2024 ANNUAL MEETING OUTLINE
MANAGEMENT PRESENTATION
(Brian Chaffin)

Good afternoon. It is my pleasure to share with you some of the operating results from 2023 and the first quarter 2024. For a complete review of 2023 financials, I encourage all shareholders to review the audited financial statements provided with this year's proxy.

[Slide #14]

Slide #14 shows select earnings variances from 2023 and 2022. Positive variances include higher net mortgage banking revenue and the sale of deposits from the Bank's Danville branch. Significant adverse differences were lower net interest income of $2.4 million, and a $1.1 million valuation adjustment to deferred tax assets due to a change in Wisconsin state taxes related to commercial loan interest.

[Slide #15]

These negative factors also led to lower return on average assets compared to 2022. While the non-accrual loans to total loan ratio and the non-performing asset ratios increased, they remain at historically lower levels.

There were several positive developments in 2023. Asset quality remains solid which along with improved economic expectations led to a $92,000 reversal in allowance for loan losses. New loan production was very strong, resulting in a 25% increase in loan balances. Loan growth was initially funded with increased FHLB borrowings, peaking at $91 million in September 2023. Successful deposit raising campaigns and other favorable funding activities reduced these borrowings to $45 million by December 31, 2023, and only $3 million as of March 31, 2024. The increase in loan balances has improved the bank's assets per full time equivalent employee ratio (excluding mortgage employees), to $8.7 million in assets per FTE, which is above peer group. Similarly, the addition of the new mortgage lending team improved the ratio of mortgage lenders to operations staff and the division is poised to perform well in a normalized mortgage environment.

[Slide #16]

The primary banking revenue trends shown on Slide #16 reflect the $2.4 million decrease in net interest income, and a $1.6 million increase in net mortgage revenue due to an $86 million increase in mortgage loan originations.

The net interest income decline was the result of a decline in net interest margins due largely to the rapid increase in the cost of funds offset in part by the additional spread obtained from a $145 million increase in total loans. In July 2023, we implemented several cost cutting initiatives to reduce expenses by $1 million per annum and those initiatives continue to be in place for 2024. We expect our net interest income to gradually improve in 2024 as most interest-bearing deposits have already repriced at the higher rates and are expected to start declining, assuming market rates stay about where they are now.

The increase in mortgage revenue was due to the addition of 34 mortgage loan officers in late 2022 and early 2023. The decision to add the new team was based on the best economic data available, which projected declining rates in the second half of the year, and to improve the operating efficiencies of the Mortgage Division. This addition accomplished much of the objectives we anticipated: a significant improvement in the ratio of revenue generating lenders to operations staff; opened new markets to our mortgage footprint; and provided half of the total mortgage loan volume in 2023. One-time onboarding costs of the new team accounted for nearly $500,000 of the $700,000 net loss for the year - largely recorded in the first quarter of 2023, which resulted in a loss of $800,000 for the quarter. In the third quarter of 2023, we implemented expense reductions and income improvement strategies as we continued to see the average number of loans closed per mortgage loan officer decline. The combination of these

actions helped produce breakeven results for the division in the last three quarters of 2023.
[Slide #17]

Slides #17 and #18 provide a five-year overview of segment level income and efficiency.
[Slide #18]

These slides clearly show the significant positive impact of the Mortgage Division under normal market conditions.
[Slide #19]

It's worth noting that the Mortgage Division's combined income before tax of nearly $12 million in 2020 and 2021 was a key factor in our ability to negotiate the Redemption Plan with our preferred shareholders, with the first redemption of $18 million under the Plan in late 2021.
[Slide #20]

Slides #20, #21 & #22 show commercial loan originations, the distribution of the loan portfolio geographically, and loan portfolio segmentation. Total loan balances increased $145 million in 2023, with a $54 million increase in 1-4 family residential loans and a $89 million increase in commercial loans.
[Slide #21]

The majority of the residential loan increase was experienced in the first half of 2023 and largely centered in adjustable-rate mortgages. 2023 was the fourth consecutive year that new commercial loan originations exceeded budget.
[Slide #22]

Slide #22 reflects the trend and breakdown of Government Guaranteed Lending activities. Several SBA 7(a) loans closed in 2023 were sold in the first quarter of 2024, resulting in higher gain on sale of the guaranteed portion of 7(a) loans in 2024. The SBA lending pipeline would suggest increased lending and gain on sale results in 2024.
[Slide #23]

Slide #23 reflects a shift in our mix of deposits toward higher interest-bearing accounts, in line with industry-wide trends. Along with intensifying deposit competition and rising market rates, this resulted in rapidly rising cost of funds. Successful deposit raising campaigns by our Retail and Commercial bankers resulted in a nearly $100 million increase in total deposits for the year. We continued to invest in ways to improve our client experience. After recently upgrading our Online Banking platform, we added the Zelle payment application and implemented an upgrade to our online portal for new deposit account openings.
[Slide #24]

Slide #24 reflects the decline in net interest income in spite of higher loan balances due to a 55 basis point decline in the average net interest margin compared to 2022 - the result of our cost of funds rising faster than our yields on earning assets.
[Slide #25]

Slide #25 shows that asset quality remains strong, although moving more toward historical norms rather than the near pristine conditions of the past few years.
[Slide #26]

Non-performing assets to total assets rose to 0.90%; non-accrual loans to total loans to 0.50%; loans past due 30 days or more to total loans to 0.43%. The increase in classified and non-accrual loans is primarily related to one loan relationship of $3.4 million that is in the trucking industry. The relationship represents 58% of our total loan balances in that industry. The improved economic outlook led to a $92,000 reversal

in allowance for loan losses, which finished the year at 1.27%, higher than our custom local peer group median.
[Slide #27]

Slide #27 shows compensation expenses excluding the Mortgage Division and reflects the improvement in total assets per FTE as well as average personnel expense per employee compared to our custom local peer group median.
[Slide #28]

We have published our earnings release for the first quarter of 2024, which is highlighted on Slide #28. Our first quarter shareholder letter providing more detailed information should be available in early May. Income in the first quarter of 2024 was up from the prior quarter. Although our expenses were down and we had a small reversal of provision for credit losses, our net interest income and noninterest income were lower, in part due to seasonal strains on mortgage production.

While improved from 1st quarter 2023, the Mortgage Division still posted a loss of $400,000 for the quarter, down from a loss of $800,000 the first quarter of 2023. The first quarter is historically the worst quarter of the year due to seasonal factors and mortgage production has continued to be under strain from the lack of housing supply and higher rates.

After considering all strategic options for the Mortgage Division, and forecasts that were starting to look like 2024 could be an even more difficult production year than 2023, we implemented an additional $600,000 in expense cuts and revenue improvements effective April 1, 2024. These steps were taken to improve the Mortgage Division's ability to become profitable in 2024.

We expect the net interest margin to begin to improve as certain deposit product market rates decline, higher cost FHLB borrowings are replaced with lower cost deposits, and assets continue to reprice at higher rates.
[Slide # 29]

The bank failures early in 2023 drew much attention to the level of uninsured deposits and unrealized losses in banks' securities portfolios. CIBM's level of uninsured deposits has declined from 29% at the end of 2022 to 20% recently, significantly lower than many banks and just a fraction of the levels for those banks under financial duress in 2023. Likewise, the Bank's unrealized losses in the available for sale securities portfolio is at 5.5%, below our custom local peer group median of 8.2% at December 31, 2023. We fully expect to continue to hold these securities to maturity, which would result in no loss.
[Slide #30]

Mr. Elste will have a complete discussion of our preferred redemption plans, but I want to assure our shareholders that we remain committed to redeeming the remaining preferred shares as soon as possible, even though we have until the end of October 2025 to complete the redemption on the more favorable terms in the Amended Articles of Incorporation approved by the shareholders in 2021. The redemption price of the remaining preferred shares outstanding is $13.4 million and we currently have more than $6 million in excess cash at the holding company.
[Slide #31]

Slide #31 summarizes the remaining DTA on the balance sheet and the more than $10 million saved in the last seven years in taxes which has helped fund the preferred shares already redeemed.
[Slide #32]

Slide #32 reflects a summary of our financial guidance for 2024. The guidance is also reflective of the continued uncertainty related to Fed monetary actions.

For the remainder of 2024 we also anticipate challenges from:

- Sustained high interest rates across the curve resulting in a slower recovery of the net interest margin and continued low residential mortgage production;
- Low supply of housing adversely impacting residential mortgage production; and
- Continued elevated inflation rates and the negative effects that has on household real income and debt service capacity.

Our response to these challenges includes:

- Continue to focus on Project Falcon and realize the efficiency improvements we believe we can achieve;
- Accentuate our focus on improving product margins on both sides of the ledger through product pricing and relationship management;
- Maintain our disciplined approach to credit underwriting; and
- Continue to enhance the customer experience via digital banking solutions to support continued growth in non-interest bearing deposit accounts.

Once again, I want to thank our CIBM colleagues throughout the Company for their dedication and hard work, particularly in these challenging times, and to our shareholders for your continued support and confidence.
[Slide # 33]

Now, Mr. Elste has a few remarks to make on behalf of our Board of Directors.

CHAIRMAN'S PRESENTATION
(Mark Elste)

Thank you, Brian. On behalf of the Board of Directors, I would like to share our perspective on the Company's 2023 performance and strategic initiatives going forward.

Simply put, the board is not satisfied with the Bank's 2023 results. Bank performance must improve so the enterprise can array a range of outcomes to maximize shareholder value. Our plans to do that in 2024 and beyond are well underway.

There were many reasons for 2023's performance: inflation; the resultant Fed-induced rapid interest rate increases; the so associated compressed net interest margin; the disintermediation of bank deposits to money market funds; and so on. Those reasons are valid and made for a very difficult revenue and profit environment in 2023, but those reasons are not excuses. They are but explanations. CIB Marine is in a situation where we need to take advantage of expiring preferred stock redemption terms and none of the above will excuse a failure to accomplish this important goal. We don't have the luxury to wait for the interest rate environment to improve. Whilst interest rate drops would benefit the Bank greatly, the Board is focused on proactive steps that management can take now to improve earnings and stock performance. The Board's number one goal has been, and continues to be, building shareholder value in all market conditions. If this has been unclear in the past let us make abundantly clear that shareholder value maximization is our goal.

To that end, we are committed to the redemption of all preferred stock before our Restated Articles of Incorporation revert to their original terms in late October 2025.

If redemption of all preferred stock can be completed in the fourth quarter of 2024 with available cash, possibly supplemented with other strategies that are in the best interests of the Company, and our common shareholders, we will do it.

We are actively evaluating all viable options to execute the redemption of the preferred stock and are working with advisors and our investment banking firm as we diligently evaluate solutions.

After conversations with shareholders, we want to be clear about the timing requirements for preferred stock redemptions. From the start, our goal has been to redeem all preferred stock by the end of 2024, but we have until October 29, 2025, to complete the redemption of preferred stock before the discounted redemption price and favorable terms in our Restated Articles expire.

If all preferred stock has not been redeemed by October 29, 2024, an additional member will be added to our Board of Directors. That individual will be nominated by a fund controlling a significant percentage of preferred shares pursuant to an agreement we entered in 2021. We will continue to work diligently to redeem all preferred stock in 2024, but if market conditions dictate that complete redemption cannot be accomplished in a manner that benefits the Company and our common shareholders, or if our banking regulators will not permit redemption in 2024, it is possible that we may not complete the redemptions until 2025. To put a fine point on it, preferred stock can be redeemed even after October 29, 2025, but it would be upon less favorable pricing terms after the discounted redemption terms revert to the original terms in our Articles.
[Slide #34]

Whether completed in 2024 or 2025, the redemption of all preferred stock at the discounted price contained in the Articles is important for building shareholder value. Slide #34 shows the history of our preferred stock repurchases and the projected impact to book value of the execution of our preferred stock redemption plan.

Two things to take note of on this slide:

(1) Since June 30th of 2018, we have repurchased 73% of the original outstanding preferred stock. The remaining redemption is critical because it includes 1,610 shares of Series B Convertible Preferred Stock. Upon a conversion event, those Series B shares are convertible to 429,365 shares of common stock, which would be materially dilutive to our common stockholders and representing 24% of the pro forma total outstanding shares. Eliminating the Series B shares is the single most important thing we can do to build common stock value. However, all remaining non-convertible Series A shares must be redeemed first.

(2) Now, to be exceptionally clear, since the start of the preferred stock repurchases, the Company has used more than $36 million in available cash to fund the preferred stock elimination plan.

    If these funds could have been used for the repurchase of common stock it is unlikely that our shares would be trading at the discount to book value they currently are. However, pursuant to the terms of our preferred stock, which carried over the terms of the Company issued debentures related to Trust Preferred Securities, no common shares can be redeemed until all the preferred shares are eliminated. There are no allowed exceptions to this – the remaining preferred stock must be redeemed first.

Upon redemption of all preferred stock, the Board will continue to focus on building shareholder value through all the usual bank performance metrics.

Having said this, I wish to say again, over the last six years this institution has redeemed $36 million of preferred stock through the use of free cash flow, a good portion of this free cash flow being generated by our Mortgage Division and our reduced Federal or State tax related to our deferred tax assets.

As I speak to you today the entire equity market capitalization of CIB Marine is $28 million as of December 31, 2023. On behalf of the Board, I will not speculate as to what our share price and resultant equity market capitalization might be if we had been free to use this cash to redeem common stock. I will leave that hypothetical to each of you as shareholders to personally estimate. But the fact remains, according to our Articles, the preferred stock must be redeemed first. After that, the Board can entertain a wide array of potential initiatives to maximize shareholder value.

On behalf of the Board, I cannot be any clearer than this.
[Slide #35]

Now, we will address the questions submitted by shareholders.

SHAREHOLDER QUESTIONS
(Mark Elste)

We have received a question from a shareholder who asks a three-part question:

- **Part 1:** Can you provide detailed information on how the board was compensated last year and how much each board member received in cash payments and the value of any other stock compensation?
- **Part 2:** Can you provide stock ownership details for each of the board members and members of the executive management team and what that equates to as a percentage of total shares outstanding for each individual and as a whole?
- **And Part 3:** Has the board considered instituting a minimum stock ownership threshold for all board members to demonstrate that their interests as it relates to the bank's management, operations and strategic initiatives are truly aligned with other shareholders of the bank?

[Slide #36]

In response to the request for current insider stock ownership, please see the chart on Slide #36. We are evaluating additional steps to continue building Director stock ownership and will report back to shareholders with any developments.
[Slide #37]

In response to the inquiry about compensation paid for director service please see Slide #37, which contains the fees paid to each Director for their service to the Board in 2023 and includes any committee fees and retainers paid to Directors who also serve as a Chair or Vice Chair of the company or a committee of the Board. Board members are also eligible for participation in the Company's discretionary restricted stock plan.
[Slide #38]

Not asked by this shareholder, but requested by another and to improve transparency for all shareholders, please see Slide #38, which contains executive compensation information for the Company's four Reg O Executive Officers. We will include this information in our proxy statements going forward.
[Slide #39]

For comparison purposes, we have included Slide # 39 with peer compensation information. You will note that our compensation structure is well within the norm of our peer financial institutions. Tying company performance and compensation together is a primary objective of CIB Marine's compensation model. Please see the footnotes on Slide #38 for important information about our executive compensation.
[Slide #40]

The issue of minimum stock ownership is currently under consideration by the Board. Please monitor our shareholder communications for updates on this issue.
[Slide #41]
[Slide #42]

[Slide #43]

Finally, please see slides #41, #42 and #43 for information on CIBH stock performance history and tangible book value calculations, which were not requested, but have been helpful to shareholders in the past.

[Slide #44]

GOODBYE

(Mark Elste)

This concludes our presentation today. Thank you for your attendance and your continued support of CIB Marine.