

Information on the Processing of Personal Data by Allianz Technology (Slovakia) s.r.o.

Pursuant to Article 19 et seq. of the Act No. 18/2018 Coll. on Personal Data Protection, as amended (hereinafter: the “Personal Data Protection Act”) and according to Articles No. 13 and 14 of the Regulation (EU) 2016/679 of the European Parliament and of the Council 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) (hereinafter: the “GDPR Regulation”)

1. PERSONAL DATA CONTROLLER

The controller of your personal data is Allianz Technology SE, established and existing under the law of the Federal Republic of Germany, having its registered office at: Königinstr. 28, München 80802, Federal Republic of Germany, identification number: HRB 173388, acting on the territory of the Slovak Republic through: Allianz Technology SE organizačná zložka, having its registered office at: Digital Park II, Einsteinova 25, 851 01 Bratislava - mestská časť Petržalka, Reg. No. (IČO): 54 527 694, registered in the Commercial Register of the Municipal Court Bratislava III, section: Sro, insertion number: 160530/B (hereinafter: the “Controller”).

All rights and obligations of the Controller, as well as of you as the Data subject, are regulated in the Personal Data Protection Act in accordance with the GDPR Regulation, which the Controller strictly complies with.

Contact data of the Controller:

E-mail: aztec.cee.dpo@allianz.com

The Controller has an Authorized person who supervises the proper processing of personal data and who can be contacted by you at any time in writing at the address Digital Park II, Einsteinova 25, 851 01 Bratislava - mestská časť Petržalka, Slovakia or electronically at the e-mail address aztec.cee.dpo@allianz.com.

2. SCOPE AND CATEGORIES OF PROCESSED PERSONAL DATA

The scope or the list of processed personal data is determined by the applicable internal and legal regulations, and it follows directly or indirectly from a concluded employment contract or another contract, as well as from other pre-contractual or contractual documentation, or is stated in a consent to the processing of personal data. Personal data are processed by the Controller to the extent necessary for the attainment of the purpose of their processing.

Following categories of personal data are processed by the Controller, in particular:

- Personal data related to the identity and contact details, i.e.: the first name, surname, permanent address, date of birth, birth number, e-mail and telephone number;
- Personal data necessary to perform the Controller's and Data subject's pre-contractual or contractual obligations: the citizenship, the level of education, bank account number, amount of monthly salary, remuneration, personal data related to attendance, the position, the amounts affected by the execution of a decision made by a court or administrative body, financial penalties and fines, as well as compensation imposed on the employee by an enforceable decision of competent authorities, wrongly received amounts of social security benefits and old-age insurance scheme pensions or their advance payments, state social benefits, social assistance benefits and

allowances to social assistance benefits, financial contributions for the compensation of the social consequences of severe disability, which the employee is obliged to return on the basis of an enforceable decision under a special regulation, employment certificate data, data on taking up the maternity leave, parental leave, data concerning the granting of a pension, concerning the type of pension, the name of the health insurance company in which the employee is insured, the name of the supplementary pension insurance company, personal data processed on confirmations, certificates of passed examinations and educational activities, family relations, signature, personal data related to business trips, health data (occupational health related information – mandatory health check before 1st work day);

- Personal data on keeping the employee on the record of job seekers: the level of education, previous and current job positions, salary preferences, certificates of passed exams and educational activities, previous employers, work experience, signature, other data resulting from the CV and/or motivation letter;
- Personal data necessary for parking management at the office: the data of your parking reservation and the registration number of your vehicle and/or the type of vehicle (car or bicycle), time of booking;
- Personal data related to family mobile program: family relations, phone number of family members who are part of family mobile program, private e-mail address, home address;
- Personal data necessary for background check (applicable for certain positions only): copy of passport, copy of driving licence, copy of personal ID, photography, results of criminal checks/history;
- Personal data necessary for the process of investigations of reported misconduct according to Act. No. 54/2019 Coll. on Protection of Persons Reporting on Anti-Social Activities and on Amendments to Certain Laws: content of e-mail communication, IP address, amount of monthly salary, other remuneration, web search history, details of banc account, number of credit card, content of complaints, family relations, records from business and other trips;
- Personal data necessary for phishing test processes: IP address (incl. location data), session data,
- Video surveillance (CCTV monitoring).

3. PERSONAL DATA SOURCES

The personal data stated in the preceding par. 2 are obtained directly from you as the data subject. If personal data are not obtained directly from you as the data subject, personal data may, in some cases, come from video surveillance, publicly available sources, registers and records, or may come from third parties who have been authorized to provide your personal data to the Controller.

4. PROCESSING PURPOSES

The personal data are processed for the purposes of the following activities, in particular:

- Drafting and preparation of contracts;
- Hiring and recruitment process;
- The personnel and salary administration, incl. agenda related to benefit program;
- The accounting and bookkeeping;
- Processing in connection with the performance of obligations arising out of the labour-law relationship;
- Record-keeping and archiving;
- Dealing with litigation, if any;
- Performance of internal audit, performance of compliance checks;

- Processing of personal data for the purposes of the conducting checks against the economic and financial sanctions lists;
- Identification and recording of potential and/or real conflict of interests declaration (antifraud prevention);
- Parking space management;
- Conducting background check (applicable to certain position only);
- Conducting investigations of reported misconduct according to Act. No. 54/2019 Coll. on Protection of Persons Reporting on Anti-Social Activities and on Amendments to Certain Laws;
- Phishing testing processes;
- Protection of persons and property in the controller's areas, protection safety and health of these persons, preventing and detection of unlawful activities via video surveillance;
- Detection or prevention of a direct threat to the property and data of persons or Allianz Group entities.

5. LEGAL BASIS

The legal basis for the processing of personal data is most often:

- the performance of the legal obligation, in particular the statutory obligation to pay contributions under the Act No. 461/2003 Coll. on Social Insurance, as amended, the Act No. 43/2004 Coll. on Old-Age Pension Savings, as amended, the Act No. 650/2004 Coll. on the Supplementary Pension Scheme, and amending and supplementing certain laws, as amended, under the Act No. 580/2004 Coll. on Health Insurance and amending and supplementing the Act No. 95/2002 Coll. on Insurance, and amending and supplementing certain laws, as amended;
- 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;
- processing is necessary for the purposes of the legitimate interests pursued by the Controller or by a third party; and
- consent of the Data subject to the processing of the personal data for one or more specific purposes.

If you refuse to provide the Controller with the personal data required for the purpose of concluding the contract or performing the contractual obligations of the Controller or under the law, the Controller will not, in particular, conclude the employment contract or another contract with you.

The Controller processes personal data based on legitimate interests too. Legitimate interest is an interest pursued by the Controller or a third party, except in cases where the interests or fundamental rights and freedoms of the Data subject outweigh such interests and require the protection of personal data. This implies that before processing personal data based on legitimate interests, the Controller verifies whether the interest is genuinely legitimate and then assess whether the legitimate interest outweighs the rights and freedoms of the Data subject. The Data subject has the right to object to such processing and request the erasure of personal data. Upon such objection, the Controller carries out an individual assessment of whether the legitimate interest indeed outweighs the fundamental rights and freedoms of the Data subject who raised the objection.

The legitimate interests of the Controller include, in particular:

- Protection of individuals and property on the Controller's premises, ensuring the safety and health of these individuals, and detecting unlawful activities via video surveillance;
- Detection or prevention of direct threats to the property or data of individuals or entities within the Allianz group;
- Protection of the Controller's reputation and integrity, ensuring employee's reliability;
- Protection of the Controller from economic sanctions;

- Assertion, defence, and demonstration of rights, legal claims, and legally protected interests of the Controller;
- Operation of internal information systems necessary for performing certain duties of the Controller as an employer;
- Ensuring timely and appropriate investigation of reports of potential unlawful activities and other violations of internal regulations.

6. AUTOMATED DECISION-MAKING FOR PERSONAL DATA PROCESSING

The Controller also carries out automated processing in selected processes within its activities. Automated processing is the processing of personal data in which only automated information systems (e.g., software, etc.) or web applications, etc. are used. The Controller does not use automated processing of personal data for automated individual decision-making or profiling.

7. DURATION OF THE PROCESSING AND PERSONAL DATA STORAGE

The Controller is entitled to process the personal data of data subjects for a period of time:

- the processing of personal data based on consent is only possible for the period for which the consent was given;
- If processing is necessary for the performance of a contract to which the Data subject is party, the Controller processes personal data for the term of the contractual relationship and for the following 10 years from the termination of the contractual relationship;
- Any other case of retention period is determined in accordance with the applicable legal or internal regulations.

Upon the lapse of the relevant period, personal data will be erased, unless their storage is required under the applicable Slovak legal regulations. In case multiple retention periods apply to personal data, the personal data will be retained for the duration of the longest of these periods.

8. ACCESS TO PERSONAL DATA AND CATEGORIES OF PERSONAL DATA RECIPIENTS

For the processing of personal data, other persons who process personal data as processors and joint controllers may have access to personal data, in addition to the Controller. Transfer of personal data to third countries occurs. Below are the individual categories of recipients:

- Companies within the Allianz Group;
- IT service providers;
- Providers of accounting services and personnel and salary administration;
- Law offices;
- Public authorities;
- Other persons who provide services to the Controller and process personal data on their behalf under a contract for the processing of personal data.

9. DATA SUBJECT'S RIGHTS IN PERSONAL DATA PROCESSING

In the processing of personal data, the data subject may exercise the following rights:

- Right of access and information to his/her personal data;
- Right to rectification of personal data;
- Right to erasure of personal data;
- Right to restriction of the processing of personal data;
- Right to personal data portability;
- Right to object to the processing of personal data;
- Right to ineffectiveness of automated individual decision-making including profiling;
- Right to withdraw consent at any time (if consent is the legal basis for processing);
- Right to file a proposal initiating the proceedings to the supervisory authority, i.e. to the Office for Personal Data Protection of the Slovak Republic, having its registered office at Hraničná 12, 820 07 Bratislava 27, Slovak Republic, contact data: +421 2 3231 3214, e-mail: statny.dozor@pdp.gov.sk.

The data subject may exercise the above rights in accordance with the Personal Data Protection Act and the GDPR Regulation as well as other applicable legal regulations.

Statements and possible information on the measures taken shall be provided by the Controller as soon as possible, however, no later than one month of delivery of the application. In justified cases, with regard to the complexity and the number of applications, the Controller may extend this period by a further period of two months, even repeatedly. The Controller is obliged to inform Data subject of any such extension within one month of delivery of the application together with the reasons for the extension of the time period.

You can exercise your rights against the Controller through a written request at the address of the Controller: Digital Park II, Einsteinova 25 Bratislava - mestská časť Petržalka 851 01 or electronically at the e-mail address aztec.cee.dpo@allianz.com.

10. CONSENT TO PERSONAL DATA PROCESSING

The consent to the processing of personal data is based on a voluntary basis.

If the employee gives such a voluntary consent, he/she may at any time withdraw it in relation to par. 11 of this information.

11. WITHDRAWAL OF CONSENT TO PERSONAL DATA PROCESSING

The consent to the processing of personal data is based on a voluntary basis, i.e. the consent may be withdrawn at any time via e-mail sent to the e-mail address aztec.cee.dpo@allianz.com, stating your personal data containing at least the first name and surname, home address together with information that you do not wish the Controller to process your personal information further. In case you have given the Controller multiple consents for the processing of personal data, it is necessary to specify which consent the request pertains to. The withdrawal of consent does not affect the legality of processing based on the consent before its withdrawal.

Should you have any questions or comments concerning the processing of your personal data, please contact us via e-mail at the e-mail address: aztec.cee.dpo@allianz.com.

12. CURRENT LEGISLATION IN THE FIELD OF PERSONAL DATA PROTECTION

The current version of the Act No. 18/2018 Coll. on Personal Data Protection, and amending and supplementing certain laws is available to you through the following link:

<https://www.slov-lex.sk/pravne-predpisy/SK/ZZ/2018/18/20180525>

The current version of the Regulation (EU) 2016/679 of the European Parliament and of the Council 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) is available to you through the following link:

<https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016R0679&from=en>