



**Wealth
Management**

RBC NextGen-U.S. was established to create a network of professionals to support each other, facilitate success in the workplace and promote RBC WM U.S. as a destination for emerging talent to thrive. Our goal is to attract, retain and develop NextGen talent at RBC WM U.S.

Mission

The mission of NextGen-U.S. is to shape and empower the future of RBC WM U.S. as we strive to create opportunities to cultivate meaningful connections, develop and advance leadership skills, and build relationships with peers and professionals.

Strategic pillars

1. Community: fostering a sense of belonging.
2. Development: elevating professional development through ongoing learnings to expand knowledge and help employees gain valuable skills.
3. Mentorship: build and strengthen meaningful relationships within the company.

Membership

- Interns
- Early to mid-career
- Emerging, next-generation professionals
- First-time and experienced leaders
- Allies and advocates

All RBC Wealth Management – U.S. employees are welcome to become members.

Highlights

Established in 2024, NextGen-U.S. sponsors professional development sessions, networking events and other community activities during the year. NextGen-U.S. publishes

a quarterly newsletter highlighting opportunities to engage within the RBC community, tips for navigating workplace benefits, get-to-know-you member interviews and more.

Belonging

NextGen-U.S. is one of six employee resource groups implemented as part of the firm's diversity and inclusion strategy.

As such, the emphasis is on driving change and creating a more inclusive workplace and society.

At RBC Wealth Management, we believe that diversity and inclusion are at the very core of our success—now and in the future. We strive to maintain and enhance a culture that is welcoming and supportive to everyone.

We define diversity as respecting and leveraging the differences of our:

- Workforce
- Clients
- Prospects
- Suppliers
- Communities

These differences include people from various genders, backgrounds, experiences, ethnicities, cultures, orientations and abilities. When we harness these differences and the diversity of thought associated with them, we advance an organization that makes full use of everyone's contributions.

Investment and insurance products offered through RBC Wealth Management are not insured by the FDIC or any other federal government agency, are not deposits or other obligations of, or guaranteed by, a bank or any bank affiliate, and are subject to investment risks, including possible loss of the principal amount invested.