

PRIVACY POLICY

Last updated: October 9, 2025.

1. DATA CONTROLLERS

The respective data controllers, according to the purposes and legal basis for the processing that will be indicated below, are the following companies:

Data controllers	Tax identification number (NIF)	Address
Vilar Riba, S.A.P.	A58430679	C/ Solsona, 2 (08500) Vic
Vilar Riba Legal, S.L.U.P.	B17850439	C/ Solsona, 2, first floor (08500) Vic
VRB Laboral, S.L.	B61089488	C/ Solsona, 2, ground first floor (08500) Vic
Vilar Riba & Fabra, S.L.P.	B17642521	C/ Puigpedrós, 9, ground third floor (17520) Puigcerdà

Hereinafter, as appropriate in each case, each data processor will be referred to respectively as "**Vilar Riba**".

Email address to contact Vilar Riba: vilarriba@vilarriba.com

Email address to contact the data privacy manager: lpd@vilarriba.com

Vilar Riba reserves the right to modify this privacy policy in accordance with its own criteria, or motivated by a legal, jurisprudential, or doctrinal change of the Spanish Data Protection Agency. The use of the website after the changes will imply acceptance of the same.

The website may contain links to external pages. Vilar Riba does not assume any responsibility for the contents or any other aspect related to these external pages or websites.

2. PERSONAL DATA

Vilar Riba will collect only the adequate, relevant and limited personal data that is necessary in relation to the purposes for which they are processed, as appropriate in each case.

The user guarantees the authenticity of the data communicated and will be solely responsible for any false or inaccurate statements.

In the event that the user provides data from third parties, the user guarantees that they have previously obtained the consent of these third parties or are duly legitimised to do so

and undertakes to transfer the content of this privacy policy to them, holding Vilar Riba harmless from any and all liability.

3. PURPOSES AND LEGAL BASIS FOR THE PROCESSING

Data Controllers	Purposes	Legal basis
VILAR RIBA, S.A.P. Vilar Riba Legal, S.L.U.P.	<ul style="list-style-type: none"> Management of the registration, maintenance and cancellation of the user of the website's customer portal. 	Performance of the contract
VILAR RIBA, S.A.P.	<ul style="list-style-type: none"> Prevention, detection and control of abuse and fraud committed on or through the website. 	Legitimate interest, based on Vilar Riba's desire to maintain the website as a secured website
VILAR RIBA, S.A.P. Vilar Riba Legal, S.L.U.P.	<ul style="list-style-type: none"> Consultation and, where appropriate, investigation and response to the messages received. 	Application of pre-contractual measures requested by the data subject Legitimate interest, based on the willingness to respond to users who contact Vilar Riba
VRB Laboral, S.L. Vilar Riba & Fabra, S.L.P.	<ul style="list-style-type: none"> Review and assessment of the information and/or documentation provided to Vilar Riba to participate in a selection process for an existing vacancy, or to present a spontaneous application to participate in a selection process for a future vacancy. If it is of Vilar Riba's interest, the data subject may be contacted to evaluate the application. Management of compliance with legal obligations. 	Application of pre-contractual measures requested by the data subject Compliance with a legal obligation

In the event that the legal basis for the processing are the compliance with a legal obligation, the application of pre-contractual measures or the execution of a contract, the processing will be necessary for Vilar Riba to comply with the obligations set forth by the applicable legislation or to be able to comply with the pre-contractual measures requested by the data

subject or to comply with the contractual obligations acquired by Vilar Riba. Otherwise, Vilar Riba will not be able to carry out its professional activity.

4. STORAGE AND RECIPIENTS

Vilar Riba will store the personal data sent with the purposes of applying to a selection process for 2 years as of its reception, when the user has authorised Vilar Riba to keep the curriculum to be considered in future possible open positions.

Vilar Riba will store the personal data of users only for the period of time necessary to carry out the purposes for which they were collected, and subsequently, they will be kept for the entire period of time that Vilar Riba may be held liable as stipulated by applicable law, proceeding, if appropriate, to block the data until the corresponding limitation period has elapsed.

Vilar Riba will not communicate personal data to third parties, except:

- In case of legal obligation.
- To third parties or competent authorities that are necessary for the fulfilment of the purposes of processing.
- To the data controller that provides the service requested by the data subject, in the event that it is not provided directly by Vilar Riba, when the data subject has requested to apply pre-contractual measures.
- To the companies to whom renders its services, according to the purposes of processing indicated herein.
- To subcontracted third parties of its choice.

Vilar Riba does not plan to carry out international transfers of personal data for the purposes of processing indicated.

5. USER RIGHTS

We inform you that at any time you can exercise your rights of access, rectification, deletion, limitation, opposition and portability with respect to your personal data provided for in the regulations on data protection, by sending a letter to the postal address Calle Solsona, 2 (08500) Vic or to the email lopd@vilarriba.com.

Specifically, you can exercise the rights that are developed below:

- Access your personal data.
- Obtain confirmation as to which data controller is processing your personal data.
- Rectify inaccurate or incomplete data.
- Request the deletion of your data when, among other reasons, the data is no longer necessary for the purposes for which they were collected.

- Exercise the limitation of data processing when any of the conditions provided for in the data protection regulations are met.
- In certain circumstances and for reasons related to their particular situation with regard to the processing of their data, data subjects may object to the processing. In these cases, Vilar Riba will stop processing the data, except for compelling legitimate reasons, or the exercise or defence of possible claims.
- To obtain human intervention, to express their point of view and to challenge the automated decisions adopted by Vilar Riba, if applicable.
- Request the portability of your data, if applicable.

In the event of disagreement in relation to the processing of your data, you can file a complaint with the Spanish Data Protection Agency, the body that holds the supervisory authority in the matter (www.aepd.es).