

Workforce composition

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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, 2025, our Executive Leadership Team (“ELT”) consisted of 38% women and 25% racially or ethnically diverse employees. * In addition, our overall workforce consisted of 52% women and 24% 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: 8
Gender		
Women		38%
Men		62%
Race/ethnicity		
Overall racial/ethnic minorities		25%
African American or Black		25%
Alaskan American or Native American		-
Asian		-
Hispanic or Latinx		-
Native Hawaiian or Pacific Islander		-
White		75%
Two or more races or ethnicities		-

Overall workforce		Total number: 741
Gender		
Women		52%
Men		48%
Race/ethnicity		
Overall racial/ethnic minorities		24%
African American or Black		12%
Alaskan American or Native American		< 1%
Asian		5%
Hispanic or Latinx		5%
Native Hawaiian or Pacific Islander		< 1%
Two or more races or ethnicities		1%
White		76%

**Demographic data is based on employee self-identification and internal reporting methodologies as of December 31, 2025. Percentages are rounded.*

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