



Lake Ridge  
BANCORP, INC.™



2024 YEAR IN REVIEW



YOUR TRUST, OUR COMMITMENT.  
**BUILDING LASTING RELATIONSHIPS.**



Lake Ridge  
BANCORP, INC.



## DEAR SHAREHOLDERS AND FRIENDS:

By this time, 2024 feels like a distant memory. For a variety of reasons, both Lake Ridge Bank and the financial industry in general are grateful to put 2024 behind us as we look towards 2025 and beyond. As I shared with you in many of my communications over the past 18 months, the interest rate environment, mainly an inverted yield curve, has challenged us to the point where we weren't able to achieve the financial performance we had planned. As you can see on our financial statements, our interest expense was 30% greater in 2024 compared to the prior year, which was the main reason our 2024 net income was lower than in 2023.

Even though our overall financial results in 2024 were disappointing, I would like to call out some of the highlights from the year:

- We believe strong core deposits provide tremendous franchise value, and we grew these deposits by more than \$160 million.
- Our Wealth Management / Financial Advisory department had a record year in both growth and profitability. If you are not currently a client of our Wealth Management department and have financial advisory and/or estate and trust planning needs, we would love to assist you.
- We hired an outside consultant to complete a thorough analysis of our technologies that our clients interact with. We are continuing our dedication to having a robust technology platform in order to create great client experiences.

As we continue in 2025, we have other rays of optimism based on:

- With a normalized yield curve, our net interest margin, which constitutes approximately 80% of our revenue, continues to improve.
- Loan quality continues to be very strong, which is a direct reflection of our strong local economies.
- Our continued strategic investments into associate career development, technology upgrades, and community engagement position us well for future successes.

With the formation of Lake Ridge Bank only two years ago, I am amazed and proud of everything we have accomplished. Creating a \$3 billion organization is no easy task, especially with all the economic turmoil we've experienced in our industry. I believe our team has overcome many obstacles which will set us up nicely for creating long-term shareholder value. On behalf of our Board and all of our Associates, I would like to thank you all for your investment and continued support.

Go Far. Go Together.

A handwritten signature in black ink, appearing to read 'Jim Tubbs', with a stylized flourish at the end.

Jim Tubbs  
CEO





**Katie Magyera** (left)  
Prime Time Plus Club Director

**Jenny Gutzmer** (right)  
Prime Time Plus Associate Director



PRIME TIME **PLUS**

Lake Ridge Bank

Our Prime Time Plus Club (PTPC) is our way to thank clients for banking with us. Not only do our members enjoy exclusive benefits, the club also contributes to our bank's profitability. PTPC increases client loyalty, resulting in fewer clients leaving as they enjoy their PTPC benefits, as well as, increased deposits and accounts from current and new clients who want to become and remain eligible for our exclusive club.

#### OUR PRIME TIME PLUS CLUB OFFERS MEMBERS MANY BENEFITS, INCLUDING:

- **Banking Perks** - Prime Time Plus Club members can take advantage of special offers on some of our top products and services including Free Club Checks on one checking account, Free cashier's checks and money orders, and a 25% discount on a safe deposit box.
- **Fun and Informative Events and Socials** - Our members love to have fun and learn. Our PTPC offers members a variety of educational and fun social events, like concerts, wine tastings, seminars on fraud protection, choosing the best Medicare Supplement plan, estate planning, and much more each year.
- **Travel and Sightseeing Opportunities** - Our members explore the world through our group travel trips at great rates with local guides to ensure they see the best of each destination. In just the past few years, members have traveled to places like Hawaii, Iceland, Kenya, Canada, and more. Members who prefer to engage locally have enjoyed day trips and bus tours like hiking the Ice Age Trail, Brewer games, and mystery tours.

We hope you'll stop by or call any of our convenient locations to learn more, or to sign up for our Prime Time Plus Club today.





## WEALTH MANAGEMENT AND FINANCIAL ADVISORY



**Jordon Geiger**  
Senior Vice President  
Senior Trust Officer

After a strong finish to a successful 2024, Lake Ridge Bank's Wealth Department is well positioned for continued growth in 2025. As part of our bank's efforts to provide great client experiences by offering a full range of products, we now have a wealth representative in every one of our offices and communities. This will enhance our ability to focus on our core objective – extraordinary client care.

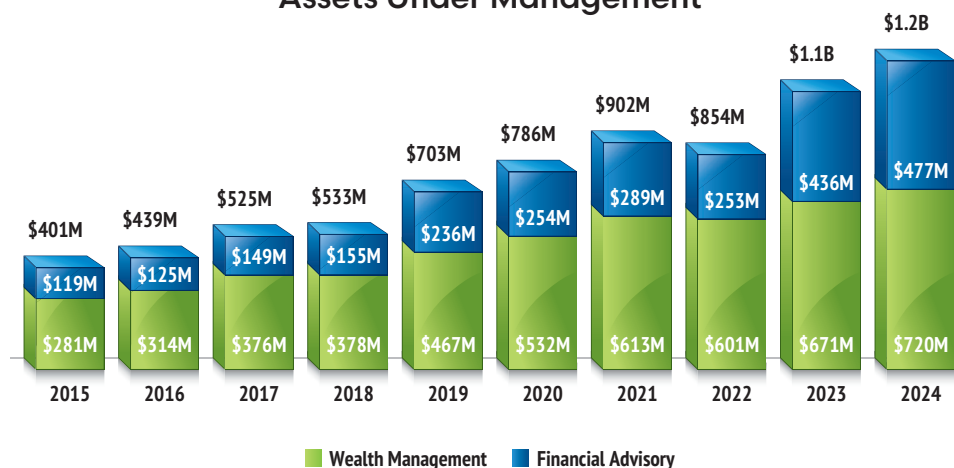
We are proud that more than half of our new business comes from current clients we already serve as we believe this reflects the outstanding stewardship we provide them. In addition, we will continue to nurture the relationships we have built through the years with both our strong internal and external partners, such as estate planning attorneys, CPA firms, outside money managers, as well as our Business and Executive Bankers. These relationships are paramount to our continued success. Finally, now that the dust has settled on our merger, we have a clearer idea of what we can do to maximize the opportunities we have for growth. To assist with this, we have expanded our relationship management team which is responsible for growing our presence in the Greater Dane County marketplace.

### Major Highlights of 2024

- Finished the year with just under \$1.2B in assets under management (AUM)
- Brought in more than \$6M in revenue in 2024 to our bank
- Hosted eight educational opportunities for our clients
- Achieved an all-time high client retention rate of 97.20% for 2024
- Referrals from the Greater Madison legal community remain strong
- More than 50% of our new business came from current client referrals

The assets Wealth Management manages have grown more than 300% in the past nine years.

### Assets Under Management



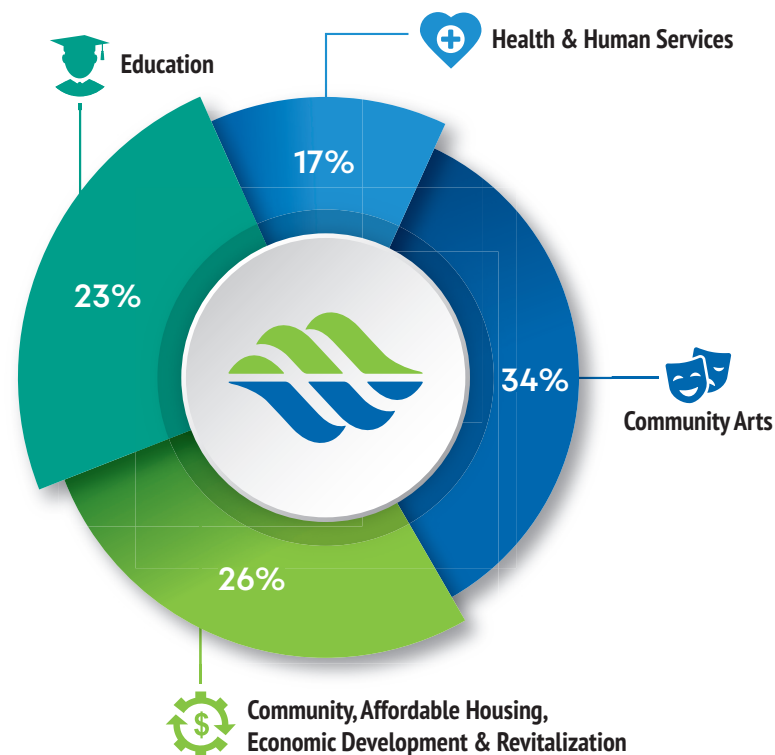


## SUPPORTING OUR COMMUNITIES

Lake Ridge Bank is committed to local organizations, as well as businesses that drive our local economies and make our communities great places to live and work. This commitment is central to who we are and how we operate and has been a core value of our bank since our founding.

Part of our commitment to our neighbors involves providing both financial and volunteer support to area charitable and community causes. As you can see from the chart, in 2024 we focused our financial and volunteer support mainly on area organizations that support education, community, affordable housing, economic development and revitalization, health and human services, as well as arts in our communities. Our bank also offers paid volunteer time to encourage our associates to contribute their time and expertise to area events and charitable organizations that are meaningful to them.

As our bank grows, we will continue our work to help our communities prosper. We also pledge to continue to work hard to give back to our communities and enrich the lives of those who allow us to serve as their trusted financial partner.





## LAKE RIDGE BANK'S AGRICULTURE DEPARTMENT: OUR FARMERS' PARTNER FOR ALL SEASONS

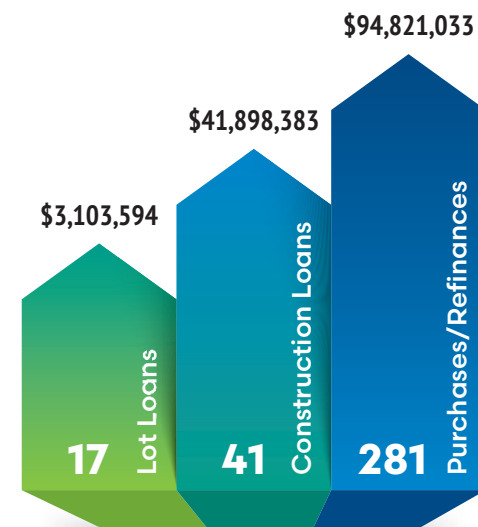


Our bank is proud to partner with area farmers to help them grow and protect their agricultural businesses. With more than 120 years of combined experience, our Ag bankers and crop insurance specialists have the experience necessary to assist our Ag farming clients, whether they need loans to purchase seed and equipment or crop insurance to protect their crops and finances.

In 2024, our Ag team:

- Provided 90 new Ag loans and renewed 158 more for a total of \$42,079,009 in loans to help our area farmers get the supplies they need to run a successful operation.
- Wrote 328 crop insurance policies to protect more than 148,500 acres. That's nearly 113,000 football fields of crops protected (including both end zones).

And since most of our Ag associates own and work on farms themselves — they know firsthand what it takes to finance and protect a farming operation.



## WE HELP HOMEBUYERS BECOME HOMEOWNERS.

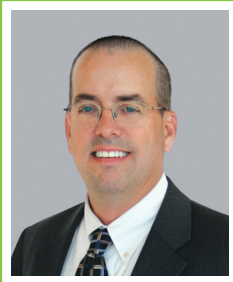
Home buying is one of life's largest purchases, and our team helps every step of the way. In 2024, we funded 339 home-related loans valued at nearly \$140 million. We had an excellent last quarter due to a continuing strong new construction market, as well as a drop in interest rates, which led to an increase in refinance activity.

If you know of anyone building, buying or refinancing, please refer them to our expert team.





## DEAR SHAREHOLDERS, CUSTOMERS AND FRIENDS:



**Vern Jesse**  
Chair

Lake Ridge Bank shareholders: On May 29th we will gather once again for our 2025 annual meeting of the shareholders of Lake Ridge Bancorp, Inc. The business to be conducted at the meeting will include some of the usual formalities as well as presentations from our Bank President and our Bank CEO. There will also be time after the formal meeting to visit with your fellow shareholders, Bank Associates and the members of the Bank's Board of Directors. I encourage all of you to attend if you are able.

When I wrote this letter last year, after a mediocre 2023, there was optimism about 2024 based in large part on anticipated ( and widely predicted ) positive economic changes, especially as it related to the interest rate environment. As it turns out, those changes did not occur as quickly as expected and thus adversely impacted 2024 results on a yearly basis. However, the year ended on a fairly strong note for the Bank and there is real reason for optimism in 2025. That optimism has been borne out by the financial results for the Bank for the first few months of the year. In addition, during 2024 the Bank took a number of steps to better position the Bank for future growth and profitability.

With the Monona Bank and State Bank of Cross Plains merger now fully behind us we expect that transaction to positively impact the Bank going forward. We also remain on the lookout for other opportunities in the greater Madison market as the Bank becomes the community bank of choice within our current footprint and beyond. As is the case in every decision made by the Board of Directors and Bank management, shareholder value is a major consideration in every such decision.

It is my hope that each and every one of you are able to attend the upcoming shareholder meeting and I look forward to seeing as many of you as possible. As I have said a number of times, I am thankful to each of you for the confidence you have shown by your investment as a shareholder in the Bank, your role as a customer of the Bank and the efforts you make to be an ambassador of the Bank in the communities where you live and work.

I look forward to seeing you on May 29.

A handwritten signature in black ink, appearing to read "Vern Jesse", written in a cursive style.



## BOARD OF DIRECTORS



**Vern Jesse**  
Chair



**Jim Tubbs**  
CEO



**Paul Hoffmann**  
President



**Sam Ballweg**  
Director  
Holding Company and Bank



**Mike Blake**  
Director  
Holding Company and Bank



**Mark Burish**  
Director  
Holding Company



**Tim Carey**  
Director  
Bank



**Cathy Durham**  
Director  
Holding Company and Bank



**Steve Eager**  
Director  
Holding Company



**Tom Gannon**  
Director  
Holding Company



**Steve Grundahl**  
Director  
Holding Company and Bank



**Pete Gunderson**  
Director  
Holding Company



**Chris Homburg**  
Director  
Holding Company and Bank



**Greg Jones**  
Director  
Bank



**Ron Krantz**  
Director  
Holding Company and Bank



**Dan Kuehn**  
Director  
Bank

**MISSION**  
**BUILD** PROSPEROUS  
COMMUNITIES,  
ONE RELATIONSHIP  
AT A TIME.

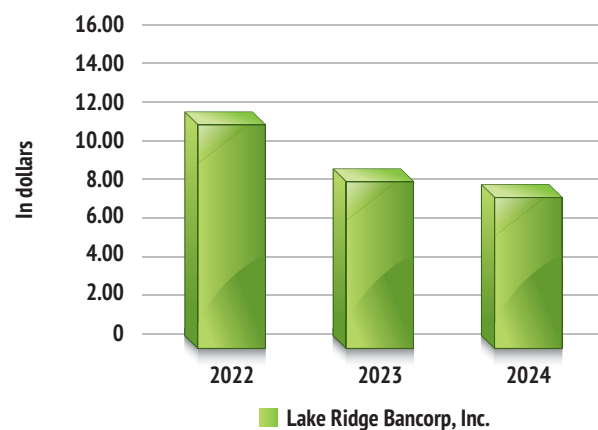
**VISION**  
GO FAR.  
GO TOGETHER.

**VALUES**  
BE EXTRAORDINARY,  
GROWTH MINDSET, TRUSTWORTHY,  
TEAMWORK, AND COMMUNITY.

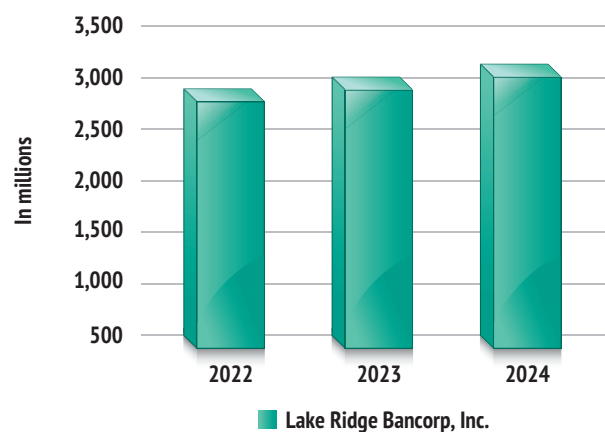
## LAKE RIDGE BANCORP, INC. AND SUBSIDIARIES FINANCIAL HIGHLIGHTS

The graphs show the performance for Lake Ridge since the merger in 2022. Earnings per share have been impacted by an unfavorable interest rate environment over the last three years. Asset growth and book value per share have steadily increased.

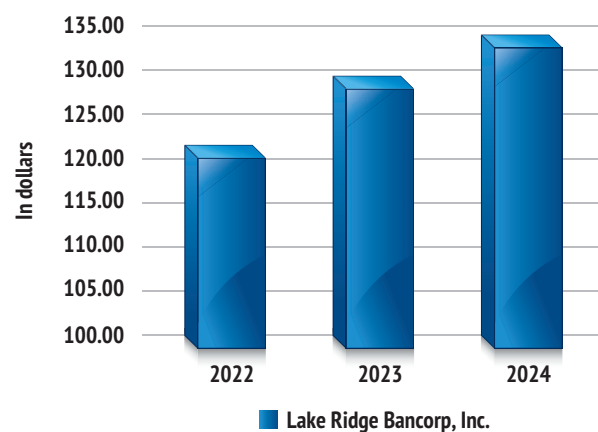
### Earnings Per Share



### Assets



### Book Value Per Share





(in thousands of dollars)

**CONDENSED BALANCE SHEET**

December 31,	2024	2023
<b>ASSETS</b>		
Cash and cash equivalents	\$211,983	\$50,932
Securities	309,252	329,677
Loans, net	2,389,836	2,393,434
Intangible assets	54,264	60,524
Other assets	170,367	176,193
<b>Total Assets</b>	<b>\$3,135,702</b>	<b>\$3,010,760</b>
<b>LIABILITIES AND STOCKHOLDERS' EQUITY</b>		
Deposits	\$2,598,405	\$2,421,547
Borrowed funds and fed funds purchased	233,882	288,292
Subordinated debentures	21,909	21,910
Other liabilities	18,074	25,174
<b>Total Liabilities</b>	<b>2,872,270</b>	<b>2,756,923</b>
<b>Total Stockholders' Equity</b>	<b>263,432</b>	<b>253,837</b>
<b>Total Liabilities and Stockholders' Equity</b>	<b>\$3,135,702</b>	<b>\$3,010,760</b>

(in thousands of dollars)

**CONDENSED INCOME STATEMENT**

Years Ended December 31,	2024	2023
Interest income	\$152,292	\$137,956
Interest expense	80,480	62,097
Net interest income	71,812	75,859
Provision for loan losses	3,098	-
Net interest income after provision for loan losses	68,714	75,859
Noninterest income	18,707	18,302
Noninterest expense	71,193	73,393
Income before provision for income taxes	16,228	20,768
Provision for income taxes	1,030	3,913
<b>Net Income</b>	<b>\$15,198</b>	<b>\$16,855</b>

COMMUNITY

LOCAL TEAMWORK

EXPERIENCE



Lake Ridge  
BANCORP, INC.™

RELATIONSHIPS

COMMITMENT

NEIGHBORS

TRUST PARTNERS

BO



(608) 223-2187



[www.lakeridge.bank/lrbancorp](http://www.lakeridge.bank/lrbancorp)



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