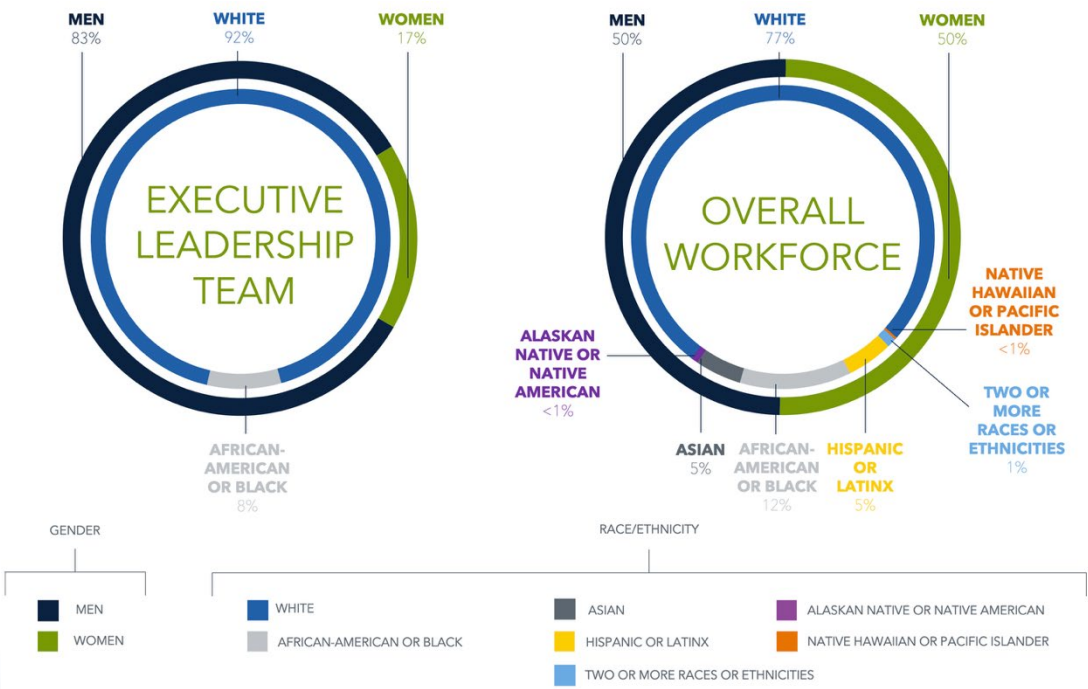




WORKFORCE COMPOSITION

At The Bancorp, we are dedicated to attracting, developing and retaining high-performing talent at every level. We firmly believe that leveraging different perspectives and capabilities will enhance innovation, foster a collaborative and inclusive work culture, and enable us to better serve our customers and communities.

As of December 31, 2024, our Executive Leadership Team (“ELT”) consisted of 17% women and 8% racially or ethnically diverse employees. * In addition, our overall workforce consisted of 50% women and 23% racially or ethnically diverse employees. * We publish this demographic data as part of our commitment to building an inclusive and connected workforce.



Executive Leadership Team*

Total Number	12
Gender	
Women	17%
Men	83%
Race/Ethnicity	
Overall racial/ethnic minorities	8%
African-American or Black	8%
Alaskan Native or Native American	-
Asian	-
Hispanic or Latinx	-
Native Hawaiian or Pacific Islander	-
White	92%
Two or More Races or Ethnicities	-

Overall Workforce*

Total Number	771
Gender	
Women	50%
Men	50%
Race/Ethnicity	
Overall racial/ethnic minorities	23%
<i>African-American or Black</i>	12%
<i>Alaskan Native or Native American</i>	<1%
<i>Asian</i>	5%
<i>Hispanic or Latinx</i>	5%
<i>Native Hawaiian or Pacific Islander</i>	<1%
Two or More Races or Ethnicities	1%
White	77%

*As of December 31, 2024. Percentages are rounded.

