

Conexión y Enfoque Estratégico en Tecnología, S.A. de C.V. company incorporated under the Mexican Law, which are under common control, and which operate with the same processes and internal policies of Protection of Personal Data, hereinafter known as "TALENTO HÁBIL", located at Tepeyac 5353, Col. Rinconada Tepeyac, Zapopan Jalisco, C.P. 45059, the Data Protection area is responsible for the Data we request is located in the same address, which you can contact by email "contacto@talentohabil.com"

In this act, we request your express consent so that TALENTO HABIL can access and treat the following personal data, and sensitive personal data:

Full name, Date of Birth, Age, Nationality, Gender, Address, Telephone (Home, Cell, Office, Errands), Marital Status, Monthly Income, Health Status, Social Networks, Academic History, Employment History, Credit History, Legal and/or Traffic Background, Employment position, Email, Blood group, Weight, Height, Number and Type of License, Credits before Infonavit and/or Fonacot, Social Security Number, Unique Population Registry Code, Federal Taxpayer Registry, Photographs, Bank account number for tax deposit, Payroll, Voter Credential, Passport, National Military Service Release Card, Identity Card Professional, Proof of Studies, Naturalization Letter, Work Visa if applicable Foreigners, Economic claims or Previous Salary, geolocation and monitoring of security videotaping.

The information you provide must be true and complete. For what is under your responsibility for the veracity of the data provided and in no case TALENTO HABIL will be responsible in this regard. The information provided either directly, WEB portal (www.talentohabil.com), mobile application or by email, will be subject to the provisions of this Notice of Privacy.

The purposes for which we collect your data are: recruitment, selection, application of medical studies, psychometric, socioeconomic evaluation, preferences, and/or competencies labor, credit bureau investigation, Infonavit history, Letter of No Criminal Record, Integrity Test (Polygraph, Midot), payroll advances, medical expense insurance management and/or life insurance, sending information about services provided by TALENTO HABIL, marketing, advertising or commercial prospecting. In this sense, and to comply with said purposes, your express consent is required to the event that your personal data and sensitive personal data are transferred to third parties indicated above, including the Clients and Suppliers of TALENTO HABIL.

RIGHTS OF ACCESS, RECTIFICATION, CANCELLATION OR OPPOSITION

The owner of the personal data or his legal representative, in accordance with articles 28, 29 and subsequent provisions of "THE LAW", you may exercise your rights of Access, Rectification, Cancellation or Opposition, as well as revoke his consent, in accordance with the following regulations: The owner of the personal data in question must deliver to TALENTO HÁBIL, through the courier or by the same means of knowledge of this notice, a written request in which indicate the full name of the owner, address, precise description of the data regarding the which you wish to exercise any of the aforementioned actions; said request must be signed by the owner of the personal data and will be presented accompanied by a photocopy of any official identification with photograph, preferably those

issued by the extinct Federal Institute of Electors or the current National Institute of Electors as well as a valid passport.

The document must be presented at the offices of TALENTO HÁBIL located at av. Tepeyac marked with the number 5353, in Colonia Rinconada Tepeyac, in the City of Zapopan, Jalisco, C.P. 45058, be sent by a courier service to this same address or send your request through an email to contacto@talentohabil.mx where the procedure to be carried out is indicated; the above will be addressed during business hours.

Making use of some of its rights, TALENTO HABIL may make it difficult to provide you with one hundred percent of the service in which you have decided to participate.

TALENTO HABIL will be obliged to respond to your request by the same means or any other that you decide is convenient.

DATA TRANSFER

In order to carry out the activities described above, there is a possibility that your data are transferred to affiliated companies, third parties and business partners, third party providers of correlated services, as well as system or product providers; if you do not manifest opposition on the transfer of personal data is understood to have given its tacit consent, equally valid in terms of applicable law.

For this, the transfer of data may be carried out, among others, in the following cases:

For the purposes inherent to the activity provided by TALENTO HABIL and that you already know. In each and every one of the cases provided for by law, and for statistical purposes, internal logistics or external, product deliveries and supervision, both in products and services, and in quality thereof.

TEMPORALITY

The temporality of the handling of your personal data will be indefinite from the date you provide them to us, and you may oppose the handling of these at any time you deem appropriate.

In our notification program of promotions, offers and services via email, only TALENTO HABIL has access to the information collected. This type of advertising is carried out through notices and promotional email messages, which will only be sent to you and to those contacts registered for this purpose, this indication may be modified at any time. Offers from third parties who are our business partners may occasionally be included in the emails sent.

In the case of the use of cookies, the "help" button found in the toolbar of most browsers, it will tell you how to avoid accepting new cookies, how to make the browser to notify you when you receive a new cookie or how to disable all cookies. Cookies are small pieces of information that are sent by the website to your browser. and are stored on your computer's hard drive and are used to determine your preferences when connects to the services of our sites, as well as to track certain behaviors or activities carried out by you within our site.

In some sections of our site we require that the client have cookies enabled since some of the features require these to work. Cookies allow us to: a) recognize you when you enter our site and offer you a personalized experience, b) know the personal settings of the site specified by you, for example, cookies we allow you to detect the bandwidth that you have selected when entering the home page of our site, in such a way that we know what type of information is advisable to download, c) calculate the size of our audience and measure some traffic parameters, since each browser that accesses our sites acquires a cookie that is used to determine the frequency of use and the sections of the sites visited, thus reflecting your habits and preferences, information that is useful to us to improve the content, headlines and promotions for the users.

TALENTO HABIL has adopted the security levels of personal data protection legally required by the Law and its Regulations, under the principles of legality, quality, consent, information, purpose, loyalty, proportionality and responsibility. All this under strict rules security, confidentiality and consistency of information.

We inform you that your personal data and sensitive personal data will be protected under strict administrative, technical and physical security measures which have been implemented in order to protect your personal data against damage, loss, alteration, destruction or unauthorized use or access or treatment, which may be stored outside of the National Territory.

The TALENTO HÁBIL Web Site connects with certain links from other Web pages belonging to third parties over which SKILLED TALENT has no control. In these cases TALENTO HABIL does not assume any responsibility or commitment on the privacy policies of the information contained in those pages.

This Privacy statement is subject to the Privacy Policy of TALENTO HABIL which constitutes a legal agreement between you and TALENTO HABIL.

TALENTO HABIL reserves the right to make changes or updates to this privacy notice, for the attention of legislative news or jurisprudence, internal policies, new requirements for the provision or offer of our services and market practices, any modification to the Privacy Notice will be available through our web portal www.talentohabil.com and the mobile application; section "Notice of Privacy".

By browsing any of the TALENTO HABIL websites, it means that you have read, understood and you agree to the terms set forth above.

This Privacy Notice has been modified on November 1, 2021

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