



PRIVACY NOTICE GROUP GP

I. Identification of the person in charge and treatment of their personal data.

GRUPO GP as well as any of its subsidiaries or affiliated companies (jointly "Grupo GP"), located at Ignacio Zaragoza 1000 Sur, M-1, Zona Centro, Monterrey, Nuevo Leon, C.P. 64000 (the "Contact Address") will process the personal data collected from you in the terms of this privacy notice.

II. Purposes

The treatment will be done for the following purposes: a) Necessary for the legal relationship with Grupo GP or any of its subsidiary companies: (i) Evaluation of natural and / or legal persons to initiate a commercial relationship; (ii) evaluation of labor information of natural persons for a possible labor relationship; (iii) Obtain labor references; (iv) and keep its proper registration in the information systems of the GP Group; and (v) any other purpose established in this privacy notice.

Therefore and to achieve the purposes set above, the following personal data will be treated: name, surname, address, email, telephone, nationality, date of birth, employee number, current job and previous work.

III. Options to limit the use or disclosure of your personal data.

Grupo GP has designated a person in charge of personal data (the "Privacy Officer"), therefore you can limit the use or disclosure of your personal data before Grupo GP, by a request that you must submit to the Contact Address .

Additionally, we inform you that you will be able to register in the Public Registry to Avoid Advertising (REPEP), a protection information mechanism that will serve to facilitate the exercise of the right of consumers not to be disturbed with unwanted advertising since their information is not used for marketing or advertising purposes, through the website of the Federal Consumer Office ("PROFECO") whose address is: <http://repep.profeco.gob.mx/index.jsp>

IV. Means to revoke consent for the processing of personal data.

You may revoke your consent for the processing of your personal data by means of a written request addressed to the Privacy Officer to the Contact Address, except in the case in which Grupo GP had requested the consent for the treatment of their personal data, in this case you can revoke your consent by email to the following address protecciondedatos@ggp.com.mx. If after the revocation you request confirmation of it, Grupo GP will respond expressly.

The application must be accompanied by a document proving identity such as: IFE, Valid Passport or any other official identification. Having a maximum period of 20 days from the date on which the request was received, the determination adopted, so that, if appropriate, it will be effective within 15 days from the date on which the request is communicated reply via email. The aforementioned terms may be extended only once for an equal period, as long as the circumstances of the case justify it.

V. Means to exercise ARCO rights.

You have the right to: (i) access your personal data in our possession and know the details of their treatment, (ii) rectify them if they are inaccurate or incomplete, (iii) cancel them when you consider that they are not required to any of the purposes indicated in this privacy notice, are being used for non-consensual purposes or have terminated the contractual or service relationship, or (iv) oppose the treatment thereof for specific purposes, as the law says, (jointly, the "ARCO Rights").

For the exercise of your ARCO Rights, you must submit an application (the "ARCO Request") to Grupo GP, to the attention of the Privacy Officer, to the Contact Address, accompanied by the following information and documentation:

- a. Your name, address and email address to communicate the response to the ARCO Request;
- b. A copy of the documents that prove your identity (copy of IFE, passport or any other official identification) or, where appropriate, the documents that prove your legal representation, the original of which you must present in order to receive the response of Grupo GP;
- c. A clear and precise description of the personal data in respect of which you seek to exercise any of the ARCO Rights;
- d. Any document or information that facilitates the location of your personal data; and
- e. In case of requesting a rectification of your personal data, you must also indicate the modifications to be made and provide the documentation that supports your request.



The Privacy Officer will respond to your ARCO Request and the reasons for your decision by email within a maximum period of 20 business days from the day your ARCO Request was received. In the event that the ARCO Request is answered in an affirmative or appropriate manner, the requested changes will be made within a maximum period of 15 business days. Grupo GP may notify you within the deadlines referred to in this paragraph the extension thereof, for one time only, for a period equal to the original.

Grupo GP may deny access (the "Refusal") for you to exercise your ARCO Rights, in the cases allowed by law, so the reason for such decision will be informed to you.

The Refusal may be partial, in which case Grupo GP will make the access, rectification, cancellation or opposition in the corresponding part.

The exercise of ARCO Rights will be free, but if you reiterate your request in a period of less than twelve months, the costs will be three days of the General Minimum Wage in Force in the Federal District, plus V.A.T., unless there are substantial modifications to the Notice of Privacy, which motivate new ARCO Requests. You must cover the justified shipping costs, the cost of reproduction in copies or other formats and, where appropriate, the cost of document certification.

To consult the ARCO Rights as well as its procedure click [here](#).

VI. Changes or modifications to the privacy notice.

Grupo GP reserves the right to make changes or updates to this privacy notice at any time, in the understanding that any modification to it will be made known to you by posting a notice on Grupo GP website, so we recommend verifying it frequently.

In the event that a security breach occurs at any stage of the processing of personal data, which significantly affects your economic or moral rights, the Privacy Officer will immediately notify you by email of the security breach event, so that you can take the necessary measures to defend your rights. If you do not have your email, the notification will be published on Grupo GP website.

VII. Use of cookies, web beacons or other similar technologies.

In terms of last paragraph of article 14 of the Regulation of the Federal Law on Protection of Personal Data Held by Individuals, we indicate that in Grupo GP we do not use cookies on our website or in other technologies.

VIII. Transfers of your personal data.

We inform you that your personal data may be transferred inside and outside the country, to the following types of recipients, for the purposes indicated in each case:

Type of Recipient	Purpose
Companies of the same group of the Responsible.	Marketing, advertising and commercial projection.
Societies and associations inside and outside the industry.	To assist in the placement of candidates that other companies may use.