FS BANCORP, INC.

INVESTOR PRESENTATION

Raymond James Virtual Road Show - June 9, 2021



"Build a truly great place to work and bank."

-FSBW Vision Statement

FS BANCORP, INC.

Disclosure Statement

The information included in this presentation is confidential and may not be reproduced or redistributed, passed on or divulged, directly or indirectly, to any other person. FS Bancorp, Inc. (the "Company") reserves the right to request the return of this presentation at any time.

Forward Looking Statements

This presentation may contain forward-looking statements within the meaning within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements often include the words or phrases "believe," "will," "will likely result," "are expected to," "will continue," "is anticipated," "estimate," "project," "plans," or similar expressions. Forward looking statements are not historical facts but instead represent management's current expectations and forecasts regarding future events, many of which are inherently uncertain and outside of our control. Actual results may differ, possibly materially, from those currently expected or projected in these forward-looking statements.

Factors that could cause the Company's actual results to differ materially from those described in the forward-looking statements, include but are not limited to, the following: the effect of the COVID19 pandemic, including on FS Bancorp, Inc. (the "Company") credit quality and business operations, as well as its impact on general economic and financial market conditions and other uncertainties resulting from the COVID-19 pandemic, such as the extent and duration of the impact on public health, the U.S. and global economies, and consumer and corporate customers, including economic activity, employment levels and market liquidity; increased competitive pressures; changes in the interest rate environment; changes in general economic conditions and conditions within the securities markets, including operations, and the geographic expansion of its indirect home improvement lending; secondary market conditions for loans and the Company's ability to originate loans for sale and sell loans in the secondary market; legislative and regulatory changes; and other factors described in the Company's latest Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and other filings with the SEC which are available on its website at www.fsbwa.com and on the SEC's website at www.sec.gov., all of which could cause actual results to differ from those set forth in the forward-looking statements.

There can be no assurance that other factors not currently anticipated by us will not materially and adversely affect our business, financial condition and results of operations. Furthermore, many of these risks and uncertainties are currently amplified by and may continue to be amplified by or may, in the future, be amplified by, the recent outbreak of the COVID-19 pandemic.

Any of the forward-looking statements that the Company makes in this presentation and in the other public statements are based upon management's beliefs and assumptions at the time they are made and may turn out to be incorrect because of the inaccurate assumptions the Company might make, because of the factors illustrated above or because of other factors that cannot be foreseen by the Company. Therefore, these factors should be considered in evaluating the forward-looking statements, and undue reliance should not be placed on such statements. The Company does not undertake and specifically disclaim any obligation to revise any forward-looking statements to reflect the occurrence of anticipated or unanticipated events or circumstances after the date of such statements except as required by securities laws. These risks could cause the Company's actual results for 2021 and beyond to differ materially from those expressed in any forward-looking statements made by, or on behalf of the Company and could negatively affect its operating and stock performance.

1ST SECURITY BANK

FS BANCORP, INC.

FRANCHISE OVERVIEW

- **Total Assets:**
- Headquartered:
- **Branches:** 23*
- Loan Production Offices: 11
- **ATM Locations:** 25
- Year Established: 1936
- **Quarterly Dividend:**

* Including headquarters and drive through banking in Aberdeen, WA

**33rd Consecutive Quarterly Dividend Announced

1st Security Bank Branches 1ST Aberdeen, Capitol Hill, Centralia, Edmonds, Elma, Hadlock, Lacev, Lynnwood, Mill Creek, Montesano, Ocean Shores, Olympia, Overlake, Port Angeles, Port Townsend, Poulsbo, Puyallup, Puyallup South Hill, Sequim, Silverdale, Westport

S0.27**

Home Lending

Aberdeen, Bellevue, Everett, Lacev, Mill Creek, Mountlake Terrace, Olympic Peninsula, Port Orchard, Poulsbo, Puyallup, Tri-Cities



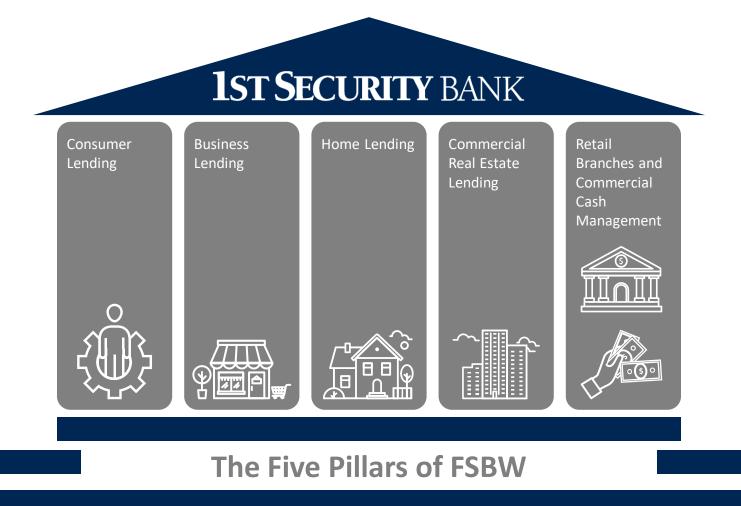


FS BANCORP, INC.

CULTURE & HISTORY



FS BANCORP, INC.



FS BANCORP, INC.

LONG TERM STRATEGIC PLAN

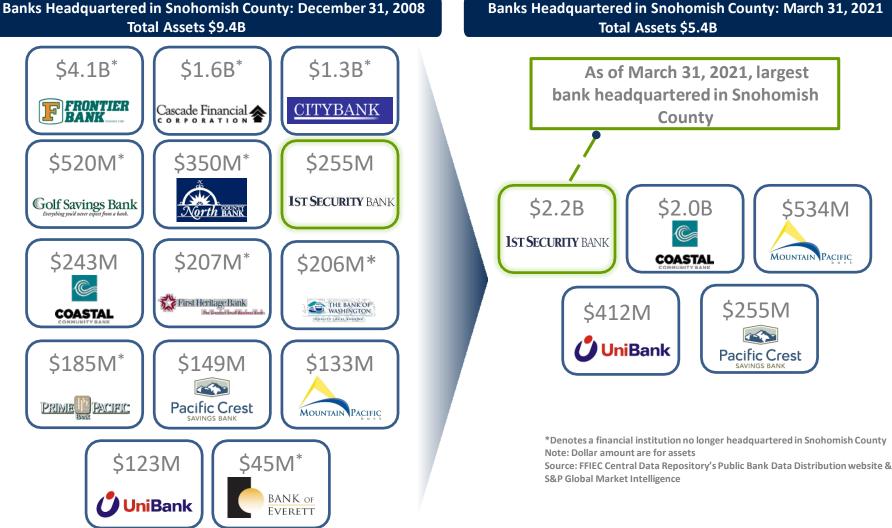
- Continued expansion of our commercial business lending programs
- Increase in-house originations of residential mortgage loans which are primarily sold into the secondary market through the mortgage banking platform
- Remain focused on maintaining and improving asset quality
- Continue to emphasize lower cost core deposits to reduce the costs of funding growth
- Offer a wide range of products and services to meet our customers' banking needs
- Expand into new markets based on current product offerings

EXECUTIVE MANAGEMENT

	Nows	Desition	Years with 1st Security Bank	Years in Industry
	Name	Position	15t Security Bulk	maasery
(a)	Joseph Adams	Chief Executive Officer	18	20+
	Erin Burr	EVP, Chief Risk Officer	12	20+
	Matthew Mullet	EVP, Chief Financial Officer	9	20+
	Kelli Nielsen	EVP, Retail Banking & Marketing	4	25+
	Robert Fuller	EVP, Chief Credit Officer	7	30+
P	Lisa Cleary	EVP, Chief Operating Officer	-	20+
	Dennis O'Leary	EVP, Chief Lending Officer	9	30+
	Vickie Jarman	EVP, Chief Human Resources Officer	19	15+
	Donn Costa	EVP, Home Lending Production	9	30+

FS BANCORP, INC.

LARGEST SNOHOMISH COUNTY BANK



FS BANCORP, INC.

DEPOSIT FRANCHISE & BRANCH FOOTPRINT

County Deposits & Demographics (6/30/20)

			Deposits	Deposit	
	Market	Number of	In Market	Market	% of
County	Rank	Branches	(\$000)	Share %	Franchise
Snohomish	7	4	692,156	4.7%	42.8%
Grays Harbor	3	6	204,585	18.7%	12.6%
Clallam	3	2	183,921	8.0%	11.4%
King	22	2	149,531	0.1%	9.2%
Jefferson	2	2	131,595	19.0%	8.1%
Pierce	17	2	99,041	0.7%	6.1%
Thurston	13	2	81,989	1.6%	5.1%
Kitsap	14	2	44,965	1.2%	2.8%
Lewis	9	1	30,470	2.6%	1.9%
Total			1,618,253		

	20	21	2021-2026	026 Projected			
	Total	Median HH	Population	HH Income			
County	Population	Income (\$)	Change	Change			
Snohomish	841,173	95,185	6.8%	12.8%			
Grays Harbor	75,963	51,695	3.7%	8.8%			
Clallam	78,293	61,183	5.1%	13.7%			
King	2,298,351	105,018	6.9%	13.7%			
Jefferson	32,743	63,086	5.1%	9.3%			
Pierce	920,730	82,380	6.4%	14.8%			
Thurston	296,606	80,139	6.7%	13.4%			
Kitsap	275,742	85,534	5.2%	13.7%			
Lewis	81,841	62,769	4.8%	13.6%			
Total	4,901,442						
Washington	7,765,146	81,728	6.3%	13.0%			
United States	330,946,040	67,761	2.9%	9.0%			

Port Angeles Port Temsend Agnew Tulalip I.R. Sea Marysville Discovery Bay Everett Puget Sound Mukilteo **Olympic National Park** 522 Shorel Aadiso 405 Kirkland Red 3 Bellevue Merce Bremerton Island 509 Shorewood Renton **Olympic National Forest** Burien t Indian Reservation SeaTac Des Moines Kent 167 Federal Way Aubur Tacoma Humptulips University Place Lakewood (512 Parkland Fort Lewis Military Elk Plain North Reservation Bay Tumwater Hoquian cean Shores West Chehalis FSBW Branches (23)* Centolia

Source: S&P Global Market Intelligence; Deposit data as of June 30, 2020 *Including headquarters and drive through banking in Aberdeen, WA

RESPONSE TO THE COVID-19 PANDEMIC

- Participating in the Paycheck Protection Program ("PPP") with 471 funded loans outstanding as of March 31, 2021, totaling \$83.8 million for borrowers in the communities we serve.
- During the first quarter of 2021, the Company funded 286 PPP loans totaling \$48.0 million under the second PPP program. PPP loan balances originated in 2020 totaling \$26.1 million were submitted for approval and forgiven by the Small Business Administration ("SBA").
- Since the start of the pandemic, we have provided payment relief for 412 portfolio borrowers that hold \$95.9 million in balances as of March 31, 2021. Of the \$95.9 million, \$34.9 million are still receiving some form of payment relief, of which \$29.8 million (85.4%) are making interest only payments.
- Allowing the borrower up to 90 day loan payment deferments or a period of interest only payments, and, on a more limited basis waived extension fees, late fees and/or suspended foreclosure proceedings are the primary methods of relief.
- Serving our communities by having all of our branches open and continue to remain flexible as to branch operations based on the guidance provided for the communities in which we operate. The majority of our staff continue to work remotely, where feasible.

FS BANCORP, INC.

PANDEMIC IMPACT

PPP Lending Activity by Sector

Loan Type	Loan Dollars	# of Loans	Avg. Loan Size	% of Category
Retail	Louin Domais	II OF LOUID	7006. Louin 5120	70 OF CALCEONY
<u></u>	611 105 0 10	202	620.244	0.0%
<=\$150M	\$11,105,942	283	\$39,244	88%
>\$150M	15,161,394	40	379,035	12%
Total Retail	\$26,267,336	323	\$81,323	100%
Commercial				
<=\$150M	\$5,003,625	79	\$63,337	53%
>\$150M	52,548,137	69	761,567	47%
Total Commercial	\$57,551,762	148	\$388,863	100%
<u>Retail + Commercial</u>				
<=\$150M	\$16,109,567	362	\$44,502	77%
>\$150M	67,709,531	109	621,188	23%
Total Retail + Commercial	\$83,819,098	471	\$177,960	100%
Total PPP Loans Forgiven*	\$38,426,800	293	\$131,149	46%
PPP Summary				

- 471 active PPP loans granted (323 retail / 148 commercial)
- \$83.8 million of aggregate PPP loans issued-outstanding (31% retail / 69% commercial)
- Overall average loan size of \$177,960
- \$1.9 million of net unamortized fees as of March 31, 2021
- As of March 31, 2021, 293 PPP loans totaling \$38.4 million have been forgiven by the SBA

Commercial COVID-19 Risk Industries: March 31, 2021

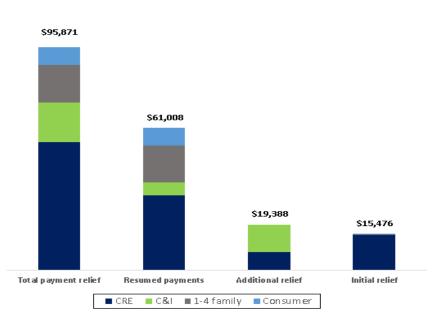
At-Risk Industry	Watch	Special Mention	Substandard	Total	Loan Dollars
Hospitality	\$ 40,379,477	\$ 1,439,891	\$ -	\$	41,819,368
Other	11,017,222	931,487	1,828,778		13,777,487
Food and beverage	10,110,274	1,485,614	1,511,056		13,106,944
Manufacturing	3,183,830	-	-		3,183,830
Transportation	-	-	4,487,206		4,487,206
Construction and development	34,531	2,880,767	-		2,915,298
Retail	111,500	-	1,820,283		1,931,783
Education/worship	242,738	-	-		242,738
Total	\$ 65,079,572	\$ 6,737,759	\$ 9,647,323	\$	81,464,654

FSBW closely monitors all exposure to industries at heightened risk of economic deterioration due to the COVID-19 pandemic

FS BANCORP, INC.

RESPONSE TO THE COVID-19 PANDEMIC

COVID Payment Relief (\$000's) March 31, 2021

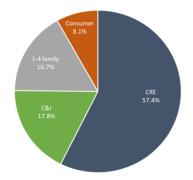


Segment	Total p	ayment relief	Res	umed payments	Additional relief			Initial relief
CRE	\$	54,994	\$	32,120	\$	7,863	\$	15,011
C&I	\$	17,087	\$	5,562	\$	11,524	\$	-
1-4 family	\$	16,009	\$	15,702	\$	-	\$	308
Consumer	\$	7,781	\$	7,624	\$		\$	157
Total	\$	95,871	\$	61,008	\$	19,388	\$	15,476

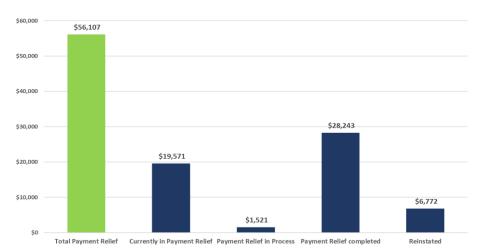
Note: Excludes loans which have paid off as of March 31, 2021

Significant reduction in remaining deferrals

Relief Loans by Category



Payment Relief for Loans Serviced for Others (in \$000's)



FS BANCORP, INC.

FIRST QUARTER 2021 HIGHLIGHTS

Financial Highlights Q1 2021	 Total assets of \$2.2 billion Gross portfolio loans of \$1.6 billion Net income of \$11.9 million
Q1 2021 YTD	 Diluted earnings per share of \$2.70 Tangible book value per share of \$56.13⁽¹⁾ Announced thirty-third consecutive quarterly cash dividend (\$0.27) Increased dividend by 3.8% during the quarter
Selected Performance Ratios	 ROAA of 2.26% ROAE of 21.01% Net Interest Margin of 3.99% Efficiency Ratio of 49.34%
Credit Quality Ratios	 Non-performing Assets (NPAs) as a percentage of total assets of 0.43% Allowance for Loan Losses as a percentage of gross portfolio loans of 1.68%⁽²⁾ Allowance for Loan Losses as a percentage of gross portfolio loans excluding PPP loans of 1.78%
Capital Position	 Currently, all Bank Holding Company (BHC) and Bank ratios are above those to be considered "Well-Capitalized", with a Community Bank Leverage Ratio ("CBLR") of 11.8% as of March 31, 2021

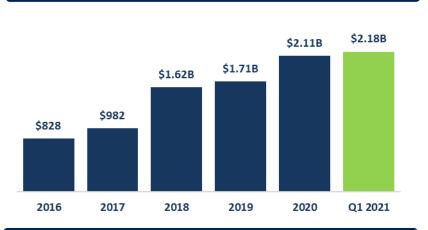
(1) Non-GAAP financial measures. See appendix for reconciliation to book value per share (GAAP)

(2) Note: Gross loans include Anchor loans "net" of fair value discount of \$1.3 million

FS BANCORP, INC.

FRANCHISE GROWTH

Total Assets (\$B)



Total Net Loans (\$B)



Tangible Common Equity (\$M)⁽¹⁾

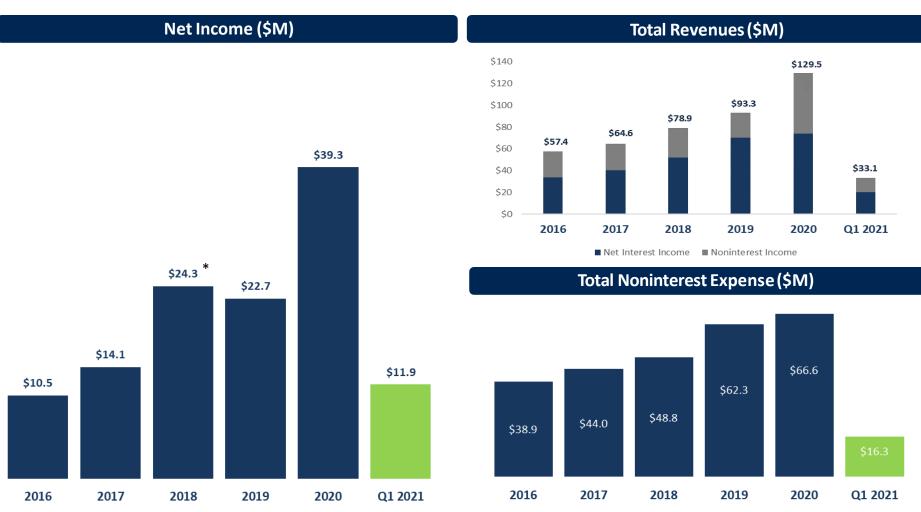


Total Deposits (\$B)



FS BANCORP, INC.

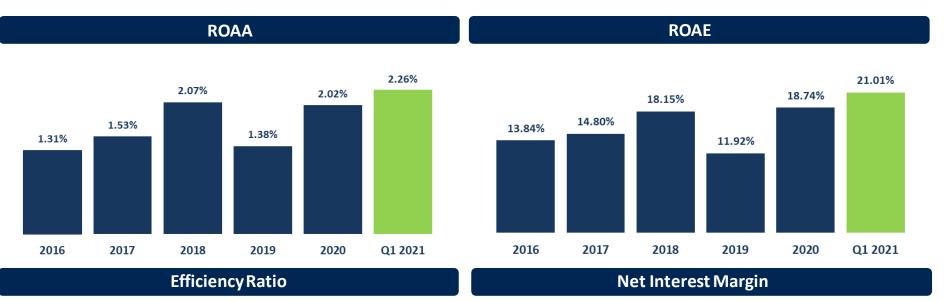
INCOME STATEMENT TRENDS

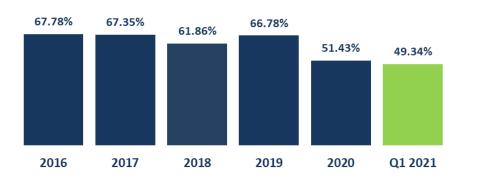


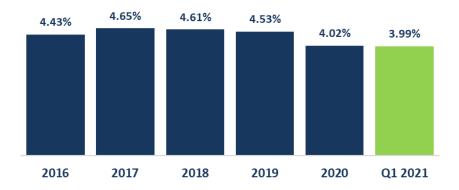
*Includes \$7.4 million in Bargain Purchase Gain (BPG)

FS BANCORP, INC.

SELECTED PERFORMANCE RATIO TRENDS



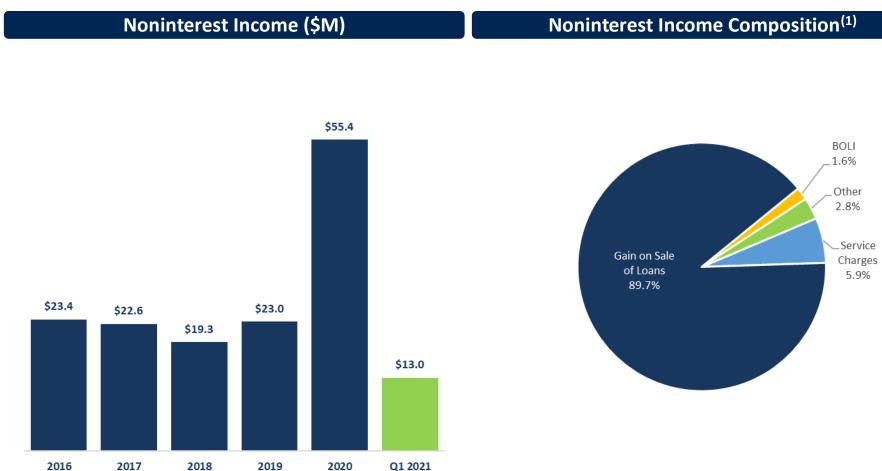




1ST SECURITY BANK

FS BANCORP, INC.

NONINTEREST INCOME



Note: 2020Y Noninterest Income year-over-year growth due in part to increased gain on sale revenue resulting from low interest rate environment.

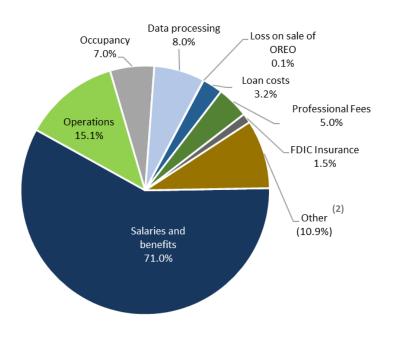
(1) Quarter ended March 31, 2021

FS BANCORP, INC.

NONINTEREST EXPENSE

Noninterest Expense (\$M)	Noninterest Expense Composition ⁽¹⁾



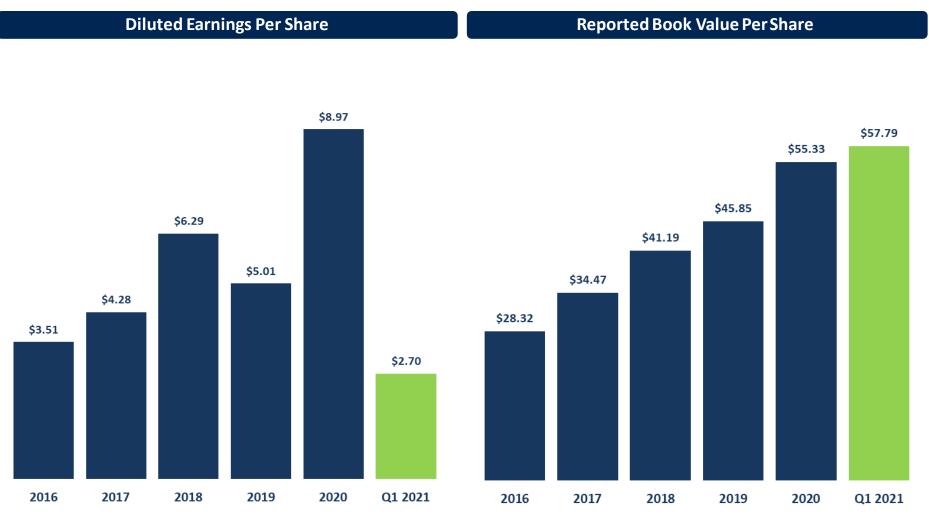


(1) Quarter ended March 31, 2021

(2) Other = marketing and advertising, amortization of core deposit intangible and recovery on servicing rights

FS BANCORP, INC.

BUILDING STOCKHOLDER VALUE



FS BANCORP, INC.

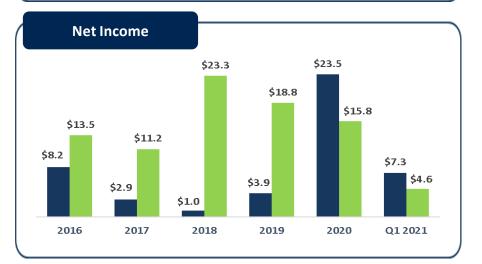
Mortgage Banking

SEGMENT REPORTING ANALYSIS

Net Interest Income \$69.0 \$64.0 \$48.8 \$38.7 \$31.7 \$18.5 \$6.3 \$5.1 \$3.3 \$2.6 \$2.1 \$1.6 2016 2017 2018 2019 2020 Q12021







Note: Dollar amounts in millions

FS BANCORP, INC.

DISCIPLINED CREDIT CULTURE

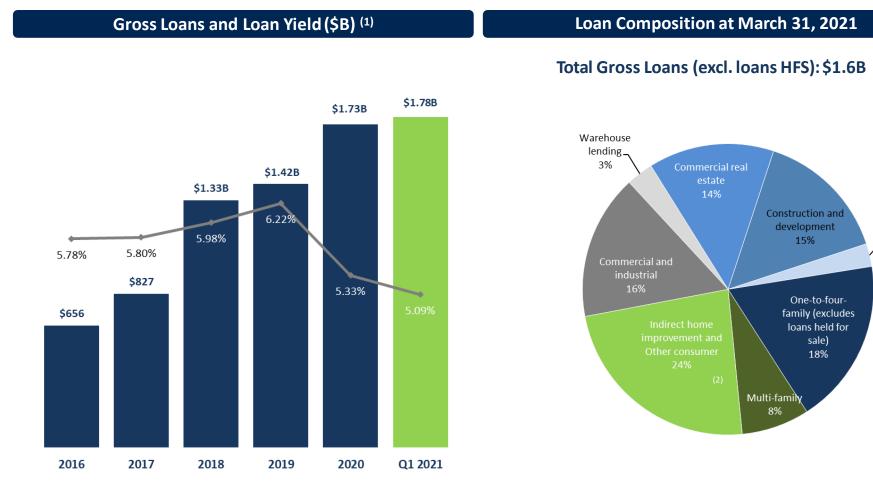
- The company employs Board and Committee oversight and reporting, with the Chief Risk Officer and senior executive compliance officer reporting directly to the Audit Committee
- FSBW has a disciplined underwriting approach with generally standard LTV and DSC coverage requirements with firm concentration limits and designated focused lending channels
 - Construction Weighted Average LTV = 64.1% (as of March 31, 2021)
 - Commercial Real Estate (CRE) Weighted Average LTV= 56.5% (as of March 31, 2021)
- Loans greater than \$5 million are reported to the Asset Quality Committee, while loans between \$15 million and \$25 million require approval from the Senior Loan Committee
- The legal lending limit is \$57.5 million while the in-house limit is \$25 million
- The CRE and C&D portfolios are stressed on a quarterly basis with a third party review of the commercial portfolio conducted on an annual basis



Historical NCOs / Avg. Loans

FS BANCORP, INC.

LOAN PORTFOLIO SUMMARY



(1) Loans, net of deferred fees, costs, and includes held for sale (2) Other consumer includes marine loans Home equity

2%

FS BANCORP, INC.

HOME LENDING

Highlights at March 31, 2021

- One-to-four-family loans originated increased \$148.8 million, or 52.1%, to \$434.4 million, compared to \$285.6 million for the quarter ended March 31, 2020
- Loan Sales: \$414.0 million
- Purchase production was 42.7% of one-tofour-family loan originations versus 57.3% for refinance production
- Increase in originations for the quarter ended March 31, 2021 was attributed to stronger year over year purchase activity up 61.8% and improved refinance activity in response to decreases in market interest rates

Mortgage Servicing at March 31, 2021

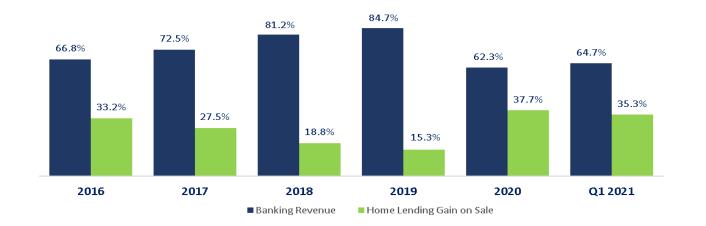
- Servicing unpaid principal balance: \$2.3 billion and 7,698 loans
- Q1 2021 notional servicing: \$224.6 million



Quarterly Closed Volume (\$M) & Cash Margin on Loans

FS BANCORP, INC.

Home Lending Gain on Sale Revenue as a Percentage of Total Revenue



Total Revenues (\$M)



FS BANCORP, INC.

CONSUMER LENDING

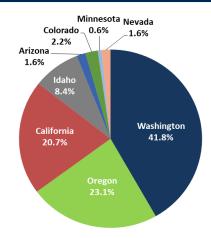
Q1 2021 Highlights

- Primarily home improvement and marine, UCC-2 or title secured
- Offered on an indirect basis and largely automated (with underwriter verification)
- \$382.8 million outstanding as of Q1 2021
 - \$54.0 million in dealer originations
 - \$33.6 million, or 62.3%, with the top 10 dealers
 - Average yield of 6.98%, down from 7.09% in Q4 2020

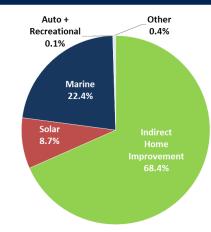




Q1 2021 Dealer Production by State



Consumer Portfolio Characteristics



FS BANCORP, INC.

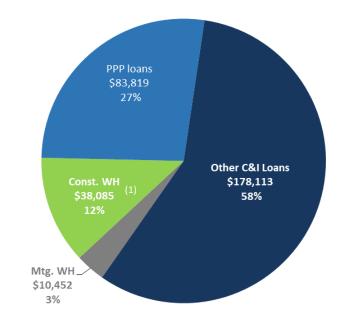
COMMERCIAL BUSINESS LENDING

Q1 2021 Commercial & Industrial (C&I)

Q1 2021 Product Mix (\$M)

- C&I commitments: \$468.9 million
- Outstanding balances were \$310.5 million at March 31, 2021 relative to \$273.6 million at December 31, 2020
- The \$36.9 million of quarter over sequential quarter increase in outstanding balances was largely attributed to the originating of \$18.3 million in C&I loans, CARES Act originations totaling \$48.0 million and \$26.1 million in CARES Act Forgiveness Funds received from the SBA
- Net CARES Act Activity (originations less forgiveness) increased the C&I balance by \$21.8 million in the first quarter

Outstanding C&I Balance: \$310.5 million



FS BANCORP, INC.

CONSTRUCTION & DEVELOPMENT LENDING

Q1 2021 Highlights	 Overall construction: \$388.5 million committed / \$241.7 million outstanding Growth in custom owner-occupied & manufactured homes under construction Custom/Manufactured Housing are \$36.4 million committed / \$17.7 million outstanding
	 5.35% average coupon rate
	 Majority of originations in King County

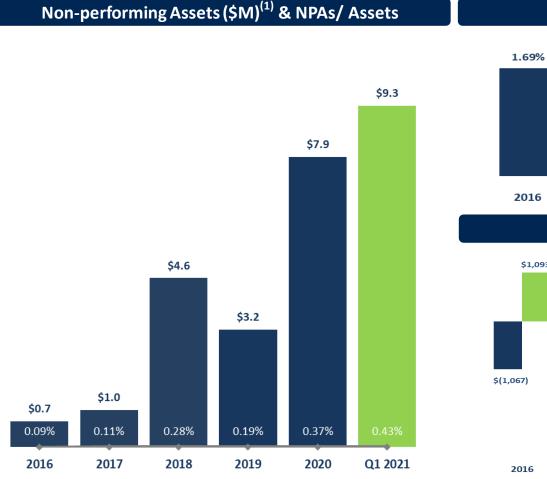
Focus on "in-city", infill speculative lending to a select group of relationship customers



Quarterly C&D Loans Outstanding (\$M)

FS BANCORP, INC.

ASSET QUALITY



 1.69%
 1.39%
 0.93%
 0.98%
 Image: Constant of the second of the seco

Reserves/Gross Loans⁽²⁾

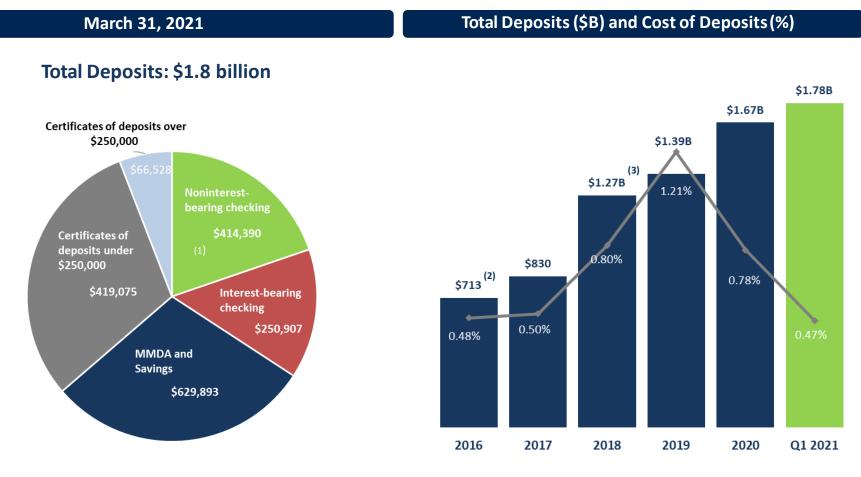
Charge-offs & Recoveries (\$000's)



(1) Non-performing Assets consists of non-performing loans (which include non-accruing loans and accruing loans more than 90 days past due), foreclosed real estate and other repossessed assets (2) Excluding HFS loans

FS BANCORP, INC.

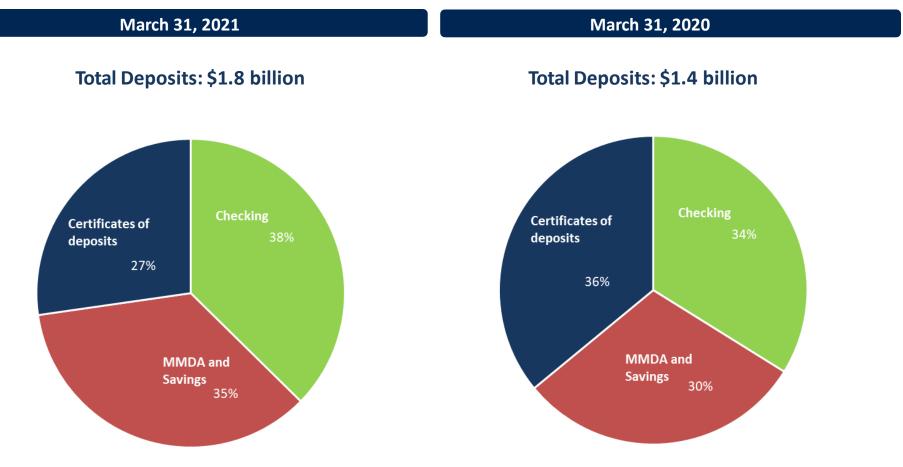
DEPOSIT COMPOSITION AND GROWTH



- (1) Noninterest-bearing checking includes escrow accounts related to mortgages serviced
- (2) Branch acquisition during Q1 2016
- (3) Anchor Bancorp acquisition in Q4 2018

FS BANCORP, INC.

COMPOSITION COMPARISON YEAR OVER YEAR



FS BANCORP, INC.

CAPITAL STRATEGY

Franchise Growth	 Continued organic asset growth across our diverse group of lending channels Expand commercial business lending including construction lending inline with regulatory guidance for oversight on construction concentrations above 100% of total risk-based capital Continued investment in the Bank's business lending platform and Small Business Administration lending Focus on core deposit generation to fund asset growth
Dividends	 Will pay thirty-third consecutive quarterly cash dividend on May 20, 2021 Dividends increased \$0.12, or 80%, since the first quarter of 2019
ShareholderValue	 Continued focus on increasing shareholder value through our business plan execution Our Board of Directors approved a renewed and increased share repurchase plan providing up to \$15.0 million of shares to be repurchased through June 30, 2022, depending on market conditions and other factors including the Company's liquidity requirements

APPENDIX – NON-GAAP RECONCILIATION

FS BANCORP, INC.

RECONCILIATION OF GAAP TO NON-GAAP FINANCIAL MEASURES – EQUITY

Non-GAAP Financial Measures

This presentation contains the tangible book value per share, a non-GAAP financial measure. Tangible common stockholders' equity is calculated by excluding intangible assets from stockholders' equity. For this financial measure, the Company's intangible assets are goodwill and core deposit intangible. Tangible book value per share is calculated by dividing tangible common shareholders' equity by the number of common shares outstanding. The Company believes that this non-GAAP measure is consistent with the capital treatment utilized by the investment community, which excludes intangible assets from the calculation of risk-based capital ratios and presents this measure to facilitate comparison of the quality and composition of the Company's capital over time and in comparison to its competitors.

(\$ in 000's)	March 31, 2021	December 31, 2020	September 30, 2020	June 30, 2020	March 31, 2020
Stockholders' equity	\$ 240,311 \$	230,007	\$ 220,550	\$ 208,641 \$	200,829
Goodwill and core deposit intangible, net	 (6,886)	(7,063)	(7,240)	(7,416)	(7,593)
Tangible common stockholders' equity	\$ 233,425 \$	222,944	\$ 213,310	\$ 201,225 \$	193,236
Common shares outstanding at end of period	4,158,507	4,156,943	4,175,598	4,165,944	4,246,619
Common stockholders' equity (book value) per share (GAAP)	\$ 57.79 \$	55.33	\$ 52.82	\$ 50.08 \$	47.29
Tangible common stockholders' equity (tangible book value)*	\$ 56.13 \$	53.63	\$ 51.08	\$ 48.30 \$	45.50
*Per share (non-GAAP)					

Source: Press Release

(\$ in 000's)	March 31, 2021	ĺ	December 31, 2020	S	September 30, 2020	June 30, 2020	March 31, 2020
Stockholders' equity	\$ 240,311	\$	230,007	\$	220,550	\$ 208,641	\$ 200,829
Common shares outstanding at end of period	4,158,507		4,156,943		4,175,598	4,165,944	4,246,619
Common stockholders' equity (book value) per share (GAAP)	\$ 57.79	\$	55.33	\$	52.82	\$ 50.08	\$ 47.29

Source: FS Bancorp, Inc.; Press Release

FS BANCORP, INC.

CONTACT INFORMATION

Kelli Nielsen <u>Kelli.Nielsen@fsbwa.com</u> EVP Retail Banking & Marketing (425) 275-4347 Matthew Mullet <u>mattm@fsbwa.com</u> Chief Financial Officer (425) 697-8026 Vickie Jarman vickiej@fsbwa.com EVP Chief Human Resources/WOW Officer (425) 697-8019

Administrative Center 6920 220th Street Southwest Mountlake Terrace, Washington 98043