

Denomination and purpose of the data processing	Legal basis of the data processing	Scope and source of the processed personal data	Duration of the data processing	Recipient of the data transfer	Data processor and its processing activity
Participation in Growww Female Engineers Scholarship Programme, participation in the contest on the evaluation of professional skills.	<p>Consent of the data subject based on Article 6 (1) a) of GDPR</p> <p>Consent is given at the registering.</p>	<p>Participants:</p> <ul style="list-style-type: none"> *First name *Last name *Date of birth *University *Faculty *Field of study *e-mail address *Phone number *CV <p>School enrolment certificate</p> <p>Answers given during in the individual presentation and the team tasks in the contest on the evaluation of professional skills</p> <p>Acquired from the data subject</p>	1.11.2020 – 28.12.2020		<p>KMAK Kelet-Magyarországi Adatközpont Szolgáltató Kft. Postai cím: 5000 Szolnok, Boldog Sándor István krt. 4. III/333. Telefonszám: +36 1 556 63 68 Mail: info@kmac ensures the platform for registration, ensures the server for registration</p> <p>MOL IT & Digital GBS Magyarország Kft. – server hosting services, operation of the IT system of the data Controller(registered office: HU-1117 Budapest, Budafoki út 79, e-mail address: itu@mol.hu).</p>
Online testing	<p>Article 6 (1) (f) of the GDPR - the processing is necessary for the legitimate interests of a data controller:</p> <p>The legitimate interest of the Controller is to use an effective tool for the</p>	<ul style="list-style-type: none"> *First Name *Last name *e-mail address *Results of the psychodiagnostic testing 	1.11.2020 – 28.12.2020	-	<p>Cut-e GmbH – psychodiagnostic</p> <p>Kleiner Burstah 12, 20457 Hamburg, Germany</p>

	selection of the candidates who can qualify for the contest on the evaluation of professional skills.				
Taking individual screenshot photos of the participants	<p>Article 6 (1) (f) of the GDPR - the processing is necessary for the legitimate interests of a data controller:</p> <p>The legitimate interest of the Controller is to create a montage of the screenshots on the images of the participants and upload it on the following social media sites:</p> <p>LinkedIn</p> <p>The purpose of uploading the montage is to promote the Programme for the possible participants and for the public.</p> <p>Photo is taken by taking the screenshot of the participant by the Data Controller.</p>	Image – taken of the data subject	Screenshots taken during the online test remain available during 60 days from the event on the internal intranet site of MOL Group and on the LinkedIn site of MOL	<p>The intranet platform of MOL Group is available to every member company in the Group. Referring to the operation of intranet platform MOL Group member companies deemed to be joint data controllers.</p> <p>Based on the previous information the data are processed in countries outside the EU as well (e.g. Serbia, Russia, Pakistan) where an adequate level of personal data protection specified by the GDPR is not ensured. Taking these into consideration MOL Plc. and the MOL Group member companies located in third countries conclude a model contract</p>	<p>MOL IT & Digital GBS Magyarország Kft. – management of audio recordings made by the call centre (registered office: HU-1117 Budapest, Budafoki út 79, e-mail address: itu@mol.hu).</p>

	The picture is sent to the participant for approval.			<p>regarding the transfers of personal data to third countries in order to ensure an adequate level of protection.</p> <p>MOL Plc. uploads a montage of the screenshots on the images of the participants on the following social media sites:</p> <p>LinkedIn</p>		
Awarding (only in case of data subjects ranked in the first three places)	<p>Article 6 (1) (f) of the GDPR - the processing is necessary for the legitimate interests of a data controller:</p> <p>The legitimate interest of the Controller is to award the data subjects ranked in the first three places.</p> <p>Article 6 (1) (f) of the GDPR - the processing is necessary for the fulfilment of legal obligations on accounting and taxation.</p>	<ul style="list-style-type: none"> *Family name *Mid name *First name *Mothers name *Place of birth *Date of birth *Passport number or personal ID number *Permanent address *Temporary address *Phone number *e-mail address *bank account number *IBAN number *SWIFT code *Bank name and address *Hungarian Tax ID number *CV 	28.12.2020 – 28. 03. 2021.	-	<p>The record on the handover of the award is stored until the period defined in Section 78. § (3) and 202. § (1) of the Act CL. of 2017. on taxation and the Section 168-169. § of the Act C. of 2000. on accounting.</p>	<p>MOL IT & Digital GBS Magyarország Kft. – management of audio recordings made by the call centre (registered office: HU-1117 Budapest, Budafoki út 79, e-mail address: itu@mol.hu).</p>

		record on the handover of the award			
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Name, postal address, telephone number, website (where the privacy notices are available) and e-mail address of the data controller(s):

1. **MOL Plc.**, 1117 Budapest, Október huszonharmadika utca 18., 00 36 1 209 0000 www.mol.hu; pressoffice@mol.hu

Contact person(s) of the data controller(s):

1. MOL Plc: 00 36 20 351 3878

Name and contact data of the data controller's Data Protection Officer(s):

dpo@mol.hu

Persons at the data controller who are authorized to access to the data:

1. MOL Plc- Employees of Corporate Communications and HR colleagues

Name, postal address, telephone number, website (where the privacy notices are available) and e-mail address of the data processor(s) and other data controller recipient(s): -

1. KMAK Kelet-Magyarországi Adatközpont Szolgáltató Kft., 5000 Szolnok Boldog Sándor István krt. 4. III/333.
2. Cut-e GmbH / Cut-e Group, Kleiner Burstah 12, 20457 Hamburg, Germany
3. **MOL IT & Digital GBS Magyarország Kft.** – management of audio recordings made by the call centre (registered office: HU-1117 Budapest, Budafoki út 79, e-mail address: itu@mol.hu).

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1. KMAK Kelet-Magyarországi Adatközpont Szolgáltató Kft., 5000 Szolnok Boldog Sándor István krt. 4. III/333.
2. Cut-e GmbH / Cut-e Group, Kleiner Burstah 12, 20457 Hamburg, Germany
1. **MOL IT & Digital GBS Magyarország Kft.** (registered office: 1117 Budapest, Budafoki út 79. telephone number: +36-70/343-20-05 e-mail address: itu@mol.hu)

Name and contact data of the data processor's Data Protection Officer(s): -

Processing of sensitive personal data for the purpose specified in this privacy notice: -

Description of the processing activity

Registration:

During the registration we require candidates to provide their CV, School enrollment certificate and 3 short essays. They also provide contact information and after registration (if they fit the requirements of the program) they will be contacted for a phone interview during which we will also test their English skills and they will be sent a link for online psychodiagnostics testing.

Online psychodiagnostics testing:

The candidates receive a link where they register to undertake online testing, where skills such as concentration, logical thinking, etc. Will be assessed. They will also fill in 2 questionnaires: one that assesses their motivation and one that assesses their competencies.

Based on the provided information that is part of the application process and the results of the online testing we select the finalists (candidates who will participate in the virtual finals).

Virtual finals:

The virtual final will consist of 2 parts:

- **INDIVIDUAL PRESENTATION:** The finalists will present on a previously chosen topic (they will be able to prepare a presentation in advance).
- **TEAM TASK:** The finalists will be in previously arranged groups. They will receive a case study that they need to solve and present on the live finals.

During the virtual finals photographs will be taken of the participants Taking picture is voluntary. The use of the picture which was taken of individually you for any further purposes can only happen with your consent . From the photos, the colleagues of Corporate Communication department at MOL Plc. will create a montage, which they would like to use in online communication materials, promoting the event possibly on Facebook, LinkedIn and Instagram.

Prize:

On the virtual finals there will be 3 winners who will receive the Growww Female Engineers Scholarship Programmme prize.

The prize includes:

- 3 winners will be awarded within The Female Engineers MOL Programme with prize of 3.000 EUR each, for sponsoring their studies for the year.
- Field visit to MOL Group’s site to observe Oil & Gas operations in reality.
- Offering open position at MOL Group aligned with actual business needs: Upon concluding the studies, trainee position or opportunity to work at MOL Group can be granted in case of joint interest of MOL Group and the supported student.

The winners have to provide the above-mentioned personal information in order to receive their prize.

Data security measures:

Information Security Management System	To ensure the confidentiality, integrity and availability of organizational information by implementing policies, processes, process descriptions, organizational structures, software and hardware functions.
Physical access	To ensure physical asset protection containing MOL Group information.
Logical access	To ensure that only approved and authorized users have access to data used by MOL Group Companies.

Data access	To ensure that only authorized users of the systems have access to MOL Group Company data.
Data transfer/ storage/ erasure	To ensure that MOL Group Company's corporate information is not transmitted, read, modified or erased by an unauthorized person while it is being transferred or stored. In addition, MOL Group company data must be deleted promptly when the purpose of processing ceases.
Confidentiality and integrity	To ensure that MOL Group's corporate data is kept confidential and uptodate, also preserves integrity.
Availability	To ensure that MOL Group Company data is protected against accidental destruction or loss and, in the event of such an event, access to, and recovery of, relevant MOL Group Company Data is on time.
Separation of data	To ensure that MOL Group Company data is handled separately from other client data.
Incident management	In the event of any breach of the MOL Group Corporate Information, the effect of the breach will be minimized and the owners of the MOL Group Company Information will be notified immediately.
Audit	To ensure that the processor periodically tests, examines and evaluates the effectiveness of the technical and organizational measures outlined above.

Your data protection rights:

The GDPR contains in detail your data protection rights, your possibilities of seeking a legal remedy and the restrictions thereof (especially sections 15, 16, 17, 18, 19, 20, 21, 22, 77, 78, 79 and 82 of the GDPR). You can request at any time information about your personal data processed, you can request the rectification and erasure of your personal data or the restriction of their processing, furthermore you can object to the data processing based on a legitimate interest and to the sending of direct marketing messages, and you have the right to data portability. We summarize the most important provisions below. (You can reach the detailed description of these rights below in the roll down menu).

Right to information:

If the data controller processes your personal data it must provide you information concerning the data relating to you – even without your special request thereof – including the main characteristics of the data processing just as the purpose, grounds and duration of control, the name and address of the data controller and its representative, the recipients of the personal data (in case of data transfer to third countries indicating also the adequate and appropriate guarantees), the legitimate interests of the data controller and/or third parties in case of a data processing based on a legitimate interest, furthermore your data protection rights and your possibilities of seeking a legal remedy (including the right of lodging a complaint with the supervisory authority), in the case if you have not had yet all this information. In case of automated decision-making or profiling the data subject must be informed in an understandable way about the logic involved, as well as the significance and the envisaged consequences of such processing

for the data subject. Data controller provides you the abovementioned information by making this privacy notice available to you.

Right of access:

You have the right to obtain from the controller confirmation as to whether or not personal data concerning you are being processed, and, where that is the case, access to the personal data and certain information related to the data processing such as the purpose of the data processing, the categories of the personal data processed, the recipients of the personal data, the (scheduled) duration of the data processing, the data subject's data protection rights and possibilities of seeking a legal remedy (including the right of lodging a complaint with the supervisory authority), furthermore information on the source of the data where they are collected from the data subject. Upon your request the controller shall provide a copy of your personal data undergoing processing. For any further copies requested by you, the controller may charge a reasonable fee based on administrative costs. The right to obtain a copy shall not adversely affect the rights and freedoms of others. The data controller gives you information on the possibility, the procedure, the potential costs and other details of providing the copy after receiving your request.

In case of automated decision-making and profiling the data subject has access to the following information: the logic involved, as well as the significance and the envisaged consequences of such processing for the data subject.

Right to rectification:

You have the right to obtain from the controller without undue delay the rectification of inaccurate personal data concerning you. Taking into account the purposes of the processing, you have the right to have incomplete personal data completed, including by means of providing a supplementary statement

Right to erasure:

You have the right to obtain from the controller the erasure of personal data concerning you without undue delay and the controller has the obligation to erase personal data without undue delay where certain grounds or conditions are given. Among other grounds the data controller is obliged to erase your personal data upon your request for example if the personal data are no longer necessary in relation to the purposes for which they were collected or otherwise processed; if you withdraw your consent on which the processing is based, and where there is no other legal ground for the processing; if the personal data have been unlawfully processed; or if you object to the processing and there are no overriding legitimate grounds for the processing; if the personal data have to be erased for compliance with a legal obligation in Union or Member State law to which the controller is subject; or if the personal data have been collected in relation to the offer of information society services.

If the data processing is based on your consent the consequence of the withdrawal of the consent:

If you withdraw your consent to the first data protection purpose, you cannot participate on the contest.

We inform you that the withdrawal of your consent does not affect the legality of the data processing carried out before the withdrawal, based on your consent.

Right to restriction of processing:

You have the right to obtain from the controller restriction of processing where one of the following applies:

- (a) the accuracy of the personal data is contested by you, for a period enabling the controller to verify the accuracy of the personal data;
- (b) the processing is unlawful and you oppose the erasure of the personal data and request the restriction of their use instead;
- (c) the controller no longer needs the personal data for the purposes of the processing, but they are required by you for the establishment, exercise or defence of legal claims;
- (d) you have objected to processing, pending the verification whether the legitimate grounds of the controller override your legitimate grounds.

Where processing has been restricted according to the abovementioned reasons, such personal data shall, with the exception of storage, only be processed with your consent or for the establishment, exercise or defence of legal claims or for the protection of the rights of another natural or legal person or for reasons of important public interest of the Union or of a Member State.

You shall be informed by the controller before the restriction of processing is lifted.

Right to data portability:

You have the right to receive the personal data concerning you, which you provided to the controller, in a structured, commonly used and machine-readable format and have the right to transmit those data to another controller without hindrance from the controller to which the personal data have been provided, where:

- (a) the processing is based on your consent or on the performance of a contract (to which you are a party);
and
- (b) the processing is carried out by automated means.

In exercising your right to data portability, you have the right to have the personal data transmitted directly from one controller to another, where technically feasible.

Right to data portability shall be without prejudice to the provisions governing the right to erasure, furthermore it shall not adversely affect the rights and freedoms of others.

Right to object:

You have the right to object, on grounds relating to your particular situation, at any time to processing of personal data concerning you which is based on the legitimate interests of the data controller, including profiling based on those provisions. The controller shall no longer process the personal data unless the controller demonstrates compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defence of legal claims.

If you exercise your right to object against the participation in the online testing your request will be evaluated according to the principles defined above.

If you exercise your right to object against taking picture of you with a screenshot you have the right to object at the registration or any time during the data processing.

How to exercise your rights:

The controller shall provide information on action taken on a request based on your abovementioned rights without undue delay and in any event **within one month** of receipt of the request. That period may be extended by two further months where necessary, taking into account the complexity and number of the requests. The controller shall inform you of any such extension within one month of receipt of the request, together with the reasons for the delay. If the controller does not take action on your request, the controller shall inform you without delay and at the latest within one month of receipt of the request of the reasons for not taking action and on the possibility of lodging a complaint with the competent data protection supervisory authority (In Hungary the Nemzeti Adatvédelmi és Információszabadság Hatóság (National Authority for Data Protection and Freedom of Information) briefly 'NAIH') and seeking a judicial remedy. Address, telephone number, fax number, e-mail address and website of the NAIH: 1055 Budapest, Falk Miksa utca 9-11., postacím: 1374 Budapest, Pf. 603., Tel: +36 1 391 1400, +36 (30) 683-5969 vagy +36 (30) 549-6838 Fax: +36-1-391-1410, e-mail: ugyfelszolgalat@naih.hu, [website: http://naih.hu/](http://naih.hu/)

In the event of any infringement of your rights you may file for court action. The action falls within the jurisdiction of the Törvényszék (General Court). Upon the data subject's request the action can be brought before the Court which is competent based on the domicile or the place of residence of the data subject. The court may order the data controller to provide the information, to rectify, block or erase the data in question, to annul the decision adopted by means of automated data-processing systems, to honor the data subject's objection. The court may order publication of its decision, indicating the identification of the data controller or any other data controllers and the committed infringement.

The data controller concerned shall be liable for any damage caused to a data subject as a result of unlawful processing or by any breach of data security requirements. Where any data controller violates the rights of the data subject relating to personality as a result of unlawful processing or by any breach of data security requirements, the data subject shall be entitled to demand restitution from the data controller concerned. Data controller may be exempted from liability for damages or for payment of restitution if he proves that the damage was caused by or the violation of the rights of the data subject relating to personality is attributable to inevitable reasons beyond his control.

No compensation shall be paid and no restitution may be demanded where the damage was caused by or the violation of rights relating to personality is attributable to intentional or negligent conduct on the part of the data subject.