

This Section applies only in Mexico.

In compliance with the Federal Law for the Protection of Personal Data in Possession of Individuals (the "Law"), please be informed that your personal data will be collected, used, stored, disclosed, and, in its case, transferred (the "Processing") to a data base controlled by **[C.H. Robinson Worldwide, S.A. de C.V.]** ("Controller") to be used by Controller and C.H. Robinson Worldwide, Inc. ("C.H. Robinson"). Controller, an affiliate of C.H. Robinson, with offices located at Av. Vasconcelos #101 Ote. Col. Sta, Col. Santa Engracia, San Pedro Garza Garcia, Nuevo Leon 66267, Mexico, will be the only controller in terms of the Law regardless personal data is forwarded to C.H. Robinson or any of its affiliates.

Purpose of the Processing of Personal Data.

The personal data collected from you will be that in those forms issued from time to time by Controller. Controller will limit the Processing for the following purpose:

A. Suppliers and Customers.

- (i) to evaluate a potential commercial relationship with an affiliate of Controller;
- (ii) in the event that you are already a supplier or customer of any of the affiliates of Controller, to process the personal data stored to satisfy the purposes and commitments assumed by the affiliate of Controller, which may involve the transfer of personal data to third parties that require its knowledge to allow the accomplishment of the purpose and commitments aforementioned;
- (iii) to commercialize goods and/or services of an affiliate of Controller; and/or
- (iv) to develop and set up commercial, advertising, or marketing strategies related with the goods and/or services commercialized or offered by any of the affiliates of Controller.

B. Employees and Potential Employees.

- (i) to consider and evaluate any candidates to assume a position with Controller or with any of the affiliates of Controller;
- (ii) to organize, store, and consult a database with information on potential candidates to assume a position with Controller or with any of its Affiliates; and/or
- (iii) in the event that a potential candidate has been selected and hired to assume a position with controller or any of the affiliates of Controller, to comply with each and all labor and employment obligations deriving from the employment relationship including, without limitation, the possibility to be considered in the future to assume a position or duty different to the one being offered to the candidate either with Controller or with any of its Affiliates.

Compliance with any purpose indicated hereinabove shall include, without limitation to, divulging or transferring personal data to unrelated third parties that should have knowledge with the purpose of permitting Controller or any of its Affiliates to comply with the same.

Processing of Personal Data.

Pursuant to the terms and purpose referred to herein, Processing of personal data shall be limited exclusively to the officers of the Affiliates of Controller that, in virtue of the duties performed within the group have need to Process such personal data. Processing of your personal data will be made in compliance with this Policy and Controller does not intend to commercialize the personal data with third parties in any manner whatsoever. Notwithstanding the above, Processing or transfer of your personal

data may be carried out as provided herein and, in those cases permitted by the Law, such Processing or transfer can be made without your consent.

Transfer of Personal Data.

In certain cases, and with the purpose of accomplishing with the purposes of this Policy, Controller shall transfer the personal data to third parties render any kind of service to an affiliate of Controller. The terms and conditions of this Policy have been or will be communicated to such third parties and, thus, they will be bound to it pursuant to Article 36 of the Law.

Security Measures for the Protection of Personal Data.

Controller keeps administrative, technical and physical measures complying with strict security standards restricting Processing of personal data exclusively for those purposes indicated during their collection, as well as for their protection from, among others, loss, modification, destruction and unauthorized Processing. Controller constantly sets up changes to the security measures to strengthen the protection of the personal data, which includes, the safekeeping of physical and electronic files with security systems, the control of the access or entry and privileges in the data bases that contain personal data to restrict the loss, access, use, amendment, alteration or unauthorized processing of the same or pursuant to the purpose of the Policy. We maintain reasonable administrative, physical and technological measures to protect the confidentiality and security of information about you. Unfortunately, no Web site, server or database is completely secure or "hacker proof." We therefore cannot guarantee that information about you will not be disclosed, misused or lost by accident or by the unauthorized acts of others. C.H. Robinson never collects information for third party commercial marketing purposes nor does it create individual profiles or provide your information to any third party organization. C.H. Robinson will only share your information with third parties when and as you request or as otherwise required by law.

Rights of the Data Subject.

Pursuant to the terms provided in the Law and any other applicable legal provision, you shall have the right, at any time, to access, rectify, cancel and oppose to the Processing of its personal data, pursuant to the terms and subject to the exceptions established in the Law and any other applicable legal provision. The aforementioned rights shall be exercise by contacting the Corporate Data Privacy Officer by sending an email to privacy@chrobinson.com, and submitting the information and documents required by the Law.

Amendments to the Policy.

The terms and conditions established in this Policy may be revised and modified periodically at the discretion of Controller with the purpose of adapting them to its activities, to reflect those changes in your status and in the internal practices of Controller or of the other affiliates of Controller, as well as to adapt them to the legal amendments that shall be in effect in the future. Consequently, the Policy shall made available to you at our website www.chrobinson.com or upon your request to Controller using the email address privacy@chrobinson.com.

Consent of the Data Subject.

Your decision to surrender your personal data to Controller shall constitute evidence of your consent for the Processing of your personal data and for the transfer of the same to third parties within the purposes of this Policy. Taking in consideration that Controller will be collecting certain personal data that may be considered sensitive, Controller hereby requests, in compliance to Section IV of Article 3 of the Law, your express consent in writing by signing as shown at the end of this Policy or thereafter either in writing, by electronic and optical means, or by any other technology or irrefutable signs.

Mexico Privacy Policy Addendum

Revocation of Consent by the Data Subject

Pursuant to paragraph 5 of Article 8 of the Law, you shall be entitled to revoke at any time your consent for the Processing of your personal data, without granting to such consent retroactive effects, by contacting the Corporate Data Protection Officer via email privacy@chrobinson.com.

Applicable Law

The Policy herein shall be governed by the applicable laws of the Mexican Republic.

DATA SUBJECT EXPRESS CONSENT

I hereby expressly consent and authorize Controller to Process my personal data, including sensitive personal data, as well as to transfer the same to any third parties, in the event that such transfer is meant to comply with the purpose of this Policy.

By _____
Name:

Issue Date: