

RBC Europe Limited Board Diversity Policy

Aligning with RBC's values, we embrace diversity for innovation, growth and success. In keeping with our business imperative to attract and retain the best talent, the Board recognizes the benefits of promoting diversity, both within RBC Europe Limited and at the level of the Board of Directors. We are committed to diversity and inclusion at all levels, as this provides RBC with access to a wider pool of talent and drives creativity, innovation and growth.

The Nomination Committee considers qualified candidates for board membership, and reviews board composition and any anticipated board vacancies, in light of the Bank's diversity objectives. Diversity is a critical lens through which the Committee assesses a board candidate's merit in seeking representation on the Board of the full range of characteristics necessary to meet our goals of excellence, innovation and success. Pursuant to our commitment to a balanced and diverse board, diversity of gender, age, geography, background and ethnicity are always important factors considered by the Nomination Committee.

In particular, the Nomination Committee considers the level of representation of women on the board in identifying and nominating candidates for election or re-election. The board adopts a diversity objective that at least 30% of board members should be women. Every year, the Nomination Committee shall consider, among other things, the committee's effectiveness in guiding the board towards its diversity objectives.