



that are not the property of DERCOSA, except in cases and for purposes which are expressly authorized.

The obligation of confidentiality will remain after the termination of the activity at DERCOSA and will include the obligation to return any material related to the company in the employee's possession at the time of termination of his or her relationship with the company.

DERCOSA employees must respect the personal privacy of all persons, whether employees or others, to whose data they have access. Authorizations to use data must respond to specific and justified requests. DERCOSA employees must strictly comply with the rules, internal and external, established to ensure the proper treatment of information and data provided to the company by third parties.

In the collection of personal data from customers, employees, contractors or any person or entity with whom a contractual or other relationship is maintained, all DERCOSA employees obtain consent, when required, and undertake to use the data in accordance with the purpose authorized by the grantor of such consent. Likewise, DERCOSA personnel must know and respect all internal procedures implemented regarding the storage, custody and access to the data and which are designed to guarantee the different levels of security required according to the nature of the data.

Employees shall report to the corresponding department or area any incident they detect related to the confidentiality of information or the protection of personal data.

4.12. Industrial property protection

DERCOSA employees are committed to the protection of their own and others' intellectual property which includes rights to patents, trademarks, domain names, copyrights (including software copyrights), design rights, database extraction rights or specialized technical knowledge rights.

In their relations with third parties, DERCOSA employees will follow the rules and procedures regarding the protection of intellectual and industrial property to avoid infringing the rights of third parties.