

Authorization to Process Personal Data of Candidates Involved in Selection Processes in ARD Colombia Programs

I hereby grant ARD, Inc. Colombia Branch ("**ARD**") permission to collect, store, use, circulate, transmit, transfer, delete, process, administer, analyze and handle (collectively referred to as "**Processing**") my personal data through its employees, consultants, advisors or contractors.

The personal data covered by this authorization are those related to the information contained in the CV, identification data, contact information, gender, salary and financial information, information related to past studies, employment references, experience and personal certifications, tax information, and that included in the Single Tax Registry (RUT), as well as data included in the information forms provided by ARD (hereinafter, the "**Personal Data**").

In this respect, I authorize the processing of my personal data to be carried out for the following purposes: (i) Transfer or transmission of my Personal Data, nationally or internationally, to suppliers with whom ARD develops its programs, to its parent company, or to third parties that may be necessary for the development of ARD's programs. (ii) Administrative management of candidates in selection processes. (iii) Classifying, storing and archiving the personal data of candidates in selection processes. (iv) Verifying and obtaining references from natural and/or legal persons, provided by candidates in resumes, for which you are obliged to obtain the respective authorization. (v) Verifying, comparing and evaluating the candidates' work and personal competencies with respect to the selection criteria. (vi) Sending job offers. (vii) Sending communications through any channel, on the occasion of pre-contractual assistance activities. (viii) Guaranteeing the security of goods and people in ARD's private environments. (ix) Complying with the legal duties to which ARD is obligated. (x) Performing entry and exit control of ARD's facilities.

I additionally understand that the processing of my personal data will be conducted in accordance with ARD's Personal Data Processing Policy, which I am aware of and can access at any time using the following link: <https://www.tetrattech.com/policies/ard-colombia-data-protection-policy>.

I also understand that I may exercise, at any time, my rights as the Owner of the Personal Data, as established in Article 8 of Law 1518 of 2012, which includes the right to know, update, rectify, modify, access, and request the deletion of personal data, or revoke the authorization granted. This is subject to the exception of a legal or contractual obligation that obliges ARD to retain the information in its databases or a court order following the procedure outlined in ARD's Personal Data Processing Policy.

For any request or requirement related to the Personal Data provided, I understand that I may contact ARD through the following Email address: colombiareplegal@tetrattech.com.

By virtue of the above, I declare that I am the Owner of the Personal Data provided to ARD. Therefore, I authorize the processing of my personal data.

I Accept I Do Not Accept

Signature: _____
Name: _____
Citizenship I.D. _____