

WAYNE SAVINGS BANCSHARES, INC.

CHARTER OF THE NOMINATING AND CORPORATE GOVERNANCE COMMITTEE OF THE BOARD OF DIRECTORS

I. PURPOSE

The Nominating and Corporate Governance Committee (the "Committee") is appointed by the Board of Directors (the "Board") of Wayne Savings Bancshares, Inc. (the "Company") to assist the Board in fulfilling its oversight responsibility. The primary duties and responsibilities of the Committee are to:

- Identify and recommend to the full Board the selection of qualified individuals to serve as Board members and recommend to the full Board director nominees for each Annual Meeting of Stockholders;
- Review existing corporate governance documents and establish corporate governance principles applicable to the Company and to govern the conduct of the Board and its members; and
- Review nominations for director submitted by shareholders pursuant to Article I, Section 6(c) of the Company's Bylaws.

The Committee has the authority to access any consultant of the Company to aid it in its responsibilities. The Committee has the authority and ability to retain, compensate and terminate, at the Company's expense, any search firm used to identify director candidates as is necessary to undertake its responsibilities.

II. COMPENSATION AND MEETINGS

In accordance with the Company's bylaws, the Committee must have as its members three or more directors as determined by the Board of Directors. Each member shall be an independent director, as such term is defined in the Rules of the NASDAQ Stock Market, and free from any relationship that, in the opinion of the Board of Directors, would interfere with the exercise of his or her independent judgement. No director will be considered independent if s/he has accepted any consulting, advisory or compensatory fee from Wayne Savings Community Bank (the Bank), other than his or her capacity as a director, or is an affiliated person of the Company or any subsidiary. Affiliated person for this charter means an executive officer and/or controlling shareholder. Non-independent or non-member directors may attend Committee meetings.

Compensation for service on the Committee will be established by the full Board based on the recommendations of the Compensation Committee.

The Board of Directors, by a vote of a majority of the whole Board, may designate committee membership at its Annual Meeting or at any meeting of the Board, as needed, to replace any absent or disqualified member of the committee. The Chair of this Committee shall be selected by all members of this Committee.

The Committee shall establish its own schedule for meetings throughout the year. If the Chair is not present, the members of the Committee may designate a Chair by a majority vote of those present. The Committee shall meet in executive session annually to review the performance of the Board and/or to discuss any other matters that it believes should be discussed without management present and will present a report to the Board.

The Committee shall report to the Board of Directors. The Committee shall have authority to delegate any of its responsibilities to subcommittees as it may deem appropriate in its sole discretion and to retain, terminate and obtain advice, reports or opinions from search firms or other internal or outside advisors and legal counsel in the performance of its responsibilities, and shall have the sole authority to approve related fees and retention terms.

III. GOALS, RESPONSIBILITIES AND DUTIES

The Committee shall establish criteria for the selection of new directors to serve on the Board of Directors.

A. Recommend Qualified Individuals for Board membership

- Review individual qualifications for service of individuals on the full Board;
- Recommend to the Board individuals for Board membership;
- Review shareholder submitted nominees for election of directors at the Annual Meeting of Stockholders; and
- Recommend to the Board nominees for election of directors at the Annual Meeting of Stockholders.

Director Qualification Guidelines

- Candidates must continue to ensure that the Board of Directors, as a whole, is diverse and consists of individuals with various and relevant career experience, relevant technical skills, industry knowledge and experience, financial expertise (including expertise that could qualify a director as a "financial expert," as that term is defined by the rules of the SEC)
- Candidates should have minimum individual qualifications, including strength of character, mature judgment, familiarity with the Company's business and industry, independence of thought and an ability to work collegially
- Candidates preferably should have local or community ties
- Candidates should fill a present need on the Board of Directors
- Age Limitations: Once a director reaches 75 years of age, he or she is permitted to finish out his or her current term. Thereafter, if the director requests or is requested by other Board members to serve an additional term or terms of one-year each, the Nominating and Corporate Governance Committee shall, on an annual basis, review the request, taking into consideration each of the aforementioned criteria, and make a recommendation to the Board.

B. Committee Membership and Qualifications

- Recommend to the full Board the establishment of Board committees and subcommittees, as necessary, at the Annual Meeting of the Board and at other times during the year, if necessary;
- Recommend to the full Board the membership and composition of each of the Board committees and sub committees and recommend removal of any committee member, if necessary; and
- Review qualifications of Directors for committee membership.

C. Develop and Oversee Corporate Governance Principles

- Develop and annually review Corporate Governance Principles for the overall governance of the Board of the Company and its subsidiaries and keep abreast of developments with regard to corporate governance to enable the Committee to make recommendations to the Board in light of such developments as may be appropriate.

D. Other

- Maintain minutes of meetings, which are circulated to the full Board and report to the full Board of Directors on a regular basis.

Originally Adopted: June 21, 2004

Revised and Board Approved: October 29, 2020