WEST BANK
WEST BANCORPORATION, INC.
NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER

PURPOSE

The Nominating and Corporate Governance Committee (the "Committee") shall be a standing committee of the Board of Directors (the "Board") of West Bancorporation, Inc. (the "Company") and West Bank (the "Bank") to carry out the responsibilities delegated by the Board relating to the Company's director nomination process and procedures, developing and maintaining the Company's corporate governance policies and any related matters required by the federal securities laws.

MEMBERSHIP

- The Board shall, from time to time, set the number of directors who shall serve on the Committee at three or more.
- The Committee shall be appointed by the Board based on the recommendations from the Nominating and Corporate Governance Committee of the Board.
- The members of the Committee shall serve for such term or terms as the Board may determine or until earlier resignation or death.
- The Board may remove any member from the Committee at any time with or without cause.
- Committee members shall be "independent" in accordance with the rules of the Nasdaq Stock Market ("Nasdaq"), subject to the exceptions provided in Nasdaq Rule 5615(b).

STRUCTURE AND OPERATIONS

- The Board shall designate one member of the Committee as its chair based on the recommendation of the Nominating and Corporate Governance Committee of the Board.
- The Committee shall meet at least annually at such times and places as it deems necessary to fulfill its responsibilities.
- The Committee shall maintain minutes or other records of its meetings, activities and decisions.
- The Committee will maintain free and open communication with the Board. The Committee will report regularly to the Board regarding its actions and make recommendations to the Board as appropriate.

- 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 Company Board.
- The Committee may invite to its meetings any directors, members of management or any such other person it deems appropriate in order to carry out its responsibilities.
- The Committee shall have the authority to delegate any of its responsibilities along with the authority to take action in relation to such responsibilities, to one or more subcommittees as the Committee may deem appropriate in its sole discretion.

RESPONSIBILITIES AND DUTIES

Board of Directors.

- Evaluate the composition, size, and organization of the Board in light of applicable regulatory requirements and guidelines, any other principles of corporate governance deemed desirable by the Committee, and the best interests of the stockholders. The Committee shall provide its evaluation to the Board on an annual basis.
- Make recommendations to the Board concerning the number, identity, and responsibilities of Board committees and the chair and members of each committee.
- Advise the Board on committee appointments, rotation of committee members and chairs, and committee structure and operations.
- Determine any specific minimum qualifications that the Committee believes must be met by Committee-recommended director nominees and identify any specific qualities or skills that the Committee believes are necessary for one or more of the directors to possess. Examples of such criteria are set forth on Exhibit A hereto.
- Assist the Board in ensuring that the director nominating process functions with the goal that the Board as a whole shall be comprised of members having the appropriate and necessary qualifications, diversity of skills, backgrounds, and perspectives, including diversity with respect to gender, ethnicity, and areas of expertise to serve the best interests of the Bank, Company and their stockholders.
- Establish processes for identifying and evaluating Committee-recommended director nominees.
- Make recommendations to the Board in response to any director resignation or vacancy.
- Provide educational resources to the Board concerning regulatory requirements and desirable policies and practices related to corporate governance.
- Make annual recommendations to the Board regarding the appropriateness of the individual members of the Board standing for reelection.
- Recommend to the Board a slate of qualified nominees for election to the Board at the annual stockholders' meeting. The actual nominees shall be determined by the independent directors constituting a majority of the Company's independent directors in a vote in which only independent directors participate.

- Establish and oversee director orientation and continuing education programs and review and revise those programs as appropriate.
- Resolve actual and potential conflicts of interest a director may have and advise any such director on how to conduct him or herself in matters before the Board which may pertain to the conflict.

Policies.

- Review, annually and on an ongoing basis, corporate governance policies and practices, including information regarding the operations of the Committee and other Board committees, director independence and the director nominations process and, as necessary, make recommendations to the Boards regarding changes to these policies and recommend that this disclosure be included in the Company's proxy statement or annual report on Form 10-K, as applicable.
- Establish policies concerning the Committee and Board's consideration of any director candidates recommended by stockholders and the procedures to be followed by stockholders in submitting such recommendations.
- Oversee the Company's practices and reporting with respect to corporate responsibility which may include governance, environmental, and human capital matters that are of significance to the Company and its stakeholders, including reviewing the Company's strategy, initiatives, and policies on these matters and receiving updates from members of management responsible for those activities. The Committee may fulfill these responsibilities in consultation and coordination with the other Board committees.
- Review any proposed amendments to the Company/Bank's Articles of Incorporation and/or by-laws and recommend appropriate action to the Board.

Independence.

- Develop and recommend to the Board for approval standards for determining whether a director has a relationship with the Company or Bank that would impair his or her independence and to assess the independence of each director and any director nominees on at least an annual basis.

Succession Planning.

- Review and establish, for approval by the Board, succession planning and retention practices for directors.
- Review with the Chief Executive Officer the succession plans for Company/Bank management.

Stockholders.

- Review the Company's reputation with stockholders and external constituencies and recommend to the Board any proposed changes to corporate governance policies or practices as a result of such review.
- Review all stockholder proposals submitted to the Company (including any proposal relating to the nomination of a member of the Board) and the timeliness of the submission thereof and recommend to the Board appropriate action on each such proposal.

Performance Evaluations.

- Develop a process for an annual evaluation of the Board, its Chair, its committees and the CEO.
- Oversee the administration of these annual evaluations and review the results.

The Committee shall perform any other activities consistent with this Charter, the Company’s bylaws and governing laws that the Board or Committee determines are necessary or appropriate.

OUTSIDE ADVISORS

- The Committee shall have the authority, in its sole discretion, to select, retain and obtain the advice of a director search firm as necessary to assist with the execution of its duties and responsibilities as set forth in this Charter.
- The Committee shall set the compensation and oversee the work of the director search firm.
- The Committee shall have the authority, in its sole discretion, to retain and obtain the advice and assistance of outside counsel, an executive search firm and such other advisors as it deems necessary to fulfill its duties and responsibilities under this Charter.
- The Committee shall set the compensation and oversee the work of its outside counsel, the executive search firm and any other advisors.
- The Committee shall receive appropriate funding from the Company/Bank, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to its search consultants, outside counsel and any other advisors.
- The director search firm, outside counsel, executive search firm, and any other advisors retained by the Committee shall be independent in accordance with the rules of Nasdaq.

OTHER

- The Committee shall review this Charter annually and recommend any proposed changes to the Board for approval.
- This Charter may be amended by means of an express resolution of the Board.
- This Charter will be made available on the Company's website.
- The Committee shall conduct an annual evaluation of the Committee's performance and report the results to the Board. The Committee shall conduct this evaluation in such manner as it deems appropriate.

EXHIBIT A
BOARD MEMBERSHIP CRITERIA

Since the Board depends both on the character, judgment, objectivity, and diverse experience of its individual directors and their collective strengths, the Board should be composed of:

- Directors chosen with a view to bringing to the Board a variety of experience and backgrounds.
- Directors who have a high level of managerial experience or are accustomed to dealing with complex challenges.
- Directors who will represent the best interests of the stockholders as a whole rather than special interest groups or constituencies, while also taking into consideration the assessment of overall composition and needs of the Board.
- A majority of independent directors under the criteria for independence established by the Securities and Exchange Commission and the Nasdaq.
- In addition to the foregoing general guidelines:
    - Each director should be an individual of the highest character and integrity, have experience at or demonstrated understanding of strategy/policy-setting, and a reputation for working constructively with others
    - Each director should have sufficient time available to devote to the affairs of the Company/Bank in order to effectively carry out the responsibilities of a director
    - Each director should be free of any conflict of interest which would interfere with the proper performance of his or her responsibilities as a director including his or her responsibilities as a member of any committee of the Board.
    - The Chief Executive Officer is expected to be a director. Other members of the Management Committee may be nominated to be directors, but Board membership is not necessary or a prerequisite for Management Committee positions.

Reviewed by the Committee: November 17, 2025.
Approved by the West Bank Board of Directors: January 28, 2026.
Approved by the West Bancorporation, Inc. Board of Directors: January 28, 2026.