

WEST BANCORPORATION, INC.
NOMINATING AND CORPORATE GOVERNANCE COMMITTEE
CHARTER

A. Purpose and Scope.

The Nominating and Corporate Governance Committee shall be a standing committee of the West Bancorporation, Inc. Board of Directors and the West Bank Board of Directors. The Committee exists to (1) review and make recommendations to the Board regarding the Board's composition and structure, (2) establish criteria for Board membership and evaluate corporate policies relating to the recruitment of Board members, (3) identify and recommend to the Board a slate of director nominees for each annual meeting of shareholders, (4) recommend corporate governance policies or guidelines to the Board, (5) monitor and provide the Board information about required and desirable corporate governance practices, and (6) lead the Board in an annual review of the Board's performance. This charter of the Nominating and Corporate Governance Committee will be made available at www.westbankstrong.com/investor_relations.

B. Composition and Meetings.

The Board shall, from time to time, set the number of members who shall serve on the Committee at three or more. Committee members shall be "independent" as defined by the Securities and Exchange Commission and the Nasdaq Stock Market.

The members of the Committee shall be elected annually by the independent directors of the Board and shall serve until their successors are duly elected and qualified or until their earlier resignation or ineligibility to serve. The independent directors may add one or more additional members to the Committee or remove members of the Committee at any time. Unless a chair of the Committee is elected by the independent directors of the Board, the members of the Committee may determine a chair by majority vote of the full Committee membership. For all other matters, a majority of the number of Committee members shall constitute a quorum for the transaction of business. The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee may deem appropriate; provided the subcommittees are composed entirely of independent directors.

The Committee shall meet as often as necessary in order to fulfill its responsibilities and duties, but not less frequently than annually, keep written minutes of its meetings, which shall be recorded and filed with the books and records of the Company, and regularly report to the Board about its actions. 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 may also exclude from its meetings any person it deems appropriate in order to carry out its responsibilities.

C. Committee Functions.

The Committee shall perform the following functions:

1. From time to time, 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 shareholders. The Committee shall provide its evaluation to the Board on an annual basis.

2. Make recommendations to the Board concerning the number, identity, and responsibilities of Board committees and the chair and members of each committee. This shall include advising the Board on committee appointments, rotation of committee members and chairs, and committee structure and operations.

3. 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, expertise, skills, attributes, and personal and professional backgrounds to serve the best interests of the Company and its shareholders.

4. 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 Company's directors to possess. Examples of such criteria are set forth on Exhibit A hereto.

5. Establish processes for identifying and evaluating Committee-recommended director nominees.

6. Consider diversity in the director nominating process.

7. Establish policies concerning Committee and Board consideration of any director candidates recommended by shareholders and the procedures to be followed by shareholders in submitting such recommendations.

8. Develop and recommend to the Board for approval standards for determining whether a director has a relationship with West Bancorporation, Inc. or West 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.

9. Make annual recommendations to the Board regarding the appropriateness of the individual members of the Board standing for reelection.

10. Recommend to the Board a slate of qualified nominees for election to the Board at the annual shareholders' meeting. The actual nominees shall be

determined by the independent directors constituting a majority of the Board's independent directors in a vote in which only independent directors participate.

11. Make recommendations to the Board in response to any Board member resignation.

12. Review all shareholder 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.

13. Provide educational resources to the Board concerning regulatory requirements and desirable policies and practices related to corporate governance for the Company.

14. Review, annually and on an ongoing basis, the Company's 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 Board regarding changes to these policies and recommend that this disclosure be included in the West Bancorporation, Inc.'s proxy statement or annual report on Form 10-K, as applicable..

15. Establish and oversee the Company's director orientation and continuing education programs and review and revise those programs as appropriate.

16. Obtain advice and assistance concerning the functions of the Committee, as needed, from internal or external legal counsel, accounting firms, search firms or other advisors, with the sole authority to retain, terminate and negotiate the terms and conditions of the assignment.

17. Review any proposed amendments to the Company's Articles of Incorporation and By-laws and recommend appropriate action to the Board.

18. Review and establish, for approval by the full Board, succession planning and retention practices for directors of the Company.

19. Review with the Company's chief executive officer the management succession plans for Company and Bank management.

20. Review the Company's reputation with shareholders and external constituencies and recommend to the Board any proposed changes to the Company's corporate governance policies or practices as a result of such review.

21. Resolve actual and potential conflicts of interest a Board member may have and advise any such Board member on how to conduct him or herself in matters before the Board which may pertain to the conflict.

22. Direct appropriate members of management and staff to assist and support the Committee as requested.

23. Assess the adequacy of this Charter at least annually and report the Committee's conclusions and recommendations, if any, to the Board.

24. Conduct an annual review of the Committee's performance and report the results to the Board.

25. At least annually, review the performance of the board chair.

26. At least annually, review the performance of the CEO.

27. Lead the Board in an annual review of the Board's performance.

28. Perform any other duties or responsibilities expressly delegated to the Committee by the Board.

EXHIBIT A

BOARD MEMBERSHIP CRITERIA

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

1. Directors chosen with a view to bringing to the Board a variety of experience and backgrounds.
2. Directors who have a high level of managerial experience or are accustomed to dealing with complex challenges.
3. Directors who will represent the best interests of the shareholders 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.
4. A majority of independent directors under the criteria for independence established by the Securities and Exchange Commission and the Nasdaq Stock Market.

In addition to the foregoing general guidelines:

1. 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
2. Each director should have sufficient time available to devote to the affairs of the Company in order to effectively carry out the responsibilities of a director
3. 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.
4. The Chief Executive Officer is expected to be a director. Other members of senior management may be nominated to be directors, but Board membership is not necessary or a prerequisite for senior executive positions.

Charter Approved by Nominating & Corporate Governance

Committee: 1-20-20

Charter Approved by West Bank Board: 1-22-20

Charter Approved by ~~West Bancorporation, Inc. Board: 1-22-20~~