



Personal & Confidential

Year End Compensation Summary for:
Awase Khirni Syed

Awase Khirni,

Thank you for delivering on our Purpose of helping clients thrive and communities prosper.

This year was defined by the successful close of our largest acquisition to-date and continuing to provide differentiated solutions and services to our clients and communities.

Thanks to the collective effort of our employees around the world, we took another critical step on our journey to build the bank of the future.

We are pleased to recognize you for your contributions to RBC's success and our shared goals. The details of your compensation package can be found below:

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- Your January 01, 2025 salary/hourly rate: \$138,000 CAD
This is an increase of: \$3,000 CAD
 - For Fiscal 2024, you have the following performance rating(s):

<u>From</u>	<u>To</u>	<u>Performance Ratings</u>
05/27/2024	10/31/2024	Exceeded
 - Your bonus amount is: \$13,391 CAD
 - You have been approved for a Mid/Long Term Incentive award of: \$20,000 CAD
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The share price and number of units granted under your equity/deferred compensation will be available in Shareworks by mid-January 2025.

Thank you again for your commitment to RBC's priorities in a rapidly changing environment. I look forward to working in partnership with you for a successful 2025.