ENVIRONMENTAL STEWARDSHIP

The Bancorp is committed to being a responsible corporate citizen by undertaking initiatives related to improving the quality of life in the communities in which we live and work. We believe that sustainable and responsible business growth is the collective result of effectively implementing our strategic plan in a manner that recognizes the importance of our environment. We recognize the risks presented by environmental exposure, we are keenly aware of the changing nature of environmental laws and expectations, and we actively work to try to reduce our carbon footprint throughout our operations.

Our Business Model and Environmental Sustainability

Our branchless service model is unique in the banking industry. Unlike most traditional banks, The Bancorp is not dependent on brick and mortar retail locations for our business to grow and thrive. We primarily provide our products and services through digital channels maintained by our business partners — thereby allowing us to keep our carbon footprint small. Our day-to-day business practices are tailored with an eye toward environmental responsibility. This includes encouraging eco-friendly habits within our office locations to reduce waste and encourage recycling. We strive to reduce unnecessary business travel, work with clients remotely, and use electronic documentation regularly. Where appropriate, we continue to seek ways to develop and deliver our banking products and services digitally — without the need for paper or plastics. As a result of our business model and our business practices, we seek to reduce:

- Direct and indirect carbon emissions
- Land use through minimizing our physical footprint
- Construction-related disruptions
- Energy use by the company and our employees, customers, suppliers, and others

We continue to evaluate our footprint and business practices with an eye toward being an environmental steward and acting responsibly with respect to our local communities and the environment.

Employee Engagement on Environmental Matters

We encourage and empower our employees to take on causes of importance to The Bancorp community. With the support of senior management, our employees formed an employee resource group known as *The Green Team* which focuses on ways, we can continue to empower environmental friendliness throughout the company and in our surrounding communities. As our organization continues to grow, we will refine and expand our environmental approach to be responsive to tomorrow's needs.

Greenhouse Gas Emissions

We calculate and publish our carbon assessment. Our greenhouse gas inventory represents The Bancorp's Scope 1 and Scope 2 (location-based and market-based) emissions. We are committed to understanding our carbon footprint and maintaining our existing practices of improving energy efficiencies in our offices through research and environmentally conscious products that use less electricity.

In fiscal year 2024, our Scope 1 emissions calculations include emissions from stationary combustion and natural gas usage from The Bancorp's locations and data centers, and mobile source fuel combustion from The Bancorp's vehicle fleet. Scope 2 emissions are categorized both as location-based and market-based emissions. The location-based method is based on electricity consumption at the location where the energy is used. The market-based method reflects emissions from The Bancorp's purchasing decisions like supplier-specific emissions, renewable energy certificates, and power purchase agreements.

The Bancorp's Scope 1 and Scope 2 greenhouse gas emissions were calculated in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard.

Scope 1 Emissions: 319 $MTCO_2e$

Scope 1 and 2 Emissions (Location-based): 1,106 $MTCO_2e$

Scope 1 and 2 Emissions (Market-based): 1,164 $MTCO_2e$

We are also committed to maintaining our existing practices of improving energy efficiency in our offices through research and environmentally conscious products that use less electricity.

**Consultants calculated The Bancorp's Scope 1 and Scope 2 GHG emissions based on available data for the 2024 calendar year.*