

RBC in the UK and Channel Islands¹ is dedicated to fostering inclusive and supportive environments where our employees are supported in pursuing their professional aspirations regardless of, among other things, age, gender, ethnicity, disability, sexual orientation, religion or background.

Maintaining a workplace where our employees feel supported to perform at their best, effectively collaborate, drive innovation, and grow professionally helps to bring our Purpose of *'helping clients thrive and communities prosper'* to life and generate value for our clients and the communities we operate in. RBC in the UK and Channel Islands strives to deliver this support through policies and programs that are intended to foster greater inclusion and fairness for all employees

RBC in the UK and Channel Islands signed the Women in Finance Charter (WIFC) in 2019 with a commitment to reach 25% of women in senior management in the UK and Channel Islands by 28 February 2025. This target was met by 31 July 2024.

Since signing the charter in 2019, our business in the UK and Channel Islands has changed considerably. We have grown our UK Wealth Management business through the acquisition and subsequent integration of Brewin Dolphin Holdings PLC (RBC Brewin Dolphin), the further integration of RBC BlueBay Asset Management, which forms part of our global asset management business, and we completed the sale of the business of the U.K. branch of RBC Investor Services Trust to CACEIS. Beginning for the reporting period ended July 31, 2025, RBC Brewin Dolphin is included in the senior management population. With these changes, our senior management population under the definition applied as of our last reporting dated July 31, 2024, has grown from approximately 600 roles to approximately 900 roles across the UK and Channel Islands. In light of this growth, in 2025, our European Diversity Leadership Committee (DLC) performed benchmarking of our definition of 'senior management' for the purposes of the UK Women in Finance Charter (WIFC) as against the definitions used by industry peers. Following this review, we now define 'senior management' as those located in the UK and Channel Islands who are members of the Capital Markets Executive Committee, Wealth Management Europe Committee, RBC BlueBay Senior Leadership Team, Senior Manager Function-holders and all Vice President roles in the region. This updated definition of senior management encompasses approximately 62 people as of 31 July 2025.

Where we are now:

- Updated definition: As of 31 July 2025, representation of women in the UK and Channel Islands under the updated definition of senior management was 27%
- Previous definition: As of 31 July 2025, representation of women in the UK and Channel Islands under the previous definition of senior management (which captured employees at Director level and above) would have been 26%

Our 2025-2028 Target:

- RBC in the UK and Channel Islands has established a new target for representation of women in senior management in the UK and Channel Islands of 30% by 1 November 2028

We take our commitment to supporting the progression of women into senior-level roles seriously, and our target is reflective of our aim of attracting, retaining, and developing women. We believe an inclusive workplace for all our employees that has varied perspectives is core to our continued growth as one of the largest and most successful banks in the world

¹ This Women in Finance Charter Annual Update Submission Form includes information about employees of the Royal Bank of Canada Group ("RBC", "we", "our" or "us") located in the UK and Channel Islands.

The following highlights some of the initiatives undertaken by RBC in the UK and Channel Islands in 2025 to support women including those who form part of the executive pipeline and at the mid-tier level:

- **Continuing to strengthen employee support and resources;** with a focus on the employee support, tools and resources available to all employees and their people managers for the life changes our employees experience. Through external sponsorships, we also provide tools, resources and learning opportunities for existing and future talent through sponsorships with WeAreTheCity Rising Stars and Women in the City Afro-Caribbean Network (WCAN). In November 2024 we signed a new membership with the FT Women in Business to seek to strengthen our development of women in senior roles.
- **Continuation of inclusive talent initiatives** such as inclusive hiring panels, promotion panels, mentoring and sponsorship and employee listening exercises. This includes a focus on attracting gender balanced graduate and intern cohorts. Of the 2025 graduate intake, 52% self-identified as women, 31% self-identified as men, and 17% did not specify (2024: 38% self-identified as women, 53% self-identified as men, 2% self-identified as non-binary and 7% did not specify). Of the 2025 intern class, 51% self-identified as women, 40% as men and, 9% selected an option not to specify in their application (2024: 44% self-identified as women, 32% self-identified as men, and 25% did not specify). To help support diverse hiring we worked with specific community investment collaborators: SEO London, 10K Black Interns and GAIN (Girls Are Investors). These statistics are measured as at the intake date.
- **Facilitated a number of internal events in support of women** with both internal and external speakers, and with the support of our employee resource groups RWomen and iCare, which are open to all employees, on a range of topics including International Women's Day, Success Mindset and Beating Burnout, Financial Wellbeing, and Women's Health.
- **We ensure all regional executives committees including the RBC Europe Limited Board and Global Asset Management Ltd Boards are apprised of culture and inclusion initiatives** in the UK and Channel Islands including insights into employee demographics, talent initiatives (e.g., training, succession planning, priority talent identification, promotion rates) and how RBC in the UK and Channel Islands is tracking against inclusion actions.

As we look at roles across all our businesses in the UK and Channel Islands, over the 12 months ended 31st July 2025, women accounted for 47.4% of all new hires and 36.3% of promotion. The attraction of female talent remains a focus for us in the year ahead.

Providing fair and inclusive opportunities² is important for the wellbeing of society and for the long-term success of our business. RBC in the UK and Channel Islands looks for ways to turn ideas into action and help our clients become more financially stable, improve the strength and resilience of our communities, and develop our employees' career potential. While we recognize that we cannot do this alone, we are dedicated to doing our part.

² Refers to an opportunity that allows for those with the same level of talent and ability, and the same willingness to use them, to participate in ways where they have the same prospects of success. It involves removing barriers and biases that hinder one's ability to participate and contribute.

Caution regarding forward-looking statements and important notice regarding this document

This external declaration is provided solely to satisfy the applicable requirements RBC in the UK and Channel Islands is committed to under the UK Women in Finance Charter initiative. This document does not constitute an offer or a solicitation to buy or sell any security, product or service in any jurisdiction; nor is it intended to provide investment, financial, legal, accounting, tax or other advice, and such information should not be relied or acted upon for providing such advice. Nothing in this document shall form the basis of or be relied upon in connection with any contract, commitment or investment decision whatsoever. The recipient is solely liable for any use of the information contained in this document, and neither RBC nor any of its affiliates nor any of their respective directors, officers, employees or agents shall be held responsible for any direct or indirect damages arising from the use of this document by the recipient.

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