

Glacier Bancorp, Inc. & Glacier Bank
Credit Risk Management Committee Charter

Approved April 2022

I. Purpose

The Credit Risk Management Committee (“CRMC”) is appointed by The Board of Directors (the “Board”) of Glacier Bancorp, Inc. and Glacier Bank (collectively, the “Corporation”). Management’s CRMC is designed to assist in oversight of matters affecting the company’s credit quality, specifically in its responsibilities for the identification, measurement, monitoring, and controlling of GBCI’s credit risks.

The objective of the committee is to enhance shareholder value by promoting the achievement of the organization’s lending strategies and goals through a right-sized credit risk management program. This charter sets out the scope, authority, composition, meetings, responsibilities, and accountabilities, and reporting requirements of the CRMC.

II. Authority

- Help shape strategies that achieve lending and asset quality goals of the organization.
- Promote and implement credit risk management processes that mature with organizational size, complexity, and level of risk.
- To report committee actions to the full Board and make appropriate recommendations.
- To conduct or authorize investigations into matters within the Committee’s scope of responsibilities.

III. Composition

The Chief Administrative Officer (CAO) is the appointed Chair of the CRMC. The Committee shall be comprised of the CEO/President, Chief Credit Officer, Credit Administrator, Chief Risk Officer, CFO, COO, CXO, Credit Portfolio Risk Manager, Chief Accounting Officer, Chief Compliance Officer and Chief Mortgage Officer. Other staff members, members of the board, and internal audit can attend as non-voting guests.

IV. Meetings

The CRMC will meet quarterly or more frequently as required to carry out this mandate. Minutes of CRMC meetings will be maintained. The Chair shall preside over all CRMC meetings, and in the absence of the Chair, the SVP Credit Administrator will act as chairman.

V. Responsibilities and Accountabilities

The CRMC shall have the accountabilities and responsibilities set forth below as well as any other matters specifically delegated to the Committee by the Board. Commensurate with the organization’s risk appetite, industry leading practices, and emerging market trends, responsibilities include:

1. Upholding the Board's credit strategy and risk appetite;
2. Establishing and refreshing credit policies, procedures and controls and monitoring the organization's compliance with each;
3. Measuring and monitoring portfolio credit quality and ascertaining current methodologies remain commensurate with the organization's size and complexity;
4. Establishing and monitoring portfolio limits, including limits pertaining to approval authorities and concentrations;
5. Ascertaining continued adequacy of allowance levels and methodology;
6. Reviewing developments and credit quality issues with respect to significant credits;
7. Monitoring economic, industry, and legislative trends and assessing their impact on the organization's credit quality;
8. In conjunction with ERM Committee, analyzing and recommending new lending/credit related products and services;
9. Reviewing pertinent credit-related regulatory, loan review, audit, compliance, risk assessment, stress-test, and other independently prepared findings and recommend mitigation strategies; and
10. Ensuring directors receive appropriate and timely information about the enterprise's credit risks and exposures and making appropriate recommendations.
11. Review and approve policies, reports, and risk assessments delegated by the board and scheduled on the Annual Policy Calendar.
12. Engage vendors and consultants as necessary to carry out the Committee's duties.

In carrying out these responsibilities and duties, the Committee shall foster an environment that encourages all directors, officers, and employee to raise any risk issues or concerns freely and without concern for retribution.