

WHISTLEBLOWER POLICY

OF

BRIDGEWATER BANCSHARES, INC.

Purpose

The Board of Directors (the “**Board**”) of Bridgewater Bancshares, Inc. has adopted this Whistleblower Policy (this “**Policy**”), which is applicable to the officers, directors and employees of Bridgewater Bancshares, Inc., Bridgewater Bank, and their respective subsidiaries (together, the “**Company**”). The Company is committed to complying with all applicable laws and regulations, accounting standards, and the Company’s applicable policies and procedures, including those described in its Code of Business Conduct and Ethics (“**Code of Conduct**”).

This Policy is intended to ensure a channel of communication exists for officers, directors and employees of the Company who have good faith concerns about the conduct of the Company or any of its people, including with respect to the Company’s accounting controls or auditing matters, employee-related matters, or matters of ethical concern, to report such concerns to the Company without fear of dismissal or retaliation.

Such concerns may be communicated in a confidential or anonymous manner through the reporting channels described below.

To Make a Report

Individuals may report their concerns on a confidential or anonymous basis using either of the following methods. Both means are available 24 hours a day, 365 days a year.

- Dial toll-free: (844)-720-2842. In order to report a complaint using the hotline, the caller will speak directly to a live operator, who will ask the caller a series of questions and type the caller’s responses into a report.
- Submit an Online Report: [EthicsPoint - Bridgewater Bancshares, Inc.](#)

Concerns may also be communicated directly to the Senior Vice President General Counsel, Chief Risk Officer, Senior Vice President Compliance, Vice President Internal Audit or the Human Resources department.

Treatment of Report

All whistleblower reports will be communicated to the Chair of the Board’s Audit Committee (the “**Audit Committee**”). Other concerns, depending on the nature of the matter, may be communicated to the Board’s Lead Director, an appropriate non-management director, or to appropriate personnel within the Company, in accordance with the Company’s policies and procedures.

Retaliation

The Company's Code of Conduct strictly prohibits any retaliation for reporting a possible violation of law, ethics or Company policy, no matter whom the report concerns.

Oversight; Amendments

The Audit Committee shall be responsible for the oversight of matters relating to this Policy. The Audit Committee will have the sole and absolute discretionary authority to approve any amendments to this Policy.

Last amended: August 1, 2023