

**SOUTH PLAINS FINANCIAL, INC.  
CHARTER OF THE NOMINATING  
AND CORPORATE GOVERNANCE COMMITTEE**

As of February 19, 2025

This Charter of the Nominating and Corporate Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of South Plains Financial, Inc. (the “Company”) has been adopted by the Board for the purpose set forth below. Unless the context otherwise requires, all references to the Company in this Charter include the subsidiaries and affiliates of the Company.

**Purpose of the Committee and Responsibilities**

The Committee shall have the following purposes and responsibilities:

1. The Committee shall make recommendations to the Board from time to time as to changes that the Committee believes to be desirable to the size or composition of the Board or any committee thereof within the constraints of the Amended and Restated Certificate of Formation (“Certificate of Formation”) and Second Amended and Restated Bylaws (“Bylaws”) of the Company.
2. The Committee shall identify individuals believed to be qualified to become Board members, consistent with criteria approved by the Board, and the Committee shall select, or recommend to the Board, the nominees to be presented for election as directors by the shareholders of the Company at the annual meeting of shareholders or, if applicable, at a special meeting of shareholders. In the case of a vacancy in the office of a director (including a vacancy created by an increase in the size of the Board), the Committee shall recommend to the Board an individual to fill such vacancy either through appointment by the Board or through election by shareholders. In selecting or recommending candidates, the Committee shall take into consideration the criteria approved by the Board, which are set forth in the Company’s Corporate Governance Guidelines, and such other factors as it deems appropriate. These factors may include judgment, skill, diversity, experience with businesses and other organizations of comparable size and the extent to which the candidate would be a desirable addition to the Board and any committees of the Board. The Committee shall consider all candidates recommended by the Company’s shareholders in accordance with the procedures set forth in the Company’s annual proxy statement. The Committee may consider candidates proposed by management, but is not required to do so.
3. The Committee shall develop and recommend to the Board standards to be applied in making determinations as to the absence of material relationships between the Company and a director.
4. The Committee shall identify Board members qualified to fill vacancies on any committee of the Board and shall recommend that the Board appoint the identified member or members to the respective committee. In nominating a candidate for

committee membership, the Committee shall take into consideration the criteria approved by the Board, which are set forth in the Company's Corporate Governance Guidelines, and the factors set forth in the charter of such committee, if any, as well as any other factors it deems appropriate, including, without limitation, the consistency of a candidate's experience with the goals of the committee.

5. The Committee shall assist the Board in determining and monitoring whether or not each director and prospective director is "independent" within the meaning of the listing standards of The Nasdaq Stock Market, LLC ("Nasdaq"), rules and regulations of the U.S. Securities and Exchange Commission ("SEC"), or any rules and laws applicable to the Company and make a recommendation to the independent directors regarding the appointment of the lead independent director.
6. The Committee shall establish procedures for the Committee to exercise oversight of the evaluation of the Board and management.
7. The Committee shall review and assess the adequacy of the Company's Corporate Governance Guidelines from time to time as the Committee deems appropriate and recommend changes for approval by the Board.
8. The Committee shall review the Company's Certificate of Formation and Bylaws from time to time, and provide recommendations to the Board for consideration.
9. The Committee shall review the Company's Code of Business Conduct and Ethics from time to time and, if appropriate, recommend changes for approval by the Board.
10. The Committee shall assist management in the preparation of the disclosure in the Company's annual proxy statement or annual report on Form 10-K, as applicable, regarding the Company's corporate governance practices, including information regarding director independence and diversity disclosure obligations under the Nasdaq listing standards and SEC rules and regulations, or any other applicable laws and regulations, the operations of the Committee and other Board committees and the director nomination process.
11. The Committee shall report regularly to the Board concerning its actions but not less than once per year.
12. The Committee shall perform any other duties or responsibilities expressly delegated to the Committee by the Board from time to time relating to the nomination of Board and committee members.
13. The Committee shall periodically review the Management Succession Plan and, if appropriate, recommend changes for approval by the Board.
14. The Committee shall develop and oversee a director orientation program for new directors and continuing director education for continuing directors.

15. The Committee shall assist the Board in its oversight of risk by overseeing the management of risks associated with the Company's overall compliance and corporate governance practices, and the independence and composition of the Board.
16. The Committee shall oversee the Company's strategies related to community impact matters, as well as monitor any relevant community impact ratings assigned to the Company, and determine whether an appropriate level of community impact-related oversight is being provided by the Board.
17. The Committee shall annually review the provisions of this Charter and, if appropriate, recommend changes for approval by the Board.

The Committee shall annually conduct an evaluation of the performance of its duties under this Charter.

### **Committee Membership**

The Committee shall consist solely of "independent directors," *i.e.*, those directors who neither are officers or employees of the Company or its subsidiaries nor have a relationship which, in the opinion of the Board, would interfere with the exercise of independent judgment in carrying out the responsibilities of a director, and who are otherwise "independent" under the Nasdaq listing standards, SEC rules, or under applicable laws and regulations.

The Committee shall consist of three (3) or more directors, elected by the Board annually, who shall serve until their successors have been duly elected and qualified or until earlier resignation, death or removal from office. The Board may remove by a majority vote any director from the Committee at any time with or without cause. Any vacancy on the Committee shall be filled by a majority vote of the Board. Any director serving on the Committee will automatically cease to be a member of the Committee at any time that he or she ceases to be a director of the Company.

### **Committee Structure and Operations**

The chairperson of the Committee shall be designated by the Board, provided that if the Board does not designate a chairperson, the members of the Committee, by a majority vote, may designate a chairperson of the Committee.

The Committee shall meet at least once a year and perhaps more frequently, in conjunction with regularly scheduled meetings of the Board at regularly scheduled times and places determined by the Committee chairperson, with further meetings to occur, or actions to be taken by unanimous written consent, when deemed necessary or desirable by the Committee or its chairperson.

A majority of the members of the Committee present in person or by means of conference call or similar communications equipment by means of which all persons participating in the meeting can hear one another shall constitute a quorum. The act of a majority of the Committee members present at a meeting at which a quorum is present shall be the act of the Committee. The

Committee may invite members of the Board, management and outside parties, including legal counsel and other advisers, to its meetings as it deems appropriate.

### **Delegation to Subcommittee**

The Committee may, in its discretion, form and delegate all or a portion of its duties and responsibilities to one or more subcommittees of the Committee.

### **Resources and Authority of the Committee**

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including the authority to select, retain, terminate and approve the fees and other retention terms of legal counsel, outside search firms, or other advisors or consultants, as it deems appropriate, without seeking approval of the Board or management. With respect to consultants or search firms used to identify director candidates, this authority shall be vested solely in the Committee.

### **Conflict with Board Resolutions or Directives**

In the event of an inconsistency or conflict between this Charter and any Board resolution, directive or action relating to this Committee, then such Board resolution, directive or action shall take precedence and govern.

### **Disclosure of Charter**

This Charter will be made available as required by applicable laws and regulations and the Nasdaq listing standards.

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While the members of the Committee have the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of members of the Committee, except to the extent otherwise provided under applicable federal or state law.