

Privacy Notice

CORPORATE COMMUNICATION

SLOVNAFT, a. s., Vlčie hrdlo 1, 824 12 Bratislava, Identification No.: 31 322 832, registered in the Commercial Register of the District Court Bratislava I, Section: Sa, Insert No.: 426/B (hereinafter only referred to as “the Company” or “the Controller”), is a refinery and petrochemical company. Besides the production, warehousing, distribution and wholesale of oil products, the Company owns the largest retail network in the Slovak Republic which focuses on the sale of motor fuels and lubricants and provision of a wide range of customer services. The promotion and advertisements of the Company as such, its position and roles in the Slovak Republic, European Union, petrochemical industry and global market, its activities and products, as well as employees and their results and success-stories are integral and inevitable for implementation of the Company’s business objectives. Their aim is not only to promote the products and services, but also to raise awareness of the Company and increase interest in employment at the Company (purpose of processing). The activities mentioned above may involve processing of personal data by the Company as the Controller.

PERSONAL DATA WE PROCESS ABOUT YOU

We only process common personal data, such as name, surname, title, address of the place of residence, function, photograph and professional CV, or any other data needed to achieve the purpose of processing or to promote and present the Company.

LEGAL BASIS OF PERSONAL DATA PROCESSING

As part of Corporate Communication, your personal data are processed for the purpose above based on statutory conditions set out in the Regulation,¹ namely in Article 6(1), letters:

- a) the data subject has given consent to the processing of his or her personal data for one or more specific purposes;
- b) processing is necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract; if personal data are not provided, the Company cannot enter into a legal relationship with you;
- f) processing is inevitable for the purposes of legitimate interests pursued by the Controller.

The Company may process your personal data even without your consent in cases when it is inevitable for academic, artistic or literary purpose (Section 78(2) of the Act on Personal Data Protection²) or when it is necessary for informing the public through mass media and if personal data are processed by the controller obliged to process such data due to the nature of its business activity (Section 78(2) of the Act on Personal Data Protection); this does not apply in cases when by processing personal data for such purpose the controller infringes the right of the data subject to the protection of his/her personality or the right to privacy or in

¹Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation).

²Act No. 18/2018 Coll. on Personal Data Protection and on amendment and supplementation of certain acts.

cases when a specific regulation or an international treaty which is binding on the Slovak Republic prohibits such processing of personal data without the consent of the data subject.

THE PERIOD FOR WHICH PERSONAL DATA WILL BE STORED

Your personal data will be processed for a period for which the consent has been granted. After expiry of such period and if there is no legal basis for their processing, the Company will promptly dispose of (delete) any personal data received.

In cases when the Company, acting in compliance with the Regulation or the Act on Personal Data Protection, processes your personal data without your consent and for the purposes defined above, the Company will dispose of (delete) your personal data immediately after such personal data may no longer be used for the purpose for which they have been obtained, unless there is any other legal basis for their processing (exercise of legal claims, for purpose of litigation, administrative proceedings, etc.).

When we process your personal data based on a legal relationship, we maintain your personal data for the period of such contractual relationship and afterwards for archiving purposes for 10 years after expiry of the contract. The retention period commences on the first day of the year following the year of contract termination.

The data subject acknowledges that the Company as the Controller cannot ensure disposal of photographs or any other personal data published in distributed electronic or paper form of documents.

RULES OF PERSONAL DATA PROTECTION

Your personal data are only processed in compliance with statutory requirements stipulated in the Regulation or Act on Personal Data Protection.

You are a **data subject** in the course of processing of personal data by the controller, which means that you are the person to whom processed personal data relate.

The Company as the Controller has the legal obligation to provide your personal data in the course of inspection, supervisory activities or at the request of authorized authorities or institutions of the state, if so prescribed by special regulations³.

Your personal data may be further provided to recipients, such as the processors, provided they have been entrusted with processing of personal data on behalf of the Controller (information regarding current processors are available at the Company's website www.slovnaft.sk, About us, link to Privacy Policy Documents).

Your personal data shall be stored safely, in accordance with the security policy of the Controller and the processor and only for the period necessary to meet the purpose of processing. Your personal data shall be only accessible to persons entrusted by the Controller

³ For example Act No. 171/1993 Coll. on the Police Force as amended; Act No. 18/2018 Coll. on Personal Data Protection and on amendment and supplementation of certain acts.

with personal data processing who process such data upon the instructions of the Controller and in compliance with the Controller's security policy.

Your personal data are backed up in compliance with the Controller's retention rules. Your personal data shall be fully deleted from the back-up data storage site as soon as possible in accordance with the retention rules. The purpose of personal data stored at back-up data storage sites is to prevent security incidents, in particular impaired data availability due to a security incident. The Company is obliged to ensure data back-up in compliance with the security requirements in the Regulation and the Act on Personal Data Protection.

In compliance with the Regulation and the Act on Personal Data Protection, the Company as the Controller processes your personal data within the scope and under the conditions defined in special regulations.

Your personal data are not subject to automated decision-taking including profiling. We do not transfer your personal data to third countries or international organizations.

DATA PROTECTION OFFICER

Safe processing of personal data and compliance of processing with the Regulation and the Act on Personal Data Protection are supervised by the Data Protection Officer whom you can contact in order to exercise your rights.

Contact details of the data protection officer: Entry Net, s.r.o.
E- mail: zodpovednaosobagdpr@slovnaft.sk
Address for correspondence: GDPR Data Protection Officer, SLOVNAFT, a.s., Vlčie hrdlo 1, 824 12 Bratislava

YOUR RIGHTS PURSUANT TO THE REGULATION AND THE ACT ON PERSONAL DATA PROTECTION

Right of access

You have the right to obtain a copy of personal data we hold about you and information on how we use your personal data.

In most cases, you will receive your personal data in the form of a written document, unless you request a different form of provision. If you requested provision of such information using electronic means, data shall be provided to you electronically, if technically feasible.

Right to rectification

We take appropriate measures to ensure accuracy, completeness and timeliness of the data we hold about you. If you think that the data we hold about you are inaccurate, incomplete or out of date, please do not hesitate to ask us for their modification, update or supplementation.

Right to erasure

You have the right to ask us for erasure of your personal data, for example if data we obtained about you are no longer necessary for the fulfilment of the original purpose of processing. However, your right has to be evaluated in terms of all relevant aspects. For example, we may have certain legal and regulatory obligations, which might mean that we will not be able to satisfy your request.

Right to restriction of processing

Under certain circumstances, you may request that we stop using your personal data. This includes cases when you may think that the personal data we hold about you may be inaccurate or that we no longer need to use your personal data.

Right to data portability

Under certain circumstances, you have the right to request that we transfer the data you provided to us to a third party of your choice. However, the right to portability only relates to personal data which we obtained upon consent or based on a contract to which you are a party.

Right to object

You have the right to object to data processing which is based on our legitimate and lawful interests. If we do not have a convincing legitimate and lawful interest in processing and you file an objection, we will not continue processing your personal data.

Right to lodge a complaint

If you want to lodge a complaint regarding the way in which your personal data are processing, including the exercise of the rights mentioned above, you may contact our data protection officer. All your suggestions and complaints will be carefully examined.

Right to withdraw consent at any time

If you have granted your consent with processing of your personal data for a specific purpose, we are obliged to observe such purpose and may not change it in the course of processing. You may withdraw your consent at any time. Withdrawal of consent has no impact on the lawfulness of processing based on the consent prior to its withdrawal.

You may deliver your withdrawal of consent to the correspondence or e-mail address of the Data Protection Officer, or using the method defined in the consent that has been granted.

If you are not satisfied with our response or think that we process your personal data in an unfair or illegal manner, you may file a complaint to the supervisory authority, namely the Office for Personal Data Protection of the Slovak Republic, <https://dataprotection.gov.sk>,

Hraničná 12, 820 07 Bratislava 27; telephone No.: +421 /2/ 3231 3214; E-mail: statny.dozor@pdp.gov.sk.

In case of any questions regarding processing of personal data which were not answered in this document, please write to the address of the Data Protection Officer.

Any changes in the conditions of processing and protection of personal data are published at our website in the form of an update of this Privacy notice. This way, we ensure that you can always access up-to-date information regarding the conditions under which we process your personal data.