



## Privacy Policy of Y-CON BPS S.A.S.

Effective as of June 17, 2025

Y-CON BPS S.A.S., a company incorporated under the laws of the Republic of Colombia, headquartered in Jamundí, identified with NIT 901901065, in its capacity as Data Controller, hereby informs users and data subjects of its commitment to the protection of personal data, in accordance with Statutory Law 1581 of 2012, Decree 1377 of 2013, and other applicable data protection regulations in Colombia.

This Privacy Policy governs the collection, use, storage, processing, circulation, and deletion of personal data obtained through digital platforms, contact forms, employment applications, and any other means used in the course of Y-CON BPS's business activities. By submitting personal data to Y-CON BPS, the data subject consents freely, priorly, expressly, and informedly to the processing of such data under the terms set forth herein.

The categories of data collected include identification data (such as name, ID number, date of birth, contact details), academic and professional data (including education, degree level, résumé, work experience), and technical data (such as IP address, cookies, and browsing logs). Sensitive data shall only be processed with explicit prior authorization when strictly necessary, in accordance with Article 6 of Law 1581 of 2012.

The purposes for which personal data are processed include managing recruitment and personnel selection processes, administering human resources activities, complying with labor, tax, and social security obligations, sending job opportunities or relevant notifications (when consented to), and maintaining records for internal administrative, operational, and statistical use.

The legal basis for processing personal data includes the data subject's consent, the execution of a contract, compliance with legal obligations, and legitimate interest, provided such interest does not override fundamental rights and freedoms.

Data subjects may exercise their rights under Article 8 of Law 1581 of 2012, which include accessing, rectifying, updating, or deleting their data, as well as revoking their consent or submitting complaints to the Superintendence of Industry and Commerce (SIC) when applicable. Requests may be submitted to [datospersonales@yconbusinessglobal.com](mailto:datospersonales@yconbusinessglobal.com) and will be addressed within the legal deadlines.

Y-CON BPS undertakes to adopt adequate technical, administrative, and organizational security measures to protect personal data from unauthorized access, loss, alteration, or disclosure. Data will be retained only for the time strictly necessary to fulfill the purposes stated, and for up to four (4) years thereafter, unless a longer period is required by law.

Personal data will not be transferred to third parties without prior consent, unless required by law or disclosed to third-party service providers who act as data processors under confidentiality and data protection obligations aligned with this Policy.

Y-CON BPS reserves the right to amend this Privacy Policy at any time. Modifications will be published on our website and, where applicable, notified through electronic means. Continued use of our services or platforms after changes are posted constitutes acceptance of the updated terms.

By submitting your data, you acknowledge that you have read, understood, and accepted this Privacy Policy and authorize Y-CON BPS to process your personal information for the purposes described above.

For inquiries or to exercise your rights under this Policy, please contact us at: [management@yconbusinessglobal.com](mailto:management@yconbusinessglobal.com)

José Escobar,  
CEO