EAGLE BANCORP MONTANA, INC.
OPPORTUNITY BANK

NOMINATING COMMITTEE CHARTER

Purpose

The Nominating Committee (the "Committee") is appointed by the Board of Directors (the "Board") of Eagle Bancorp Montana, Inc. (the "Company" or "Eagle") and is established in accordance with the Securities Exchange Act of 1934 and Nasdaq *Corporate Governance Requirements* (Nasdaq 5600 Series) and specifically for the Nomination Committee, Nasdaq Marketplace Rules 5605(e)-(f) and 5606. As a wholly owned subsidiary of the Company, reference to the Company may also include Opportunity Bank of Montana.

The principal duties and responsibilities of the Committee are:

- Identify diverse individuals qualified to become directors of the Board;
- Recommend director nominees to the Board for review/approval prior to the next annual Eagle stockholder meeting;
- Consider all properly submitted nominations by a Company stockholder(s);
- Regularly evaluate the Board and the qualifications and independence of its directors; and
- Annually review the Board's size, structure, composition, and functioning to ensure the appropriate blend and balance of diverse skills and experience.

Committee Membership and Independence

Number: The Committee shall be comprised of no fewer than three (3) members.

Nominations/Approval: The members of the Nominating Committee shall be recommended by the Board Chair and approved by the Board or as directed by the Bylaws of the Company. The Board shall designate one member of the Committee as its chairperson.

Removal: Members may be removed by the Board in its discretion with or without cause.

Independence: Independent director oversight of nominations enhances investor confidence in the selection of a well-qualified director nominee. Therefore, each member of the Committee shall be "independent" in accordance with the Nasdaq Marketplace Rules and SEC regulations applicable to Committee members (Nasdaq 5605(a)(2)) and IM-5605-7). In addition, each director shall be free from any relationship that, in the opinion of the Board, would interfere with the exercise of his or her independent judgement.

Committee Structure and Operations

The Committee shall meet at least two (2) times each year and at such other times as the Committee or its chair deems necessary to perform the Committee's responsibilities. The Committee may meet by telephone

or video conference. In addition, the Committee may take action by written consent. All meetings of the Nominating Committee shall be governed by the same rules regarding notice, quorum, and voting requirements as are applicable to the full Board. Written minutes shall be kept for all meetings of the Committee and shall be duly reported to the Board of Directors.

The Committee may delegate authority to one or more members when appropriate, provided that decisions made pursuant to such delegated authority shall be presented to the full Committee at its next scheduled meeting.

The Committee may request that any directors, officer, or employees of the Company or other persons whose advice and counsel are sought by the Committee attend any meetings of the Committee to provide such pertinent information as the Committee requests.

The Committee may, at its sole discretion, retain, direct and, if appropriate, terminate any search firm used to identify candidates for Board membership (or establish other procedures to develop potential candidates for consideration) as well as any such other experts it deems necessary in the performance of duties. As part of this authority, the Committee has the authority, to the extent it deems necessary or appropriate, to retain independent legal, accounting, or other advisors. In addition, the Committee has the authority, to the extent it deems necessary or appropriate, to ask Eagle to provide support and funding for carrying out its duties.

Committee Authority and Responsibilities

At a minimum, the Committee's duties and responsibilities shall include, but are not limited to, the following:

Diverse Board Representation

Identify individuals qualified to become directors of the Board and follow the diversity requirements identified by Nasdaq or other governmental agencies.

Board Vacancies

- When a director's term is set to expire or a vacancy occurs on the Board by reason of disqualification, resignation, retirement, death, or an increase in the size of the Board, the Committee shall nominate a director for the Board. That nomination shall be submitted to the full Board for review and approval.
- In filling Board vacancies, the Committee shall consider the candidate's knowledge of the banking business and involvement in the community, business, and civic affairs and also consider whether the candidate would provide adequate representation of his or her market area. Any nominee for director made by the Committee must be highly qualified with regard to some of these attributes. The Committee shall not recommend that stock ownership, without the other reasons named above, be a basis for the selection of a director nominee. In searching for qualified director candidates to fill vacancies in the Board, the Committee shall solicit its current Board of Directors for names of potentially qualified candidates. Additionally, the Committee may request that members of the Board pursue their own business contacts for the names of potentially qualified candidates. The Committee would then consider

the potential pool of director candidates, select the candidate the Committee believes best meets the then current needs of the Board, and conduct an investigation of the proposed candidate's background to ensure there is no past history, potential conflict of interest, or regulatory issue that would cause the candidate not to be qualified to serve as a director of the Company. The Committee will consider the proposed nominee, along with other proposed nominees recommended by the members of Eagle's Board of Directors, in the same manner in which the Committee would evaluate its nominees for director.

- The Committee shall review and consider all properly filed stockholder nominations that are submitted in accordance with Eagle's Bylaws.
- Review the qualifications and independence of the members of the Board and its various committees on a regular periodic basis.

Board Performance Evaluations

- The Committee shall conduct director evaluations prior to renomination of a director every three (3) years or prior to the end of their next term, whichever is earlier.
- The Committee shall conduct tri-annual evaluations of the performance of the full Board and report its conclusion to the Board. The Committee's report should generally include an assessment of the Board's compliance with the principles set forth in this Charter and the Company's Code of Ethics/Conflict of Interest Policy, as well as areas where the Board can improve performance.

Board Size

- The Committee shall conduct annual reviews of the Board's size, structure, composition, and functioning, to ensure the appropriate blend and balance of diverse skills and experience.

Legal and Regulatory Compliance

- Ensure Committee compliance with SEC and Nasdaq *Corporate Governance Requirements* in the Nasdaq 5600 Series and specifically Nasdaq Rule 5605(e)-(f) and 5606 for Nominating Committees.

Other Committee Matters

- Annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval;
- Publish this Charter on Eagle's Investor Relations website;
- Annually review its own performance as a committee in accordance with the standards established by the Board for committees;
- Recommend to the Board such changes to the Board's committee structure and committee (and any subcommittee) functions as the Committee deems advisable and further confirm that each standing committee of the Board has a charter in effect and that such charter is reviewed at least annually by its committee; and
- At least one (1) Committee member, or designee, attends training annually.

NOMINATING COMMITTEE CHARTER

Submitted for review and approval by the Nominating Committee October 21, 2026.

Submitted for review and approval by the Board on November 19, 2026.