

**RENASANT CORPORATION**  
**EXECUTIVE COMMITTEE CHARTER**

(As amended through January 8, 2025)

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 (i) 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, (ii) perform the other responsibilities set forth in this Charter, and (iii) take all actions necessary to accomplish the foregoing.

**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 appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee, each of which other directors shall meet the New York Stock Exchange’s independence requirements for directors 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 meets the New York Stock Exchange’s independence requirements for directors shall serve on the Committee.

Except as specifically provided herein, the Board shall annually appoint the members of the Committee and the Chairman of the Committee, who shall serve at the discretion 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. Meetings and Procedure:**

The Committee shall meet as frequently as it deems necessary or appropriate. The Chairman will preside at each meeting; in the event the Chairperson is not present at a meeting, the Vice-Chair shall act as chair of such meeting. The Committee may request any director, officer or employee of the Company or any other person whose advice and counsel is sought by the Committee to attend any meeting. The Chairman shall decide who may or may not attend meetings. The Committee may, in its sole discretion, form and delegate authority to such subcommittees (comprised only of Committee members) as it deems appropriate, except where such authority is required by law to be exercised by the whole Committee. The Committee shall be 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 of Directors and its committees generally, unless otherwise expressly provided in this Charter or the Bylaws of the Company or as required by applicable law, regulation, New York Stock Exchange listing rules or other requirements. Subject to the foregoing, the Chairman shall determine the agenda and length of meetings and shall establish such other rules as may from time to time be necessary and proper for the conduct of the business of the Committee. The Chairman shall cause written minutes of each meeting of the Committee to be kept, which minutes shall reflect the deliberations, actions and recommendations of the Committee.

at each such meeting. Absent extenuating circumstances, meeting minutes as well as copies of actions taken by written consent shall be distributed to all members of the Board at or before the next meeting of the Board, and the Chairman shall be prepared to discuss the Committee's deliberations, actions and recommendations reflected in such minutes and written consents and answer the Board's questions with respect thereto.

#### **4. Authority 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 shall exercise the authority and execute the responsibilities set forth below:

- a. Oversee executive management's preparation of, and review and recommend to the Board for its approval, the annual budget of the Company.
- b. Together with the Nominating and Corporate Governance Committee and the Compensation Committee of the Board, be responsible for succession planning for the chief executive officer and other senior executive officers of the Company.
- c. Annually review and assess the Committee's own performance during the previous year.
- d. Annually review and assess the adequacy of this Charter and adopt any necessary amendments to this Charter.

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.

#### **5. Additional Powers and Responsibilities:**

The Committee shall have the authority to take any and all additional actions necessary or appropriate to discharge its responsibilities as set forth in this Charter. In particular, the Committee shall have the authority (shared with the Board) to (a) engage and obtain advice and assistance from advisors,

including independent or outside legal counsel, accountants or auditors, and (b) approve the fees and other terms of any such engagement, the exercise of each of the foregoing powers as the Committee determines in its sole discretion is necessary or appropriate to carry out its duties. The Company shall pay all fees and costs of such advisors promptly and in accordance with its normal business practices. The Committee shall have unrestricted access to Company personnel and documents and to the Company's legal counsel, accountants and internal and external auditors. The Committee shall be entitled to rely on the integrity and expertise of Company personnel and external advisors providing information to the Committee and on the accuracy and completeness of such information. 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 independent judgment in fulfillment of its duties under this Charter.

The Committee shall perform such other activities as the Board of Directors may from time to time deem necessary or appropriate.