

PRIVACY NOTICE

For PIASA, to control and maintain information regarding employees, candidates for opening positions, customers and suppliers is an essential commitment. According to the provisions of the "Federal Law on Protection of Personal Data Held by Individuals" PIASA is a company legally incorporated under the Mexican law and be responsible for the processing of personal information. The information of our employees, candidates for opening positions, customers and suppliers is treated strictly confidential such as:

- Full name
- Address
- Birthdate
- Number of affiliation to the Mexican Social Security Institute
- Federal taxpayer registration
- Home phones, office and mobile
- Email

This information will be used solely for the following purposes:

- Advertising Campaigns
- Loyalty Programs
- Information and Service
- Updating the Database
- Archive employee files as well as customers and suppliers

For sensitive data, such as:

- Financial information (Income, Statements and other related)
- Proprietary information (Ingredients, formulas, and other related)
- Personal information (Spouse, marital status, nationality, Education, Children, and other related)
- Personal references (Name, Address, Phone, relationship, etc.)

These will be used solely for the following purposes:

- Research and/or obtaining loans from financial institutions
- Any similar or compatible with the previous purpose

In order to prevent unauthorized personal information and to ensure that the information is used for the purposes specified in this privacy notice, we have established various procedures in order to avoid the use or disclosure of the information. Such information may be shared with third parties on the understanding that the information will be used in accordance with applicable laws and in force in the country. The owners of such information can access, modify, cancel or oppose to sharing this information by calling the number: (81) 1253-9990 or via email to informacion@piasa.com

This privacy notice may be amended by PIASA and such modifications shall be informed via email, telephone or any other means of communication that PIASA determines.