope of operations; (b) compensation should align directors' interests with the long-term interests of shareholders; and (c) the structure of the compensation should be simple, transparent and easy for shareholders to understand. Each year, the Compensation Committee shall review director compensation and benefits. Directors who are also employees shall receive no additional compensation for their services as directors.

17. Succession Planning

The Board views management succession planning as one of its most important responsibilities. The Board, together with the Chief Executive Officer, shall review at least annually the Company's succession plan, which shall cover identification of internal candidates, development plans for internal candidates, and identification of external candidates as appropriate. The Company's succession plan shall also include policies and principles for the Chief Executive Officer's performance review. At this time, the offices of Chief Executive Officer and President are held by one person, although the Board has no formal policy with respect to the separation of the offices of Chief Executive Officer and President and may consider different alternatives in the context of succession planning. The criteria used to evaluate potential Chief Executive Officer candidates are formulated based on the Company's business strategies and consider strategic vision, leadership and operational execution. As a part of its succession planning, the Board considers succession in the ordinary course of business and contingency planning in case of unexpected events. In the context of succession planning, the Chief Executive Officer is expected to make available his or her recommendations and evaluations of potential successors along with a review of any development plans recommended for such individuals. The Board also considers and reviews succession plans for other senior officers and shall consult with the Chief Executive Officer in fulfilling this role.

18. Access to Officers, Employees and Independent Advisors

The Board and its committees shall have the right at any time to retain independent outside accounting, financial, legal or other advisors, and the Company shall provide appropriate funding as determined by the Board or any committee, to compensate such independent outside advisors as well as to cover the ordinary administrative expenses incurred by the Board and its committees in carrying out their duties.

Directors have full and free access to officers and employees, and books and records, of the Company as well as the Company's outside auditors, legal counsel and other professional advisors, for any purpose reasonably related to the Board's responsibilities. Any meetings or

contacts that a director wishes to initiate may be arranged through the Chief Executive Officer or the Secretary or directly by the director. Directors should use their judgment to ensure that any such contact is not disruptive to the business operations of the Company. The Board expects that directors shall keep the Chief Executive Officer informed of communications between a director and an officer, employee or advisor of the Company, as appropriate. The Board welcomes the attendance of personnel of the Company or Origin Bank at any Board meeting at which their presence and expertise would assist the Board in having a more complete understanding of matters being considered. The Chairman shall extend such invitations on behalf of the Board.

The main responsibility for providing assistance to the Board rests with the management and staff of the Company and its subsidiaries and the Company's independent auditors. However, the Board and its committees have the authority at any time to retain independent advisors including accountants, legal counsel or other experts. The Company shall provide appropriate funding, as determined by the Board or any committee, to compensate these independent advisors as well as to cover the ordinary administrative expenses incurred by the Board and its committees in carrying out their duties.

19. Director Education

The Board believes that director education is important to enable it to most effectively perform its role of oversight of management and the affairs of the Company. Accordingly, the Company will provide new directors with a director orientation program to familiarize such directors with, among other things, the Company's business; strategic plans; financial condition; significant financial, accounting, regulatory and risk management issues; compliance programs; conflicts policies; code of ethics; corporate governance principles; principal officers; internal auditors and independent auditors. Each director is expected to participate in continuing educational programs in order to maintain the necessary level of expertise to perform his or her responsibilities as a director.

20. Executive Misconduct

If it is determined that an executive officer of the Company has engaged in conduct detrimental to the Company or any of its subsidiaries, the Compensation Committee and the Nominating and Corporate Governance Committee may take a range of actions to remedy the misconduct, prevent its recurrence, and impose such discipline as would be appropriate in the circumstances, which may include seeking reimbursement of compensation or recommending termination of employment. These remedies would be in addition to and not in lieu of any actions imposed by law enforcement agencies, regulators or other authorities.

21. Shareholder Communications to the Board

The Board has established the following procedure to enable anyone who has a concern regarding the Company to communicate that concern directly to an individual director, the Board

as a group, or a specified committee or group, including the independent directors as a group. Any such communication should be made in the following manner:

c/o Corporate Secretary
Origin Bancorp, Inc.
500 South Service Road East
Ruston, Louisiana 71273

Each communication should specify the applicable addressee or addresses to be contacted as well as the general topic of the communication. Communications may be confidential or anonymous. The Company shall initially receive and process communications before forwarding them to the addressee. Communications may also be referred to other departments within the Company. The Company generally shall not forward to the directors a communication that it determines to be primarily commercial in nature or related to an improper or irrelevant topic, or that requests general information about the Company.

Concerns about questionable accounting or auditing matters or possible violations of the Code of Ethics should be reported under the procedures outlined in these Guidelines.

22. Amendment, Modification and Waiver

The Nominating and Corporate Governance Committee shall review these Guidelines at least annually and more often, as and when appropriate. The Nominating and Corporate Governance Committee shall recommend any desired changes to the Board. Waivers from compliance with these Guidelines may be made by the Board under exceptional circumstances, provided that such waivers do not violate any laws or regulations applicable to the Company.