

1. Privacy Notice

STANTON CHASE INTERNATIONAL, S.A. DE C.V.

STANTON CHASE INTERNATIONAL, S.A. de C.V., a Mexican company, on behalf of its affiliates and/or subsidiaries, such as TOPTAL, S.C. ("us"), complies with the Mexican Privacy Framework as set forth by the Federal Law on the Protection of Personal Data Held by Individuals regarding the collection, use, protection, transfer and retention of personal information and data that is transferred to us in the context of the provision of our services, according to the following:

- a) OUR IDENTITY AND ADDRESS:** STANTON CHASE INTERNATIONAL, S.A. DE C.V., is domiciled at Avenida Paseo de la Reforma No. 195, Piso 5, Colonia Cuauhtémoc, in Mexico City, C.P. 6500, and will be responsible for processing the personal data and information transferred to us in accordance with the provisions of this Privacy Notice. Therefore our address is designated for all legal effects and in particular for the personal data registration forms contained in the website: www.stantonchase.com (the Site).
- b) PERSONAL DATA:** The data and information that we receive from you, is transferred to be treated in accordance with Section d) and e) of this Privacy Notice, such as: (i) Name (s), family name and maternal surname; (ii) address; (iii) home and / or cellular phone number; (iv) electronic mail; (v) studies and occupation; (vi) marital status; (vii) nationality; (viii) banking and / or financial information; (ix) Labor references and compensation; and (x) your photograph (hereinafter the "Data").
- c) SENSITIVE PERSONAL DATA:** Except as provided in section b), we will not ask in any way, and you are not obliged to provide any "sensitive personal data", in other words, those personal data that could show discrimination or entails a serious risk for you, such as: (i) racial or ethnic origin, (ii) health status, (iii) genetic information, (iv) religion, (v) union affiliation, (vi) political opinions and / or sexual preference.
- d) DATA TREATMENT AND USE:** We will use the Data in the context of our services, and in particular to (i) promote your employment; (ii) recruitment; (iii) psychometric skills; (iv) promotional purposes; (v) sing you up, if requested, in programs and professional development courses; (vi) for statistical information; (vii) for productivity analysis and employment evaluation; (viii) for promotion analysis and use of products; (ix) for quality and satisfaction surveys; (x) for statistical use; (xi) for sending notices about products and services operated; (xii) for advertising campaigns and / or promotions; (xiii) to provide technical support; (xiv) marketing, advertising and commercial prospecting purposes, including the offering and promotion of goods and services from STANTON CHASE INTERNATIONAL, S.A. DE C.V., its Affiliates and its clients; as well as, (xv) all the purposes related to the performance of our obligations in accordance with law and private agreements.

As it is mentioned in section f) of this Notice of Privacy, you are enabled to express your refusal so your data will be not used for the described purposes, however as you are providing us with your data and signing the terms and conditions of this Privacy Notice it is understood your implied consent with the treatment and use policy of such data.

- e) DATA TRANSFERRING:** As you provide your consent with the terms and conditions of this Privacy Notice, we'll be entitled to transfer your data to third parties, whether it'll be companies or individual, national or foreign, filial or subsidiaries, part of any industry and / or services.

In addition, your data will be used for the same purposes described in this Privacy Notice and protected in order to limit access to such information, only to individuals and / or legal entities with whom we share your information. If any authority requires it, your Data may be available to it, in strict compliance with the applicable legal regulations.

- f) HOW TO LIMIT USE OR DISCLOSURE OF DATA:** The use of the provided personal data and information in the context of this Privacy Notice, may be revoked at any time according to the procedure mentioned in section g), except those information that: must be dealt by legal provision; referring to the parties from a private or administrative agreement, and must be necessary for its development and compliance; or it obstructs judicial or administrative actions connected with tax compliance or any legal regulation.
- g) YOUR CHOICES:** You will have access to your Data at any time to request its rectification, cancellation or opposition.

For those purposes, you must address your request in written, to datospersonales@stantonchase.com.mx directing your message to Carolina Cortés Santiago / STANTON CHASE INTERNATIONAL, S.A. de C.V.

It is mandatory to provide: (i) Holder's name, including domicile, email, or any other mean to communicate our answer; (ii) Official legal Identification or document providing legal representation on behalf of the holder; (iii) Description of its claim and precepts in violation; and (iv) any other element or document that could provide location of the Data. Our answer will be addressed in at least THIRTY labor days, by the same means by which you sent us your request or any other provided.

- h) COMMUNICATIONS:** Any communication in connection with this Privacy Notice must be addressed to parties' domiciles, mentioning: (i) the Holder's name, domicile and e-mail address; (ii) Official legal identification, or document providing legal representation on behalf of the holder; and (iii) the purpose of its communication.
- i) OTHER MEANS TO LIMIT USE OR DISCLOSURE OF THE DATA:** The Holder may call or request by telephone his registration to the Public Registry of Consumers provided by the Federal Consumer Protection Law and / or the Public Registry of Users provided by the Law of Protection and Defense to the Financial Services User, in order to limit the use of the Data.
- j) REMOTE MEDIA:** If you provide us your personal information and data, using our website (Internet), you understand, accept and acknowledge that:
1. Our website may include links to third party websites which, if accessed, will cause our website to be abandoned, so we will not assume any responsibility in relation to third party websites.
 2. Our website may include links to interact with social networks or other third party services (such as "liking" or "sharing" our content or otherwise connecting our service to a third party service), understand that information collected and stored by third parties through your interaction remains subject to their policies and practices,

including whether they continue to share the information with us, the types of information shared, and your choices on what is visible to others. We are not responsible for and make no representations regarding the policies or business practices of any third parties or third party services and encourage you to familiarize yourself with and consult their privacy policies and terms of use.

3. It's possible that our systems may automatically collect additional data or information, such as the type of browser, operating system, Internet pages, visited IP address, etc., through "cookies" or "web beacons", among others. In order to disable these systems, you must access "Internet Options" in the "Tools" bar of your browser.

- k) UPDATE OF THE PRIVACY NOTICE:** This Privacy Notice may be updated from time to time, both to keep in compliance with the applicable legal regulations, or at our own convenience, so we recommend you to visit our site (www.stantonchase.com) periodically.

I agree that all the information mentioned in Section b) is only treated for purposes indicated in Section d) and e) of this Privacy Notice.