

Comprehensive Privacy Notice

Candidates

AGRANA Fruit México S.A. de C.V., with address at Martínez de Navarrete 83 B, General Francisco Villa, Jacona de Plancarte city, Jacona municipality or delegation, C.P. 59820, in the state of Michoacán de Ocampo, Mexico, and internet website at www.agrana.com.mx, is responsible for the use and protection of your personal data.

With the purpose of communicating with you the treatment to be given to your personal information, complying with the Federal Law for the Protection of Personal Information, we inform you the following:

I. Personal data used:

To carry out the purposes described in this privacy notice, we will use the following personal data:

- Identification and contact information.
- Employment information.
- Physical characteristics.
- Biometric data.
- Academic information.
- Immigration information.
- Asset and/or financial information.
- Information about hobbies, entertainment, and recreation.

II. Purposes for the use of your personal data:

- Evaluate your profile for available vacancies
- Contact you for interviews, tests, or follow-up
- Check work references and background checks
- Make hiring decisions
- Maintain your information on an internal job board
- Send future job opportunities
- Participation in recruitment surveys

III. Transfer of your personal data and purposes:

We inform you that your personal data may be shared within and outside the country with the following individuals, companies, organizations, or authorities other than us, for the following purposes:

Recipient of the personal data	Purpose	Requires consent
Providers of psychometric, medical, technical and/or socioeconomic evaluation services	Conducting a psychometric, medical, technical, or skills assessment and/or socioeconomic study helps validate the competencies required for the position. These assessments are part of the selection process.	Yes
Labor, administrative or judicial authorities	In compliance with legal obligations, audits, inspections or official requirements.	Yes
Affiliated companies or companies from the same corporate group	To share your professional profile in internal recruitment processes when similar vacancies exist in other subsidiaries or affiliates. This allows you to expand your career opportunities within the group.	Yes
Law firms or external auditing firms	To verify internal recruitment processes, prevent conflicts of interest, or address legal proceedings related to hiring.	Yes

Consent to the transfer of personal data.

These transfers will be carried out in accordance with the provisions of the Federal Law on the Protection of Personal Data Held by Private Parties, pursuant to Article 36 of the Federal Law on the Protection of Personal Data Held by Private Parties. If you agree that your personal data may be transferred under the terms described in this privacy notice, please select the following option:

- ☐ **I authorize** the transfer of my personal data in accordance with the provisions of this privacy notice.
- ☐ **I do not** authorize the transfer of my personal data.

IV. ARCO rights regarding your personal data:

You have the right to:

1. Know what personal data we have about you, what we use it for, and the conditions of its use (Access).
2. Request the correction of your personal information if it is outdated, inaccurate, or incomplete (Rectification).
3. Request the deletion of your data from our records or databases if you believe it is not being used appropriately (Cancellation).
4. Object to the use of your personal data for specific purposes (Objection). These rights are known as ARCO rights.

To exercise any of your ARCO rights, you must submit the respective requests through the following means:

Send the request to the email address MXJA_OficinaPrivacidad@agrana.com to our Privacy Officer or Personal Data Department, submit the request directly at our offices, located at Martínez de Navarrete 83 B, General Francisco Villa neighborhood, Jacona de Plancarte city, Jacona municipality or delegation, C.P. 59820, Michoacán de Ocampo, Mexico.

To learn about the procedure and requirements for exercising ARCO rights, we provide:

[Request for the exercise of "ARCO" rights](#)

V. Revoke your consent to the use of your personal data:

You may revoke any consent you may have given us to process your personal data. However, please note that we may not always be able to fulfill your request or terminate processing immediately, as we may be required to continue processing your personal data due to legal obligations. You should also consider that, for certain purposes, revoking your consent will mean that we cannot continue providing the service you requested or that our relationship with us will be terminated.

To revoke your consent, you must submit your request through the following means:

Send the request to the email MXJA_OficinaPrivacidad@agrana.com to our Privacy Officer or Personal Data Department or submit the request directly at our offices, located at Martínez de Navarrete 83 B, General Francisco Villa neighborhood, Jacona de Plancarte city, Jacona municipality or delegation, C.P. 59820, Michoacán de Ocampo, Mexico.

Regarding the procedure and requirements for revoking your consent, we inform you of the following:

1. The owner's identification or the power of attorney from the representative may prove their identity, as well as the latter's legal status, with proof of identity.
2. The request must contain the following information and/or documentation:
3. Full name and/or company name, full address, and the information to which the revocation refers.
4. We will have a period of 20 days to respond to your request and an additional 15 days to resolve it.
5. We will communicate the response to your request via email.
6. For more information about the procedure, we provide the following means:
MXJA_OficinaPrivacidad@agrana.com

VI. Limit the use or disclosure of your personal information:

To help you limit the use and disclosure of your personal information, we offer the following options: MXJA_OficinaPrivacidad@agrana.com or submit the application directly to our offices, located at Martínez de Navarrete 83B, General Francisco Villa neighborhood, Jacona de Plancarte city, Jacona municipality or borough, Zip Code 59820, Michoacán de Ocampo, Mexico.

We will use the personal data we collect through these technologies for the aforementioned purposes.

VII. Changes to the privacy notice:

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

To review any changes to this privacy notice, we recommend visiting our website:

[Privacy Principles / Mexico / AGRANA.](#)

VIII. Notice of Violation:

In the event of a security breach occurring at any stage of the processing of personal data that significantly affects your property or moral rights, the Privacy Officer will immediately notify you by email, in accordance with the security protocols established for each specific case, of the security breach so that you can take the necessary measures to defend your rights.

If your email address is not available, the notification will be published in [Privacy Principles / Mexico / AGRANA.](#)

Full name: _____

Signature: _____

Date: _____

Update Date: October 21, 2025