Board Nominating and Governance Committee Charter

The Board of Directors (the "Board") of Steele Bancorp, Inc. (the "Company") has adopted this Charter to promote effective corporate governance, thoughtful director succession, and alignment with regulatory expectations and fiduciary responsibilities.

The Board, with support from its Nominating and Governance Committee (the "Committee"), is responsible for maintaining a governance framework that supports the Company's long-term strategy, risk profile, and safety and soundness.

The Board shall consist of no fewer than five (5) and no more than twenty-five (25) directors, with the current size established by the Company's Bylaws. The Board periodically evaluates its size and composition to ensure it reflects the Company's strategic needs, complexity, regulatory expectations, and the range of skills and perspectives required for effective oversight.

The Company seeks directors of high integrity, sound judgment, and relevant experience who are able to commit sufficient time and attention to Board responsibilities. All directors must meet applicable legal, regulatory, and independence requirements.

In evaluating potential nominees, the Committee considers a range of factors, including:

- Experience in banking, financial services, or financial literacy
- Expertise in risk management, audit, compliance, or technology
- Leadership experience in business, legal, or professional fields
- Knowledge of the Company's markets and communities
- Diversity of skills, backgrounds, and perspectives

The Board maintains a mix of qualifications and experience through a structured evaluation process and a skills matrix to support balanced and effective Board composition.

Directors are generally expected to serve multiple terms, subject to continued qualifications, performance, and Board needs. The Board maintains a mandatory retirement age of seventy-three (73), unless otherwise determined to be in the best interests of the Company.

For a limited transition period following the merger of Mifflinburg Bancorp, Inc. and Northumberland Bancorp, vacancies associated with legacy director positions may be filled with consideration to prior board representation; however, all director nominations remain subject to the Board's fiduciary duties and approval process.

Directors are expected to actively participate in Board governance, including regular attendance at Board and committee meetings and engagement in strategic and oversight responsibilities. The Committee reviews director performance, including attendance, and may make recommendations regarding continued service.

To align the interests of directors with those of shareholders, the Board has established stock ownership guidelines for non-employee directors. Directors are expected to maintain a meaningful equity interest in the Company within a reasonable period following appointment. The Board periodically reviews these guidelines to ensure continued alignment with governance best practices.

The Committee plays a central role in supporting the Board’s governance responsibilities and evaluates effectiveness of the Board as a whole, Board committees and individual Directors. Committee duties include:

- Identifying and evaluating candidates for Board membership
- Recommending nominees for election or appointment to the Board
- Overseeing succession planning for directors and Board leadership
- Reviewing director independence, qualifications and engagement
- Recommending committee assignments
- Overseeing and periodically reviewing corporate governance policies and practices

This Charter is reviewed at least annually by the Committee and the Board and may be updated as necessary to reflect changes in regulatory guidance, governance practices, and the Company’s strategic objectives.