

## IDENTITY AND ADDRESS OF THE RESPONSIBLE THAT COLLECTS THE DATA

In accordance with the provisions of the Federal Law on Protection of Personal Data in Possession of the Private Party CROWN México, who subsequently includes the following companies: **Crown Envases Mexico S.A. de C.V., Crown Famosa S.A. de C.V., Fabricas Monterrey S.A. de C.V., Silices de Veracruz S.A. de C.V., Silices del Istmo S.A. de C.V. and VICHISA S.A de C.V.**, with fiscal address at Avenida Alfonso Reyes 2239, colonia 15 de Mayo, city of Monterrey, C.P. 64450, in the entity of Nuevo Leon, Mexico, makes the following privacy notice available to you.

CROWN Mexico is responsible for the use and protection of your personal data, in this sense and in compliance with the legal obligations established in the Federal Law on Protection of Personal Data Held by Private Parties. Through this instrument, the owners of the data are informed of the information that is collected from them and the purposes that will be given to said information.

### What personal data will we use for these purposes?

We may collect the following personal data:

- **Identification data:** Full name, address, age, gender, date of birth, place of birth, nationality, Federal Taxpayer Registry number (R.F.C.), marital status, Social Security number (NSS), Unique Population Registry Code (C.U.R.P.), official identification, image, video, signature, fingerprint, username or code and password, security answers, user preferences, and data related to your workspace in the event you are employed under a teleworking arrangement.
- **Contact data:** Full address, email address, and mobile and/or landline telephone number.
- **Data related to your capabilities, skills, aptitudes, and personality:** This information results from questionnaires, tests, and interviews conducted during the recruitment and selection process, as well as, where applicable, personal references provided about you, including your capabilities, skills, and aptitudes.
- **Employment data:** Employment references, curriculum vitae, work permit/visa, employment history, as well as other data generated during the course of the employment relationship (work contact information, including telephone, email, and address; employee number; employee category and position; changes in job level; salary, compensation and deductions; job performance). Copies of income statements from your last employment, certificates from previous employment, and letters of recommendation. In the event of termination of the employment relationship, data related to settlement payments and severance, as applicable to the specific case.
- **Academic data:** Educational background, certificates of study, language proficiency, level of education, professional license, and other proof of studies.

- **Financial data:** Data resulting from socioeconomic studies, bank account number, copy of proof of registration with an AFORE (retirement fund administrator), copies of mortgage credit certificates (INFONAVIT), registration with the Mexican Social Security Institute, and bank account information.
- **Technical data:** Internet Protocol (IP) addresses (which may identify your general or entity-level geographic location), browser type and language, device type, and advertising identifiers associated with your device (such as Apple's Identifier for Advertisers (IDFA) and Android Advertising ID (AAID)).
- Immigration documents (where applicable).
- **Third-party identification and contact data:** Identification and contact data of your beneficiaries, persons designated to be contacted in case of emergency, and third parties whose data you have provided to obtain employment references about you.

Please note that you must obtain the consent of any third party before providing us with their personal data. Likewise, we request that you inform them of this Privacy Notice so they are aware of the purposes for which their data will be used.

- **Anonymized/de-identified data:** Anonymized data are data from which individual personal characteristics have been removed in such a way that you cannot be identified and the information is no longer considered Personal Data under applicable data protection laws.

In addition to the personal data mentioned above, for the purposes set out in this Privacy Notice we will use the following personal data considered sensitive, which require special protection:

- **Health data (past, present, or future):** Pre-existing or current medical conditions; allergies; blood type; results of medical examinations; prescriptions; medical certificates for treatments; biometric data (fingerprint, image).
- **Physical characteristics data:** Height, build, hair color, eye color, skin color, distinguishing marks.
- Union affiliation.

**In the case of interns and/or trainees, we will use the following personal data:**

- **Identification data:** Full name, address, age, gender, date of birth, place of birth, nationality, Federal Taxpayer Registry number (R.F.C.), marital status, Social Security number (NSS), Unique Population Registry Code (C.U.R.P.), bank account number, official identification, image, video, signature, fingerprint, username or code and password, security answers, user preferences, and data related to your workspace in the event of teleworking.
- **Contact data:** Full address, email address, and mobile and/or landline telephone number.

We may request that you present documentation related to the personal data you provide to us and that you submit a simple copy thereof. We may also verify such information through publicly accessible sources.

### **For what purposes will we use your personal data?**

The personal data we collect from you will be used for the following necessary purposes:

- To verify the information provided.
- For recruitment, selection, and hiring processes.
- For the execution of the employment agreement.
- For employee registration.
- To manage the employment relationship and identify you as an employee.
- To create access to physical facilities and the digital environment, including an email account as a work tool for the performance of duties inherent to your position or assignment. You are reminded that the use of work tools for personal purposes is prohibited.
- To record attendance and working hours at the workplace.
- To contact you and send information related to the employment relationship.
- To register you in our systems for the creation of your personal file and to enable benefits and compensation, both for the employee and, where applicable, their direct dependents.
- To manage benefits and compensation related to medical insurance, where applicable, and medical services for employees' parents, subject to compliance with the provisions of the Social Security Law.
- To grant benefits and compensation related to death benefits for immediate family members, grocery vouchers, savings funds, loans, and nutritional support.
- Where required, to provide relocation services; mobile equipment; enable your traveler profile; obtain a travel code for airline ticket purchases and/or advances; and petty cash registration. To carry out medical validation processes, periodic medical examinations, and nutritional services. To extend invitations through institutional channels to cultural, sports, social, and volunteer events.
- To comply with employment obligations (INFONAVIT and FONACOT) and tax obligations (SAT).
- To comply with obligations arising from competent judicial authorities. In the case of foreign employees, to ensure their lawful stay in Mexico before the National Institute of Migration (INM).
- To maintain professional information, including updating and/or correcting your file, which may include requests for certificates, diplomas, records, training, and/or

examinations evidencing professional, social, and attendance performance, as well as experience and curriculum vitae for internal and external reviews.

- For training programs, career plans, development programs, mobility programs, and potential assessment programs. To update and/or correct personal information in your file.
- To conduct surveys regarding information quality assessments and organizational climate.
- To implement training, coaching, and productivity programs.
- To implement internal policies, in accordance with applicable laws, and for the administration of labor relations, including, without limitation, information security policies, acceptable use of devices policies, protocols to prevent discrimination and address cases of violence, harassment or sexual harassment, policies to protect employees' mental health, disciplinary measures, among others, and to monitor compliance therewith.
- To provide medical care and emergency medical assistance in the workplace.
- To safeguard occupational health and comply with health measures established by applicable laws and competent authorities in the event of a health emergency.
- To implement necessary and appropriate security measures to protect our information.
- To carry out audits and monitoring activities on technological resources to detect and prevent security incidents, protect against malicious, fraudulent, or illegal activities, and ensure the physical safety and integrity of personnel in the workplace, visitors, and facilities, as well as to protect our property and rights and the confidentiality of our information, that of our clients, and related entities. For such purposes, we may conduct random reviews of information stored on computers and other devices provided as work tools, including internet usage, as well as inspections of facilities and documentation.
- To conduct investigations regarding potential violations of the law and/or company policies.
- To contact designated persons in case of emergency.
- To organize events, as well as prepare documents by the Human Resources department to commemorate relevant dates, recognitions, awards, campaigns, sports events, and communications.
- To address requests submitted by you in relation to your personal data.
- To transfer your personal data, as indicated below.
- To notify you of material changes to this Privacy Notice.
- To comply with Mexican law and the requirements of competent authorities, as well as to exercise or defend our rights, including before such authorities.

Additionally, we may process your personal data for the following secondary purposes, to which you may object at any time, as set forth below:

- To provide references about you to potential employers after the termination of the employment relationship.
- For marketing, advertising, and promotional purposes, including contacting you regarding programs, products, and services, and matters that may be of interest or usefulness to you.
- For internal research and development in order to assess the effectiveness of and improve our products and services, as well as to develop new products and services.
- To use your image (photographs) in various instructional materials related to occupational health and safety.

If you wish, you may object to the foregoing purposes through the means established in the section “Your ARCO Rights and Other Rights”.

We will not use your personal data for any other purposes, even if such purposes are compatible with or analogous to those described above.

Any modification to the purposes will be communicated to you in advance, and your applicable consent will be obtained.

### Data Transfer

We may share your personal data with the following third parties, for the purposes set forth below:

Recipient of Personal Data	Purpose	Consent
Authorities (ISR, Social Security, INFONAVIT, FONACOT, Ministry of Labor and Social Welfare)	Compliance with requests from competent authorities; to comply with contractual or legal obligations; for the recognition, exercise, or defense of a right in judicial proceedings, as well as in cases expressly permitted by law; and tax obligations.	Not necessary
Entities within the same corporate group (Crown, its subsidiaries or affiliates).	When necessary to fulfill any of the required purposes set forth in the relevant section.	Not necessary
Our clients, suppliers, and business partners, some of whom may act as data controllers.	When necessary for the performance of your duties; to manage payroll and other employment benefits; to support the prevention, detection, and mitigation of fraud; to collaborate with our information technology and security programs, as well as with our loss prevention	Not necessary

	programs; with third parties that assist us in hiring and conducting background checks, including lawyers, auditors, and consultants.	
Banking institutions	To request the opening of a payroll account and to process the payment of salary and other compensation.	Not necessary
To potential buyers and/or purchasers in the event of liquidation, transformation, merger, consolidation, spin-off, or total or partial sale of equity interests and assets.	To fulfill any of the purposes, including voluntary purposes, set forth in the relevant section, particularly to continue the employment relationship.	Necessary
Prospective employers, and individuals or entities designated by you or with which you instruct us to share your personal data.	Prospective employers of our former employees who request employment references from us.	Necessary
CAINTRA	Agreements for the payment of stipends to interns and trainees.	Necessary
Fidex, Insurance and Surety Agent.	To provide major medical expense insurance, where applicable.	Necessary
Retirement Fund Administrators	For the administration of the Corporate Retirement Plan (Defined Contribution).	Not necessary
Insurance companies	For the administration of the Corporate Retirement Plan (Defined Contribution).	Not necessary
Alliax, S.A. de C.V Fortia Technology S.A. de C.V	For the administrative management of payroll and timekeeping systems, and the determination of employee payments.	Necessary

By providing us with your personal data and entering into an employment relationship with us, as well as by signing this Privacy Notice, you expressly consent to the aforementioned transfers that require your consent. Notwithstanding the foregoing, you may object and exercise other rights through the means set forth in the following section.

## **How can you exercise your ARCO rights and other rights?**

You, as the data subject, may exercise your rights of access, rectification, cancellation, and objection, and/or any other rights to which you are entitled with respect to your personal data (including limitation of use and/or disclosure, restriction of transfer, or revocation of consent). The request must be submitted in duplicate to your Human Resources representative by the Employee or their legal representative.

The contact details of the person or department responsible for personal data, in charge of processing ARCO rights requests and/or other rights related to your personal data, are as follows:

- a) Name of the person or Data Protection department: Compliance Manager.
- b) Address: 2239 Avenida Alfonso Reyes Avenue, colonia 15 de Mayo, Monterrey City, municipality of Monterrey, C.P. 64450, in federal entity of Nuevo Leon, country Mexico.

The request must include the following:

- i) The full name of the data subject, their address or any other means for receiving notifications, and proof of identity through submission of a copy of an official identification document, presenting the original for verification, or, where applicable, proof of the representative's authority through a public instrument, a power of attorney signed before two witnesses, or a personal declaration, in addition to the document evidencing their identity;
- ii) Documents evidencing the identity of the data subject or their legal representative;
- iii) A clear and precise description of the personal data with respect to which the data subject seeks to exercise any of their ARCO rights, except in the case of the right of access;
- iv) A description of the ARCO right the data subject intends to exercise, or a description of the request being made;
- v) Any other document or information that facilitates the location of the personal data;
- vi) In the event of a request for rectification, the data subject must indicate the modifications to be made and provide supporting documentation for such request.

We will respond to your request within the timeframes established by law, within a period of twenty (20) days from the date of receipt and will communicate the corresponding determination through the same means by which the request was submitted or through the means indicated in your request for receiving our response.

If the request is deemed admissible, it shall be implemented within fifteen (15) business days following the date on which the response is communicated. The aforementioned time periods may be extended for an additional period of equal length under extraordinary circumstances.

Your request may be denied access to personal data, or the rectification, cancellation, or objection sought may be refused, as applicable:

- When the data subject or the legal representative is not duly accredited for such purpose;
- When the personal data are not in the possession of the data controller;
- When the rights of a third party are affected;
- When there is a legal impediment or a resolution issued by a competent authority that restricts access to the personal data or does not allow their rectification, cancellation, or objection; and
- When the rectification, cancellation, or objection has already been previously carried out.

The refusal referred to herein may be partial when any of the requirements set forth in the request for the exercise of the data subject's ARCO rights, or those of their representative, do not fall within any of the grounds described above, in which case the data controller shall carry out the requested access, rectification, cancellation, or objection.

In all of the foregoing cases, we will inform you of the reasons for the decision within the legally established timeframes, through the same means by which the request for the exercise of ARCO rights was submitted, and, where applicable, we will attach any relevant supporting evidence.

You may submit your request for access, rectification, cancellation, and/or objection to your personal data, as well as for limitation of use or disclosure, restriction of transfer, or revocation of consent, and address any questions you may have regarding the processing of your information, at the following address: Avenida Alfonso Reyes Street, number 2239, Colonia 15 de Mayo, City of Monterrey, Municipality or Borough of Monterrey, Postal Code 64450, in the State of Nuevo León, Mexico, or via email at <compliance@crowncork.com.mx>.

### **How can you learn about changes to this Privacy Notice?**

This Privacy Notice may be subject to amendments, changes, or updates arising from new legal requirements; our own needs regarding the products or services we offer; our privacy practices; changes in our business model; or other causes.

Material changes to this Privacy Notice, as well as changes that require obtaining your consent again, will be communicated to you through the Crown Holdings website and/or the internal Human Resources portal.

The procedure through which notifications regarding changes or updates to this Privacy Notice will be carried out is as follows: a visible notice will be published on the Crown Holdings website and/or on the main page of our Internal Human Resources Portal.

Last updated: January 2026

**Consent for the Processing of Your Personal Data**

By signing below, I hereby acknowledge that I have read and fully understood this Privacy Notice, and I expressly consent to the processing of my personal data and sensitive personal data in accordance therewith, including those transfers that require my consent.

Full Name \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_