

PRIVACY NOTICE

STATEMENT OF THE RESPONSIBLE

HIKER CARGO LOGISTICS, S.A. DE C.V. hereinafter referred to as HIKERCARGO, with address at Calle Lázaro Cárdenas exterior number 1111 interior 25, Colonia Valle de las Brisas, in Monterrey, Nuevo León, is responsible for the personal data that it collects for itself, with respect to the right to privacy and the informative self-determination of people in compliance with the provisions of the FEDERAL LAW ON PROTECTION OF PERSONAL DATA IN POSSESSION OF INDIVIDUALS and its Regulation, taking into account the principles of legality, consent, information, quality, purpose, loyalty, proportionality and responsibility.

For the purposes of this privacy notice, it will be understood:

- I. **Privacy Note:** Physical, electronic document or in any other format generated by the person responsible that is made available to the owner, prior to the processing of their personal data, in accordance with article 15 of the aforementioned Law.
- II. **Database:** The ordered set of personal data referring to an identified or identifiable person.
- III. **Blocking:** The identification and conservation of personal data once the purpose for which it was collected has been fulfilled, with the sole purpose of determining possible responsibilities in relation to its treatment, until the legal or contractual limitation period thereof. During this period, personal data may not be processed and after this period, it will be canceled in the corresponding database.
- IV. **Consent:** Manifestation of the will of the owner of the data through which the processing of the data is carried out.
- V. **Personal data:** Any information concerning an identified or identifiable natural person.
- VI. **Sensitive personal data:** Those personal data that affect the most intimate sphere of its owner, or whose improper use could give rise to discrimination or entail a serious risk for the owner. In particular, those that may reveal aspects such as racial or ethnic origin, present and future health status, genetic information, religious, philosophical and moral beliefs, union membership, political

opinions, sexual preference are considered sensitive.

- VII. **Days:** Business days.
- VIII. **Dissociation:** The procedure by which personal data cannot be associated with the owner or allow, due to its structure, content or degree of disaggregation, the identification of the owner.
- IX. **Processor:** The natural or legal person who, alone or jointly with others, processes personal data on behalf of the person responsible.
- X. **Public access source:** those databases whose consultation can be made by any person, without further requirement that, where appropriate, the payment of a consideration, in accordance with the provisions of the Regulations of this Law.
- XI. **Institute:** National Institute of Transparency, Access to Information and Protection of Personal Data, referred to in the Federal Law of Transparency and Access to Government Public Information.
- XII. **Law:** Federal Law on Protection of Personal Data Held by Private Parties.
- XIII. **Regulations:** The Regulations of the Federal Law on Protection of Personal Data Held by Private Parties.
- XIV. **Responsible:** Private natural or legal person who decides on the processing of personal data.
- XV. **Secretary:** Secretary of Economy.
- XVI. **Third party:** The natural or legal person, national or foreign, other than the owner or person responsible for the data.
- XVII. **Owner:** The person to whom the personal data corresponds.
- XVIII. **Treatment:** The obtaining, use, disclosure or storage of personal data, by any means. Use covers any action of access, handling, use, transfer or disposition of personal data.
- XIX. **Transfer:** Any communication of data made to a person other than the person responsible or in charge of the treatment.

MEDIA

HIKERCARGO has appointed a multidisciplinary technical committee for the protection of personal data, which must comply and enforce within the organization the provisions of the Federal Law on Protection of Personal Data Held by Private Parties as well as the Regulations of the Federal Law. of Protection of Personal Data Held by Private Parties, for this purpose it makes the following contact information available to the owners, through which we will receive any request to limit the use and disclosure of your personal data, clarification or complaints.

→ email: avisodeprivacidad@hikercargo.com

Administrative, physical and technical security measures are established and maintained for their processing to protect personal data against damage, loss, alteration, destruction or unauthorized use, access or processing, taking into account the existing risks, the consequences for the headlines, the nature of the data and technological development. These measures are not less than those used for the organization's information.

PERSONAL DATA

HIKERCARGO collects and processes the following groups of personal data lawfully

- Identification data of persons and entities.
- Addresses.
- Bank details.
- Digital data corresponding to computer characters resulting from video surveillance cameras within its facilities.
- Academic, recruitment and social and security data.

HIKERCARGO, collects the personal data described above by email, website and social networks, which will be chosen by the owner voluntarily to send the information. HIKERCARGO does not collect personal information by any other electronic means that are not contemplated in this privacy notice.

If there is any manifest objection or opposition at the time of providing your personal data directly by the means described in the previous paragraph, this may be expressed by means of a free written document in order to revoke consent at any time or, where appropriate, assert any of the rights that correspond to the owner of the aforementioned data.

PURPOSES OF DATA PROCESSING

In accordance with Articles 40, 41 and 42 of the Regulation, the personal data that will be used to establish the legal relationship with the organization will have the following purposes:

- Provision of services in terms of contracts entered into with clients, suppliers and third parties.
- Procedure for selecting and hiring employees and/or third parties in accordance with the corporate purpose of HIKERCARGO.

TRANSFER

The personal data described above may only be transferred and processed by third parties within and outside the national territory by the following third-party recipients:

- Banking and Financial Institutions.
- Insurance Institutions.
- Payroll, Administration, Recruitment and Selection Service Providers.
- Accounting Service Providers.
- Legal Service Providers.
- National and Foreign Logistics Service Providers.
- Local, State, National or International Authorities when the aforementioned purposes require it.

SENSITIVE PERSONAL DATA

HIKERCARGO, collects and processes the following sensitive personal data:

- Lifestyle habits.
- Family information.
- Health status and illnesses or conditions.

According to articles 40, 41 and 42 of the Regulation, the personal data with which the legal relationship with the organization will be established will be used for the following purposes in a justified manner:

PURPOSES

- Carry out the selection and hiring process for personnel.
- Compliance with legal and social security obligations.
- Administrative, judicial or any other type of processes involving the owner of the personal data.
- Apply the physical and hygiene security measures established in the organization.

TRANSFER

The transfer of sensitive personal data will be limited to the fulfillment of the purposes set forth in the privacy notice contained in article 37 of the Law.

Through the means made available to you in the section “AVAILABLE MEDIA” we will gladly receive your request to refuse the processing of your personal data. Detailed information on the use of the above personal data may be provided upon request of the owner through the mechanisms for exercising the ARCO rights described below in the section of the same name.

Detailed information on the natural or legal persons to whom the personal data is transferred may be provided upon request of the owner through the mechanisms provided for exercising the ARCO rights.

STORAGE PERIODS

HIKERCARGO, will proceed to cancel and carry out the blocking period after which the personal data will be deleted once the purpose that justified its processing has been fulfilled.

The cancellation of personal data will not be carried out when the assumptions of articles 26 and 34 of the Law are applicable.

EXERCISE OF ARCO RIGHTS

The request will be received in a physical or electronic document through the means that we make available to you described in the section “AVAILABLE MEDIA” which must comply with the following information:

- Name and address, as well as any additional information that can be used to contact you.
- Documents proving identity or legal personality.
- A concise and clear description detailing the rights you wish to exercise, as well as the personal data involved.
- If you request rectification of personal data, you must include the documentation supporting the request.

The request received from the owner or his legal representative will be fulfilled to facilitate the exercise of his rights to Access, Rectification, Cancellation or Opposition regarding the personal data of the owner in possession of **HIKERCARGO**.

The response to your request will be sent to you within the time limits established by law, provided that you are not covered by the exceptions set out in article 26 of the law and 75 of the Regulation.

MODIFICATIONS TO THE PRIVACY NOTICE



HIKERCARGO reserves the right to make changes or updates to this privacy notice at any time to address legislative developments, internal policies or new requirements for the provision or offering of our services or products.

This document or its updated version is available to the public through our website:
<https://www.hikercargo.com/>

I give my consent for the purposes described and marked above.

Owner: _____ Signature: _____

