

WORKFORCE COMPOSITION

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

Our commitment to diversity starts at the very top of our company. Our Board of Directors includes 33% women and 16% racially or ethnically diverse members, and our Executive Leadership Team (“ELT”) consists of 31% women and 15% racially or ethnically diverse employees.* In addition, our overall workforce consists of 50% women and 21% racially or ethnically diverse employees.* We publish this demographic data as part of our commitment to building a diverse and connected workforce.



Board of Directors*

Total Number	12
Gender	
Women	33%
Men	67%
Race/Ethnicity	
Overall racial/ethnic minorities	16%
African-American or Black	8%
Alaskan Native or Native American	-
Asian	8%
Hispanic or Latinx	-
Native Hawaiian or Pacific Islander	-
White	84%
Two or More Races or Ethnicities	-

Executive Leadership Team*

Total Number	13
Gender	
Women	31%
Men	69%
Race/Ethnicity	
Overall racial/ethnic minorities	15%
African-American or Black	15%
Alaskan Native or Native American	-
Asian	-
Hispanic or Latinx	-
Native Hawaiian or Pacific Islander	-
White	85%
Two or More Races or Ethnicities	-

Overall Workforce*

Total Number	650
Gender	
Women	50%
Men	50%
Race/Ethnicity	
Overall racial/ethnic minorities	21%
<i>African-American or Black</i>	10%
<i>Alaskan Native or Native American</i>	<1%
<i>Asian</i>	4%
<i>Hispanic or Latinx</i>	5%
<i>Native Hawaiian or Pacific Islander</i>	-
Two or More Races or Ethnicities	1%
White	79%

*As of December 31, 2021. Percentages may not equal 100 due to rounding.

