



INVESTOR PRESENTATION

FOURTH QUARTER 2025



BRIDGEWATER BANCSHARES, INC.

Disclaimer



Forward-Looking Statements

This presentation contains "forward-looking statements" within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements include, without limitation, statements concerning plans, estimates, calculations, forecasts and projections with respect to the anticipated future performance of the Company. These statements are often, but not always, identified by words such as "may", "might", "should", "could", "predict", "potential", "believe", "expect", "continue", "will", "anticipate", "seek", "estimate", "intend", "plan", "projection", "would", "annualized", "target" and "outlook", or the negative version of those words or other comparable words of a future or forward-looking nature.

Forward-looking statements are neither historical facts nor assurances of future performance. Instead, they are based only on our current beliefs, expectations and assumptions regarding our business, future plans and strategies, projections, anticipated events and trends, the economy and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict and many of which are outside of our control. Our actual results and financial condition may differ materially from those indicated in the forward-looking statements. Therefore, you should not rely on any of these forward-looking statements. Important factors that could cause our actual results and financial condition to differ materially from those indicated in the forward-looking statements include, among others, the following: interest rate risk, including the effects of changes in interest rates; effects on the U.S. economy resulting from actions taken by the federal government, including the threat or implementation of tariffs, immigration enforcement and changes in foreign policy; fluctuations in the values of the securities held in our securities portfolio, including as the result of changes in interest rates; business and economic conditions generally and in the financial services industry, nationally and within our market area, including the level and impact of inflation, and future monetary policies of the Federal Reserve and executive orders in response thereto, and possible recession; credit risk and risks from concentrations (including by type of borrower, geographic area, collateral and industry) within the Company's loan portfolio or large loans to certain borrowers (including commercial real estate ("CRE") loans); the overall health of the local and national real estate market; our ability to successfully manage credit risk; our ability to maintain an adequate level of allowance for credit losses on loans; new or revised accounting standards as may be adopted by state and federal regulatory agencies, the Financial Accounting Standards Board, Securities and Exchange Commission (the "SEC") or Public Company Accounting Oversight Board; the concentration of large deposits from certain clients, including those who have balances above current Federal Deposit Insurance Corporation insurance limits; our ability to successfully manage liquidity risk, which may increase our dependence on non-core funding sources such as brokered deposits, and negatively impact our cost of funds; our ability to raise additional capital to implement our business plan; our ability to implement our growth strategy and manage costs effectively; the composition of our senior leadership team and our ability to attract and retain key personnel; talent and labor shortages and employee turnover; the occurrence of fraudulent activity, breaches or failures of our or our third-party vendors' information security controls or cybersecurity-related incidents, including as a result of sophisticated attacks using artificial intelligence and similar tools or as a result of insider fraud; interruptions involving our information technology and telecommunications systems or third-party servicers; competition in the financial services industry, including from nonbank competitors such as credit unions, "fintech" companies and digital asset service providers; the effectiveness of our risk management framework; rapid technological changes implemented by us and other parties in the financial services industry, including third-party vendors, which may be more difficult to implement or more expensive than anticipated or which may have unforeseen consequence to us and our customers, including the development and implementation of tools incorporating artificial intelligence; the commencement, cost and outcome of litigation and other legal proceedings and regulatory actions against us; the impact of recent and future legislative and regulatory changes, domestic or foreign; risks related to climate change and the negative impact it may have on our customers and their businesses; the imposition of tariffs or other governmental policies impacting the global supply chain and the value of products produced by our commercial borrowers; severe weather, natural disasters, wide spread disease or pandemics, acts of war, military conflicts, or terrorism, changes in foreign relations, or other adverse external events, including ongoing conflicts in the Middle East, the Russian invasion of Ukraine and recent military activities in Venezuela; potential impairment to the goodwill the Company recorded in connection with acquisitions; risks associated with our integration of First Minnetonka City Bank ("FMCB"), including the possibility that the merger may be more difficult or expensive to integrate than anticipated and the effect of the merger on the Company's customer and employee relationships and operating results; changes to U.S. or state tax laws, regulations and governmental policies concerning the Company's general business, including changes in interpretation or prioritization of such rules and regulations; the impact of bank failures or adverse developments at other banks and related negative publicity about the banking industry in general on investor and depositor sentiment regarding the stability and liquidity of banks; and any other risks described in the "Risk Factors" sections of reports filed by the Company with the SEC.

Any forward-looking statement made by us in this presentation is based only on information currently available to us and speaks only as of the date on which it is made. The Company undertakes no obligation to publicly update any forward-looking statement, whether written or oral, that may be made from time to time, whether as a result of new information, future developments or otherwise. Certain of the information contained in this presentation is derived from information provided by industry sources. Although the Company believes that such information is accurate and that the sources from which it has been obtained are reliable, the Company cannot guarantee the accuracy of, and has not independently verified, such information.

Use of Non-GAAP financial measures

In addition to the results presented in accordance with U.S. Generally Accepted Accounting Principles ("GAAP"), the Company routinely supplements its evaluation with an analysis of certain non-GAAP financial measures. The Company believes these non-GAAP financial measures, in addition to the related GAAP measures, provide meaningful information to investors to help them understand the Company's operating performance and trends, and to facilitate comparisons with the performance of peers. These disclosures should not be viewed as a substitute for operating results determined in accordance with GAAP, nor are they necessarily comparable to non-GAAP performance measures that may be presented by other companies. Reconciliations of non-GAAP disclosures to the comparable GAAP measures are provided in this presentation.

The Finest Entrepreneurial Bank

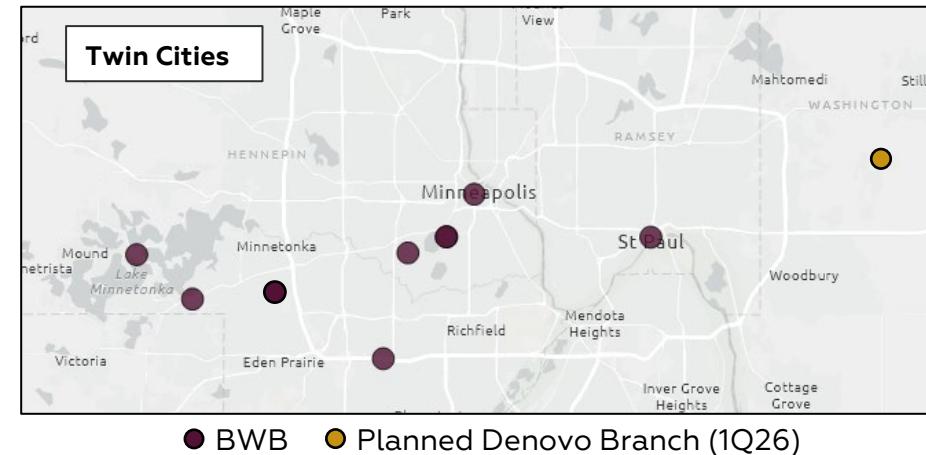


Company Overview

Name:	Bridgewater Bancshares, Inc.
Headquarters:	St. Louis Park, MN
Ticker:	NASDAQ: BWB; BWBBP
Assets:	\$5.4 Billion
Loans:	\$4.3 Billion
Deposits:	\$4.3 Billion
Shareholders' Equity:	\$517.1 Million



Branch-Light Model in Attractive Twin Cities Market



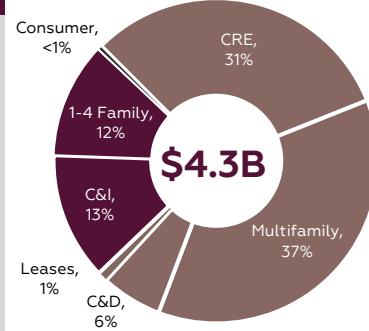
● BWB ● Planned Denovo Branch (1Q26)

Serving a Commercial-Focused Client Base

Business and Personal Banking

- Commercial & business lending
- Business / treasury management
- SBA lending
- 1-4 family rentals
- Personal banking

Loan Balances



Commercial Banking

- CRE lending
- Acquisition financing
- Construction lending
- Affordable housing financing
- Long-term multifamily financing
- Leases

Track Record of Profitability, Growth and Efficiency

- Founded in 2005 by a group of banking industry veterans and local business leaders
- Continuous profitability since the third month of operations
- Proven ability to generate strong organic growth in the Twin Cities
- Expertise in commercial real estate with a focus in multifamily and affordable housing lending
- Highly efficient operations with a branch-light model
- Organizational focus on risk management with a long track record of superb asset quality

Strategic Leadership Team (SLT) with Broad Skill Sets and Industry Expertise



Jerry Baack
Chairman and Chief Executive Officer

- Former regulator and responsible for all aspects of BWB formation
- Lead founder of BWB in 2005
- 35+ years of banking experience



Joe Chybowski
President and Chief Financial Officer

- Strategic insights across all aspects of the organization, including finance, capital and liquidity management
- Joined BWB in 2013
- 15+ years of banking and capital markets experience



Laura Espeseth
Chief Administrative Officer

- Oversees various aspects of finance, accounting, and facilities
- Joined BWB in 2017
- 20+ years of banking and public accounting experience



Katie Morrell
Chief Credit Officer

- Oversees credit policies and practices and chairs the loan and credit risk management committees
- Joined BWB in 2020
- 18+ years of financial services experience



Nick Place
Chief Banking Officer

- Oversees all aspects of client growth and relationship management, including lending, treasury management and deposits
- Joined BWB in 2007
- 15+ years of banking experience



Lisa Salazar
Chief Operating Officer

- Oversees operations, technology and product initiatives to drive efficiencies and enhance the overall client experience
- Joined BWB in 2018
- 30+ years of banking experience



Jessica Stejskal
Chief Experience Officer

- Oversees marketing, community impact and project management
- Joined BWB in 2014
- 14+ years of marketing experience

Approximately 20% of BWB's common shares were owned by Board and SLT members as of December 31, 2025, demonstrating strong alignment with shareholders

A Disciplined Strategy Built for Growth



Truly Unconventional Culture

- A Top Workplace in Minnesota for 10+ years
- Focus on professional development and employee retention
- Entrepreneurial mindset built for speed and accountability, not bureaucracy
- Accessible, hands-on leadership, actively involved in decisions and the business
- Culture of transparency and ownership, enabling teams to act quickly and solve problems

Highly Efficient Business Model

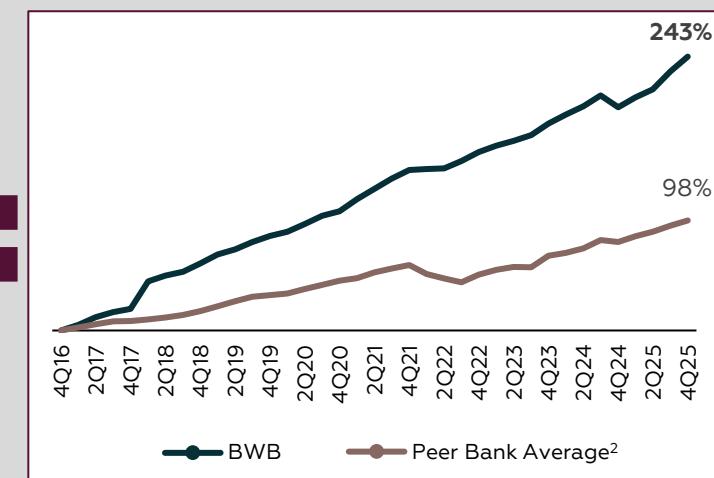
- Branch-light model with a commercial real estate focus
- Efficient operating philosophy, including networking, banking tools and in-house expertise
- Relatively low levels of expenses as a percent of total assets
- Efficiency ratio consistently better than peer banks

- Long track record of generating robust organic loan growth
- Emphasis on CRE and multifamily lending
- Increased focus on affordable housing with access to higher growth markets and fee income
- M&A-related market disruption has created client and talent acquisition opportunities to support loan and deposit growth
- Opportunistic acquirer following successful bank acquisition in 2024

Robust Balance Sheet Growth

Proactive Risk Management

Consistent Tangible Book Value¹ Growth and Outperformance



Tangible Book Value Per Share¹ growth resumed in 1Q25 following a bank acquisition in 4Q24

¹ Represents a Non-GAAP financial measure. See Appendix for Non-GAAP reconciliation

² Includes publicly-traded banks on major exchanges with total assets between \$3 billion and \$10 billion as of December 31, 2025 (Source: S&P Capital IQ)

Unconventional.

Our clients notice a difference.

Dedicated.

Don't stop until you get it done.

Accurate.

It's more than just an expectation.

Responsive.

Under promise, over deliver.

Growth.

If you aren't moving forward, where are you going?

Culture as a Strategic Advantage



Employee Experience

Intentional investment in the **employee experience**, supporting long-term engagement and retention

Professional Development

Committed to investing in **learning, development and career growth** with an emphasis on developing talent from within

Clear Accountability

Disciplined operating rhythms and **clear accountability**, supporting execution and scalability

Compensation and Benefits

Competitive, equitable **compensation and benefits** designed to attract and retain high-performing teams

Employee-Led Committees

Employee-led committees supporting wellness, inclusion and professional development

32%

Team members promoted into next-level and/or leadership roles in 2025

AMERICAN BANKER
Best Banks to Work For

5-Time Winner



A Responsive Service Model



Our clients can expect...

- **Responsive support and simple solutions**
- **A local bank of choice in a market where many local banks have been acquired by out-of-state buyers**
- **Flexibility, market expertise and strong network connections**

The "Proven Process" for Our Clients

I. DISCOVER

With a can-do spirit and local presence, Bridgewater Bank is preferred by successful entrepreneurs and individuals, like you, who value responsive support and simple solutions.

5. NETWORK

When you join Bridgewater Bank you join more than a bank—it's a network.

4. SUPPORT

In-person, online and everywhere in-between, our local team is available to meet your financial needs and exceed your expectations.

2. ONBOARD

As entrepreneurs ourselves, we anticipate and understand your financial needs and provide simple, creative solutions to solve them.

3. EXECUTE

Local banking means local decision making. We value action and decisiveness and work quickly to ensure that you never miss an opportunity.

An Award-Winning Client Experience



- **BEST Business Bank**
- **BEST Small Business Bank**
- **BEST Commercial Lender**
- **BEST Commercial Mortgage Lender**

A Commitment to Our Communities



Bridgewater is committed to investing in the communities we serve, through philanthropy, volunteering, and strategic partnerships, focused across our three **Pillars of Community Impact**:

Bridgewater's Pillars of Community Impact

Building Places

- Affordable housing and community development initiatives
- Partnerships that strengthen neighborhoods and housing stability



BWB partnered with Project for Pride in Living to support affordable housing and community stability initiatives benefiting youth and families across the Twin Cities

Fueling Business

- Supporting entrepreneurs and small businesses that drive local economic vitality
- Expanding access to capital, mentorship, and business networks, particularly for women-owned and diverse businesses



BWB sponsored a Power of 100 Greater Stillwater event, supporting women leaders who are fueling local economic growth through collective philanthropy

Investing in People

- Workforce development, financial education, and community wellbeing
- Programs that expand access to opportunity and long-term financial mobility



As part of BWB's Take Your Child to Work Day, kids packed backpacks for resident children at People Serving People, allowing them to be prepared for the school year

2025 Community Impact Snapshot

- **"Outstanding"** CRA Rating
- Minnesota Banker's Association – Community Champion Award
- Partnered with the FHLB of Des Moines through the Member Impact Fund to help deliver **over \$800K in matching grants to 23 Minnesota nonprofits** focused on affordable housing and community development

\$401K

Total
Donations

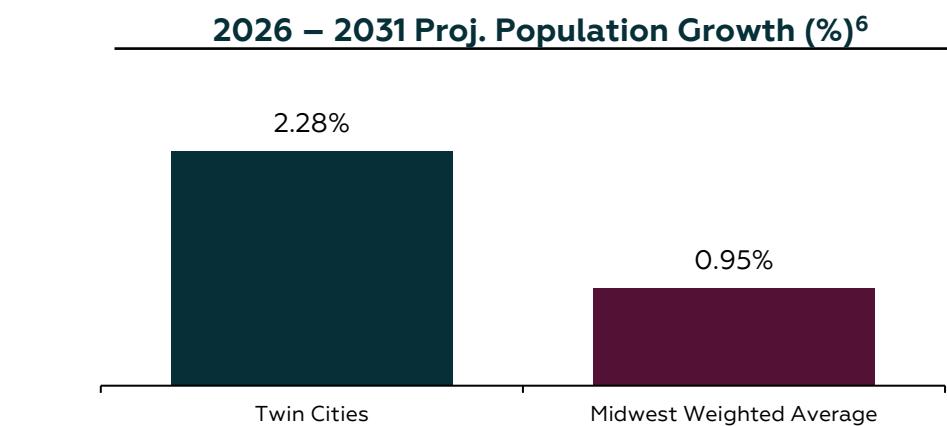
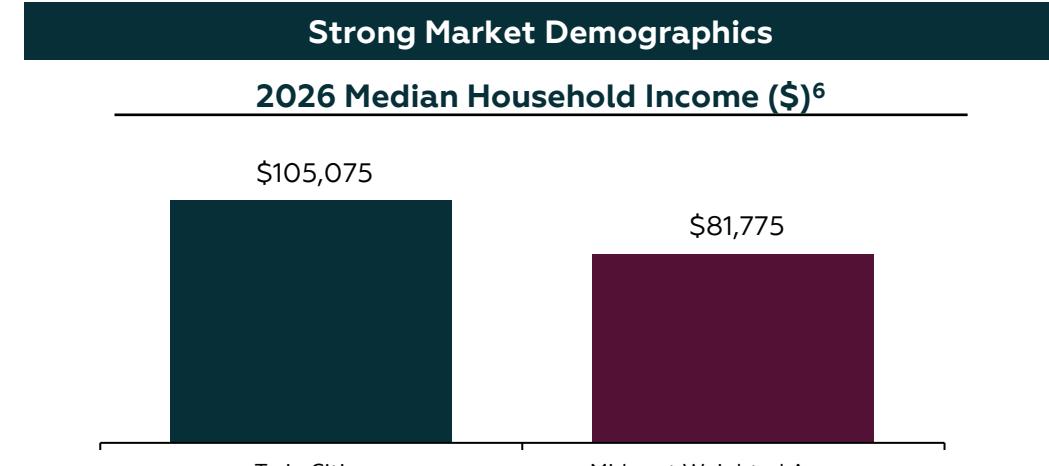
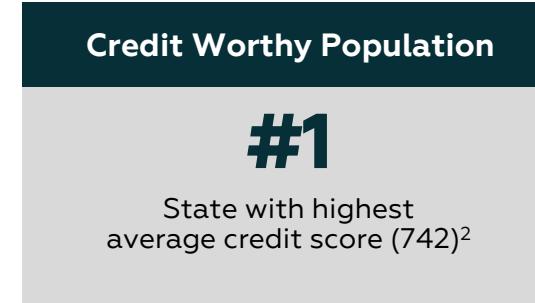
1,161

Volunteer
Hours

2025



Attractive and Growing Twin Cities Market



¹ Source: Minnesota Department of Employment and Economic Development (ranking among 30 largest metro areas)

² Source: Experian – Average FICO Score by State, 2025

³ Source: U.S. News & World Report, 2025

⁴ Source: CNBC, 2025

⁵ Source: Realtor.com, 2025

⁶ Source: S&P Capital IQ

Bank-of-Choice For Twin Cities Clients Looking to Bank Local

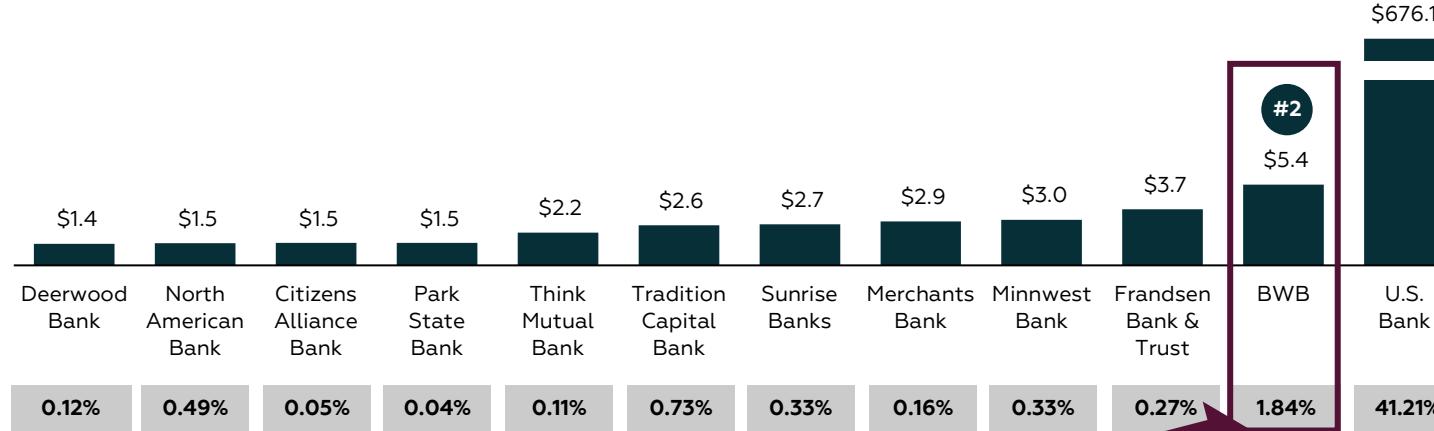


Largest Minnesota-Based Banks by Total Assets¹

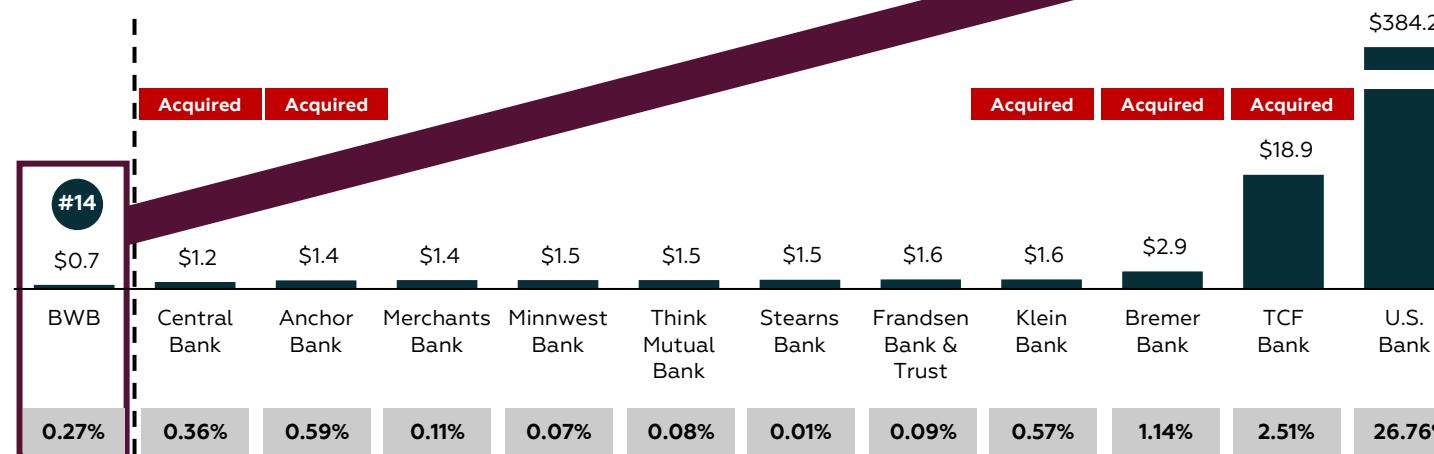
Total Assets

Deposit Market Share (Minneapolis-St. Paul MSA)

2025²



2014



- Second largest locally-led bank in the Twin Cities
- Significant Twin Cities market disruption with several local banks being acquired by out-of-market buyers
- BWB has the scale and agility to be the bank-of-choice for local clients looking for a local bank with local decision-making
- BWB's YoY in-market deposit growth has exceeded Twin Cities MSA growth for 13 consecutive years³

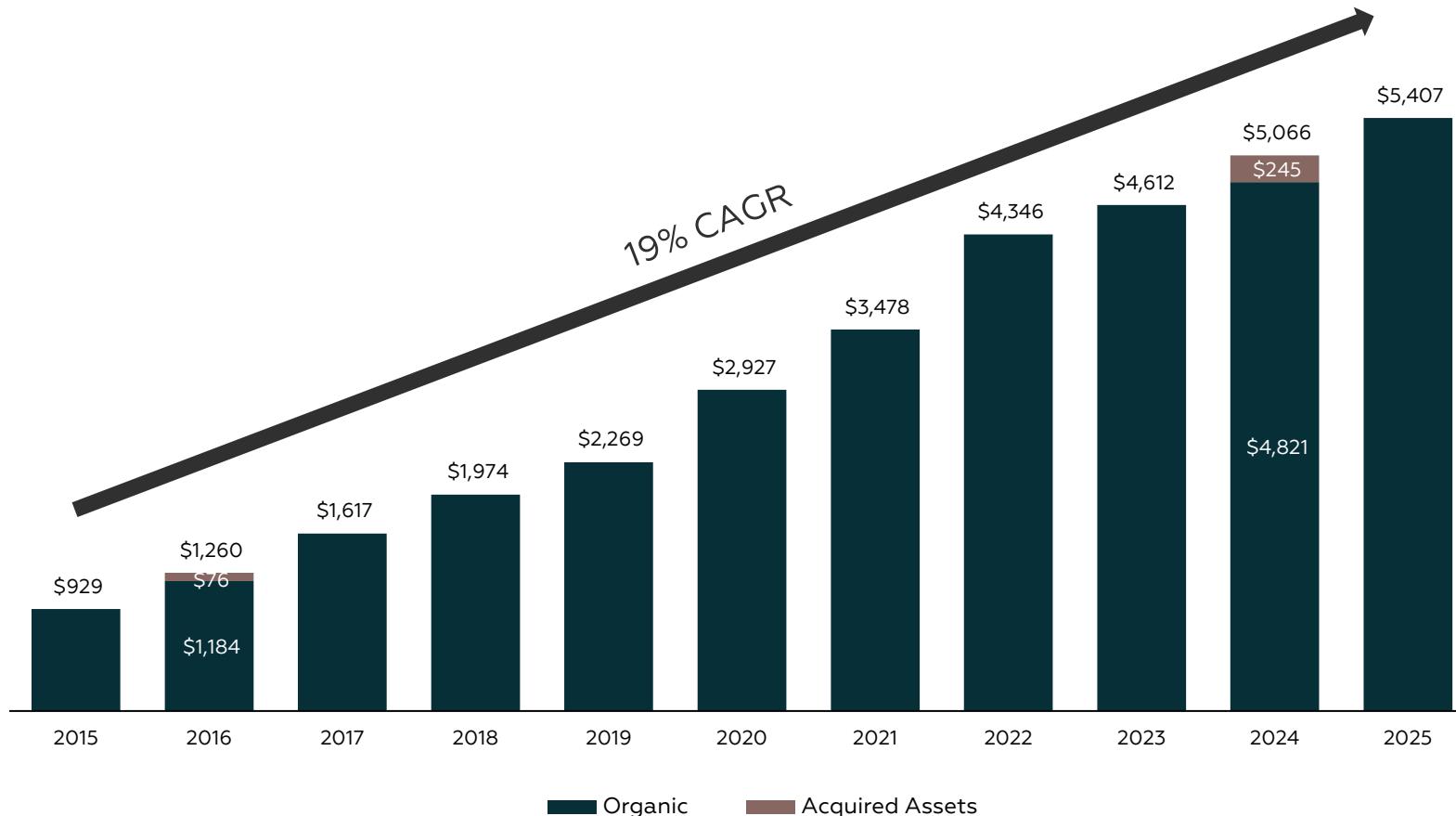


¹ Source: FDIC and S&P Capital IQ; includes banks with deposits in the Minneapolis-St. Paul MSA (data as of June 30 of each year)

² Total assets as of December 31, 2025; excludes Ameriprise Financial

³ Source: FDIC and S&P Capital IQ

History of Robust Organic Asset Growth



Proven ability to consistently generate robust organic asset growth primarily in the Twin Cities market

Emphasis on commercial real estate and multifamily lending with an increased focus on affordable housing

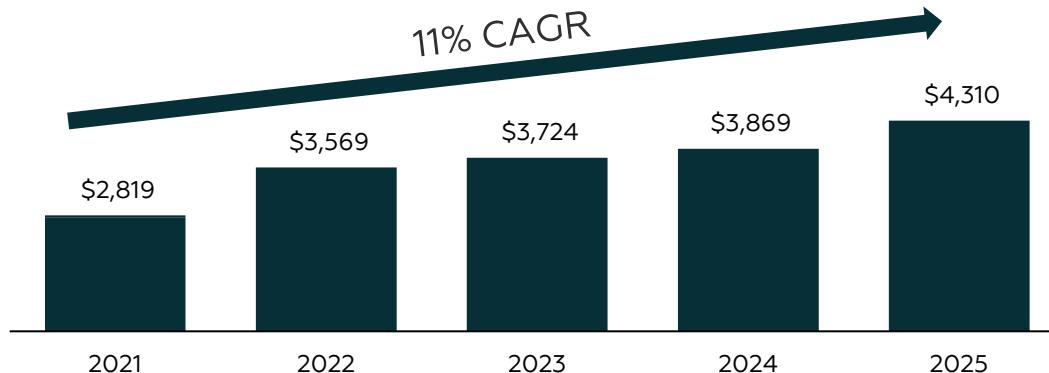
Completed the acquisition of First Minnetonka City Bank in December 2024

Ongoing evaluation of potential M&A opportunities to complement organic growth strategy

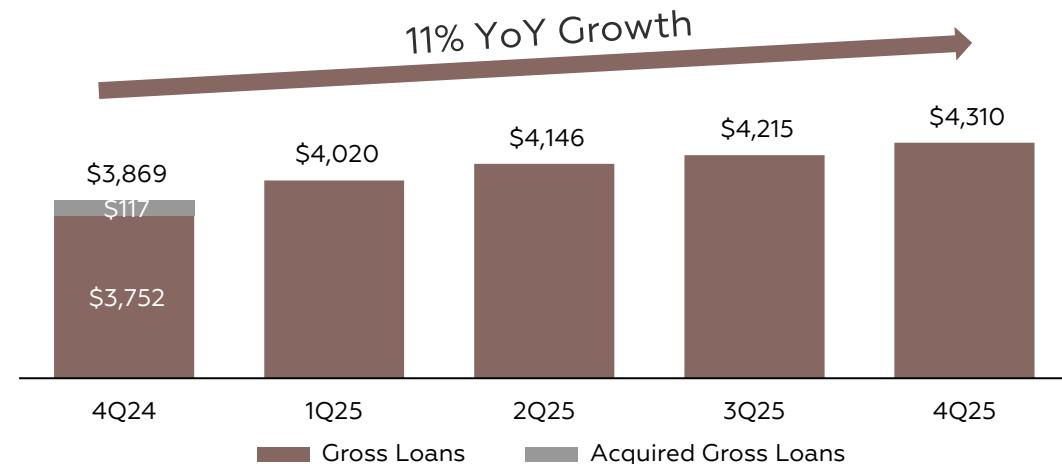
Return to Normalized Levels of Loan Growth



Long track record of robust loan growth



After moderating through much of 2024 due to the higher interest rate environment, organic loan growth returned in 2025

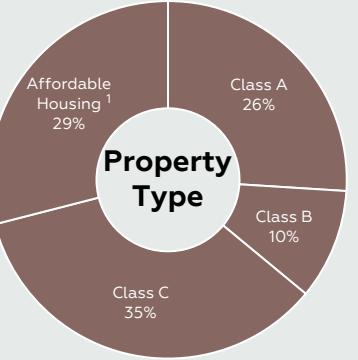
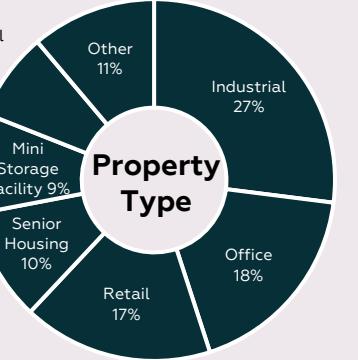
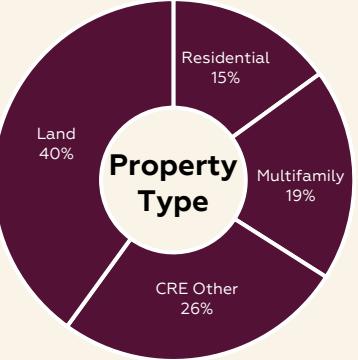
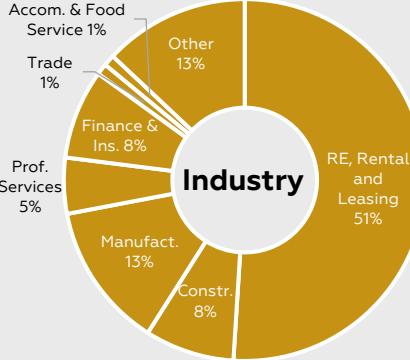


- Strong brand presence and relationships in the market allow us to get in front of high-quality clients and deals
- Operating in a competitive “sweet spot” in the Twin Cities – financing larger deals than community banks, but under the radar of the larger banks
- Opportunities to build new client and banker relationships due to recent M&A-related market disruption in the Twin Cities
- Expansion of talented lending and treasury management teams
- Recent growth in affordable housing with balances up 29% in 2025

- **4Q25 loan balances increased 8.9% annualized**
- Near-term loan growth dependent on a variety of factors, including:
 - **Market and economic conditions** – economic uncertainty including the interest rate environment
 - **Loan demand** – M&A disruption and strong pipelines to support near-term growth, but economic uncertainty and increased competition could impact demand going forward
 - **Loan payoffs and paydowns** – pace of loan payoffs will continue to impact loan growth
 - **Core deposit¹ growth** – pace of core deposit growth will be a governor on loan growth as we look to remain within our target loan-to-deposit ratio range

Strong Diversification Within Key Portfolios



	Multifamily	CRE Nonowner Occupied	Construction & Development	C&I																																														
Size	\$1,587M  37% of portfolio	\$1,165M  27% of portfolio	\$261M  6% of portfolio	\$547M  13% of portfolio																																														
YoY Growth	 11%	 8%	 88%	 10%																																														
Competitors	Agency lenders, local banks and credit unions	Local banks and life insurance companies	Local and regional banks	Local and regional banks																																														
Go-to-Market Strategy	Bank of choice in the Twin Cities market due to proven expertise and differentiated service model	Knowledgeable lenders with efficient closing processes and ample capacity	Efficient underwriting process and deep knowledge in construction loan management	Responsive support, simple solutions and the local touch entrepreneurs are looking for																																														
Growth Outlook	Continued appetite given expertise and market opportunities	Continued appetite given expertise and market opportunities	Renewed balance sheet growth following increased commitments since late 2024	Increased focus on expanding C&I through targeted verticals																																														
Key Stats	\$3.3M Avg. Loan Size	\$2.3M Avg. Loan Size	\$1.2M Avg. Loan Size	\$541K Avg. Loan Size																																														
	67% Weighted Avg. LTV	58% Weighted Avg. LTV	56% Weighted Avg. LTV	0.06% 5-Year NCOs																																														
	98% Loans with Pass Rating	99% Loans with Pass Rating	0.00% 5-Year NCOs	99% Loans with Pass Rating																																														
Portfolio Diversification	 <p>Property Type</p> <table> <tr><td>Affordable Housing¹</td><td>29%</td></tr> <tr><td>Class C</td><td>35%</td></tr> <tr><td>Class B</td><td>10%</td></tr> <tr><td>Class A</td><td>26%</td></tr> </table>	Affordable Housing ¹	29%	Class C	35%	Class B	10%	Class A	26%	 <p>Property Type</p> <table> <tr><td>Industrial</td><td>27%</td></tr> <tr><td>Office</td><td>18%</td></tr> <tr><td>Retail</td><td>17%</td></tr> <tr><td>Senior Housing</td><td>10%</td></tr> <tr><td>Mini Storage Facility</td><td>9%</td></tr> <tr><td>Medical Office</td><td>8%</td></tr> <tr><td>Other</td><td>11%</td></tr> </table>	Industrial	27%	Office	18%	Retail	17%	Senior Housing	10%	Mini Storage Facility	9%	Medical Office	8%	Other	11%	 <p>Property Type</p> <table> <tr><td>Land</td><td>40%</td></tr> <tr><td>Residential</td><td>15%</td></tr> <tr><td>Multifamily</td><td>19%</td></tr> <tr><td>CRE Other</td><td>26%</td></tr> </table>	Land	40%	Residential	15%	Multifamily	19%	CRE Other	26%	 <p>Industry</p> <table> <tr><td>RE, Rental and Leasing</td><td>51%</td></tr> <tr><td>Manufact.</td><td>13%</td></tr> <tr><td>Constr.</td><td>8%</td></tr> <tr><td>Prof. Services</td><td>5%</td></tr> <tr><td>Finance & Ins.</td><td>8%</td></tr> <tr><td>Trade</td><td>1%</td></tr> <tr><td>Accom. & Food Service</td><td>1%</td></tr> <tr><td>Other</td><td>13%</td></tr> </table>	RE, Rental and Leasing	51%	Manufact.	13%	Constr.	8%	Prof. Services	5%	Finance & Ins.	8%	Trade	1%	Accom. & Food Service	1%	Other	13%
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¹ Includes formerly subsidized properties (23%) and market rate properties with affordable set-asides (6%)

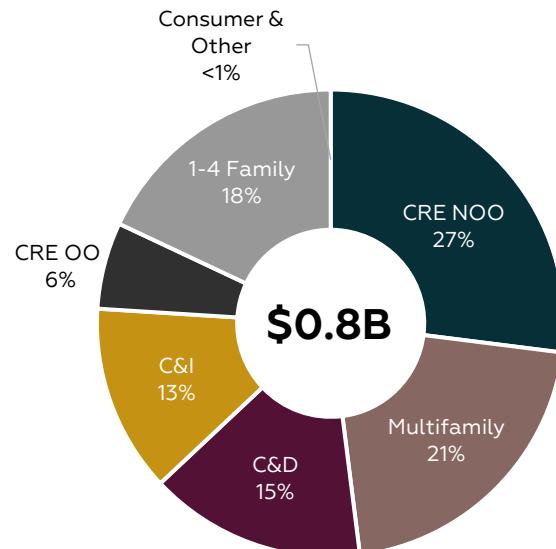
Data as of December 31, 2025

Well-Diversified Loan Portfolio With Multifamily and CRE Expertise

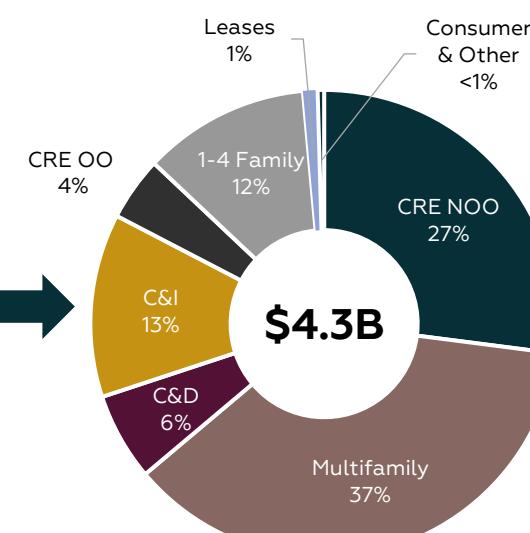


Evolution of Loan Mix by Type

2015

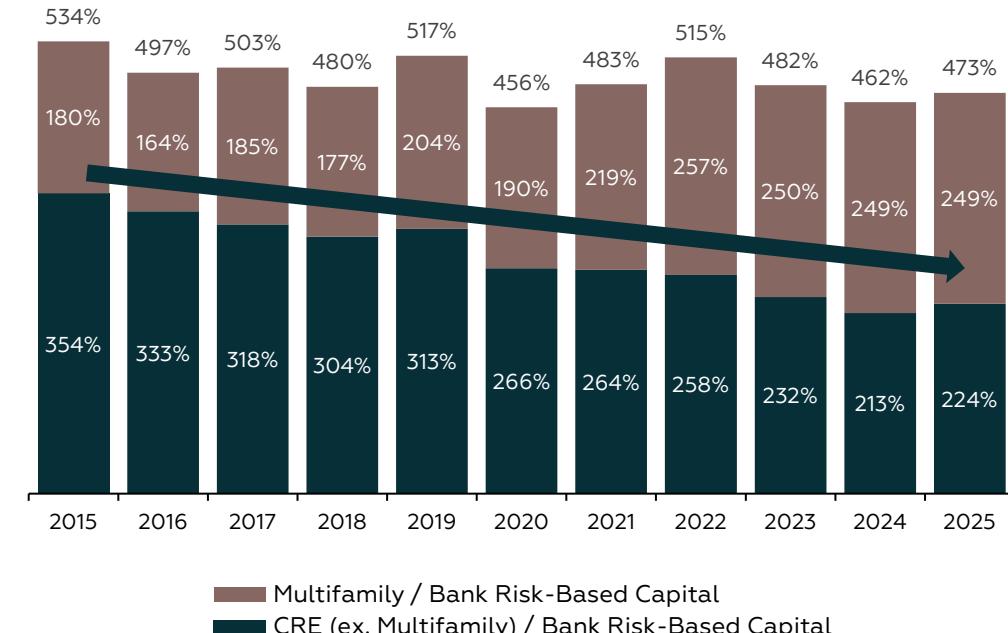


2025



Intentional mix shift toward Multifamily has aligned with the build-out of talent and expertise in the segment and continued strong performance

CRE Concentrations (ex. Multifamily) Have Trended Lower



CRE Concentration Driven by a Proven, Lower Risk Multifamily Portfolio



Multifamily Makes Up Over Half of CRE Concentration

473%
of Bank RBC

249%
of Bank RBC

224%
of Bank RBC

2025

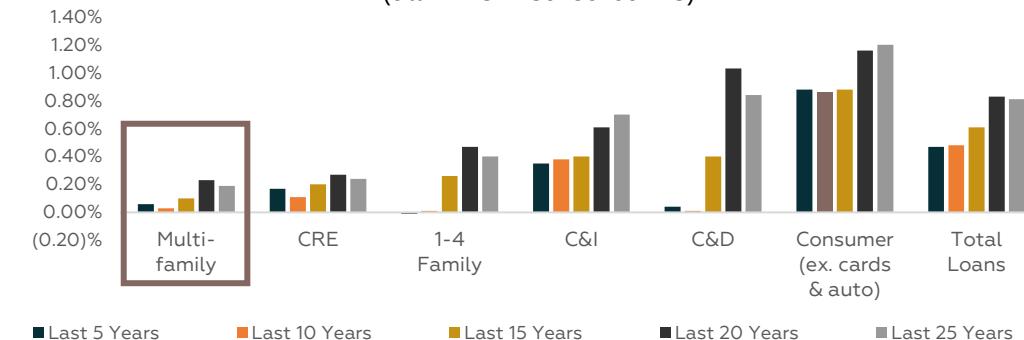
Multifamily
Traditional CRE³

Multifamily Lending Approach

- Bank of choice in the Twin Cities with expertise and differentiated service model
- Greater tenant diversification compared to other asset classes
- Positive market trends with reduced vacancy rates, strong absorption, and slower construction = favorable outlook for occupancy and rent growth
- Market catalysts include relative affordability, steady population growth, low unemployment, strong wages, and shortage of single-family housing

Low Historical Losses vs. Other Asset Classes

Average Historical Net Charge-Off Rates
(all FDIC-insured banks)²



Multifamily Portfolio Characteristics Drive Track Record of Strong Asset Quality

Portfolio Balance

\$1.6B

Affordable Housing Mix¹

29%

WA LTV

67%

Avg. Loan Size

\$3.3M

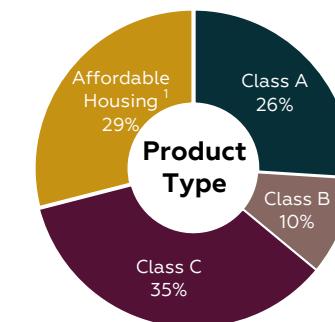
Avg. Debt/Unit

\$86K

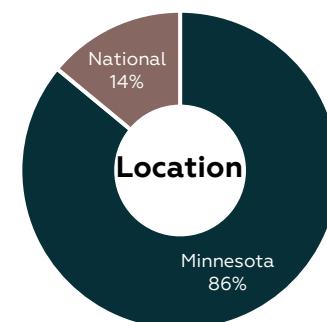
NCOS (since 2005)

\$62K

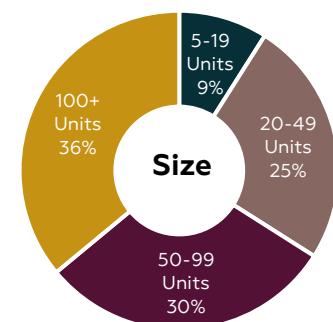
Increased Focus on Affordable Housing



Properties Primarily Located In-Market



Well-Diversified by Size



¹ Includes formerly subsidized properties (23%) and market rate properties with affordable set-asides (6%)

² FDIC (data through 3Q25)

³ Includes nonowner-occupied CRE, construction and land development, and 1-4 family construction

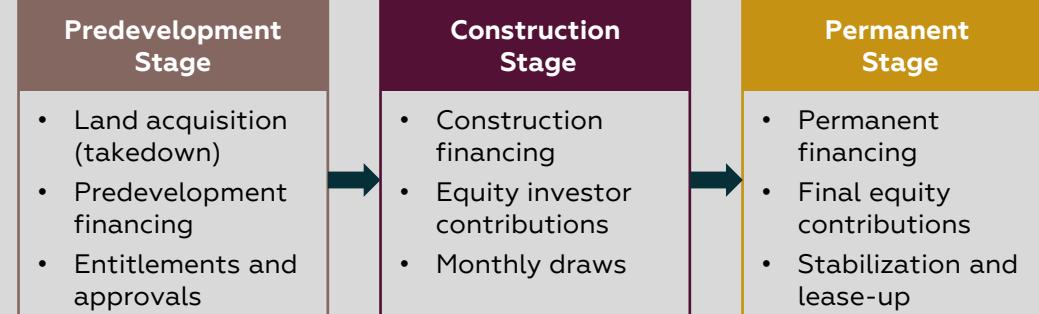
Unique Expertise in Affordable Housing



Expertise in the High-Quality Affordable Housing Space

- Leveraging affordable housing expertise to support communities and clients in the Twin Cities and across the country
- Active in the affordable housing space since 2008
- **High barrier to entry due to complex nature of the transactions**
- Risk mitigants include working with experienced developers of scale across the country and the ongoing demand for affordable housing nationwide
- 67% of the portfolio located in MN, 33% located out-of-state
- Strong source of core deposit growth

Anatomy of an Affordable Housing Transaction



BWB has the ability to provide financing through one or more of the following parts of the transaction:

- | |
|---|
| 1 Construction Loan
2 Permanent Loan
3 Equity Bridge Loan
4 Letter of Credit
5 Land Acquisition Financing
6 Corporate Line of Credit |
|---|

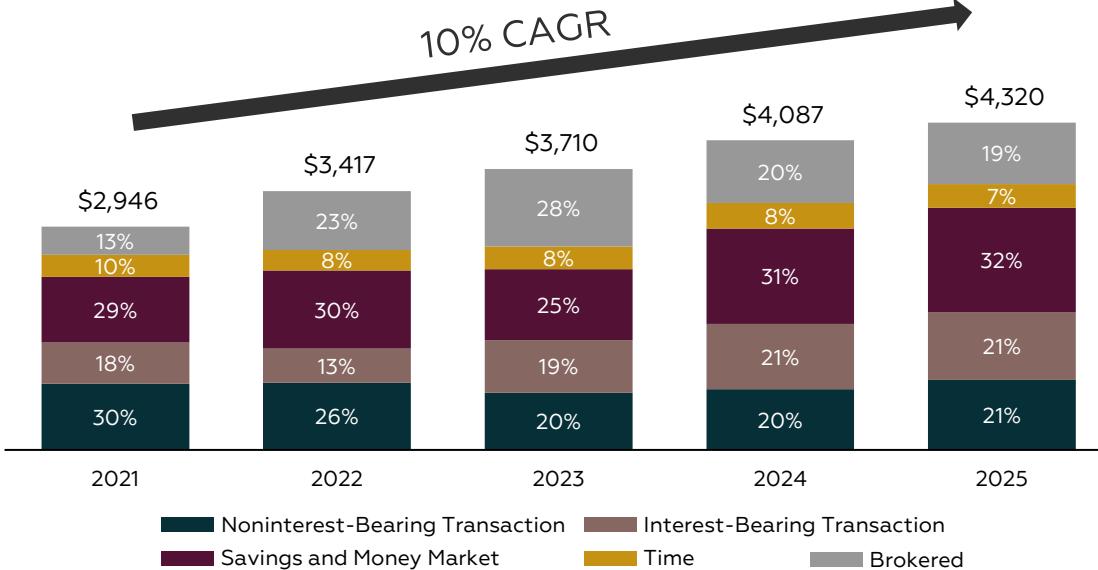
Sample Affordable Housing Transaction

Sources of Funds (\$000s)	Budget	Pre-development	Construction	Conversion	Permanent
1st Mortgage Construction to Permanent Loan	\$ 20,000	\$ -	\$ 20,000	\$ -	\$ 20,000
LIHTC Equity	30,000	-	12,000	18,000	30,000
Equity Bridge Loan	15,000	-	\$ 15,000	(\$15,000)	-
Land Loan	2,000	5 2,000	-	-	-
Corporate Line of Credit Advance	250	6 250	-	-	-
Borrower Equity	500	500	-	-	-
Letter of Credit (not drawn)	4 200	-	-	-	-
Total Source of Funds	\$ 67,950	\$ 2,750	\$ 47,000	\$ 3,000	\$ 50,000

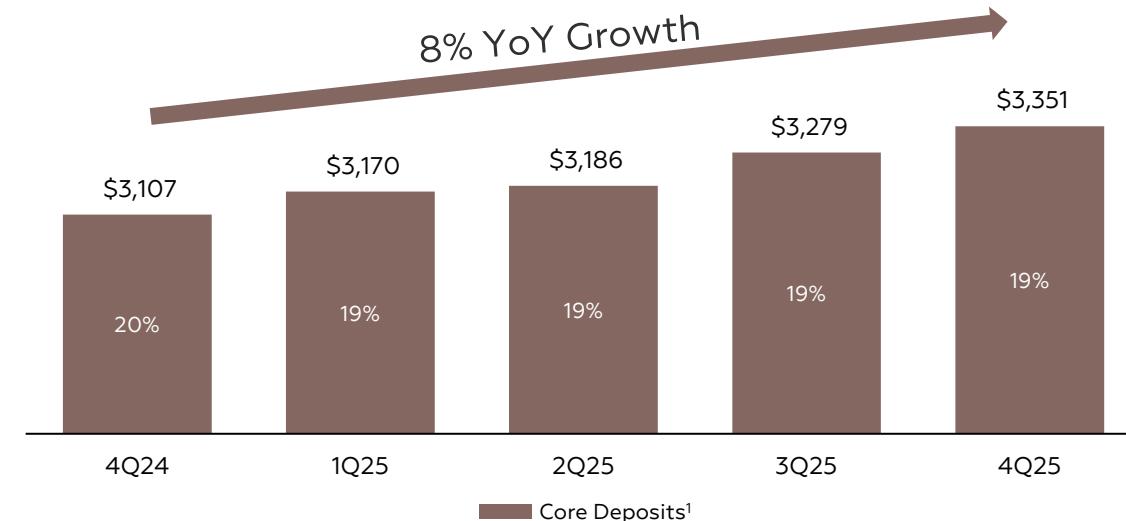
Continued Core Deposit Momentum



Long track record of strong deposit growth...



...with recent core deposit momentum



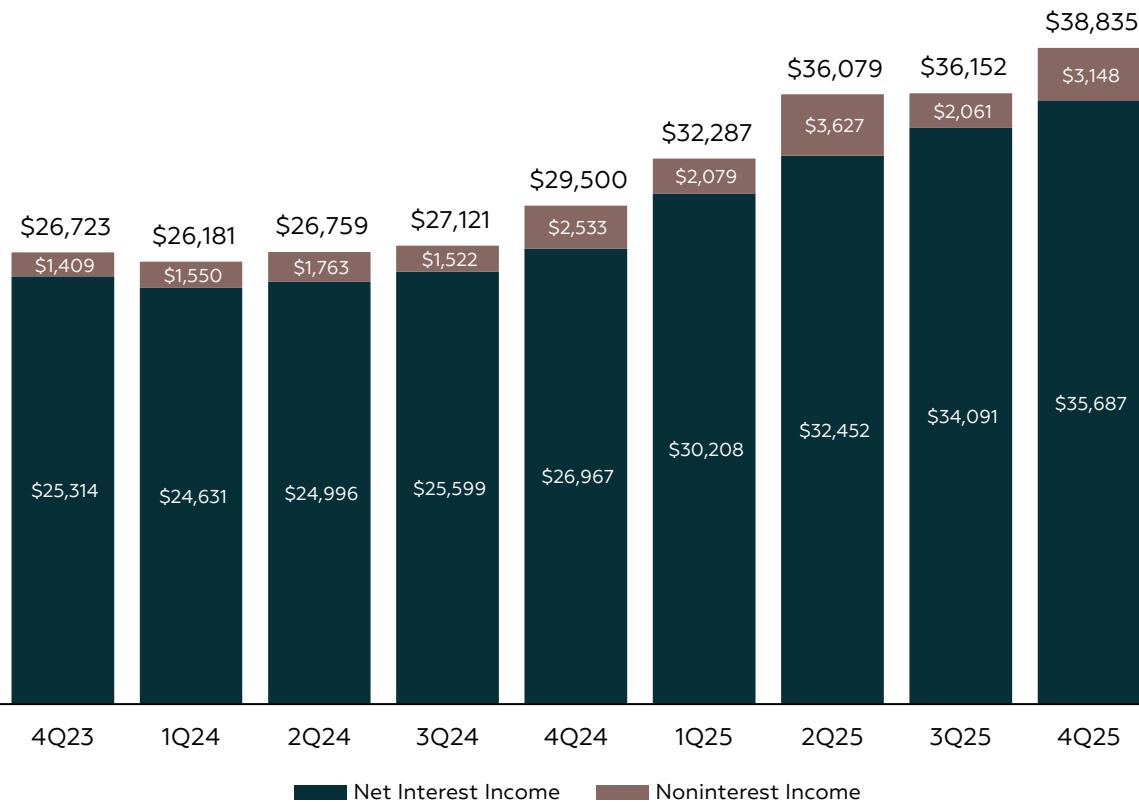
- Strong and growing brand taking market share in the Twin Cities
- New client and banker acquisition opportunities due to M&A disruption, including ONB/Bremer merger
- Niche deposit verticals including property management companies, title companies and affordable housing
- Supplemented core deposits with wholesale funding to support future loan growth and manage interest rate risk

- 2025 deposit growth of \$234M, or 5.7%
- 2025 core deposit growth of \$245M, or 7.9%
- Improved deposit mix as noninterest bearing transaction deposits increased \$122M in 2025, while brokered deposits decreased \$15M
- Core deposit growth not always linear due to nature of the deposit base
- Loan-to-deposit ratio of 99.7%, within the 95% to 105% target range

A Spread-Based Revenue Model



Revenue Growth Continues



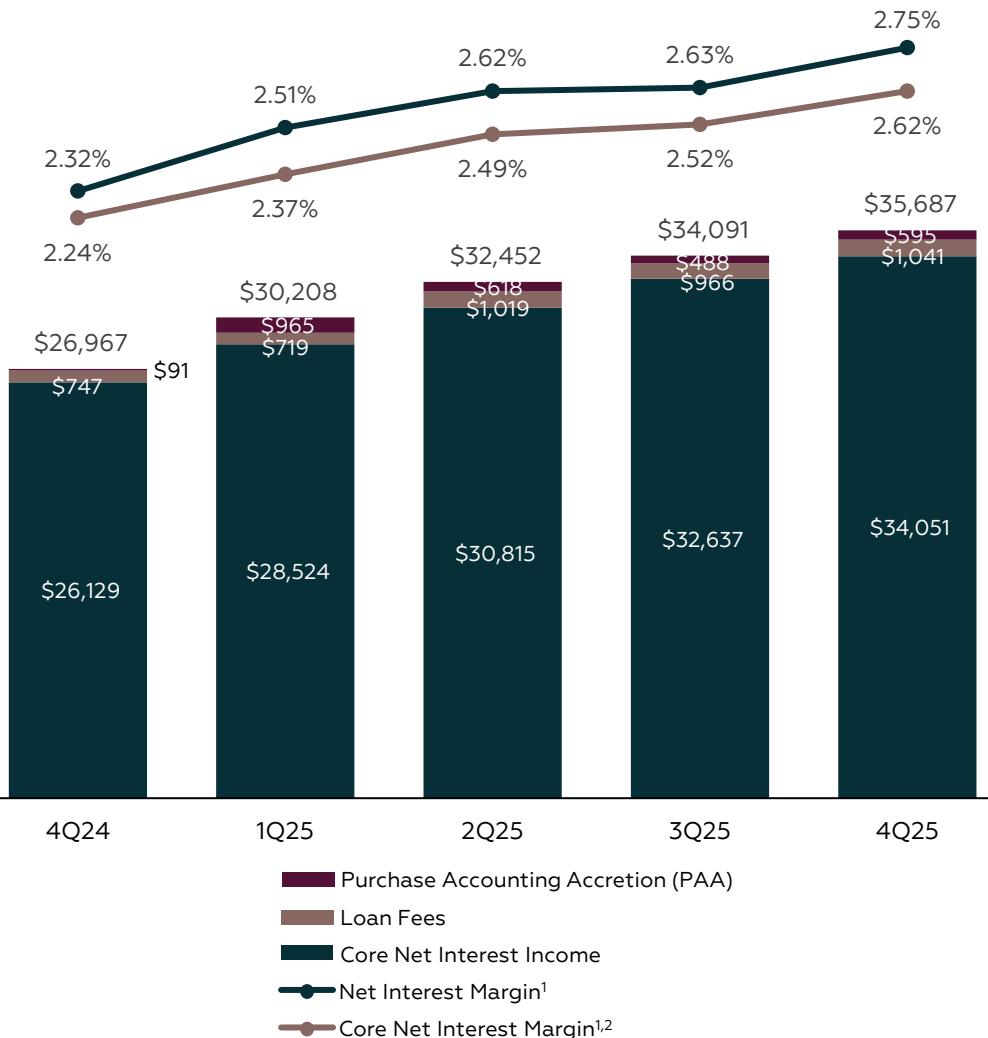
Spread Based Revenue Model...With Increased Fee Income Mix

- Strong track record of revenue growth with a 11% revenue CAGR since 2019
- Spread-based revenue model with net interest income making up 92% of total revenue in 2025
- Recent increase in noninterest income driven by:
 - Swap fees (\$2.2M over the past five quarters)
 - Investment advisory fees (\$973K since FMCB acquisition in 4Q24)
- 4Q25 noninterest income included one non-core item:
 - Sold \$15.9M of securities for a gain of \$80K

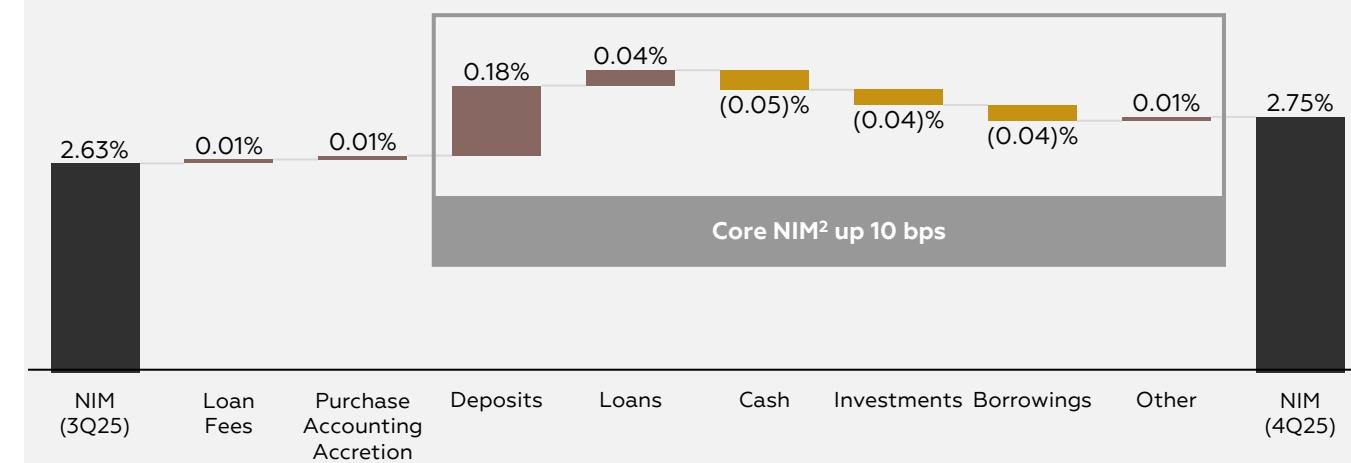
NIM Expansion and Net Interest Income Growth



Net Interest Income and Margin Trends



Net Interest Margin Roll-forward



4Q25 Net Interest Income / Net Interest Margin Commentary

Net Interest Income

- Net interest income growth of 5% from 3Q25, driven by strong net interest margin expansion
- Included \$595K of purchase accounting accretion income
- Higher loan fees as loan payoffs increased from 3Q25

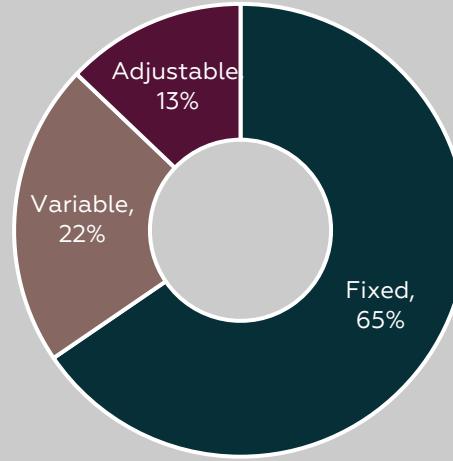
Net Interest Margin

- NIM increased 12 bps in 4Q25 as deposit costs improved meaningfully
- Path to a 3.00% NIM by the end of 2026

Well Positioned to Benefit in Rates-Down Environment

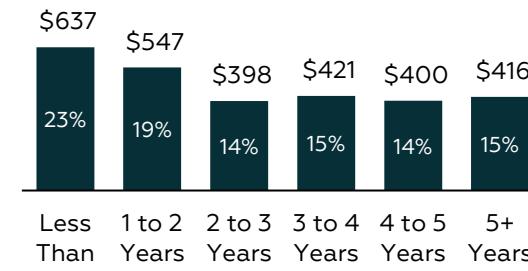


Loan Portfolio Mix



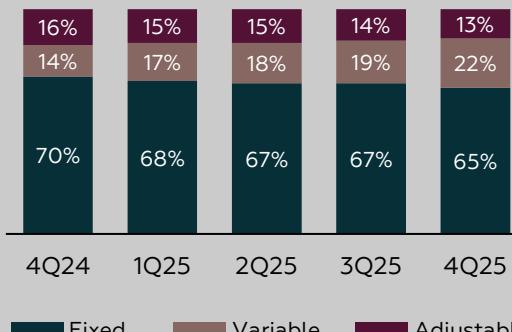
Fixed-Rate Portfolio (\$2.8B)

Years to Maturity



WA Yield 5.55% 5.38% 5.48% 5.44% 6.02% 4.21%

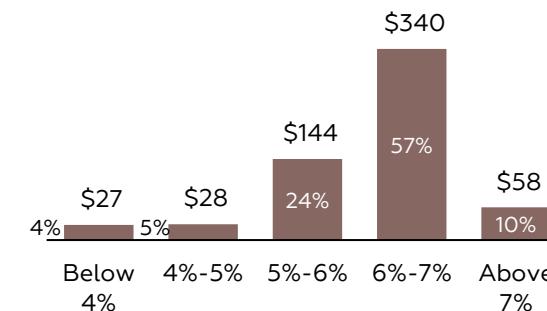
Increasing Variable-Rate Mix



- Large fixed-rate portfolio provides support to total loan yields in a rates-down environment
- \$637M** of fixed-rate loans maturing over the next year, with a weighted average yield of **5.55%**

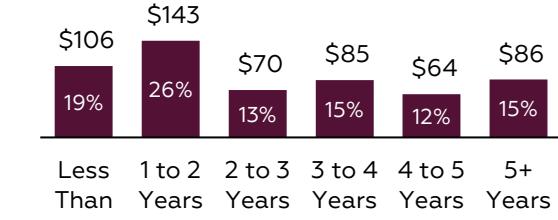
Variable-Rate Portfolio (\$933M)

Variable-Rate Loan Floors



Adjustable-Rate Portfolio (\$555M)

Adjustable-Rate Repricing/Maturity Schedule



WA Yield 3.84% 4.48% 4.24% 5.61% 6.42% 4.93%

- Adjustable-rate loans likely to reprice higher, even in a rates-down environment
- \$106M** of adjustable-rate loans repricing or maturing over the next year, with a weighted average yield of **3.84%**

Dollars in millions

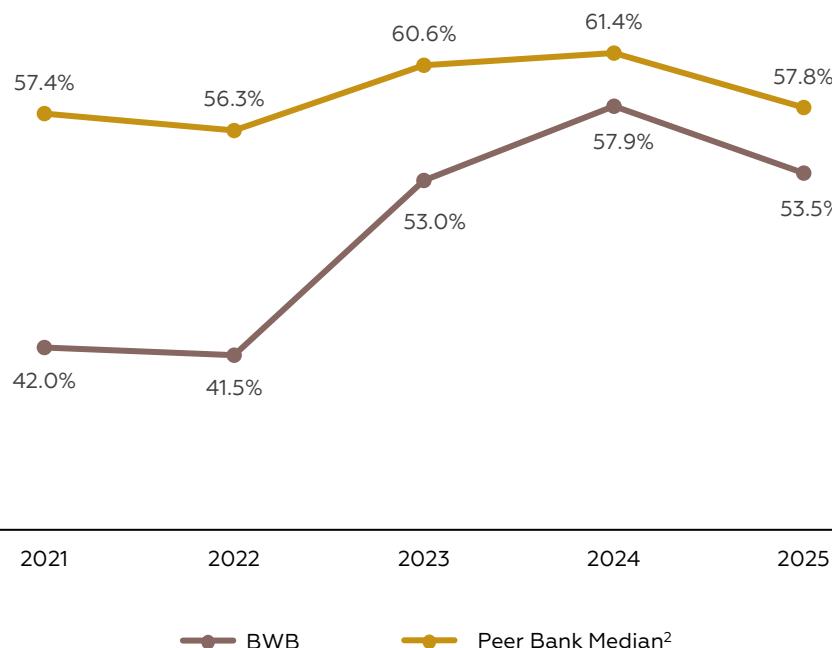
Data as of December 31, 2025

A Highly Efficient Business Model



What Makes BWB So Efficient?

An Efficiency Ratio¹ Consistently Below Peers



An Efficient Operating Culture With a CRE-Focused, Branch-Light Model

8
Branches
(peer bank median²: 38)

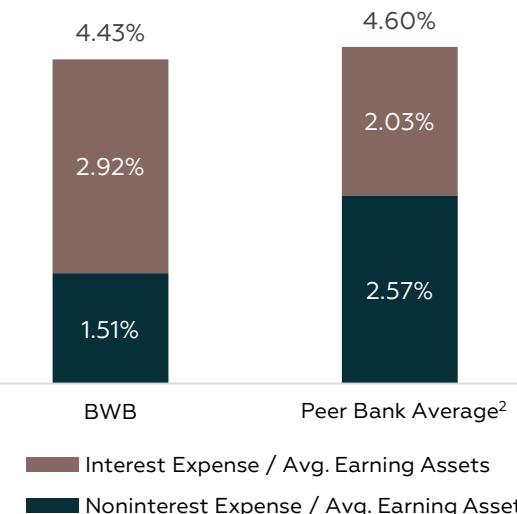
~2X

as many assets per FTE employee compared to the peer bank median²

~4X

as many assets per branch compared to the peer bank median²

Total Expenses to Average Earning Assets (2025)



The higher cost of funds associated with a branch-light model is more than offset by lower overall operating expenses

¹ Represents a Non-GAAP financial measure. See Appendix for Non-GAAP reconciliation.

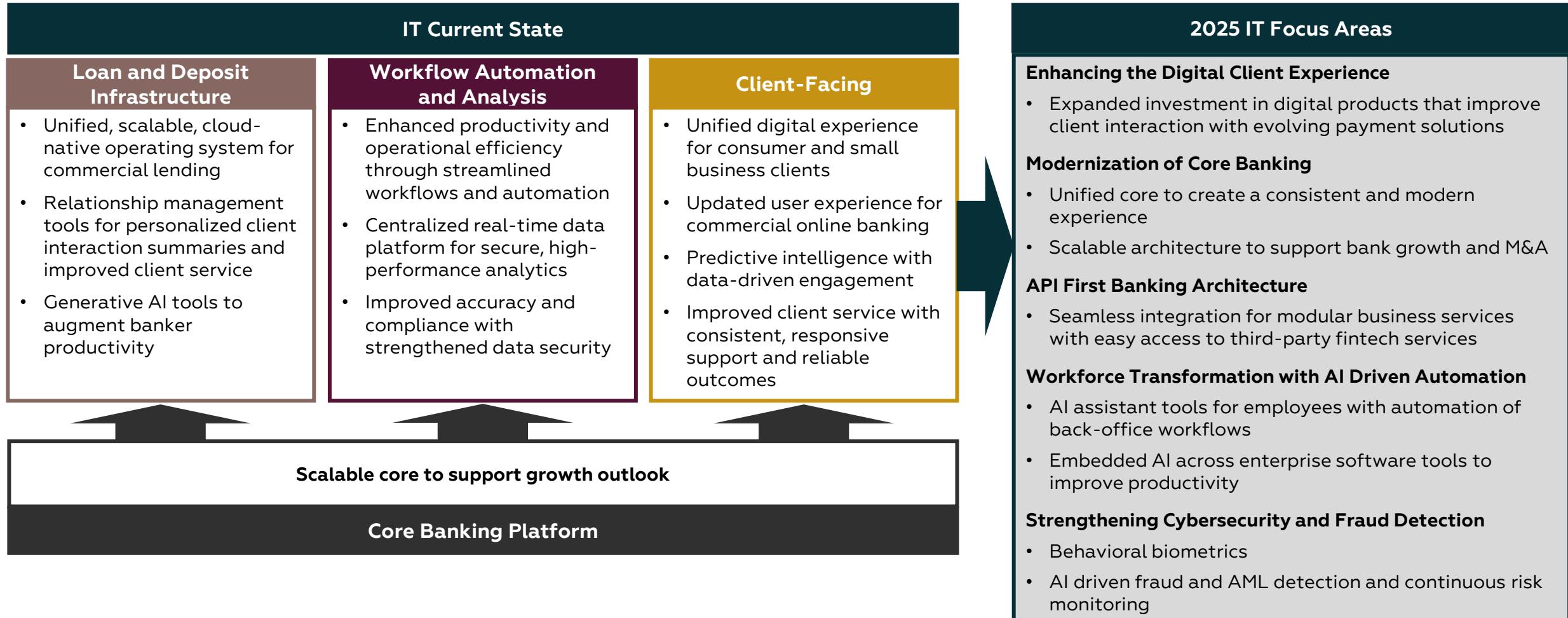
² Includes publicly-traded banks on major exchanges with total assets between \$3 billion and \$10 billion as of December 31, 2025 (Source: S&P Capital IQ)

Modernizing Technology Tools to Support Growth and Efficiency



IT Strategy: improve client interactions, streamline processes, automate activities and embrace digital transformation

IT Decision-Making: driven by unconventional culture, enhancing the client experience and improving organizational efficiencies



Scaling Enterprise Risk Management Across a Growing Organization

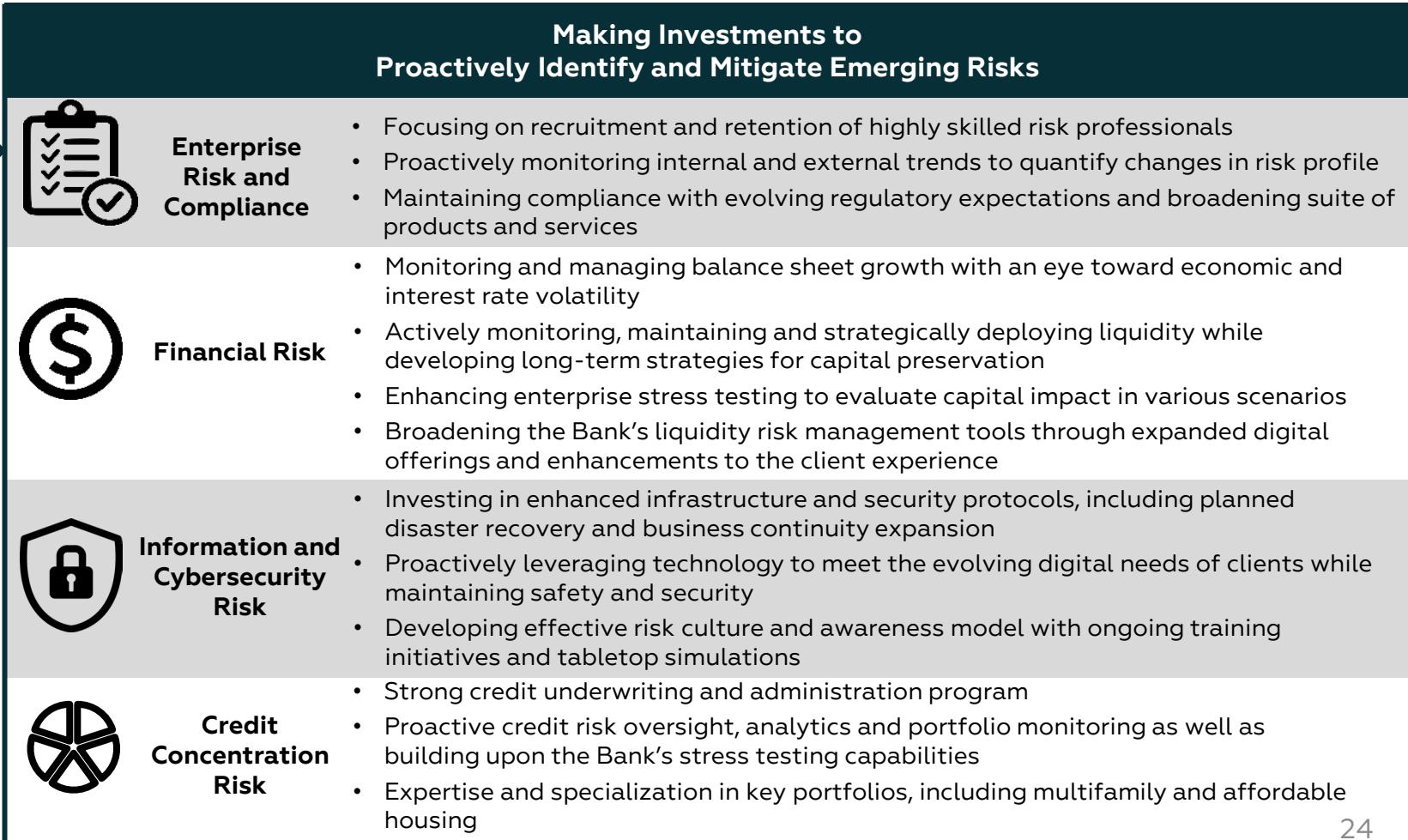


BWB Risk Management Philosophy

Manage and mitigate dynamic risks while enhancing shareholder value, being responsive to clients and delivering simple solutions in unconventional ways

Enterprise Risk Management Attributes in Place Today at BWB

- Proactively addressing top and emerging risks across all risk categories
- Continuing to scale a risk framework aligned with growth
- Communicating with and educating clients and team members about **fraud prevention**
- **Leveraging technology** to enhance processes and controls while driving responsiveness
- Reinforcing operational and financial resilience through all **three lines of defense**
- Making investments to **bolster organizational resiliency and third-party risk management**
- Proactively making incremental **enhancements to CRA programs**, including affordable housing and low to moderate income initiatives



A Strong Credit Culture



Consistent Underwriting Standards

Active Credit Oversight

Experienced Banking and Credit Teams

- Robust credit policy and underwriting guidelines for all types of lending
 - No significant changes in portfolio composition – continued focus on multifamily expertise
- No individual credit authority for lending staff
 - Enhanced credit concentration monitoring
 - Ongoing covenant testing to assess potential risks early
 - Proactively addressing repricing risk to identify potential cash flow strain well ahead of maturity
- Seasoned credit team supporting loan growth and credit risk management
 - Solid lender and credit analyst expertise across segments, geographies and relationships

5-Year Peak Annual Net Charge-off Ratio vs. Peers

BWB	Peer Bank Median ¹
0.04%	0.17%

Asset Quality Consistently Outperforms Peers

BWB	Peer Bank Median ¹
0.41%	0.71%

5-Year Peak Quarterly Nonperforming Assets² / Assets vs. Peers

¹Includes publicly-traded banks on major exchanges with total assets between \$3 billion and \$10 billion as of December 31, 2025 (Source: S&P Capital IQ)

²Nonaccrual loans, loans 90 days past due and foreclosed assets

Data as of December 31, 2025

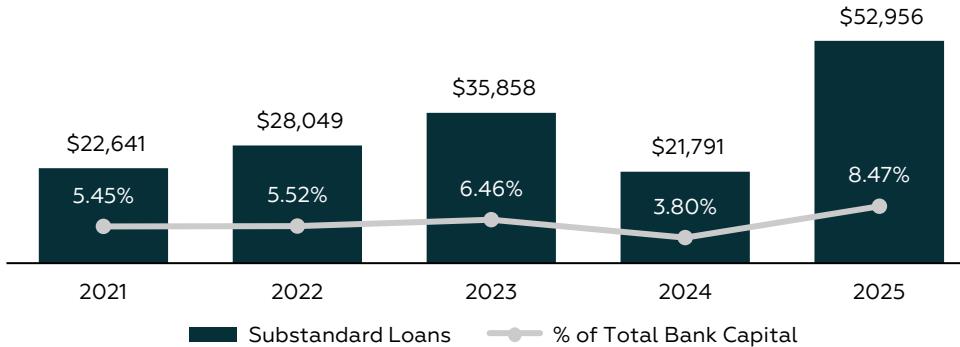
Credit Risk Management and Oversight

Driving Strong Asset Quality



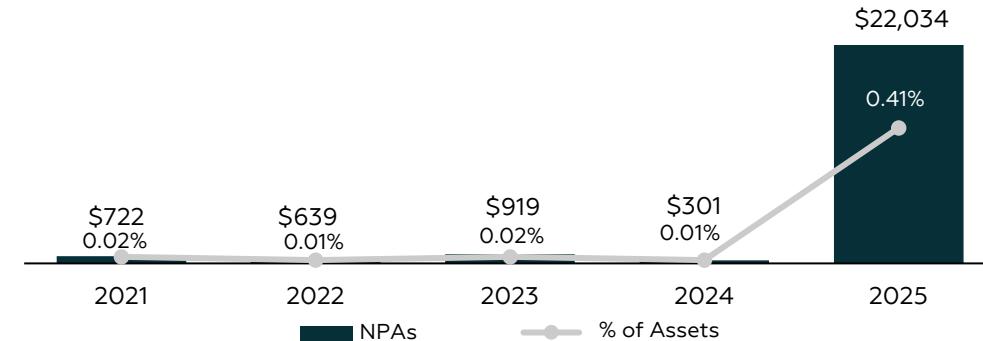
Substandard Loans

Manageable levels of Substandard loans



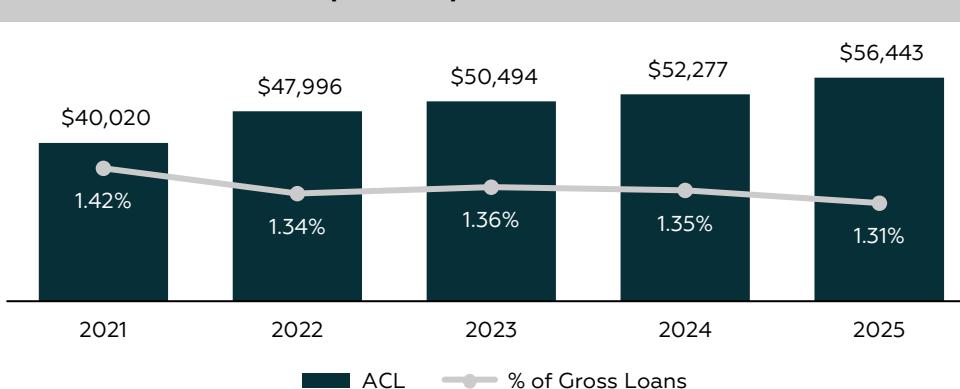
Nonperforming Assets²

NPAs remain at relatively low levels



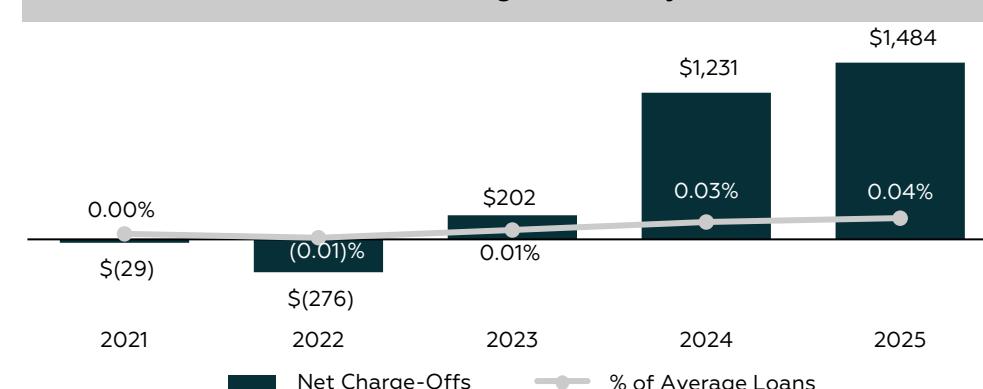
Allowance for Credit Losses

Well-reserved compared to peer median ACL/Loans of 1.18%¹



Net Charge-Offs

Low net charge-off history



¹ Includes publicly-traded banks on major exchanges with total assets between \$3 billion and \$10 billion as of December 31, 2025 (Source: S&P Capital IQ)

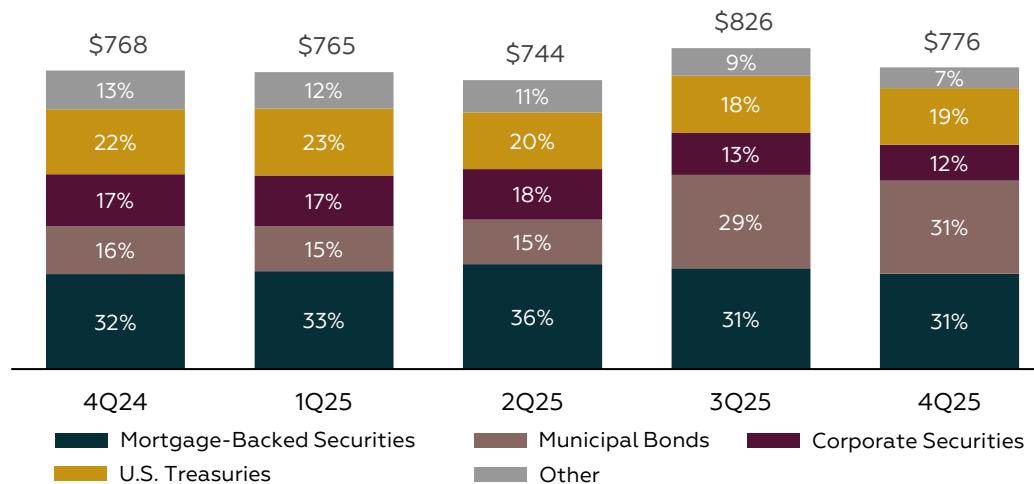
² Nonaccrual loans plus loans 90 days past due and still accruing and foreclosed assets

Dollars in thousands

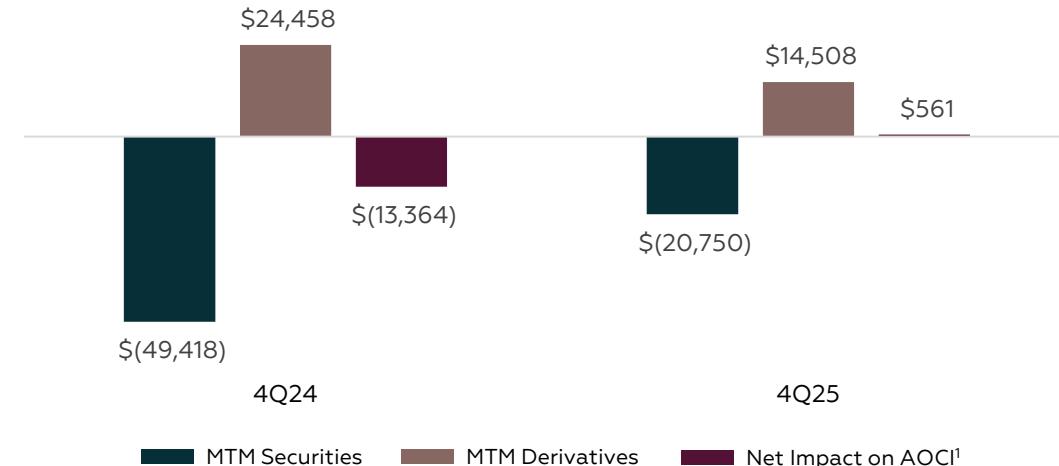
High Quality Securities Portfolio



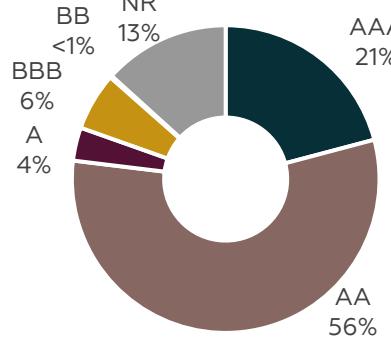
Securities Available for Sale Portfolio (dollars in millions)



Derivatives Portfolio Offsetting AOCI Impact (dollars in thousands)



Rating Mix



- No held-to-maturity securities
- Securities portfolio average duration of 7.3 years
- Average securities portfolio yield of 4.93%
- AOCI / Total Risk-Based Capital of 0.1% vs. peer bank median of (3.7)%²

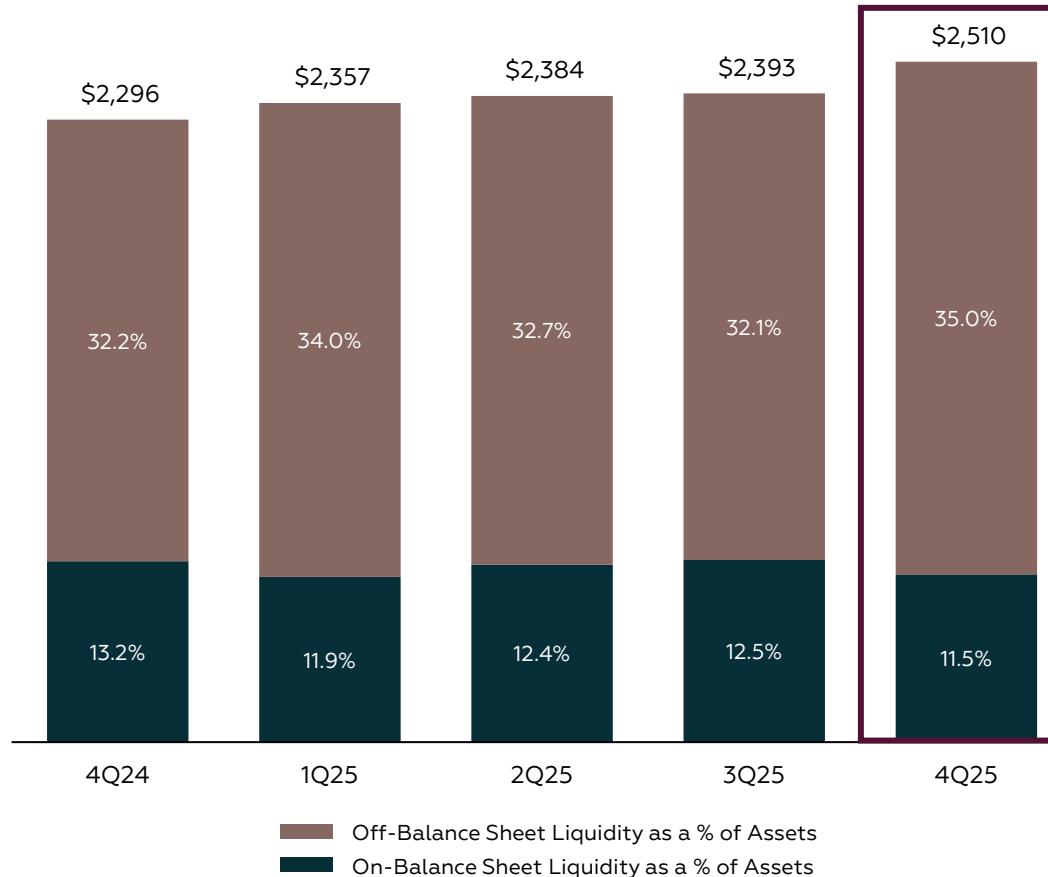
¹ Includes the tax-effected impact of \$5,390 in 4Q24 and \$(226) in 4Q25

² Includes publicly-traded banks on major exchanges with total assets between \$3 billion and \$10 billion as of September 30, 2025 (Source: S&P Capital IQ)

Ample Liquidity and Borrowing Capacity



Liquidity Position with 1.9x Coverage of Uninsured Deposits



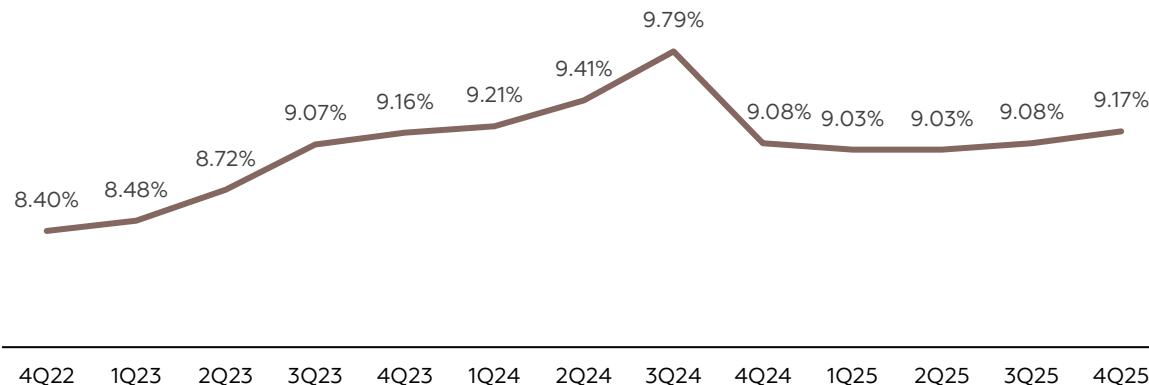
Significantly Enhanced Liquidity Position Since 2022

Funding Source	Available Balance		
	12/31/2022	12/31/2025	Change
Cash and Cash Equivalents	\$ 48	\$ 97	\$ 49
Unpledged Securities ¹	549	522	(27)
FHLB Capacity	391	611	220
FRB Discount Window	158	1,026	868
Unsecured Lines of Credit	208	220	12
Secured Line of Credit	26	34	8
Total	\$ 1,380	\$ 2,510	\$ 1,130

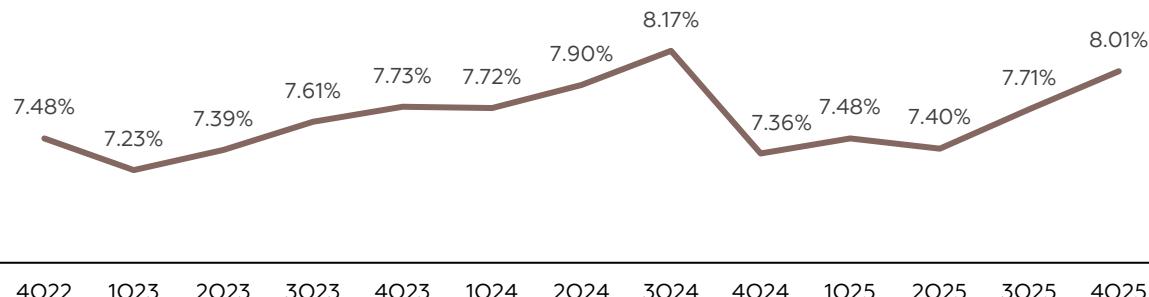
Stable Capital Position to Support Growth



Common Equity Tier 1 Capital Ratio



Tangible Common Equity Ratio¹



Capital Priorities

1

Organic Growth

Drive profitability by supporting a proven organic loan growth engine

2

M&A

Review and evaluate M&A opportunities that complement BWB's business model

3

Share Repurchases

Opportunistically return capital to shareholders by buying back stock based on valuation, capital levels and other uses of capital

4

Dividends

Have not historically paid a common stock dividend given market share opportunities

Recent Capital Actions

- No share repurchases in 4Q25
- \$13.1M remaining under current share repurchase authorization as of December 31, 2025

Balance Sheet Growth

- High single digit loan growth over the course of the year, dependent on the pace of core deposit growth
 - Focus on profitable growth while aligning loan growth with core deposit growth over time
 - Target loan-to-deposit ratio between 95% and 105%
-

Net Interest Margin

- Path to a 3.00% net interest margin by the end of 2026
 - Dependent on pace of additional rate cuts and shape of the yield curve (assumes no rate cuts in 2026)
 - Continued net interest income growth due to NIM expansion and loan growth outlook
-

Expenses

- Noninterest expense growth in line with asset growth over time
 - Continued investments in people and technology initiatives
 - Alignment of provision expense with loan growth and overall asset quality
-

Capital Levels

- Maintain stable capital levels in the current environment given the stronger growth outlook
- Opportunistic and nimble approach to capital, focused on shareholder value and support for the balance sheet, whether as a purchaser or issuer
- Ongoing evaluation of potential share repurchases based on valuation, capital levels, and alternative uses of capital
- Effective SEC shelf registration, armed with a host of capital tools to support balance sheet needs

2026 Strategic Priorities



Optimize Levels of Profitable Growth

- Leverage elevated loan demand and pipelines to drive organic loan growth
- Continue to align loan growth with core deposit growth over time
- Drive NIM expansion in the lower interest rate environment
- Maintain strong credit quality through consistent underwriting standards and active credit oversight

Continue to Gain Loan and Deposit Market Share

- Take local deposit and loan market share by being the bank-of-choice for clients wanting to bank local in the Twin Cities
- Expand expertise and capacity across targeted verticals, such as affordable housing, women business leaders, nonprofits, and SBA
- Leverage marketplace disruption in the Twin Cities to attract new clients and top talent
- Evaluate M&A opportunities that support our business model and growth outlook

Expand Reach of the Affordable Housing Vertical

- Leverage affordable housing expertise to grow client base across the Twin Cities and nationally
- Enhance our national presence as an affordable housing lender while building infrastructure for long-term growth
- Expand and enhance perm product offering to drive additional loan and swap fee income
- Continue to earn strong core deposits through affordable housing transactions

Leverage Technology to Support Business Growth

- Leverage recent technology investments to support growth and enhance workflow efficiencies
- Develop AI strategies to enhance operational efficiencies, strengthen client relationships, and empower team members
- Modernize core banking for scalable growth with open architecture and easy access to third party services
- Expand investment in digital products to improve the client experience

APPENDIX

Reconciliation of Non-GAAP Financial Measures



	As of and for the quarter ended,						As of and for the quarter ended,				
	December 31, 2024	March 31, 2025	June 30, 2025	September 30, 2025	December 31, 2025		December 31, 2024	March 31, 2025	June 30, 2025	September 30, 2025	December 31, 2025
Pre-Provision Net Revenue:											
Noninterest Income	\$ 2,533	\$ 2,079	\$ 3,627	\$ 2,061	\$ 3,148						
Less: (Gain) Loss on Sales of Securities	-	(1)	(474)	(59)	(80)						
Less: FHLB Advance Prepayment Income	-	-	(301)	-	-						
Total Operating Noninterest Income	2,533	2,078	2,852	2,002	3,068						
Plus: Net Interest Income	26,967	30,208	32,452	34,091	35,687						
Net Operating Revenue	<u>\$ 29,500</u>	<u>\$ 32,286</u>	<u>\$ 35,304</u>	<u>\$ 36,093</u>	<u>\$ 38,755</u>						
Noninterest Expense	\$ 16,812	\$ 18,136	\$ 18,941	\$ 19,956	\$ 20,238						
Total Operating Noninterest Expense	<u>\$ 16,812</u>	<u>\$ 18,136</u>	<u>\$ 18,941</u>	<u>\$ 19,956</u>	<u>\$ 20,238</u>						
Pre-provision Net Revenue	\$ 12,688	\$ 14,150	\$ 16,363	\$ 16,137	\$ 18,517						
Plus: Non-Operating Revenue Adjustments	-	1	775	59	80						
Less: Provision for Credit Losses	2,175	1,500	2,000	1,100	1,450						
Less: Provision for Income Taxes	2,309	3,018	3,618	3,495	3,813						
Net Income	<u>\$ 8,204</u>	<u>\$ 9,633</u>	<u>\$ 11,520</u>	<u>\$ 11,601</u>	<u>\$ 13,334</u>						
Average Assets	\$ 4,788,036	\$ 5,071,446	\$ 5,162,182	\$ 5,372,443	\$ 5,438,555						
Pre-Provision Net Revenue Return on Average Assets	1.05%	1.13%	1.27%	1.19%	1.35%						
Adjusted Pre-Provision Net Revenue:											
Net Operating Revenue	\$ 29,500	\$ 32,286	\$ 35,304	\$ 36,093	\$ 38,755						
Noninterest Expense	\$ 16,812	\$ 18,136	\$ 18,941	\$ 19,956	\$ 20,238						
Less: Merger-related Expenses	(488)	(565)	(540)	(530)	(346)						
Adjusted Total Operating Noninterest Expense	<u>\$ 16,324</u>	<u>\$ 17,571</u>	<u>\$ 18,401</u>	<u>\$ 19,426</u>	<u>\$ 19,892</u>						
Adjusted Pre-Provision Net Revenue	\$ 13,176	\$ 14,715	\$ 16,903	\$ 16,667	\$ 18,863						
Adjusted Pre-Provision Net Revenue Return on Average Assets	1.09%	1.18%	1.31%	1.23%	1.38%						
Core Net Interest Margin											
Net Interest Income (Tax-equivalent Basis)	\$ 27,254	\$ 30,464	\$ 32,770	\$ 34,614	\$ 36,447						
Less:											
Loan Fees	(747)	(719)	(1,019)	(966)	(1,041)						
Purchase Accounting Accretion:											
Loan Accretion	-	(342)	(425)	(380)	(546)						
Bond Accretion	(91)	(578)	(152)	(89)	(33)						
Bank-Owned Certificates of Deposit Accretion	-	(7)	(4)	(6)	(16)						
Deposit Certificates of Deposit Accretion	-	(38)	(37)	(13)	-						
Total Purchase Accounting Accretion	(91)	(965)	(618)	(488)	(595)						
Core Net Interest Income (Tax-equivalent Basis)	<u>\$ 26,416</u>	<u>\$ 28,780</u>	<u>\$ 31,133</u>	<u>\$ 33,160</u>	<u>\$ 34,811</u>						
Average Interest Earning Assets	\$ 4,682,841	\$ 4,928,283	\$ 5,019,058	\$ 5,223,139	\$ 5,264,700						
Core Net Interest Margin	2.24%	2.37%	2.49%	2.52%	2.62%						
Dollars in thousands											

Reconciliation of Non-GAAP Financial Measures



As of and for the quarter ended,						As of and for the quarter ended,					
	December 31, 2024	March 31, 2025	June 30, 2025	September 30, 2025	December 31, 2025		December 31, 2024	March 31, 2025	June 30, 2025	September 30, 2025	December 31, 2025
Tangible Common Equity / Tangible Assets											
Total Shareholders' Equity	\$ 457,935	\$ 468,975	\$ 476,282	\$ 497,463	\$ 517,095						
Less: Preferred Stock	(66,514)	(66,514)	(66,514)	(66,514)	(66,514)						
Total Common Shareholders' Equity	391,421	402,461	409,768	430,949	450,581						
Less: Intangible Assets	(19,832)	(19,602)	(19,372)	(19,142)	(18,912)						
Tangible Common Equity	\$ 371,589	\$ 382,859	\$ 390,396	\$ 411,807	\$ 431,669						
Total Assets	\$ 5,066,242	\$ 5,136,808	\$ 5,296,673	\$ 5,359,994	\$ 5,407,002						
Less: Intangible Assets	(19,832)	(19,602)	(19,372)	(19,142)	(18,912)						
Tangible Assets	\$ 5,046,410	\$ 5,117,206	\$ 5,277,301	\$ 5,340,852	\$ 5,388,090						
Tangible Common Equity / Tangible Assets	7.36%	7.48%	7.40%	7.71%	8.01%						
Return on Average Tangible Common Equity											
Net Income Available to Common Shareholders	\$ 7,190	\$ 8,620	\$ 10,506	\$ 10,588	\$ 12,320						
Average Shareholders' Equity	\$ 455,949	\$ 465,408	\$ 471,700	\$ 485,869	\$ 509,655						
Less: Average Preferred Stock	(66,514)	(66,514)	(66,514)	(66,514)	(66,514)						
Average Common Equity	389,435	398,894	405,186	419,355	443,141						
Less: Effects of Average Intangible Assets	(4,412)	(19,738)	(19,504)	(19,274)	(19,042)						
Average Tangible Common Equity	\$ 385,023	\$ 379,156	\$ 385,682	\$ 400,081	\$ 424,099						
Return on Average Tangible Common Equity	7.43%	9.22%	10.93%	10.50%	11.53%						
As of and for the year ended,											
	December 31, 2021	December 31, 2022	December 31, 2023	December 31, 2024	December 31, 2025		December 31, 2024	March 31, 2025	June 30, 2025	September 30, 2025	December 31, 2025
Efficiency Ratio:											
Noninterest Expense	\$ 48,095	\$ 56,620	\$ 59,320	\$ 63,300	\$ 77,271						
Less: Amortization Intangible Assets	(191)	(191)	(100)	(78)	(921)						
Adjusted Noninterest Expense	\$ 47,904	\$ 56,429	\$ 59,220	\$ 63,222	\$ 76,350						
Net Interest Income	\$ 109,509	\$ 129,698	\$ 105,174	\$ 102,193	\$ 132,438						
Noninterest Income	5,309	6,332	6,493	7,368	10,915						
Less: (Gain) Loss on Sales of Securities	(750)	(82)	33	(385)	(614)						
Adjusted Operating Revenue	\$ 114,068	\$ 135,948	\$ 111,700	\$ 109,176	\$ 142,739						
Efficiency Ratio	42.0%	41.5%	53.0%	57.9%	53.5%						
Adjusted Diluted Earnings Per Common Share											
Net Income Available to Common Shareholders	\$ 7,190	\$ 8,620	\$ 10,506	\$ 10,588	\$ 12,320						
Add: Merger-related Expenses	488	565	540	530	346						
Less: FHLB Advance Prepayment Income	-	-	(301)	-	-						
Less: (Gain) Loss on Sales of Securities	-	(1)	(474)	(59)	(80)						
Total Adjustments	488	564	(235)	471	266						
Less: Tax Impact of Adjustments	(107)	(135)	56	(110)	(59)						
Adjusted Net Income Available to Common	\$ 7,571	\$ 9,049	\$ 10,327	\$ 10,949	\$ 12,527						
Diluted Weighted Average Shares Outstanding	28,055,532	28,036,506	27,998,008	28,190,406	28,354,756						
Adjusted Diluted Earnings Per Common Share	\$ 0.27	\$ 0.32	\$ 0.37	\$ 0.39	\$ 0.44						
Adjusted Return on Average Assets											
Net Income	\$ 8,204	\$ 9,633	\$ 11,520	\$ 11,601	\$ 13,334						
Add: Total Adjustments	488	564	(235)	471	266						
Less: Tax Impact of Adjustments	(107)	(135)	56	(110)	(59)						
Adjusted Net Income	\$ 8,585	\$ 10,062	\$ 11,341	\$ 11,962	\$ 13,541						
Average Assets	\$ 4,788,036	\$ 5,071,446	\$ 5,162,182	\$ 5,372,443	\$ 5,438,555						
Adjusted Return on Average Assets	0.71%	0.80%	0.88%	0.88%	0.99%						
Equity											
Adjusted Net Income Available to Common	\$ 7,571	\$ 9,049	\$ 10,327	\$ 10,949	\$ 12,527						
Average Tangible Common Equity	\$ 385,023	\$ 379,156	\$ 385,682	\$ 400,081	\$ 424,099						
Adjusted Return on Average Tangible Common	7.82%	9.68%	10.74%	10.86%	11.72%						

Reconciliation of Non-GAAP Financial Measures



As of and for the quarter ended,												
Tangible Book Value Per Share	December 31, 2016	March 31, 2017	June 30, 2017	September 30, 2017	December 31, 2017	March 31, 2018	June 30, 2018	September 30, 2018	December 31, 2018	March 31, 2019	December 31, 2018	March 31, 2019
Book Value Per Common Share	\$ 4.69	\$ 4.91	\$ 5.23	\$ 5.43	\$ 5.56	\$ 6.62	\$ 6.85	\$ 7.01	\$ 7.34	\$ 7.70		
Less: Effects of Intangible Assets	(0.16)	(0.16)	(0.16)	(0.16)	(0.16)	(0.13)	(0.12)	(0.12)	(0.12)	(0.12)		
Tangible Book Value Per Common Share	<u>\$ 4.53</u>	<u>\$ 4.75</u>	<u>\$ 5.07</u>	<u>\$ 5.27</u>	<u>\$ 5.40</u>	<u>\$ 6.49</u>	<u>\$ 6.73</u>	<u>\$ 6.89</u>	<u>\$ 7.22</u>	<u>\$ 7.58</u>		
Total Common Shares	24,589,861	24,589,861	24,589,861	24,629,861	24,679,861	30,059,374	30,059,374	30,059,374	30,097,274	30,097,274	30,097,674	
As of and for the quarter ended,												
Tangible Book Value Per Share	June 30, 2019	September 30, 2019	December 31, 2019	March 31, 2020	June 30, 2020	September 30, 2020	December 31, 2020	March 31, 2021	June 30, 2021	September 30, 2021	December 31, 2021	March 31, 2022
Book Value Per Common Share	\$ 7.90	\$ 8.20	\$ 8.45	\$ 8.61	\$ 8.92	\$ 9.25	\$ 9.43	\$ 9.92	\$ 10.33	\$ 10.73		
Less: Effects of Intangible Assets	(0.12)	(0.12)	(0.12)	(0.12)	(0.12)	(0.12)	(0.12)	(0.12)	(0.12)	(0.11)		
Tangible Book Value Per Common Share	<u>\$ 7.78</u>	<u>\$ 8.08</u>	<u>\$ 8.33</u>	<u>\$ 8.49</u>	<u>\$ 8.80</u>	<u>\$ 9.13</u>	<u>\$ 9.31</u>	<u>\$ 9.80</u>	<u>\$ 10.21</u>	<u>\$ 10.62</u>		
Total Common Shares	28,986,729	28,781,162	28,973,572	28,807,375	28,837,560	28,710,775	28,143,493	28,132,929	28,162,777	28,066,822		
As of and for the quarter ended,												
Tangible Book Value Per Share	December 31, 2021	March 31, 2022	June 30, 2022	September 30, 2022	December 31, 2022	March 31, 2023	June 30, 2023	September 30, 2023	December 31, 2023	March 31, 2024	December 31, 2023	March 31, 2024
Book Value Per Common Share	\$ 11.09	\$ 11.12	\$ 11.14	\$ 11.44	\$ 11.80	\$ 12.05	\$ 12.25	\$ 12.47	\$ 12.94	\$ 13.30		
Less: Effects of Intangible Assets	(0.11)	(0.11)	(0.11)	(0.11)	(0.11)	(0.10)	(0.10)	(0.10)	(0.10)	(0.10)		
Tangible Book Value Per Common Share	<u>\$ 10.98</u>	<u>\$ 11.01</u>	<u>\$ 11.03</u>	<u>\$ 11.33</u>	<u>\$ 11.69</u>	<u>\$ 11.95</u>	<u>\$ 12.15</u>	<u>\$ 12.37</u>	<u>\$ 12.84</u>	<u>\$ 13.20</u>		
Total Common Shares	28,206,566	28,150,389	27,677,372	27,587,978	27,751,950	27,845,244	27,973,995	28,015,505	27,748,965	27,589,827		
As of and for the quarter ended,												
Tangible Book Value Per Share	June 30, 2024	September 30, 2024	December 31, 2024	March 31, 2025	June 30, 2025	September 30, 2025	December 31, 2025					
Book Value Per Common Share	\$ 13.63	\$ 14.06	\$ 14.21	\$ 14.60	\$ 14.92	\$ 15.62	\$ 16.23					
Less: Effects of Intangible Assets	(0.10)	(0.10)	(0.72)	(0.71)	(0.71)	(0.69)	(0.68)					
Tangible Book Value Per Common Share	<u>\$ 13.53</u>	<u>\$ 13.96</u>	<u>\$ 13.49</u>	<u>\$ 13.89</u>	<u>\$ 14.21</u>	<u>\$ 14.93</u>	<u>\$ 15.55</u>					
Total Common Shares Outstanding	27,348,049	27,425,690	27,552,449	27,560,150	27,470,283	27,584,732	27,759,970					