

How personal data is processed in Texas, USA

Except as otherwise indicated, this privacy policy (hereinafter referred to as "this Policy") governs the processing of personal data in Texas, USA.

This Policy is written in English and translated into other languages. In case of discrepancies or inconsistencies between the English and other languages, the English version shall prevail.

4. Transfer of Personal Data

(1) Disclosure of personal data

Our group may transfer to the following third parties for each of the types of personal data described in Chapter 2, "Types of Personal Data Processed," of the MOL Group Global Privacy Policy.

[Types of Personal Data]

- Individuals' information
- Occupation and employment information
- Career information
- Skill and qualification information
- Information collected using websites and systems operated by our group
- Family information
- Medical and health information
- Official identification information
- Payment information
- Information necessary for reimbursing and transferring transportation expenses during the selection process
- Other information

[Recipients]

- Our group companies, affiliated companies, external organizations, etc.
- Outsourcees that provide information system services, data processing services, and other services, etc.
- Supervisory authorities, public institutions, attorneys, etc.

(2) Sale of personal data

Our group does not sell your personal data described in Chapter 2, "Types of Personal Data Processed,"

of the MOL Group Global Privacy Policy under the Texas Data Privacy and Security Act.

You have the right to instruct our group not to sell your personal data (right to withdraw or refuse consent). If you wish to exercise your right to withdraw or refuse consent, please contact the contact point listed in Chapter 10, "Procedures and Contact Points for Exercising Rights" of the MOL Group Global Privacy Policy.

9. Your Rights

With respect to personal data processed by our group, you have the following rights:

- The right to confirm whether our group processes your personal data and to access your personal data
- The right to request that our group corrects inaccuracies in your personal data, taking into account the nature of your personal data and the purposes of the processing of personal data
- The right to delete your personal data provided by or obtained about you
- If your personal data is available in a digital format, the right to obtain a copy of your personal data that you previously provided to our group in a portable and, to the extent technically feasible, readily usable format that allows you to transmit the data to another data controller without hindrance
- The right to withdraw or refuse consent to the processing of your personal data for the following purposes:
 - Targeted advertising
 - The sale of your personal data
 - Profiling in furtherance of a decision that produces a legal or similarly significant effect concerning you