

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 Female Engineers MOL Program (FEMP)	Consent of the data subject based on Article 6 (1) a) of GDPR	Participants: *First name *Last name *Date of birth *University *Faculty *Field of study *e-mail address *Phone number *CV Acquired from the data subject	1.9.2019 – 28.11.2019		Greenroom Marketing Kommunikációs Kft. , (1125 Budapest, Felső Svábhegyi út 12.) – ensures the platform for registration Servergarden Kft. , 1023 Budapest, Lajos utca 28-32 Data control address 1101 Budapest, Expo tér 5-7.) – ensures the server for registration
Organizing the travelling and accommodation	Consent of the data subject based on Article 6 (1) a) of GDPR	Participants: *First name *Last name *Date of birth *e-mail address *Phone number Acquired from the data subject	On the following working day after the end of the final event the personal data gets deleted	-	Day Holiday Kft. – accommodation arrangements; Hoggs Robinson Magyarország Kft. – travel arrangements
Online testing	Consent of the data subject based on Article 6 (1) a) of GDPR	*First Name *Last name *e-mail address *Results of the psychodiagnostic testing	1.9.2019 – 28.11.2019	-	Cut-e GmbH – psychodiagnostic
Taking photos (mass pictures) of the event	Legitimate interest of the data controller	Image - taken of the data subject	Photos taken at the event remain available during	The intranet platform of MOL Group is available to every member company in the Group.	Digipix Services Kft. (Registered seat: 1119, Budapest, Pór Bertalan

	<p>based on Article 6 (1) f) of GDPR</p> <p>Legitimate interest of the data controller: to promote the MOL Group events.</p>		<p>60 days from the event on the internal intranet site of MOL Group and on the Facebook, LinkedIn and Instagram site of MOL</p>	<p>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 regarding the transfers of personal data to third countries in order to ensure an adequate level of protection.</p>	<p>köz 4. II. emelet 4.) – event photography</p>
<p>Taking individual photos of the participants</p>	<p>Consent of the data subject based on Article 6 (1) a) of GDPR</p>	<p>Image – taken of the data subject</p>	<p>Photos taken at the event remain available during 60 days from the event on the internal intranet site of MOL Group and on the Facebook, LinkedIn and Instagram site of MOL</p>	<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</p>	<p>Digipix Services Kft. (Registered seat: 1119, Budapest, Pór Bertalan köz 4. II. emelet 4.) – event photography</p>

				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 regarding the transfers of personal data to third countries in order to ensure an adequate level of protection.	
Awarding (only in case of data subjects ranked in the first three places)	Consent of the data subject based on Article 6 (1) a) of GDPR	<ul style="list-style-type: none"> *Family name *Mid name *First name *Name at birth *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 	28.11.2019 – 28.02.2020.	-	-

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. Greenroom Marketing Kommunikációs Kft., 1125 Budapest, Felső Svábhegyi út 12., +36 1 315 0996, <https://greenroom.hu/> adatbiztonsag@greenroom.hu
2. Servergarden Kft., 1023 Budapest, Lajos utca 28-32 Data control address 1101 Budapest, Expo tér 5-7. +36-1-432 3133 <https://www.servergarden.hu/> dpo@servergarden.hu
3. Digipix Services Kft. – 1119 Bp. Bertalan köz 4. II. em. 4.; 00 36 30 242 2449, peter.lugosi@lugopicture.com
4. Day Holiday Kft. -1027 Budapest, Tölgyfa utca 24., Residenz Irodaház 4. emelet
5. Hogg Robinson Magyarország Kft., 1072 Budapest, Rákóczi út 42
6. Cut-e GmbH / Cut-e Group, Kleiner Burstah 12, 20457 Hamburg, Germany

Contact person(s) of the data processor(s) and other data controller recipient(s): -

1. Greenroom: Békássy András, adatbiztonsag@greenroom.hu
2. Servergarden Kft: Szekeres István, dpo@servergarden.hu
3. Digipix Services Kft.: Péter Lugosi, peter.lugosi@lugopicture.com
4. Day Holiday Kft.: Zsófia Fabó, zsofia.fabo@dayholiday.hu
5. Hogg Robinson Magyarország Kft.: Ilona Nagy, travelmol@hrgworldwide.com
6. Cut-e GmbH: Veronika Koišová, veronika.koisova@cut-e.com

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

Persons at the data processor who are authorized to access to the data: -

1. Greenroom: developer colleague, project manager
2. Servergarden Kft: developer colleague, project manager
3. Digipix Services: Péter Lugosi peter.lugosi@lugopicture.com
4. Day Holiday Kft.: agency project manager and co-worker colleagues
5. Hogg Robinson Magyarország Kft.: agency project manager and co-worker colleagues
6. Cut-e GmbH: agency project manager and co-worker colleagues

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, English certificate, 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 live finals).

Live finals:

The live 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 live finals photographs and video recordings will be taken of the participants. By voluntary taking part in the event, you agree that pictures can be taken of you. The use of the picture which was taken of individually you for any further purposes can only happen with your personal approval. From the photos, which were taken during the event, the colleagues of Corporate Communication department at MOL Plc. will choose the mass pictures, which they would like to use in communication materials, promoting the event possibly on Facebook, LinkedIn and Instagram.

Prize:

On the live finals there will be 3 winners who will receive the FEMP prize. The winners have to provide the above-mentioned personal information in order to receive their prize.

Transfer of personal data to a third country:

The intranet platform of MOL Group is accessible from every company within MOL Group. In relation with the operation of the intranet platform the companies belonging to MOL Group are deemed to be joint data controllers.

Transfer of personal data to third countries takes place where MOL Plc. publishes the photos on MOL Group's intranet site to which also those MOL Group member companies' employees have access which companies are located in third countries.

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 regarding the transfers of personal data to third countries in order to ensure an adequate level of protection.

Data security measures:

The controller stores your personal data in an encrypted and/or password protected database in order to ensure the secrecy, integrity and availability of your personal data in accordance with the IT security norms and standards. Within the framework of risk-proportionate protection and measuring the classification of personal and business data, the data controller ensures the protection of data on a network, an infrastructural and an application level (with firewalls, antivirus programs, encryption mechanisms for storage and communication; in this case the encrypted data flow is not retrievable without knowing the decryption code due to the asymmetric coding, in addition with content filtering and other technical and process solutions). The data security incidents are constantly monitored.

MOL Plc stores your data in password-protected excel tables.

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.

If you withdraw your consent to the second data protection purpose, you have to organize the travelling and accommodation for yourself.

If you withdraw your consent to the third data protection purpose, you will be disqualified.

If you withdraw your consent of the fifth data protection purpose your photo will not be used; those will be deleted.

If you withdraw your consent of the sixth data protection purpose you will not receive the award.

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.

Where personal data are processed for direct marketing purposes, you have the right to object at any time to processing of personal data concerning you for such marketing purposes, including profiling to the extent that it is related to such direct marketing. Where you object to processing for direct marketing purposes, the personal data shall no longer be processed for such purposes.

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: 1125 Budapest Szilágyi Erzsébet fasor 22/C., Tel: +36 1 391 1400, 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.