

## Joanne Varvaro Bio

Senior Director, Global Strategy & Planning  
Corporate Real Estate  
Royal Bank of Canada



As Royal Bank of Canada (RBC)'s Senior Director, Global Strategy & Planning, Corporate Real Estate (CRE), Joanne Varvaro is responsible for delivering innovative real estate solutions for RBC's core business that serves 16 million clients in 36 countries through its ~86,000 employees. Joanne oversees CRE's Strategic Centres of Excellence (CoE) delivering leadership, expertise, best practice and research enabling a consistent and strategic approach to real estate planning for RBC's global portfolio of ~24 million square feet with an annual occupancy spend of ~\$1.7 billion CAD. The centers of excellence Joanne oversees are: Portfolio Planning, Occupancy Planning, Workplace Strategy, Design and Change Enablement.

Joanne joined RBC's Corporate Real Estate team in 2014 and has held several roles in Relationship Management and Portfolio Strategy. Currently, Joanne is partnering with HR and Technology to enable RBC's Flexible Work Program, in addition to managing RBC's real estate market planning and efficiency programs globally.

Joanne has more than 20 years of real estate experience and prior to her current role at RBC, Joanne held various roles in real estate and business strategy at another FI and in the technology sector. Joanne holds a BA from the University of Toronto and is working towards her Masters of Corporate Real Estate (MCR) designation from CoreNet Global.

Joanne is an active member of RBC's Employee Giving Campaign and sponsors the global CRE Employee Recognition Program.