

PRIVACY NOTICE

In accordance with the provisions of the Federal Law on the Protection of Personal Data Held by Private Parties and its Regulations (the "Law"), we inform you that **Evolucione de Puebla, S.A. de C.V.**, its controlled entities, parent companies, subsidiaries, and/or affiliates (hereinafter, collectively referred to as "Evolucione"), located at **Av. 5 de Mayo No. 1622 Interior 1, San Juan Aquiahuac, San Andres Cholula, Postal Code 72810, Puebla**, (the "Contact Address"), will process the personal data provided by You as the Owner (the "User") in accordance with this Privacy Notice ("Notice"), and will be responsible for the use and protection of your personal data, which will be treated based on the principles of legality, consent, information, quality, purpose, loyalty, proportionality, and responsibility, as set forth in the Law.

USE OF INFORMATION

All collected information will be used for purposes associated with the growth, maintenance, and administration of Evolucion, always respecting the User's privacy. These uses include our internal operations and administration, communication with the User, and the fulfillment of their requests for Evolucion's services. It is also used to improve, develop, enhance, and otherwise provide Evolucion's services, through its controlled entities, parent companies, subsidiaries, authorized providers, and/or business partners, establishing appropriate measures to limit the use of the collected information. All of this is done solely for legal and authorized purposes in accordance with this Notice, as well as with due confidentiality and security measures.

PURPOSE OF DATA COLLECTION

Evolucione may collect, through electronic, physical, or telephone means, either verbally or in writing, the User's personal, sensitive, and financial or patrimonial data (the "Personal Data") for the following purposes:

- Carry out job applications or temporary assignments with third parties to find the requested vacancy or assist in placing candidates for other companies.

- Fulfill contracts for Evolucion's services, including recruitment, selection, hiring, supply and management of personnel, payroll, or various service contracts.
- Evaluate the User's profile for job positions or services available through Evolucion, either by itself or through third parties.
- Customer service from within Mexico 800 831 8008 (222) 555 8000 ventas@evolucionemx.com
- Inform potential clients and business partners about Evolucion's services.
- Conduct research and analysis, prepare statistical reports, compensation schemes, performance evaluation, and growth of Evolucion and the job market.
- Generate profiles and job structures to increase and improve productivity, as well as for any other purposes that Evolucion deems necessary for improving working conditions.
- For administrative purposes, such as risk management, compliance with legal obligations, or fulfilling certain needs, and/or to resolve or defend legal complaints and demands.
- Create a file to identify the User as a Client, Supplier, or employee or candidate of Evolucion.
- Contact the User, as well as individuals identified as personal references, to verify and/or collect the provided data to complete, confirm, and/or discard the information provided.
- Provide contracted services to Evolucion, process and follow up on them.
- Maintain the existing legal relationship with the User.
- Perform billing tasks, clarifications, and follow-up on payments.
- Send notifications to the User or the legal authority as required by law.
- For marketing, advertising, and commercial projection purposes.

It is important to note that Evolucion is not responsible for the truthfulness or accuracy of the ~~Personal Data~~ that You provide, as they have not been previously validated and/or verified.

Personal Data to be used. The Personal Data that may be required, processed, and/or transmitted include:

INDIVIDUALS

- First name(s) and last name(s).
- Recorded image from surveillance cameras.
- Address.
- Tax ID.
- Email addresses.

- Customer service from within Mexico 800 831 8008 (222) 555 8000
ventas@evolucionemx
- Telephone numbers.
- Official identification with a photograph (passport, voter ID, professional license).
- Copy of proof of address.
- Nationality.
- Copy of migration document (if applicable).
- Unique Population Registry Code (CURP).
- Letters of recommendation.

LEGAL ENTITIES

- Trade name.
- Legal representative's name.
- Notarized deeds information supporting the provided data in the above points.
- Fiscal Address.
- Tax ID.
- Email addresses.
- Telephone numbers.
- Official identification with a photograph (passport, voter ID, professional license).
- Copy of proof of address.
- In addition to the aforementioned Personal Data, for the purposes informed in this Privacy Notice, we will use the following Personal Data considered as financial or patrimonial, which are equivalent to sensitive data under the Law and require special protection:
 - Bank account number and data.
 - Tax information.

Evolucione will implement the necessary security, technical, administrative, and physical measures to ensure the integrity of your personal data and prevent their damage, loss, alteration, destruction, or unauthorized use, access, or processing. Only authorized personnel, who have complied with the corresponding confidentiality requirements, will be able to participate in the processing of your Personal Data. Authorized personnel are prohibited from allowing access to unauthorized persons and using your Personal Data for purposes other than those established in this Notice. The obligation of confidentiality of the people involved in the processing of your personal data continues even after the relationship with Evolucionemx has ended.

This page contains additional details about Evolucionemx's privacy practices associated with the submission and processing of Personal Data sent by job applicants ("Candidates"), including through the "Jobs" section of Evolucionemx's website. This Notice is an addendum to Evolucionemx's candidate privacy notice.

USE OF TRACKING TECHNOLOGIES ON EVOLUCIONE'S WEBSITE

Evolucione informs the User that upon entering Evolucion's website, the server owned by Evolucion or third parties collects the following information: the domain or IP address of the computer requesting access, the date of access, the HTTP response code, the website from which the User enters, and the number of bytes transferred through the connection, browsing time on our website, consulted sections, and pages accessed prior to ours. This information is obtained for security purposes within the system, to monitor the User's behavior as an internet user, and to enable Evolucion to provide a better service and user experience while navigating on our website, as well as to offer new services based on their preferences. In some cases, Evolucion stores certain information on the User's PC through "cookies." A "cookie" is a data file stored on the hard drive of the user's computer or electronic communication device while browsing a specific website, allowing the exchange of status information between the website and the user's browser. The use of "cookies" may reveal session identification, authentication, or user preferences, as well as any data stored by the browser regarding the website. "Cookies" do not allow Evolucion to access the user's system or Personal Data, except in cases where the User voluntarily provides such information. It is important to mention that the standard browser configuration allows the use of "cookies," but this setting can be disabled in the browser.

Use by Third Parties.

The User's Personal Data may be shared within and outside the country with Evolucion's clients or suppliers, or their clients and suppliers, who must comply with the provisions contained in this Notice. The foregoing means that Evolucion may transfer the User's Personal Data to the persons mentioned in this paragraph or in cases provided by law, solely for the purposes described in this Notice.

Authorized Technology Providers may require personal information from Evolucion to provide contracted services such as profile analysis, audits, payment processing, customer service, among others. Additionally, third parties exchanging data with Evolucion to enable joint products, research studies, or facilitate services such as forums, blogs, or other shared platforms may use a wide variety of software to process personal information as part of their normal business operations. Evolucion ensures that contracts with its Providers or third parties include the necessary provisions to protect their information and limit its use. For third parties or uses not described in this Notice, we only share information based on legal grounds. For any transfer to third parties other than those mentioned in the immediately preceding



paragraph, User consent is required under the Law. Therefore, if the User does not expressly object to such transfers, it will be understood that the User has granted Evolucionere authorization to use and distribute personal data.

To express your objection, please contact:

Department of Personal Data
Evolucione de Puebla, S.A. de C.V. Address: Av. 5 de Mayo No. 1622 Interior 1, San Juan Aquiahuac, San Andres Cholula
C.P. 72810, Puebla Phone: 800 555 80 00 Ext 8011
Email: buzon@evolucionere.net

Automated Decisions.

Evolucione hereby informs the User that in some cases, the use of their personal information may result in automated decisions (including profile definition) that may legally or significantly affect the User in a similar way. Automated decisions mean that a decision about the User is made automatically, according to the determination of the computer (using software algorithms), without human review by Evolucionere, which may lead to automated data processing in various fields. Evolucionere is committed to safeguarding the User's legitimate rights, freedoms, and interests by obtaining explicit consent as required by applicable laws. However, the User has the right to challenge any automated decision, where they can request a human review through Evolucionere's Contact Information.

Rights of Access, Rectification, Cancellation, or Opposition to the use of personal data (ARCO).

The User has the right to know at all times what Personal Data Evolucionere possesses, its use and conditions, and the purpose for which it is used (Access). Likewise, the User has the right to request the correction of their personal information if it is outdated, inaccurate, or incomplete (Rectification); to have it removed from our records or databases when it is not being used in accordance with the principles, duties, and obligations provided by regulations (Cancellation); and to object to the use of their Personal Data for specific purposes (Opposition). These rights are known as ARCO rights.

To exercise any of the ARCO rights, you must notify and request in writing from us Access, Rectification, Cancellation, or Opposition to your Personal Data.



The request must contain:

- The name of the data subject and their address or another means to communicate the response to their request.
- Documents that prove the identity or, if applicable, the legal representation of the data subject.
- A clear and precise description of the Personal Data for which the data subject seeks to exercise any of the aforementioned rights.
- Any other element or document that facilitates the location of the Personal Data.

If requesting the rectification of Personal Data, the data subject must also indicate the modifications to be made and provide the necessary official documentation to support their request. Evolucioné will respond to the email address designated by the data subject in their request, and they may indicate a different means to receive the response. Evolucioné will respond within a maximum period of 20 (twenty) natural days or the maximum allowed by law. The response will indicate whether the request for access, rectification, cancellation, or opposition is accepted, and, if applicable, Evolucioné will implement the determination within 15 (fifteen) natural days following the date of communication of the response or the maximum allowed by law. The timeframes may be extended in accordance with the Law.

In case the User requires further information regarding the exercise of their ARCO rights, they may call the telephone number **800 555 80 00 Ext 8011** or visit the website www.evolucione.mx in the Privacy Notice section. They may also contact Evolucioné's Department of Personal Data, which will process the requests for the exercise of these rights and address any doubts regarding the treatment of their information.

Contact information is as follows:

Department of Personal Data
Evolucione de Puebla, S.A. de C.V. Address: Av. 5 de Mayo
No. 1622 Interior 1, San Juan Aquiahuac, San Andres Cholula
C.P. 72810, Puebla Phone: 800 555 80 00 Ext 8011
Email: buzon@evolucioné.net

In accordance with the Law, Evolucioné will respond to the aforementioned request within a period not exceeding twenty days, counted from the date the corresponding request was submitted. The handling of the User's Personal Data will last for as long as the relationship between the User and Evolucioné subsists. This period may be extended as required by applicable Mexican Legislation, and the User may object to

the handling of their data at any time, according to the mechanism indicated in this section or, if applicable, when the Personal Data is no longer necessary for the purposes stated in this Notice and the applicable legal provisions. In such case, the Personal Data will be canceled, in compliance with Article 11 of the Law. If the User believes that their right to the protection of Personal Data has been violated due to any conduct of Evolucion's employees or their actions or responses, or if the User presumes that there has been a violation of the provisions of the Law regarding the treatment of their Personal Data, the User may file the corresponding complaint or report to the Federal Institute for Access to Information and Data Protection, for more information, visit www.ifai.org.mx.

Revocation of consent for the use of Personal Data.

The User has the faculty to request the revocation of their consent for the treatment of their Personal Data at any time. However, the attention to such request or the immediate cessation of use may be affected by the existence of any legal obligation that requires the continued treatment of their Personal Data. Therefore, the User acknowledges that for certain purposes, the revocation of their consent will imply that Evolucion ceases to provide the requested or contracted service, or in the case, the conclusion of the relationship with Evolucion.

In case of revocation of consent by the User, the User must submit a request following the terms contained in the ARCO Rights section of this Privacy Notice. Evolucion will respond to any revocation request within a maximum period of 20 (twenty) natural days or the maximum allowed by law. The revocation will take effect within 15 (fifteen) natural days following the date of communication of the response or the maximum allowed by law. The timeframes may be extended in accordance with the Law. If the User requires further information about the procedure and requirements for the revocation of consent, they may request it by telephone at **800 555 80 00 Ext 8011** or by visiting the website www.evolucione.mx in the Privacy Notice section. They may also contact Evolucion's Department of Personal Data.

Limitation of use or disclosure of Personal Data.

- To limit the use and disclosure of the User's personal information, Evolucion offers the following means:
- Registration in the Public Registry to Avoid Advertising, which is under the responsibility of the Federal Consumer Protection Agency (PROFECO), to prevent the User's Personal Data from being used to receive advertising or promotions from companies of goods or services. For more information about this registry,



the User can consult the PROFECO's Internet portal or contact them directly by calling 800 962 8000.

- Registration in the "Limitations of Use Evolucionere" exclusion list, to prevent the User's personal data from being processed by Evolucionere for the purposes stated in this Privacy Notice. For more information, call the established contact number.

The website www.evolucione.mx may contain links to external internet pages that do not correspond to Evolucionere and, therefore, have no relation to Evolucionere. It is the User's obligation to review and read the privacy policies, as well as the terms of use of such external websites before using them.

Changes to the Notice.

This Notice may be modified, changed, or updated at any time due to new legal requirements, our own needs for the services we offer, our privacy practices, changes in the business model, or other reasons. In case Evolucionere needs to make any modification to the Notice, it will inform the User through publication on the official website of Evolucionere www.evolucione.mx in the "Privacy Notice" section, on the placards placed at the entrance doors of Evolucionere, as well as through any other public or private communication medium established by Evolucionere.

Sincerely,

Evolucionere de Puebla, S.A. de C.V.