

## The RBC® Skills Blueprint

RBC has an interest in helping those within and beyond our workforce develop skills to thrive as the world of work changes. Providing our employees and communities where we operate with support to develop in-demand skills and pursue meaningful careers is important to sustain our culture of high performance and to help improve lives in our communities.



Goal

**Help our employees and communities where we operate keep pace with the changing world of work to drive mobility, innovation and resilience**

Strategic priorities

**Advance a skills centric approach to help enable employees to serve our clients**

**Collaborate with others to help individuals and organizations navigate the changing world of work**

**Support skills development in our workforce**

Actions

Uncover insights into employee skills, market demands and talent needs that will help our employees help our clients

Help individuals gain in-demand skills needed to access meaningful employment opportunities

Help employees gain skills and experiences to build meaningful careers at RBC

Empower employees with tools to explore career pathways matched to their skills and RBC's business needs

Work with organizations in our communities that support career transition, progression and recredentialing

Foster a culture that embraces skill development and reskilling of our employees

Move talent across the organization to drive collaboration and simplify decision making

Use our scale and knowledge to deliver insights and actions on the changing skills landscape

Measuring progress

Our actions are underpinned with goals, initiatives and metrics that we report on in our annual sustainability reporting

# The RBC Skills Blueprint

---

## Key terms

**Mobility** – refers to flexibility, agility, and adaptability in talent deployment and development opportunities.

**Innovation** – refers to practices that enable employees at every level to use and develop their skills, knowledge, experience and creativity to the fullest possible extent.

**Resilient or resilience** – the capacity to anticipate, cope with, recover from, or adapt to shock, disruption, stress or changing factors in the external environment. In the context of climate, this refers to the resilience of the economy to the effects of climate change. In the context of skills, this refers to the capacity of an individual to adapt to industry shifts, technological advancements in the workplace, organizational changes, and career pivots. In the context of communities, this refers to communities being resilient to a wide range of risks while maintaining an acceptable level of functioning without compromising long-term prospects of sustainability development, peace and security, human rights, and wellbeing for all.

**In-demand skills** – refers to relevant technical capabilities or knowledge that enable individuals access to quality jobs and diverse career pathways (e.g., trades, artificial intelligence, technology, agriculture, and green skills).

**Recredentialing** – refers to the process of verifying or reverifying education, licenses and certificates, including for the purposes of ensuring that the training, education and/or experience obtained in another country meets the federal, provincial or territorial standards.

For further details, please refer to our sustainability reporting ([rbc.com/sustainabilityreporting](https://www.rbc.com/sustainabilityreporting)).



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

This document is provided for general information purposes only. 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. This document contains forward-looking statements within the meaning of certain securities laws. Information contained in this document is or may be based on assumptions, estimates and judgements. For cautionary statements relating to the information in this document, refer to the “Caution regarding forward-looking statements” and the “Important notice regarding this Report” appendices in RBC’s 2024 Sustainability Report, available at our Sustainability Reporting site. Except as required by law, none of RBC or any of its affiliates undertake to update any information in this document.