

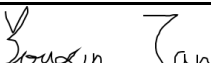
Consent for Disclosure of Personal Information for Background Checks

Disclosure Regarding Employment Background Report (U.S. Residents only)

Royal Bank of Canada (RBC) ("COMPANY") may obtain from Sterling Backcheck ("STERLING"), Suite 200, 19433 96 Ave, Surrey BC V4N 4C4, 1-866-455-5671, www.sterlingbackcheck.ca, a consumer report ("REPORT") that contains background information about you in connection with your employment or employment application. If you are hired, to the extent permitted by law, COMPANY may obtain from STERLING further reports throughout your employment for an employment purpose without providing further disclosure or obtaining additional consent.

The REPORT may contain information about your character, general reputation, personal characteristics and mode of living. The REPORT may include, but is not limited to, credit reports and credit history information; criminal and other public records and history; public court records (e.g., bankruptcies, tax liens and judgments); motor vehicle and driving records; educational and employment history, including professional disciplinary actions; drug/alcohol test results; and Social Security verification and address history, subject to any limitations imposed by applicable federal and state law. This information may be obtained from public record and private sources, including credit bureaus, government agencies and judicial records, former employers and educational institutions, and other sources.

Candidate Signature:

X 

Date: (dd/mm/yyyy) ▼
31/07/2022

Consent for Disclosure of Personal Information for Background Checks

Disclosure for Investigative Consumer Report

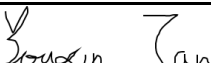
Royal Bank of Canada (RBC) ("COMPANY") may request an investigative consumer report about you from a third-party consumer reporting agency, in connection with your employment or application for employment (including volunteer assignment(s), as applicable) and throughout your employment if you are hired or retained, as allowed by law.

A consumer report is a background report which may include but is not limited to, credit report, criminal background, driving records, character, general reputation, personal characteristics and mode of living.

An "investigative consumer report" is a background report that includes information from personal interviews (except in California, where that term includes background reports with or without information obtained from personal interviews). The most common form of an investigative consumer report in connection with your employment is a reference check through personal interviews with sources such as your former employers and associates, and other information sources. The investigative consumer report may contain information concerning your character, general reputation, personal characteristics, or mode of living.

You have the right, upon written request made within a reasonable time, to request from the Company (1) whether an investigative consumer report has been obtained about you, (2) disclosure of the nature and scope of any investigative consumer report and (3) a copy of your report. These reports will be prepared by Sterling Backcheck ("STERLING") Suite 200, 19433 96 Ave, Surrey BC V4N 4C4, 1-866-455-5671; www.sterlingbackcheck.ca.

Candidate Signature:

X 

Date: (dd/mm/yyyy) ▼
31/07/2022

Consent for Disclosure of Personal Information for Background Checks

California Disclosure Regarding Employment Background Report

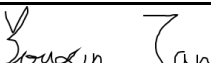
Royal Bank of Canada (RBC) ("the Company") may obtain from Sterling Backcheck ("STERLING"), Suite 200, 19433 96 Ave, Surrey BC V4N 4C4, 1-866-455-5671, www.sterlingbackcheck.ca, a consumer report and/or an investigative consumer report ("REPORT") that contains background information about you in connection with your employment or employment application for employment purposes. If you are hired, to the extent permitted by law, COMPANY may obtain from STERLING further REPORTS throughout your employment for an employment purpose without providing further disclosure or obtaining additional consent.

The REPORT may contain information about your character, general reputation, personal characteristics and mode of living. The REPORT may include, but is not limited to, credit reports and credit history information; criminal and other public records and history; public court records (e.g., bankruptcies, tax liens and judgments); motor vehicle and driving records; educational and employment history, including professional disciplinary actions; drug/alcohol test results; and Social Security verification and address history, subject to any limitations imposed by applicable federal and state law. This information may be obtained from public record and private sources, including credit bureaus, government agencies and judicial records, former employers and educational institutions, and other sources.

If an investigative consumer REPORT is obtained, in addition to the description above, the nature and scope of any such REPORT will be employment verifications and references, or personal references.

You may inspect STERLING's files concerning you during normal business hours and upon reasonable notice. You can inspect the files at STERLING's offices if you furnish proper identification, and you can obtain a copy by paying duplication costs. One other person can accompany you if he or she furnishes reasonable identification. You can also obtain a copy of your files by sending STERLING at the address listed above a written request, including proper identification, by certified mail. STERLING will give you a summary of the information in the files by telephone if you submit a written request including proper identification. STERLING has trained personnel who can explain the information furnished to you and can provide a written explanation of any coded information contained in your files. "Proper identification" includes documents such as a valid driver's license, Social Security card, military identification card or credit card. If necessary, STERLING may request additional information about your employment and personal or family history to verify your identity.

Candidate Signature:

X 

Date: (dd/mm/yyyy)▼
31/07/2022

Para información en español, visite www.consumerfinance.gov/learnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer

reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.

- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE

You have a right to place a “security freeze” on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is

placed on a consumer's credit file. Upon seeing a fraud alert display on a consumer's credit file, a business is required to take steps to verify the consumer's identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
<p>1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Financial Protection (OCFP) Division of Consumer Compliance Policy and Outreach 1775 Duke Street Alexandria, VA 22314</p>
<p>3. Air carriers</p>	<p>Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590</p>
<p>4. Creditors Subject to the Surface Transportation Board</p>	<p>Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423</p>
<p>5. Creditors Subject to the Packers and Stockyards Act, 1921</p>	<p>Nearest Packers and Stockyards Administration area supervisor</p>
<p>6. Small Business Investment Companies</p>	<p>Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., Suite 8200 Washington, DC 20416</p>
<p>7. Brokers and Dealers</p>	<p>Securities and Exchange Commission 100 F Street, N.E. Washington, DC 20549</p>
<p>8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations</p>	<p>Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090</p>
<p>9. Retailers, Finance Companies, and All Other Creditors Not Listed Above</p>	<p>Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>

Consent for Disclosure of Personal Information for Background Checks

New York State Notice

NY Article 23-A of the New York Correction Law

750. Definitions. For the purposes of this article, the following terms shall have the following meanings:

- (1) "Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission.
- (2) "Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons.
- (3) "Direct relationship" means that the nature of criminal conduct for which the person was convicted has a direct bearing on his fitness or ability to perform one or more of the duties or responsibilities necessarily related to the license, opportunity, or job in question.
- (4) "License" means any certificate, license, permit or grant of permission required by the laws of this state, its political subdivisions or instrumentalities as a condition for the lawful practice of any occupation, employment, trade, vocation, business, or profession. Provided, however, that "license" shall not, for the purposes of this article, include any license or permit to own, possess, carry, or fire any explosive, pistol, handgun, rifle, shotgun, or other firearm.
- (5) "Employment" means any occupation, vocation or employment, or any form of vocational or educational training. Provided, however, that "employment" shall not, for the purposes of this article, include membership in any law enforcement agency.

751. Applicability. The provisions of this article shall apply to any application by any person for a license or employment at any public or private employer, who has previously been convicted of one or more criminal offenses in this state or in any other jurisdiction, and to any license or employment held by any person whose conviction of one or more criminal offenses in this state or in any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or bar to employment is imposed by law, and has not been removed by an executive pardon, certificate of relief from disabilities or certificate of good conduct. Nothing in this article shall be construed to affect any right an employer may have with respect to an intentional misrepresentation in connection with an application for employment made by a prospective employee or previously made by a current employee.

752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited. No application for any license or employment, and no employment or license held by an individual, to which the provisions of this article are applicable, shall be denied or acted upon adversely by reason of the individual's having been previously convicted of one or more criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:

- (1) there is a direct relationship between one or more of the previous criminal offenses and the specific license or employment sought or held by the individual; or
- (2) the issuance or continuation of the license or the granting or continuation of the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.

753. Factors to be considered concerning a previous criminal conviction; presumption.

In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall consider the following factors:

- (a) The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more criminal offenses.
- (b) The specific duties and responsibilities necessarily related to the license or employment sought or held by the person.
- (c) The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his fitness or ability to perform one or more such duties or responsibilities.
- (d) The time which has elapsed since the occurrence of the criminal offense or offenses.
- (e) The age of the person at the time of occurrence of the criminal offense or offenses.
- (f) The seriousness of the offense or offenses.
- (g) Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct.
- (h) The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of specific individuals or the general public.

In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall also give consideration to a certificate of relief from disabilities or a certificate of good conduct issued to the applicant, which certificate shall create a presumption of rehabilitation in regard to the offense or offenses specified therein.

754. Written statement upon denial of license or employment. At the request of any person previously convicted of one or more criminal offenses who has been denied a license or employment, a public agency or private employer shall provide, within thirty days of a request, a written statement setting forth the reasons for such denial.

755. Enforcement.

In relation to actions by public agencies, the provisions of this article shall be enforceable by a proceeding brought pursuant to article seventy-eight of the civil practice law and rules.

In relation to actions by private employers, the provisions of this article shall be enforceable by the division of human rights pursuant to the powers and procedures set forth in article fifteen of the executive law, and, concurrently, by the New York city commission on human rights.

Candidate Signature:

X *Struck in Tan*

Date: (dd/mm/yyyy)▼
31/07/2022

Consent for Disclosure of Personal Information for Background Checks

☐ If you would like a FREE copy of any REPORT obtained by the COMPANY from Sterling Backcheck.

New York applicants only: Upon request, you will be informed whether or not a consumer report was requested by the Company, and if such report was requested, informed of the name and address of the consumer reporting agency that furnished the report. You have the right to inspect and receive a copy of any investigative consumer report requested by the Company by contacting the consumer reporting agency identified above directly. By signing the Acknowledgment and Authorization for Background Check, you acknowledge receipt of Article 23-A of the New or Correction aw.

New York City applicants only: By signing the Acknowledgment and Authorization for Background Check, you further authorize the Company to provide you with a copy of your consumer report, the New York City Fair Chance Act Notice form, and any other documents, to the extent required by law, at the mailing address and/or email address you provide to the Company.

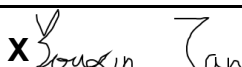
Minnesota applicants only: You have the right to submit a written request to the consumer reporting agency for a complete and accurate disclosure of the nature and scope of any consumer report the Company ordered about you. The consumer reporting agency must provide you with this disclosure within five business days after its receipt of your request or the report was requested by the Company, whichever date is later.

Los Angeles applicants only: Please click here to receive a copy of the Notice to Applicants & Employees Fair Chance Initiative for Hiring Ordinance.

San Francisco applicants only: Please click here to receive a copy of the San Francisco Fair Chance Ordinance Notice.

Washington State applicants only: You also have the right to request from the consumer reporting agency a written summary of your rights and remedies under the Washington Fair Credit Reporting Act.

Candidate Signature:

X 

Date: (dd/mm/yyyy)▼
31/07/2022

Consent for Disclosure of Personal Information for Background Checks

Do you currently reside in the United States? ☐ Yes ☒ No

Authorization to Obtain Employment Background Report (U.S. Residents Only)

I have read the Disclosure Regarding Employment Background Report provided by the Company and this Authorization to Obtain Employment Background Report. By clicking below and providing my signature at the end of this interview, I hereby consent to the preparation by Sterling Backcheck of Reports regarding me and the release of such Reports to the Company and its designated representatives, to assist the Company in making an employment decision involving me at any time after receipt of this authorization and throughout my employment, to the extent permitted by law. To this end, I hereby authorize, without reservation, any state or federal law enforcement agency or court, educational institution, motor vehicle record agency, credit bureau or other information service bureau or data repository, or employer to furnish any and all information regarding me to Sterling Backcheck and/or the Company itself, and authorize Sterling Backcheck to provide such information to the Company. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original. I acknowledge receipt of a copy of the Consumer Financial Protection Bureau's "Summary of Your Rights under the Fair Credit Reporting Act".

Ó Á) c!ā * Á[~!Á æ ^Áæ á/ææ Á ÁááÁ[[, ÉÁ[~ Á[} -á{ ÁæÁ[~ Á} á!•æ áÁ@ÁE c@!ā æá } Á
æ[ç^Áæ áÁ[}•^} á[Á[] [!c Á^á * Á!^] æ^áÁæ áÁ^æ^áÁ[Á@Á[{] æ^É

Pæ ^K

Öæ Á ÁááÁ ^^^É { ÉáK

1999-12-7

Candidate Signature:

X *Shukin Tan*

Date: (dd/mm/yyyy)▼
31/07/2022

Consent for Disclosure of Personal Information for Background Checks

To evaluate your suitability for employment or another business relationship, Royal Bank of Canada (RBC) ("the Company") will ask Sterling Backcheck and its parent, affiliates and subsidiaries ("Sterling", "we" or "us") to create a background check report or reports ("Reports") consisting of one or more background check services ("Services"). Collection: We may collect the following types of personal information about you: identification information and documents; address history; police records; court records; employment history, including fiduciary or directorship responsibilities; education history; financial information, including credit history, bankruptcy and financial judgments; driving records; membership, registration or disciplinary action with regulatory or professional bodies; inclusion on watch or sanctions lists; social media activity; mentions in online or print media; or opinions about your performance, qualifications and character. We may collect personal information directly from you, the Company, or third parties such as police, courts, employers, educational institutions, consumer reporting agencies, government agencies, regulatory or professional bodies, references you provide and publicly available print or online sources. We may compare information received from different sources for consistency. The exact types and sources of personal information will depend on the Services requested by the Company. Use: Our data entry, order fulfillment, quality assurance, client service, finance and compliance teams may use your personal information to complete Services, prepare Reports and communicate with you or the Company. These teams include our employees in Canada, the Philippines, India and the United Kingdom. Personal information may be transferred to additional countries if we need to collect personal information from those countries or use a language other than English or French. Wherever your information is transferred, it will be handled in accordance with our privacy and security policies and Canadian laws, but it may also be subject to foreign laws. Disclosure: We will disclose your personal information to the Company. We may also disclose information, such as your name, date of birth, identifying numbers, signature, contact information, and relationship with the Company, to third parties as necessary for them to provide your personal information to us. Storage and retention: We will store your personal information on servers located in Canada and the United States. We will keep your personal information for as long as we need it to complete the Services, deliver and maintain Reports for the Company and fulfill our legal and contractual obligations, after which it will be destroyed. Your rights: You have a right to access your personal information, dispute its accuracy or completeness, be told its sources and to whom it has been disclosed, and modify or withdraw your consent for its collection, use and disclosure. You have a right to ask questions or complain about how we handle your personal information. To do any of these things, contact one of our Privacy Analysts at privacy@sterlingcheck.com, 1-866-455-5671 or Suite 200, 19433 96 Ave, Surrey BC V4N 4C4. For more information about our privacy and security policies, go to www.sterlingbackcheck.ca/about/privacy/. To understand what Services will be ordered, why Reports are being requested, what will be done with personal information disclosed to the Company, or the consequences of not providing your personal information, please speak to your contact with the Company.

Consent for Collection, Use and Disclosure of Personal Information

By clicking below and providing my signature at the end of this process, I acknowledge that I have read the privacy notice above and consent to the collection, use and disclosure of my personal information as described in it, effective immediately and continuing for a period of one (1) year. I certify that personal information provided to Sterling Backcheck and the Company is complete and accurate to the best of my knowledge, and I understand that providing inaccurate, incomplete or misleading information may disqualify me from consideration by the Company.

☒ By clicking this box, you confirm that you have read and understand the Privacy Notice and consent to the collection, use and disclosure of your personal information as described in it

Given Name(s): ▼ Youxin				Middle Name(s): ▼			
Surname: ▼ Tan				Date of Birth: ▼ 1999-12-7		Gender: ▼ <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Other	
Given Name Alias: ▼		Middle Name Alias: ▼		Surname Alias: ▼			
Current Address: ▼ Unit 15 1365 Neilson Road						From: ▼ 2022-7	To: ▼
Unit Number		Street Number		Street Name		yyy	mm
Current Address Continued: ▼ Scarborough		Ontario		Canada		M1B 0C6	
City		Province		Country		Postal Code	
Previous Address – if less than 5 years ago: ▼ 56 Gladys Road						From: ▼ 2021-8	To: ▼ 2022-7
Unit Number		Street Number		Street Name		yyy	mm
Previous Address – Continued: ▼ Scarborough		Ontario		Canada		M1C1C6	
City		Province		Country		Postal Code	
Telephone Number: ▼ 647 8628968		Alternative Telephone Number: ▼		Email Address: ▼ tyx1999120755@gmail.com		Position Applied For: ▼ Developer Co-op	
Candidate Signature: X Youxin Tan						Date: (dd/mm/yyyy) ▼ 31/07/2022	

Consent for Disclosure of Personal Information for Background Checks

RBC will ask Sterling Backcheck ("Sterling") to conduct screening. Sterling and RBC are collectively referred to as "we" or "us" in this privacy notice. The screening that will be conducted includes a criminal record search.

In conducting the screening, you consent for us to share your personal information with and collect your personal information from third parties, including law enforcement authorities. We may also share your social insurance number with credit reporting agencies as an aid to identify you. You also consent to the disclosure of your personal information held by a government institution and the collection of this information by us, including:

Records of criminal convictions for which a pardon has not been granted, and conditional and absolute discharges which have not been removed from the CPIC (Canadian Police Information Centre) system in accordance with the Criminal Records Act. These will be located through a search of the Royal Canadian Mounted Police (RCMP) National Repository of Criminal Records, which will be conducted by a Canadian police service on our behalf through the Identification Data Bank of CPIC using your name(s), date of birth and declared criminal record. Searches may also include US and/or international bodies if you have lived outside of Canada.

Sterling may process your information in its operations centres in Canada, India and the Philippines, and your information may be transferred to other countries if necessary to retrieve records or if work must be conducted in a language other than English or French.

You agree that we may retain this Disclosure and Consent Form, any attachments and all information collected as a result of this Form, including the screening results, in your employment file. We may also update this information from time to time from the sources listed above or from other sources that you may provide.

You acknowledge that in certain situations we will require you to provide fingerprints for comparison with records or information located with law enforcement authorities, to determine whether those records or information relate to you. You agree that you will provide your fingerprints at our request.

You have a right to access your file with Sterling, dispute its accuracy or completeness, be told its sources and to whom it has been disclosed, and modify or withdraw your consent for collection, use and disclosure of your personal information by Sterling. To do so, contact one of Sterling's privacy analysts at privacy@sterlingcheck.com or 1-866-455-5671.

You, certify that to the best of your knowledge, the information you have provided on this Disclosure and Consent Form, and on your resume and/or application form, is complete and accurate in every respect. You understand that a false statement or omission of facts may disqualify you from employment with us or result in the termination of your employment for cause.

You, consent to the collection, use and disclosure of your personal information by us as detailed in this Disclosure and Consent Form.

Candidate Signature:

X

Louisa Tan

Date: (dd/mm/yyyy) ▼

31/07/2022

Consent for Disclosure of Personal Information

Given Name(s): ▼

Youxin

Middle Name(s): ▼

Surname: ▼

Tan

Maiden Name: ▼

Given Name Alias: ▼

Middle Name Alias: ▼

Surname Alias: ▼

Are you a current employee of RBC?

☐ Yes ☒ No

Are you legally entitled to work in the country/jurisdiction in which you are applying?

☒ Yes ☐ No

If yes, by reason of: Work Permit

If by work permit, please indicate the work permit expiry date: 31-07-2024

Have you previously worked for RBC?

☐ Yes ☒ No

If yes, please indicate your start date: _____

Our employees must have unquestionable honesty and integrity. Have you ever been dismissed from employment for cause (e.g. Code of conduct violations, theft, fraud, etc.)?

☐ Yes ☒ No

If yes, please provide us with details: _____

Candidate Signature:

x Youxin Tan

Date: (dd/mm/yyyy) ▼

31/07/2022

Consent for Disclosure of Personal Information
Name Based Canadian Criminal Record Check

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing Sterling to accurately proceed with the assembly of a name based criminal record check for employment purposes. Sterling will hold all personal information confidential.

Given Name(s): ▼ <div style="text-align: center;">Youxin</div>		Middle Name(s): ▼	
Surname: ▼ <div style="text-align: center;">Tan</div>		Maiden name: ▼	
Give Name Alias: ▼	Middle Name Alias: ▼		Surname Alias: ▼
Place of Birth: ▼ <div style="text-align: center;">China</div>		Date of Birth: ▼ <div style="text-align: center;">1999-12-7</div>	
<small>Province Country</small>		<small>yyyy mm dd</small>	
Current Address: ▼ <div style="text-align: center;">Unit 15 1365 Neilson Road</div>		From: ▼ <div style="text-align: center;">2022-7</div>	To: ▼
<small>Unit Number Street Number Street Name</small>	<small>yyyy mm</small>	<small>yyyy mm</small>	
Current Address Continued: ▼ <div style="text-align: center;">Scarborough Ontario Canada</div>		Postal Code <div style="text-align: center;">M1B 0C6</div>	
<small>City Province Country</small>		<small>Postal Code</small>	
Previous Address – if less than 5 years ago: ▼ <div style="text-align: center;">56 Gladys Road</div>		From: ▼ <div style="text-align: center;">2021-8</div>	To: ▼ <div style="text-align: center;">2022-7</div>
<small>Unit Number Street Number Street Name</small>	<small>yyyy mm</small>	<small>yyyy mm</small>	
Previous Address – Continued: ▼ <div style="text-align: center;">Scarborough Ontario Canada</div>		Postal Code <div style="text-align: center;">M1C1C6</div>	
<small>City Province Country</small>		<small>Postal Code</small>	
Telephone Number: ▼ <div style="text-align: center;">647 8628968</div>	Alternative Telephone Number: ▼	Email Address: ▼ <div style="text-align: center;">tyx1999120755@gmail.com</div>	Position Applied For: ▼ <div style="text-align: center;">Developer Co-op</div>

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Declaration of Offences	Have you been convicted of an offence for which a pardon/record suspension has not been granted? <input type="radio"/> Yes <input checked="" type="radio"/> No			
	If you have answered Yes to the question above, please provide details on those criminal convictions			
	Offence	Date (yyyy/mm)	Location	Penalty

Statement of Understanding and Consent	<p>If a Canadian Criminal Record Check is requested by the Company, a search of the Royal Canadian Mounted Police (RCMP) National Repository of Criminal Records will be conducted by a Canadian police service on our behalf through the Identification Data Bank of the Canadian Police Information Centre (CPIC) using your name(s), date of birth and declared criminal record. The result will indicate whether a criminal record exists that may match your personal information, and whether your declared criminal record is a complete and accurate match to the record on file. In some cases, the search may be inconclusive. We will not receive details of your criminal record other than those you provide. Only the submission of your fingerprints to the RCMP can result in the release of a Certified Criminal Record and resolve inconclusive or disputed results. For more information, please contact one of our Privacy Analysts using the contact information above.</p>	
	<div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="width: 60%;"> <p>Candidate Signature: _____</p> <p><small>Authorizing Name Based Criminal Record Check</small></p> </div> <div style="width: 35%; text-align: right;"> <p>Date: (dd/mm/yyyy) ▼ 31/07/2022</p> </div> </div>	

Consent Provided online via Sterling eConsent

Consent for Disclosure of Personal Information
Education Verification

Given Name(s): Youxin	Middle Name(s):	Surname: Tan
Maiden Name:	Aliases, Nicknames & Other Name(s):	Date of Birth: (yy/mm/dd) 1999-12-7 Gender: <i>Check One</i> <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female

In connection with my application for employment with Royal Bank of Canada (RBC), I understand that verifications of my previous or current education may be made. I submit that the following information is true and accurate.

Cegep or vocational studies (For Quebec only)

School Name:	Telephone Number:	Completed: <i>Check One</i> <input type="checkbox"/> Yes <input type="checkbox"/> No
Location:	Starting Date:	Ending Date:
City	Province/State	Country
Level Completed: <input type="checkbox"/> DEC <input type="checkbox"/> AEC <input type="checkbox"/> ASP <input type="checkbox"/> DEP <input type="checkbox"/> AENS	Program:	Student Number:

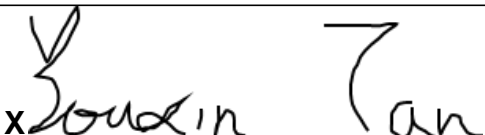
Post Secondary School(s) Attended

School Name: University of Toronto Scarborough	Telephone Number: (416) 287-8872	Completed: <i>Check One</i> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Location: Scarboroguh ON Canada	Starting Date: 2018-9	Ending Date: 2022-7 (Present)
City	Province/State	Country
Level Completed: <input type="checkbox"/> Certificate <input type="checkbox"/> Diploma <input checked="" type="checkbox"/> Degree	Program: Bachelor of Science in Computer Science	Student Number: 1005263858

School Name:	Telephone Number:	Completed: <i>Check One</i> <input type="checkbox"/> Yes <input type="checkbox"/> No
Location:	Starting Date:	Ending Date:
City	Province/State	Country
Level Completed: <input type="checkbox"/> Certificate <input type="checkbox"/> Diploma <input type="checkbox"/> Degree	Program:	Student Number:

School Name:	Telephone Number:	Completed: <i>Check One</i> <input type="checkbox"/> Yes <input type="checkbox"/> No
Location:	Starting Date:	Ending Date:
City	Province/State	Country
Level Completed: <input type="checkbox"/> Certificate <input type="checkbox"/> Diploma <input type="checkbox"/> Degree	Program:	Student Number:

I hereby authorize the above listed educational institutions and licensing organizations and any educational institutions or licensing organizations listed on my résumé to release personal information regarding my diplomas, degrees and educational history to Sterling Talent Solutions in connection with my application for employment with Royal Bank of Canada (RBC). I authorize Sterling Talent Solutions representatives, to verify my academic record with the Ministry of Education or the school concerned. I understand that the information obtained will be kept strictly confidential. I authorize Sterling Talent Solutions to release all information obtained during the education verification process to Royal Bank of Canada (RBC) and in no way hold Sterling Talent Solutions liable upon the release of this information or its findings to Royal Bank of Canada (RBC). I authorize the release of any personal information disclosed to Sterling Talent Solutions to an institution or organization that requires it to identify my record and/or ascertain my identity.

Candidate Signature: 	Date: (yyyy/mm/dd) 31/07/2022
---	---

Consent for Disclosure of Personal Information
Identity Cross-Check

I authorize Sterling Backcheck to collect information about my identifying information, address and employment history from consumer reporting agencies, government agencies, courts and other publicly available sources, and disclose it to the Company.

Given Name(s): ▼ Youxin		Middle Name(s): ▼	
Surname: ▼ Tan		Maiden name: ▼	
		Date of Birth: ▼ 1999-12-7	
		yyyy mm dd	
Given Name Alias : ▼		Middle Name Alias: ▼	
Surname Alias: ▼			
Current Address: ▼ Unit 15 1365 Neilson Road		From: ▼ 2022-7	To: ▼
Unit Number	Street Number	Street Name	yyyy mm
Current Address Continued: ▼ Scarborough		Ontario	Canada
City	Province	Country	Postal Code M1B 0C6
Previous Address – if less than 5 years ago: ▼ 56 Gladys Road		From: ▼ 2021-8	To: ▼ 2022-7
Unit Number	Street Number	Street Name	yyyy mm
Previous Address – Continued: ▼ Scarborough		Ontario	Canada
City	Province	Country	Postal Code M1C1C6
Telephone Number: ▼ 647 8628968		Alternative Telephone Number: ▼	
		SIN (Optional): ▼ 943624775	

Candidate Signature:

X Youxin Tan

Date: ▼ (dd/mm/yyyy)

31/07/2022