

Privacy Notice

TAO RESOURCE PROVIDER, S.A de C.V., with address at Ricardo Margain 325, Valle del Campestre, 66265 San Pedro Garza García, N.L. is responsible for the use that is given to them and their protection and make this Privacy Notice available to you in accordance with the "Federal Law on Protection of Personal Data Held by Private Parties" and other regulations applicable (hereinafter the "Law").

Personal Information:

TAO Resource Provider may process the following categories of personal identification data, personal contact data, employment data; academic data and personal patrimonial and/or financial data, which you yourself provide when communicating and/or registering through the means contained in our website www.taorh.com.mx or when sending your curriculum vitae to the email: recruiting@taorh.mx

Likewise, TAO Resource Provider may require that you show original documentation and that you deliver a copy of it, as evidence to support the information you have provided us.

Purposes of the processing of your personal data:

At TAO Resource Provider we may store and process your personal data for the following necessary purposes:

- A) Carry out the recruitment and selection process, and to conduct interviews.
- B) Register you as a candidate.
- C) Comply with legal obligations and requirements of authorities.
- D) Keep in touch with you during the recruitment and selection process.
- E) Make evaluations for the hiring process
- F) Create a job offer, if applicable.
- G) Request or verify personal and work references.
- H) Carry out investigations in order to corroborate your background and the information that has been provided.

I) Protect and defend the rights and property of TAO and the collaborating companies of the group.

J) Provide reports to our clients, documents and reports on their skills.

K) Provide reports to both internal and external auditors.

If you are hired, your data will become part of your employment file.

Secondary purposes of the processing of your personal data:

In the event of not being hired, if you do not object, TAO Resource Provider will keep your information for possible subsequent contacts and/or to share it with third-party companies with whom we have entered into portfolio sharing agreements, in case a job opportunity arises that fits your profile.

In case you do not want your personal data to be processed for some or all of the additional purposes, from this moment you can notify us of the foregoing by sending an email to any of the electronic addresses indicated in the Section "Rights of the Owner regarding your personal data".

Personal data transfers:

TAO Resource Provider may transfer, without requiring your consent, your personal data to controlling companies, affiliates, subsidiaries, or other companies that are part of the group, which operate under the same privacy policies, as well as to competent authorities in the cases legally provided.

Likewise, TAO Resource Provider will transfer those personal identification, contact, and labor data necessary for the correct provision of our services to those third parties that contract our services to validate that you have the necessary skills to be part of their vacancy. TAO Resource Provider may transfer your personal data to third-party companies with whom we have entered into portfolio sharing agreements in the event that any employment opportunity arises that fits your profile.

If you do not agree to carry out those transfers for which your consent is necessary, from this moment you can notify us of the above by sending an email to any of the electronic addresses indicated in the Section "Rights of the Holder regarding your personal information".

Rights of the holder regarding their personal data:

You have the right to access your personal data and to know the details of their treatment, to rectify if they are inaccurate or incomplete; cancel them when you consider that they are no longer necessary to fulfill the purposes that justified their obtaining, as well as to oppose their treatment for legitimate reasons and/or revoke the consent that you had previously granted.

Likewise, you can limit the use and disclosure of your data. If your request is successful, the TAO Data Protection Department will register you on TAO Resource Provider's own exclusion list.

The means that our Personal Data Protection Department has implemented for the exercise of the aforementioned rights is through the presentation of the respective request to the following email: recruiting@taorh.mx

Your request must contain: (I) name of the holder and address or other means to communicate the response to your request; (II) documents that prove the identity or, where appropriate, the legal representation of the owner; (III) clear and precise description of the personal data to which you seek to exercise any right, and (IV) any other element or document that facilitates the location of the personal data.

Our Personal Data Protection Department will notify you, within a maximum period of twenty business days, counted from the date your request was received, of the determination adopted, so that, if appropriate, it becomes effective within the following fifteen business days following the date on which the response is communicated

For any questions regarding data privacy that are the responsibility of the TAO Data Protection Department, please send an email to any of the email addresses indicated above and you will be gladly assisted.

Changes to the privacy notice:

This Privacy Notice may undergo modifications, changes or updates, for which we promise to keep you informed of such a situation through the human resources department or the email assigned to you by the company, or, by publication through the Intranet.

Last update December 2021.