



KWE MEXICO PRIVACY NOTICE

KINTETSU WORLD EXPRESS MÉXICO, S.A. DE C.V., with address at Av. Insurgentes Sur no. 716, Piso 5, Col. Del Valle, Del. Benito Juárez, C.P. 03100, Mexico City, Mexico, also known as "**KWE**", is responsible for the use and protection of your personal data, and in this regard, we inform you of the following:

1. Purposes

The personal data we collect from you will be used for the following purposes, as applicable:

1.1 Recruitment and selection:

- 1.1.1 Identify, locate, and contact you to carry out the recruitment and selection process.
- 1.1.2 Know and evaluate the trajectory, skills, work experience and aptitudes, so that, in case of meeting the profile of the vacancy, the appropriate interview and training process is available.
- 1.1.3 Carry out one or more job interviews, questionnaires, technical and psychometric exams, so that we can know and evaluate the job profile corresponding to the vacancy that is requested.
- 1.1.4 Contact companies, academic institutions, and/or individuals with whom the candidate has previously carried out studies or various tasks in the professional area, to know and validate the academic degree, job profile and performance.
- 1.1.5 Preparation of contracts and labor agreements and payment of fees, salary, PTU and other benefits.
- 1.1.6 Compliance with tax obligations as an employer.
- 1.1.7 Updating of the telephone directory and database of collaborators for events, registration of payroll data, attendance lists, time clock, audits and attention to unforeseen health or any other cause.
- 1.1.8 Document and integrate the personnel file of the hired employees and of the prospects for hiring as indicated by the Federal Labor Law.

1.2 Commercial and contractual relations:

- 1.2.1 Identify, locate, and contact you to establish and fulfill business and contractual relationships.
- 1.2.2 Manage the provision/request of the intermediation service for multimodal freight transport contracted with/by "**KWE**".
- 1.2.3 Register, manage and process your customer/vendor account to facilitate payments and the issuance of invoices.
- 1.2.4 Ensure your safety and security within our facilities.
- 1.2.5 Attend to and follow up on your doubts, complaints, comments or suggestions.
- 1.2.6 Comply with tax and legal obligations.
- 1.2.7 Conduct internal controls and audits (as appropriate).

2. Personal data we will use

To carry out the purposes described in this privacy notice, we may use the following personal data (as applicable):

- 2.1 Identity and identification data.
- 2.2 Location and/or geolocation data.
- 2.3 Academic and extracurricular data.
- 2.4 Medical and sociocultural data.
- 2.5 Immigration data, if applicable.
- 2.6 Social security and population registry data.
- 2.7 Photographs and video.
- 2.8 Financial and banking data.
- 2.9 Personal, family and business reference data.
- 2.10 Contact details in case of emergency.
- 2.11 Tax and/or commercial data.
- 2.12 Legal or corporate documentation required to validate the business relationship.



3. Sensitive personal data

In compliance with the purposes set forth in this privacy notice, sensitive personal data will be collected and processed, such as state of health, medical results, ethnic origin that require special protection in accordance with the Law. This data will be used exclusively for:

- 3.1 Manage health services derived from the employment relationship.
- 3.2 Arrange medical or life insurance.
- 3.3 Admission, periodic or exit medical evaluations.
- 3.4 Compliance with legal obligations in labor or social security matters.
- 3.5 Immigration procedures.

4. Transfer of personal data

"KWE" may transfer your personal data to third parties, service providers, Mexican or foreign, when the transfer:

- 4.1 Is provided for in a law or treaty to which Mexico is a party.
- 4.2 Is made to holding companies, subsidiaries or affiliates under the common control of the responsible party, or to a parent company or to any company of the same group as the responsible party that operates under the same internal processes and policies.
- 4.3 Is necessary by virtue of a contract entered into or to be entered into in the interest of you, by "KWE" and a third party
- 4.4 Is necessary for the maintenance or performance of a legal relationship between "KWE" and you.
- 4.5 Is for the purpose of managing and administering the employees' labor benefits and in all other cases provided for in Article 37 of the Federal Law on the Protection of Personal Data in Possession of Private Parties.

5. Exercise of ARCO rights

You have the right to know what personal data we hold about you, what we use it for, and the terms of use we give it (Access). Likewise, it is your right to request the correction of your personal information in case it is outdated, inaccurate or incomplete (Rectification); that we delete it from our records or databases when we believe that it is not being used properly (Cancellation); as well as to oppose the use of your personal data for specific purposes (Opposition). These rights are known as ARCO rights.

To exercise any of the ARCO rights, you must submit the respective request through a free writing by email or at the headquarters of "**KWE**".

In relation to the procedure and requirements for the exercise of your ARCO rights, we inform you of the following:

- 5.1 You must prove your identity and, where appropriate, your representative, as well as the latter's personality via email or in person at the headquarters of "**KWE**".
- 5.2 The information and/or documentation that your application must contain is:
 - 5.2.1 Full name, copy of identification and, if applicable, copy of the power of attorney in case of acting through a representative and copy of the identification of the legal representative.
- 5.3 The deadline to respond to your request is 20 business days.
- 5.4 We will communicate the response to your request in person at the headquarters of "**KWE**", or by email.
- 5.5 The means in which the personal data requested, if any, will be reproduced are on physical support (paper) or compact disc.

The contact details of the person who is in charge of processing applications for ARCO rights are as follows:

- a) Name of the person or department responsible: Human Resources Department.
- b) Address: Av. Insurgentes Sur no. 716, Piso 5, Col. Del Valle, Del. Benito Juárez, C.P. 03100, Mexico City.
- c) Email: avisodeprivacidad@kwe.com
- d) Phone Number: (55) 5669 4221



6. You can revoke your consent to the use of your personal data

You may revoke the consent you have given us for the processing of your personal data. However, it is important that you bear in mind that in not all cases we will be able to respond to your request or terminate the use immediately, since it is possible that due to some legal obligation we may require us to continue processing your personal data. You should also consider that, for certain purposes, the revocation of your consent will imply that we will no longer be able to provide you with the service you requested, or the termination of your relationship with us. To revoke your consent, you must submit your request in writing sent by e-mail or physically submitted at the headquarters of "**KWE**".

To learn about the procedure and requirements for the revocation of consent, we provide you with the following means:

By phone, e-mail and at the headquarters of "**KWE**".

7. You may limit the use or disclosure of your personal information

In order for you to limit the use and disclosure of your personal information, we provide you with the following means:

Sending an e-mail or physical letter to the headquarters of "**KWE**".

8. You can learn about the changes in this privacy notice

This privacy notice may be modified, changed or updated due to new legal requirements; of our own needs for the products or services we offer; our privacy practices; changes in our business model, or for other reasons.

We undertake to keep you informed about the changes that this privacy notice may undergo, through: notices published at the headquarters of "**KWE**" or through our website <https://www.kwe.com/local/mexico/es/resources/>

The procedure through which notifications about changes or updates to this privacy notice will be carried out is as follows:

The legend relating to the last update of the privacy notice will be established at the end of the privacy notice.

Last updated: 24/Sep/2025

I express my consent to
this Privacy Notice

[Name and signature of applicant]