

Employee development and wellness



At The Bancorp, we recognize that our employees are the foundation of our success. We are committed to cultivating a workplace that supports both personal and professional growth while delivering a best-in-class employee experience. Through ongoing evaluation and enhancement of our programs and initiatives, we strive to meet the evolving needs and preferences of our workforce. Guided by insights gathered through our annual Employee Engagement Surveys, the following highlights reflect meaningful actions taken to strengthen employee wellness, development, and overall engagement across the organization.

Learning and development

Investing in the continuous professional and personal growth of employees is a key contributor to sustaining ongoing success. The Bancorp's in-house training curricula are thoughtfully designed to nurture and enhance our employee talent. Our Learning and Development (L&D) team offers monthly employee- and manager-specific learning experiences. By providing employees with the opportunity to develop a wide variety of professional and personal skills, we not only cultivate more capable and efficient teams but also contribute to the holistic health and wellness of our employees, creating a workplace culture that values personal and professional growth in equal measures.

As part of our approach to developing an internal talent pipeline, managers are encouraged to support ongoing development conversations with employees, including discussions around career interests, skill-building opportunities, and readiness for expanded responsibilities. These conversations help connect individual development goals with business needs and support long-term career progression at The Bancorp.

L&D created and implemented Learn, Engage, Aspire, and Develop (L.E.A.D), a professional development program tailored for people managers. L.E.A.D focuses on amplifying strengths, building expertise, and accelerating growth in our leadership. This proprietary program offers specialized courses, in-depth resources, interactive workshops, and networking events. We also provide all employees with complimentary access to LinkedIn Learning courses and offer a tuition reimbursement program. These initiatives reflect our dedication to meeting our employees' immediate needs and to supporting long-term career progression at The Bancorp.

The Bancorp's talent development strategy is further supported by ongoing talent review and succession planning practices designed to identify emerging leaders, assess organizational capability needs, and support continuity in critical roles. These efforts help business leaders and people managers evaluate employee strengths, development opportunities, and readiness for future advancement. Where appropriate, employees may be supported through individualized development plans, leadership training, cross-functional exposure and internal mobility opportunities. This approach reinforces The Bancorp's commitment to building a strong internal talent pipeline and providing employees with meaningful opportunities for growth and advancement.

In addition to providing the necessary tools and resources for our employees to grow, we also invite our employees to provide feedback on ways we can improve the employee development process. We believe that incorporating employee feedback into the learning and development process increases employee engagement and retention. By utilizing company-wide surveys, we strive to align our offerings with the professional and wellness needs and preferences of our employees. In response to

their input, we have created targeted courses addressing topics like career development, work-life balance, burnout prevention, strategic thinking, stress reduction, and public speaking.

[Please refer to our [Employee Engagement](#) disclosure for more information on how we empower employees in their ongoing learning, skill development, and career growth.]

While The Bancorp values and invests in the talent of our current workforce, we also recognize the importance of developing a talent pipeline for the future. In addition to supporting internal career development and succession readiness, The Bancorp champions an internship program that provides highly qualified and motivated students with meaningful work experience and opportunities to gain practical knowledge in their fields of study. This program complements our broader talent development strategy by introducing early-career professionals to The Bancorp's culture, business operations, and potential long-term career opportunities

Health and wellness

Promoting employee health and wellness is a priority at The Bancorp. We understand that resources and flexibility are key components of well-being, and we are committed to providing them.

To provide our employees with access to the care they need, we offer onsite wellness checkups at multiple company locations. We also provide wellness checkup vouchers, allowing employees to take charge of their health on their own terms. For employees looking for personalized guidance, we partnered with a qualified third party to connect them with expert dietitians and nutritionists who can help them make informed choices.

We also believe in taking a holistic approach to employee well-being, which includes mental and emotional support. We offer monthly meditation sessions to support employee well-being and stress management. To further support mental and emotional well-being, we provide our staff with access to WellworksForYou, a comprehensive wellness management tool packed with well-being resources. We have also expanded our medical plan to include Noom, providing employees with personalized tools and support to help them better manage their health and wellness goals.

Employee health and wellness remain an important consideration in The Bancorp's approach to employee engagement and benefits. It is a genuine commitment we have made to empower our employees with the knowledge and resources they need to thrive both inside and outside of work.

Additional benefits

The company provides additional employee benefits focused on employee development and well-being. The Bancorp partners with Cigna® to provide an Employee Assistance Program (EAP) available to employees and members of their households. The EAP provides practical assistance for a variety of life's challenges such as stress management, financial needs, mental health, substance use concerns, etc., and comes at no cost.

In response to employee feedback, The Bancorp also introduced several elevated benefits that reinforce employee well-being, such as Paid Parental Leave, pet insurance, additional Paid Time Off, increased flexibility in work arrangements, and access to Care.com benefits. These benefits are

designed to support employees and their families by promoting work-life balance, personal wellness, and access to resources that help employees manage both personal and professional responsibilities.

By investing in the holistic well-being, development, and engagement of our employees, The Bancorp showcases its commitment to fostering a sustainable work environment that is not only attractive to current employees but also enhances the company's ability to attract and retain top talent long-term.

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