

This Privacy Policy was last updated on December 18<sup>th</sup>, 2025

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## **PRIVACY POLICY OF TQLOGISTICS MEXICO, S. DE R.L. DE C.V. (THE “PRIVACY POLICY”)**

The protection of your privacy and the legal use of your Personal Data (as defined below) are matters of the utmost priority for TQLogistics Mexico, S. de R.L. de C.V., a company established and existing under the laws of Mexico (hereinafter “TQL Mexico”, “we” or “us”), with a registered address at: Calle Río Grijalva Number 107, Colonia Del Valle, in the Municipality of San Pedro Garza García, Nuevo León, C.P. 66220.

TQL Mexico is responsible for the use and protection of Personal Data collected, used, stored, shared, or otherwise processed in Mexico by TQL Mexico. The protection and processing of such Personal Data by TQL Mexico is governed by the Federal Law on Protection of Personal Data Held by Private Parties (the “LFDP PPP”), the regulations issued thereunder, and other applicable legal provisions in Mexico.

The processing of your Personal Data will be carried out in accordance with this Privacy Policy, for the purpose of fulfilling and complying with the obligations arising from the legal or commercial relationship between you and TQL Mexico, and/or its affiliates, as well as for the purposes expressly set forth herein or as otherwise permitted under applicable law. From the moment you provide us with your Personal Data through our printed or digital forms, via email, by phone, in person, through the use of our digital platforms, through our service providers or otherwise, it is understood and assumed that you are aware of this Privacy Policy and that you agree to the processing and transfer of your Personal Data in accordance with it, regardless of whether such authorization or consent may be recorded, evidenced or granted through any other form or means.

### **WHAT PERSONAL DATA DOES TQL MEXICO COLLECT?**

The following personal data may be collected by or on behalf of TQL Mexico from the following categories of data subjects (jointly, the “Personal Data”):

- a) Employees: Please refer to TQL Mexico’s Privacy Notice for Employees in Mexico.
- b) Candidates: Complete name, email address, address, phone number, and other contact and personal information of the candidate, current employer or business and job position, academic background, certificates and transcripts, information about education and academic performance, and information about courses, academic and/or professional programs, or certifications, curriculum vitae, any form of identification, awards or recognitions obtained, professional associations to which the job applicant belongs, employment references, credit history and credit bureau reports, written and electronic communications, data and information from public records, including criminal or background records (which are considered sensitive personal data), directories, social networks, and other lawful sources available in the market, as well as Personal Data that has been shared with us by third parties to whom you have previously authorized.

- c) Clients, Service Providers and Suppliers (Including Prospective) of TQL Mexico and/or Affiliates: Official identification of the company's legal representative or attorney-in-fact, other official identification of personnel, contact information such as full name, postal address, phone number and email addresses, written and electronic communications, and data and information from public records, including directories, and other lawful sources available in the market, as well as Personal Data that has been shared with us by third parties to whom you have previously authorized.
- d) Visitors of TQL Mexico's Facilities: Images and video recordings captured by cameras or CCTV of all personnel working at TQL Mexico's facilities, as well as of suppliers, service providers, vendors, and visitors, as well as copies of their official identification documents.
- e) Other Personal Data Collected By TQL Mexico As Service Provider: In acting as a service provider for affiliates Total Quality Logistics, LLC and/or its subsidiaries (collectively, "[TQL](#)"), TQL Mexico may collect such other personal data as set forth in the [TQL Privacy and Cookies Policy](#) on behalf of TQL. Please refer to the [TQL Privacy and Cookies Policy](#) for further information regarding the processing of personal data by TQL.

## **WHAT ARE THE PURPOSES FOR TQL MEXICO PROCESSING PERSONAL DATA?**

TQL Mexico may collect and process your Personal Data to achieve the following legitimate purposes, which are necessary, as mentioned below:

- a) Employees: Please refer to TQL Mexico's Privacy Notice for Employees in Mexico.
- b) Candidates: To evaluate if the corresponding individual has the necessary capacity, knowledge and experience (and satisfies other requirements) to be hired by TQL Mexico, and, as applicable, to start, negotiate and conclude any hiring process including to communicate with you in connection with potential job opportunities.
- c) Clients, Service Providers and Suppliers (Including Prospective) of TQL Mexico and/or Affiliates: To evaluate entering into a commercial relationship with the respective client, service provider and/or supplier; to comply with any existing contractual or commercial obligations with such third parties; pertaining to the provision of services to and/or by such third parties; to create and maintain accounts; to monitor, analyze, and improve services, products and/or offerings; to provide support and respond to inquiries, questions, service requests and support needs; to communicate with you; to fulfill or meet the purpose for which you provided the information; to develop new services, products or offerings; to optimize our business operations; to enhance our networking, marketing, and advertising activities; for billing, payment processing and collections; to comply with any applicable legal provisions, including, but not limited to, tax, civil, commercial, administrative, labor and social security legal provisions.
- d) Visitors of TQL Mexico's Facilities: For safety and security efforts relating to TQL Mexico's facilities.
- e) Other Personal Data Collected By TQL Mexico As Service Provider: To provide to TQL any services as established in intercompany services agreement(s) between TQL Mexico and TQL, as well as to comply with any obligations thereto. Please refer to the

[TQL Privacy and Cookies Policy](#) for further information regarding the processing of personal data by TQL.

- f) For Other Business Operations and Administration: In connection with other business operations and administration, such as to open/close and maintain accounts, for the administration of customer and business party relationships, for performing due diligence and credit checks, for managing the supply of goods and services, in connection with mergers, acquisitions, sales of our businesses and/or assets, divestitures or similar corporate transactions, and for record keeping, insurance, quality control, training, systems administration, analytics, technology and data management, accounting, and auditing purposes.
- g) For Other Purposes for Which We Provide Notice or You Provide Consent: For any other purposes for which we provide notice to you at the time of collection (where permitted by applicable law) or for which we obtain your consent or as otherwise permitted or required by applicable law.
- h) For Security, Risk Management, and Protection: To verify or enhance the security of our networks, systems, other technology assets and businesses; to manage institutional risk; for credit risk reduction purposes; to protect our rights, property or safety, or the rights, property or safety of others; and to detect, investigate and protect against claims, liabilities, fraud, security threats, possible crimes and other malicious, deceptive, prohibited or illegal activity.
- i) For Compliance and Legal Reasons: For the following compliance and legal reasons: monitoring and enforcing compliance with relevant contractual obligations, industry standards, company policies and legal and regulatory requirements; establishing, exercising and defending legal rights and/or claims; enforcing terms of use, agreements or policies; and otherwise complying with applicable laws and regulations, lawful requests and legal processes, responding to subpoenas, court orders, duly authorized requests from law enforcement or governmental authorities or any other legally enforceable demand.

## HOW LONG DOES TQL MEXICO RETAIN PERSONAL DATA?

The Personal Data that TQL Mexico processes for any purpose or purposes shall not be kept for longer than it is necessary for that purpose or those purposes or other compatible purposes set forth in this Privacy Policy (or that we have otherwise disclosed), or for as long as required to comply with TQL Mexico's applicable contractual, legal and/or tax obligations, unless a longer retention period is permitted by law or regulation. This time may vary depending on the type of processing given; however, TQL Mexico will retain the Personal Data to the extent that we are required to do so by the applicable laws.

## TO WHOM DOES TQL MEXICO DISCLOSE PERSONAL DATA?

Personal Data may be transferred, shared and/or disclosed by TQL Mexico, as follows:

- a) To other companies within the same corporate group as TQL Mexico: To other companies within the corporate group of companies to which TQL Mexico belongs, including TQL and any other affiliate in the US or elsewhere, for corporate management and/or operational support by such companies, in connection with TQL Mexico's provision of services to such companies, in connection with any such companies' provision of services to TQL Mexico, for purposes of analysis or prospecting, for statistical purposes and other business purposes described in this Privacy Policy, and will be stored and processed manually and electronically through global systems and tools for corporate group administrative and operational purposes.
- b) To government authorities, law enforcement officials and other parties relating to legal reasons: To law enforcement, regulators, other government authorities or officials, courts and other tribunals, our professional advisors (such as lawyers, accountants, and auditors), and other recipients of mandatory disclosures and legal claims, as we may in our sole discretion determine is necessary or reasonably required: to comply with applicable laws or regulations, other legal requirements, subpoenas, court orders or other legal processes, duly authorized requests from law enforcement, regulators or other governmental authorities or officials or any other legally enforceable demand; for the legal protection of TQL Mexico's or its affiliates' (including TQL's) legitimate interests; to safeguard a public interest; for the pursuit or administration of justice; and for the recognition, exercise, or defense of a right in a judicial process; as well as in other cases permitted by applicable laws and other current regulations.
- c) To Business Parties (including Service Providers): To Business Parties, including Service Providers which provide services or functions for us or on our behalf or which otherwise assist us in providing our services, products or offerings. These Business Parties may need your Personal Data to perform their functions and services, or otherwise as necessary for the business purposes described above. The term "Business Parties" means any person or entity that is not a TQL Mexico related party, but that provides services, products, or technology to, for or through TQL Mexico, including but not limited to Service Providers (defined below), referral partners/sources, and any other third parties that TQL Mexico utilizes for its provision of services or products. Business Parties are third parties. "Service Providers" may include third-party service providers, vendors, contractors, suppliers, dealers, distributors, and consultants providing various services or functions such as those relating to infrastructure/information technology, customer service, provision of services or products, human resources, recruiting, marketing, advertising, email delivery, security, fraud prevention, customer and supplier intake/management, record management, data storage and management, personal data destruction, insurance, risk management, accounting, finance, auditing, website hosting, operation of websites/apps and their features (such as chat features), analytics, billing and collections, financial institutions, and payment processors.
- d) Third parties relating to services: To third parties, such as TQL Mexico's and/or our affiliates' customers and their agents/representatives, Service Providers, and government entities in connection with the provision services and/or related functions by TQL Mexico.
- e) Third parties relating to compliance and legal reasons, security, risk management, and protection: To third parties: to verify or enhance the security of our networks, systems, other technology assets and businesses; to detect, investigate and protect against claims, liabilities, fraud, security threats, possible crimes or other malicious, deceptive,

prohibited or illegal activity; for credit risk reduction and other risk management purposes; to establish, exercise or defend legal rights and/or claims; to enforce terms of use, agreements or policies; to protect our rights, property or safety, or the rights, property or safety of others; and for other compliance and legal reasons.

- f) Third parties in connection with business transactions: To third parties in connection with a potential or actual sale, merger, acquisition, bankruptcy or other transaction in which an affiliate or third party acquires all or any part of our businesses and/or assets.
- g) Other third parties: To other third parties with your consent, as described to you at the time of collection of your Personal Data, or as otherwise permitted or required by applicable law.

## HOW DO I EXERCISE RIGHTS WITH RESPECT TO PERSONAL DATA?

If you are an individual located in Mexico, you may have certain specific legal rights regarding your Personal Data under applicable Mexican laws. These rights include the ability, at any time, to: (i) access the Personal Data we hold about you; (ii) rectify any inaccurate or incomplete Personal Data, to the extent that it is not impossible or does not require disproportionate efforts; (iii) cancel your Personal Data, except where prohibited by applicable laws or this Privacy Policy; (iv) object to the processing of your Personal Data for legitimate reasons and specific purposes, including objecting to the automated processing of your Personal Data in accordance with the LFPDPPP, except when such data is necessary for TQL Mexico to fulfill its legal obligations; and (vi) decline or revoke your consent and object to the processing of your Personal Data, except when the data is collected and/or processed for purposes necessary to comply with obligations arising from the legal relationship between you and us. These rights are collectively referred to as your “ARCO Rights”.

You may request to exercise any applicable ARCO Rights and/or to limit the use and disclosure of your Personal Data, either directly or through your legal representative, by submitting a written request (the “ARCO Request”) to TQL Mexico using the information listed below.

TQLogistics Mexico, S. de R.L. de C.V.  
Attn: Data Protection Officer  
Calle Río Grijalva Number 107,  
Colonia Del Valle, in the Municipality  
of San Pedro Garza García, Nuevo León,  
C.P. 66220  
[Compliance@tqlmexico.com](mailto:Compliance@tqlmexico.com)

*Notwithstanding the foregoing, please keep in mind that your ARCO rights, as well as your rights to limit use and disclosure of your Personal Data, are somewhat limited, as these rights are not absolute and are subject to certain exceptions as established in the LFPDPPP, including, but not limited to, those contained in articles 25 and 33 of said law.*

TQL Mexico will respond to ARCO Requests, which must include the following information to be processed: (i) the full name of the data subject, along with their email address or other contact information for communicating the response to their ARCO Request; (ii) documents verifying the identity of the data subject and, if applicable, their legal representative (a simple copy, either in printed or electronic format, of their official identification card or passport, and, if applicable, a simple copy of the public deed or corresponding power of attorney of the legal



representative, along with a copy of their respective official identification card); (iii) a clear and precise description of the ARCO Rights the data subject wishes to exercise, and the specific Personal Data they seek to address; (iv) any other element or document that will help facilitate the location of their Personal Data; and (v) in the case of requests for "rectification," the specific modifications or amendments to be made, along with documentation supporting the requested changes (if applicable).

If you have any questions and/or doubts regarding the processing of your Personal Data or if you have any questions regarding the procedure to exercise your ARCO Rights or how to request to limit the use and/or disclosure of your Personal Data, please contact us at the following email address: [Compliance@tqlmexico.com](mailto:Compliance@tqlmexico.com)

### **HOW DO I SUBMIT COMPLAINTS?**

If you are dissatisfied with how we have dealt with your Personal Data, please contact us using the contact information above so that we can try to find a solution. You may ultimately choose to raise your concern with the applicable data privacy regulator. For Mexico, the Ministry of Anticorruption and Good Governance (Secretaría Anticorrupción y Buen Gobierno) may be contacted via the details found on its website: [www.gob.mx/buengobierno](http://www.gob.mx/buengobierno).

### **CAN TQL MEXICO'S PRIVACY POLICY BE AMENDED?**

This Privacy Policy may be amended from time to time, including for the purposes of addressing new laws and regulations, addressing changes in what is being processed or how, generally addressing TQL Mexico's internal policies and procedures modifications and/or for other legitimate purposes, which will be notified through posting the updated version of this Privacy Policy at <https://www.tql.com/pdf-storage/legal-documents/tql-mexico-privacy-policy-english>. The "last updated" date at the top of this Privacy Policy reflects when this Privacy Policy was last amended.