



Synthesis of Protection and Treatment of Personal Data Policy

This policy rules the protection of personal data in possession of the Company, aimed to regulate its controlled and informed treatment, in order to guarantee privacy and the right of the relevant people to privacy and self-determination, as provided by the Mexican Data Protection Law, and any other applicable regulations.

Failure by any employee to comply with the provisions of this policy shall subject such employee to the administrative sanctions established in the current Code of Ethics and Internal Labor Regulations, which will be imposed regardless of any administrative, civil or criminal responsibility, as provided by the applicable law.