

Our commitment to Women in Finance

Despite a time of significant change at the Bank in 2025 as we became part of Coventry Building Society, our determination to achieve a greater gender balance is as strong as ever.

We ended the year with 42.8 % of senior positions being held by women against our current aim of 45 % by the end of 2026. We know that there is still more work to do as we turn our attention to the future, and to many exciting opportunities as part of Coventry Building Society.

We will be reporting our progress on our Women in Finance Charter journeys as one entity from 2026, with a revised goal of women in senior roles.

The Bank's Equality, Diversity and Inclusion (EDI) strategy has now evolved to develop a set of EDI ambitions that aligns with our new values, ethics, and strategic cultural aims. We are determined not only to continue to improve within our gender and ethnicity representation and balance, but in all other aspects of diversity as we drive forward with Coventry Building Society.

About the Women in Finance Charter

The Co-operative Bank was one of the first banks to sign up to the HM Treasury's Women in Finance Charter (Wifc) in 2016, and since then has remained committed to improving its female representation at senior leadership levels.

The Charter encourages signatories to develop colleagues with the potential to progress, setting expectations for improving gender diversity in senior management roles, and requiring firms to publicly report on progress against those expectations to drive change.

It helps improve opportunities and progression for women, and ensures that talent rises to the top in the finance sector regardless of gender.



Driving positive change



We understand that simply having diversity in our workforce is not enough: we must create an inclusive environment where all people can contribute their best work.



We continue to progress towards our ambitions for increased engagement and commitment throughout the business, and we look forward to sharing our future achievements and progression.



What we do together adds value to ourselves, our colleagues and our customers. It matters.

The **co-operative** bank

Ethical then, now and **always**

