

RENASANT CORPORATION
EXECUTIVE COMMITTEE CHARTER
(as of January 13, 2021)

This Charter of the Executive Committee (the “Charter”) of the Board of Directors of Renasant Corporation (the “Company”) has been adopted and approved by the Board of Directors of the Company (the “Board”).

1. Purpose

The purpose of the Executive Committee (the “Committee”) is to have charge over all matters under the direction and control of the Board that may require attention at any time between regular meetings of the Board, and to act with respect to such matters with the full authority of the Board except to the extent such authority has been limited in this Charter or pursuant to Mississippi or other applicable law.

2. Membership

The Committee shall consist of the Chairman of the Board, the lead director (as defined in the Bylaws of the Company in effect from time to time, the “Lead Director”), the chief executive officer, and three other directors selected by the Board, each of whom shall meet the definition of an “Independent Director” set forth in Section 5605(a)(2) of the Nasdaq Listing Rules (the “Listing Rules”) or any successor to such rule. In the event that the Chairman of the Board of Directors and the chief executive officer are the same person, or if there is no Lead Director because the Chairman of the Board has assumed the powers and responsibilities of the Lead Director as provided in Article III, Section 5, of the Bylaws of the Company, then one additional director who is an Independent Director under the Listing Rules shall serve on the Committee.

The Board shall annually appoint the members of the Committee and the Chairman of the Committee based on recommendations from the Nominating & Corporate Governance Committee of the Board. The Board may replace or remove one or more of the members of the Committee at any time in its sole discretion and shall fill any vacancies on the Committee.

3. Structure and Operations

The Committee shall meet as frequently, at such times and places, as it deems necessary to fulfill its responsibilities. The Secretary of the Company shall keep the minutes of the Committee, which shall be distributed to all members of the Board at or before the next meeting of the Board. The Committee shall report any action it takes to the full Board at or before the next meeting of the Board. The 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 Committee shall have the authority to delegate any of its responsibilities, along with the authority to act in relation to such responsibilities, to one or more subcommittees as the Committee may deem appropriate in its sole discretion.

4. Duties and Responsibilities

The Committee shall, subject to limitations imposed by applicable legal and regulatory requirements, exercise all powers and authority of the Board when the Board is not in session. Without limiting the generality of the foregoing, the Committee, jointly with the Nominating & Corporate

Governance Committee and the Compensation Committee, shall be responsible for succession planning for the chief executive officer and other senior executive officers of the Company.

Regardless whether permitted under applicable legal or regulatory authority, the Committee shall not have power or authority to:

- a. Adopt, amend or repeal any provision of the Company's Articles of Incorporation or Bylaws;
- b. Fill vacancies on the Board or any committee of the Board;
- c. Adopt an agreement or plan of merger or consolidation, recommend to the shareholders of the Company the sale, lease, or exchange of all or substantially all of the assets of the Company or a dissolution of the Company or otherwise approve or propose to shareholders any action that is required under the Mississippi Business Corporation Act, as in effect from time to time, to be approved by shareholders of the Company; or
- d. Authorize or approve a dividend or other distribution to the Company's shareholders, except according to a formula or method or within limits prescribed by the Board.

In addition, the Committee shall not have power or authority to act on any matters that (1) are expressly delegated to other committees of the Board, (2) are under active review by the Board or another committee of the Board, unless the Board specifically authorizes such action, or (3) under the laws of the State of Mississippi or the Company's Articles of Incorporation or Bylaws cannot be delegated by the Board to a committee of the Board.

The Committee shall, on an annual basis, review and reassess the adequacy of this Charter and its own performance during the previous year. In addition, the Committee shall perform such other activities as the Committee or the Board of Directors may from time to time deem necessary or appropriate.

5. Additional Authority; Outside Advisors

The Committee shall have the authority to take any and all appropriate actions necessary to discharge its responsibilities under this Charter. Without limiting the generality of the foregoing, the Committee shall have the authority to engage and obtain advice and assistance from advisors, including independent or outside legal counsel, accountants or auditors, including the sole authority to approve the fees and other retention terms of any such engagement. The Company in accordance with its normal business practices shall pay all fees and costs of such advisors promptly. The Committee shall have unrestricted access to Company personnel and documents and to the Company's legal counsel, accountants and internal and external auditors. For the avoidance of doubt, nothing in this Charter shall require the Committee to implement or act consistently with the advice or recommendations of its legal counsel or other advisor to the Committee, and the authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter.

The Committee may invite members of management or others to its meetings as it deems appropriate.