

RBC Capital Markets (Europe) GmbH

Diversity Policy of the Board of Directors

October 14th, 2021



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 of directors of RBC Capital Markets (Europe) GmbH recognizes the benefits of promoting diversity, both within RBC Capital Markets (Europe) GmbH and at the board level. We are committed to diversity and inclusion at all levels, as this provides RBC and all of its subsidiaries with access to a wider pool of talent and drives creativity, innovation and growth.

The Subsidiary Governance Office in conjunction with Human Resources and the Board Chair considers highly qualified candidates based on their experience, functional expertise, and personal skills and qualities for board membership, and reviews board composition and any anticipated board vacancies, in light of RBC's diversity objectives. Diversity is a critical lens through which each board candidate's merit is assessed in seeking representation on the board of the full range of characteristics necessary to meet our goals of excellence, innovation and success.

Approved by the Management Board on October 14th, 2021.

¹ References to 'Board of Directors' and 'Board' meaning both the Management and Supervisory Board