

COMPREHENSIVE PRIVACY NOTICE

CANDIDATES

In compliance with local regulations on personal data protection (hereinafter the “regulations”) and other applicable provisions, and so that you can make informed decisions about how we can process your personal information, we provide you with this notice that details the use of your personal data, identifying the entity responsible for your information; the purposes or actions that motivate the collection, use and custody of your personal data; the third parties to whom your personal data will or may be transferred; the mechanisms for you to exercise your rights, among other information.

This Privacy Notice will be made available to people (candidates or job applicants) who have chosen to participate in selection processes called by ARCA CONTINENTAL, or have been contacted through employment platforms, or have applied spontaneously in search of a job at ARCA CONTINENTAL. In addition to its provision and communication by physical or electronic means, candidates or job applicants or users may consult this privacy notice at any time through our website, available at the following link: [Privacy Notice for Candidates](#)

In addition to its provision and communication by physical or electronic means, candidates or applicants may request a copy of the latest version of this document through the local Data Protection Officer, whose contact information can be found in the international section of this notice.

Who is responsible for your personal data?

“ARCA CONTINENTAL” is a corporate group with an international presence and, for this reason, through this document we provide you with the necessary information to identify the local entity that will be responsible for your personal data.

For the purposes established in this Notice, the entity responsible for your personal data will be the one that initially collects your information through physical or electronic means. You can find the name of said entity in the contractual and/or commercial information that links you to us.

The complete list of Responsible Entities of ARCA CONTINENTAL, as well as addresses to hear and receive notifications, in each country, is available in Annex 1, attached to this document. Each entity will be individually referred to as “the Controller” in this Notice.

What data do we use, and may we request?

For the purposes established in this Privacy Notice, the Controller may process the following categories of personal data:

- Academic and professional data.
- Identification and contact data.
- Employment data.
- Data on situation or criminal record.
- Sensitive data and in some countries, union affiliation.
- Health data.

Do we request sensitive data?

For compliance with legal provisions in conducting medical and health questionnaires; as well as for requesting medical and toxicological examinations, the Controller must process personal data that the legislation classifies as “sensitive”. Specifically, and in accordance with the recruitment and selection process that you have or will have with the Controller, it may request that you provide information about your health status. When the Controller must request this information, it will obtain your express and written consent, through the corresponding physical or electronic means.

What will we use your personal data for?

The Controller will process your personal data for the following purposes, necessary for the fulfillment of our legal relationship.

1. Management, control and administration of curricula and job applications received by Arca Continental for evaluation, contact with candidates and personnel selection.
2. To be able to conduct an interview with you.
3. For conducting socioeconomic studies.
4. To request employment and personal references.
5. For the validation of your academic data.
6. To contact you and inform you about the recruitment and selection process.
7. For the application of psychometric tests.
8. Where applicable, manage your access to Arca Continental facilities for interviews.
9. Where applicable, medical evaluation for certain positions.
10. Where applicable, to prepare a financial offer for you.
11. Depending on the nature of the position, criminal record verification.

With whom can we share your data?

Your personal data may be transferred within Mexico, Ecuador, Argentina, and Peru or abroad, to the following categories of recipients and for the identified purposes:

- National, federal, state, and/or municipal administrations and authorities; commissions; institutes, regulatory entities; judicial or administrative authorities; and government entities of the countries where we operate and/or foreign countries, for compliance with information, transparency, and fraud, crime, or other illegal activities prevention obligations, as well as for compliance with judicial or administrative requirements issued by those authorities, where applicable.
- Service providers operating as data processors, in connection with the services they provide to the Controller for the fulfillment of the purposes established in this notice. The Controller will require service providers to implement security measures that are adequate and necessary for the protection of the data processed in accordance with the Law and the sensitivity of this information.
- To our parent company, subsidiaries, and/or affiliates that operate under the same internal processes and policies, for management, administration, and centralized information storage purposes.

Any additional transfer of your personal data that requires your consent will be informed in advance, through the communication and updating of this Privacy Notice and prior to the realization of that data communication.

Rights of Personal Data Owners

The regulations govern specific rights for personal data owners; these rights are generally known as “ARCO rights” and include the following:

- **Access:** the right you have to know what data we have about you, as well as to know how we use or share it.
- **Rectification** or Inclusion: the right you have to request the rectification of your data at any time, if for any reason it is incorrect, inaccurate, or incomplete in our databases.
- **Cancellation:** the right to request that we delete your information, starting with its blocking and subsequent definitive deletion.
- **Opposition:** the right you have to indicate a legitimate reason why we should stop using your personal data.

In some countries, these rights also include:

- **Portability:** the right to obtain a copy of your personal data in a structured electronic format, which allows you to continue using it with another controller.¹

To exercise any of your rights, you must submit a request addressed to the Personal Data Officer of your locality, through the means established in the international section of this Notice.

The request must contain or be accompanied by:

1. Your full name and address, or another means to communicate the response to your request.
2. Copy of an identification/ID card (or power of attorney, if someone exercises the right on your behalf):
3. A description of the right you want to exercise, as well as the information related to it; and
4. Any other information you consider important to address your request or locate your personal data.

The Controller will respond to your request within the business days following the date it is sent and received, as established by local regulations. To exercise your ARCO rights, please complete the ARCO Rights Exercise Form, available in Annex 2 attached to the privacy notice. This form provides the necessary elements to ensure that your request will be addressed in accordance with current regulations. If the request is appropriate, we will make it effective within the business period marked by the following local regulations from the date the response is communicated. If the information and/or documentation provided in your request is incomplete, erroneous and/or insufficient, or the necessary documents to prove your identity or the corresponding legal representation are not attached, we will request the correction and rectification of the deficiencies in order to process said request.

¹ Applicable for Ecuador

The use of electronic means for the exercise of ARCO Rights authorizes the Controller to respond to the corresponding request through the same means, unless you indicate another means of contact in your request, clearly and expressly.

The right of cancellation is not absolute. Please note that the Controller must retain information to comply with various legal obligations and that to do so, it may share your personal data with other entities or organizations. In such cases, the right of cancellation may have to be requested from the Arca Continental Entity responsible for receiving your personal data.

RETENTION OF PERSONAL DATA:

Personal data will be kept for no longer than necessary to fulfill the purpose of its processing. To ensure that personal data is not kept longer than necessary, the Personal Data authority or the data controller will establish the legal terms in accordance with the applicable regulations, for its deletion or periodic review.

PRIVACY NOTICE UPDATE:

Due to the continuous improvement of our processes, ARCA CONTINENTAL may make corrections and updates to this Privacy Notice at any time and without prior notice. Modifications to this Privacy Notice will be published on our website. Please check our website regularly to see any changes that may be published.

INTERNATIONAL

PARTICULAR PROVISIONS FOR MEXICO, ARGENTINA, ECUADOR AND PERU

MEXICO

Owners of personal data established in Mexico must observe the following specific provisions:

Secondary purposes: There are none.

ARCO Rights

The owner may exercise their rights of access, rectification, cancellation or opposition by sending an email to the email address derechosarcomx@arcacontal.com , indicating the known name of the Controller of their data, the reasons for their request and including any information or documentation that allows them to be identified (for example, name and address), as well as a clear description of the personal data in relation to which they wish to exercise any of the rights.

The Controller will respond to your request within 20 (twenty) business days following the date it is sent and received. If the request is appropriate, the Controller will make it effective within 15 (fifteen) business days following the date on which the response is communicated. If the information and/or documentation provided in your request is incomplete, erroneous and/or insufficient, or the necessary documents to prove your identity or the corresponding legal representation are not attached, ARCA will request the correction and rectification of the deficiencies in order to process your request. You will

have 10 (ten) business days to respond to the requirement and correction of the request; otherwise, it will be considered not submitted.

Revocation of consent and limitations on the use of your personal data

You may revoke your consent for the processing of your personal data, without retroactive effects, in all those cases in which such revocation does not imply the impossibility of fulfilling obligations derived from a current legal relationship between you and the Controller.

The procedure for the revocation of consent, if applicable, will be the same as that established in the immediately preceding section for the exercise of ARCO rights.

Doubts or clarifications

If you have any questions or clarifications about this Privacy Notice, you can contact our Personal Data Officer through the following email address derechosarcomx@arcacontal.com

ARGENTINA

Owners of personal data established in the Republic of Argentina must observe the following specific provisions:

Rights of the Owners

The owner of personal data may exercise their rights of information, access, rectification and deletion by sending an email to the address derechosarcoarg@arcacontal.com , specifying the reasons for their request and including any information or documentation that allows the owner of the personal data to be identified (for example, name and address), as well as a clear description of the personal data in relation to which they seek to exercise any of the rights.

The owner of the personal data has the power to exercise the right of access to it free of charge at intervals of no less than six months, unless a legitimate interest is proven for this purpose in accordance with the provisions of article 14, section 3 of Law N°25.326.

The Agency for Access to Public Information has the power to address complaints and claims filed in relation to non-compliance with personal data protection regulations.

If the request meets the requirements, the Controller will respond to your access request within 10 (ten) days and to your update/rectification and deletion request within 5 (five) business days.

Questions or clarifications

If you have any questions or clarifications about this Privacy Notice, you can contact our Personal Data Officer through the following email address: derechosarcoarg@arcacontal.com

PERU

Personal data owners established in Peru must observe the following specific provisions:

Rights of the owners

The owner of the personal data may exercise their rights of access, rectification, cancellation and opposition, by sending an email to derechosarcoperu@arcacontal.com, specifying the reasons for their request and including information or documentation that allows the owner of the personal data to be identified (for example, name and address), as well as a clear description of the personal data in relation to which they seek to exercise any of the rights.

Response times

- Right to Information: If the request meets the previously established requirements, the Controller has 8 (eight) days to respond to your request.
- Right of Access: If your request meets the previously established requirements, the Controller has 20 (twenty) days to respond to the owner, in case of considering your request as estimated, the response will be effective in the following 10 (ten) days after the response.
- Right of rectification, cancellation or opposition: If the request meets the requirements, the deadline to respond will be 10 (ten) from the moment of its presentation.

If the request does not meet the requirements or needs clarification, the Controller may request the missing information within the following 5 (five) days. Otherwise, it will be considered not submitted.

Description of Data Banks

ARCA CONTINENTAL has registered its databases with the National Authority for the Protection of Personal Data. The registration details are as follows:

Owner of the personal data bank	Name of the Data Bank	Resolution	Certificate
LA SELVA BOTTLING COMPANY S.A.	Applicants	3434-2023	5298
BEVERAGE MARKETING COMPANY S.A.C.	Applicants	1883-2023	13405
ARCA CONTINENTAL LINDLEY S.A.	Applicants	3427-2023	4254
AC COMERCIAL DEL PERÚ S.A.C.	Applicants	2375-2023	25845
AC LOGISTICA DEL PERÚ S.A.C.	Applicants	3917-2023	26866
VEND S.A.C.	Applicants	4658-2024	29693

Questions or clarifications

If you have any questions or clarifications about this Privacy Notice, you can contact our Personal Data Officer through the following email address: derechosarcoperu@arcacontal.com

ECUADOR

Personal data owners established in Ecuador must observe the following specific provisions:

Secondary purposes: There are none.

Rights of the owners

The owner of the personal data may exercise their rights of access, rectification, cancellation, opposition, and portability by sending an email to ARCA CONTINENTAL at derechosarcoecu@arcacontal.com, specifying the reasons for their request and including the identification information of the personal data owner (for example, name, identification number, address, and email address), attaching their identity document, as well as a clear description of the personal data in relation to which they seek to exercise any of the rights.

Right to Personal Data Portability:

For the case and in accordance with the Organic Law on the Protection of Personal Data, Personal Data Portability is considered the right you have to request the delivery of your personal data in a compatible, updated, structured, common, interoperable, and machine-readable format, or transfer them to the controller you indicate.

Once the right to personal data portability has been fulfilled, we will delete your personal data unless you stipulate its conservation.

If the request does not meet the requirements or needs clarification, the Data Protection Officer may request the missing information within 5 (five) business days. You have 10 (ten) business days to respond to the requirement or complete the request. If you do not respond, the request will be archived and you will be notified of the rejection, but you can resubmit it.

Questions or clarifications

If you have any questions or clarifications about this Privacy Notice, you can contact our Personal Data Officer through the following email: derechosarcoecu@arcacontal.com

Last updated: June 13, 2025

ANNEX 1: RESPONSIBLE ENTITIES

Responsible Entities	Country
ARCA CONTINENTAL, S.A.B DE C.V.	Mexico
DISTRIBUIDORA ARCA CONTINENTAL, S. DE R.L. DE C.V.	Mexico
BEBIDAS MUNDIALES, S. DE R.L. DE C.V.	Mexico
NACIONAL DE ALIMENTOS Y HELADOS, S.A. DE C.V.	Mexico
PROCESOS ESTANDARIZADOS ADMINISTRATIVOS, S.A. DE C.V.	Mexico
INDUSTRIAL DE PLASTICOS ARMA, S.A. DE C.V.	Mexico
COMPAÑIA TOPO CHICO, S. DE R.L. DE C.V.	Mexico
BBOX VENDING, S. DE R.L. DE C.V.	Mexico
COALIMEXSA ALIMENTOS MEXICANOS, S.A. de C.V.	Mexico
COALIMEXSA SERVICIOS, S.A. de C.V.	Mexico
TOSTIRICAS NIETO, S.A. DE C.V.	Mexico
SOLUCIONES BRIO, S.A.P.I DE C.V.	Mexico
SALTA REFRESCOS, S.A.	Argentina
AC BEBIDAS, S. DE R. L. DE C. V. (SUCURSAL) ECUADOR	Ecuador
BEBIDAS ARCA CONTINENTAL ECUADOR ARCADOR, S.A. ECUADOR	Ecuador
DISTRIBUIDORA IMPORTADORA DIPOR, S.A. ECUADOR	Ecuador
HOLDING TONICORP, S.A. ECUADOR	Ecuador
INDUSTRIAS ALIMENTICIAS ECUATORIANAS INALECSA S.A.S. ECUADOR	Ecuador
INDUSTRIAS LÁCTEAS TONI, S.A. ECUADOR	Ecuador
PLÁSTICOS ECUATORIANOS, S.A. ECUADOR	Ecuador

Responsible Entities	Country
VENDING DEL ECUADOR, S.A. ECUADOR	Ecuador
EMBOTELLADORA LA SELVA, S.A.C.	Peru
EMPRESA COMERCIALIZADORA DE BEBIDAS, S.A.C	Peru
AC COMERCIAL DEL PERÚ, S.A.C	Peru
AC LOGISTICA DEL PERÚ, S.A.C	Peru
AC CORPORATIVO DEL PERÚ, S.A.C	Peru
ARCA CONTINENTAL LINDLEY, S.A.	Peru
VEND S.A.C.	Peru

ANNEX 2: FORM

Folio:	
Date:	



PERSONAL DATA OWNER INFORMATION:

(Name(s))	(Paternal Surname)	(Maternal Surname)
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Document used for identification. (attach simple copy)	
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IF APPLICABLE, DATA OF THE LEGAL REPRESENTATIVE OF THE OWNER:

(Name(s))	(Last Name)	(Mother's maiden name)
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Document with which you identify yourself. (attach simple copy)	
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Document with which your personality is accredited. (attach simple copy)	
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Address (you can decide to indicate your address or your email)	(Street)	(Ext. – Int. Number)	(Neighborhood)	(Locality / Delegation / Municipality)
	(Postal Code)	(State)	(Telephone)	(Email)



DATA ON THE EXERCISE OF ARCO RIGHTS:

Type of right	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
	Access Rectification Opposition Cancellation Portability Inclusion

	<ul style="list-style-type: none"> • Access: Obtaining your personal data. Generalities and conditions of the treatment. • Rectification: The rectification of your personal data, either because they have changed or because the data obtained are not correct. • Opposition: It is the request for the treatment not to be carried out with respect to secondary purposes. • Cancellation: It is the request for the cessation of treatment. • Portability: The owner will have the right to obtain a copy of the personal data that he has provided to the person in charge or that are subject to treatment, in a structured electronic format, of common use and mechanical reading, that allows him to continue using them and transferring them to another person in charge, in case you require it. • Inclusion: The owner of personal data has the right to request the rectification of their data, including the incorporation of missing information relevant to their treatment.
Data on which you want to exercise the Right	<p>Please indicate the right you would like to exercise, if applicable, attach the documentation that supports your request.</p> <p>(Describe)</p>
Reason.	<p>If it is a right of opposition, indicate secondary purposes on which you wish to exercise the right.</p> <p>(Indicate)</p>
In case of requesting the revocation of your consent.	<p>Indicate the reasons for the revocation of your consent for the processing of your personal data.</p> <p>(Describe)</p>
In case of having any questions or complaints regarding personal data.	<p>(Describe)</p>
Delivery of the response	<p style="text-align: center;"><input type="checkbox"/></p> <p>Email: _____</p> <p style="text-align: center;"><input type="checkbox"/></p> <p>Address: _____</p> <p>(One or both can be selected).</p>

Name and signature of the applicant

List the documents that you attach to your request:

- 1.
- 2.
- 3.
- 4.