

compliance with the labor legislation and other regulations containing the norms of labor legislation;

3.3.2. Provision of social benefits and guarantees, personal safety or protection of other vital interests of the Company's employees or those of the LUKOIL Group Organizations and their family members;

3.3.3. Conclusion and execution of civil law contracts, including service contracts;

3.3.4. Compliance with the RF laws on joint-stock companies, information disclosure;

3.3.5. Compliance with antitrust legislation;

3.3.6. Compliance with the securities legislation;

3.3.7. Protection of rights and legal interests of the Company, the LUKOIL Group Organizations, and those of their officers in court, dispute settlement and administrative authorities;

3.3.8. Preparation of statements or requests, notifications, etc. provided for by the legislation to be submitted to the Pension Fund of the Russian Federation, Social Insurance Fund of the Russian Federation, Federal Compulsory Medical Insurance Fund, Federal Tax Service and other state bodies and services;

3.3.9. Consolidation of statistic data and figures across the LUKOIL Group;

3.3.10. Conduct of inspections and audits in the LUKOIL Group Organizations;

3.3.11. Organization of bidding procedures provided for by the local regulations of PJSC LUKOIL;

3.3.12. Preparation of the letters of attorney granted to the employees of PJSC LUKOIL, the LUKOIL Group Organizations, other organizations and private individuals;

3.3.13. Organizing access and on-site control in the administrative buildings of the Company, property protection;

3.3.14. Keeping corporate phone and other information books, publications at in-house portals, recognition boards and in public personal data systems;

3.3.15. Fulfillment of other obligations as part of the legal grounds specified in cl. 2.1 hereof.

4. Processed personal data and data sources

4.1. Personal data Q8(y)4. Proce6 Tfa 0 595.32 841.92 reW*nBT/F2 data sources

life), biometrical personal data (those characterizing physiological and biological features of an individual that help identify the data owner) shall be prohibited in the Company, except for the cases provided for by the Federal law.

4.4. It shall be prohibited to use personal data for political solicitation, as well as for the promotion of goods, works and services, except for the cases provided for by the Federal law.

4.5. The Company shall process personal data owned by:

4.5.1. The Company's employees, their relatives;

4.5.2. LUKOIL's BoD members and their relatives, candidates to LUKOIL's BoD;

4.5.3. Members of LUKOIL's Audit Commission and their relatives, candidates to LUKOIL's Audit Commission;

4.5.4. Candidates considered for labor contract execution;

4.5.5. Persons, whose personal data processing is related to the fulfillment of the agreements concluded;

4.5.6. Parties to the labor contracts or civil law contracts concluded with the LUKOIL Group Organizations;

4.5.7. Persons who were previously Parties to labor relations with the Company;

4.5.8. Potential contractors (private individuals);

4.5.9. Founders (private individuals) of potential contractors;

4.5.10. Persons acting as the sole executive bodies of the companies included into the LUKOIL Group;

4.5.11. Shareholders and their relatives;

4.5.12. Lawyers, notaries maintaining relations with the Company;

4.5.13. Drafters of written requests to PJSC LUKOIL;

4.5.14. Other personal data owners (for the purposes of personal data processing outlined in cl. 3.3 hereof).

5. Personal data processing and storage period

5.1. Personal data shall not be processed until the legal grounds for personal data processing outlined in cl. 3 hereof arise.

of the Russian Federation, to ensure national defense and security, as well as to ensure stable and smooth functioning of the transportation industry, protection of personal, social and state interests in the transportation area from unlawful interference).

7.4. The Operator shall transmit the personal data in view of the purposes and personal data categories across the borders, including the following countries: Austria, Azerbaijan, Belarus, Belgium, British Virgin Islands, Bulgaria, Hungary, Ghana, Germany, Greece, Georgia, Denmark, India, Iraq, Spain, Italy, Kazakhstan, Canada, Cyprus, Kyrgyzstan, China, Ivory Coast, Latvia, Lithuania, Republic of Macedonia, Republic of Moldova, the Netherlands, Norway, United Arab Emirates, Ukraine, Estonia, Poland, Portugal, Romania, Serbia, Slovakia, United Kingdom of Great Britain and Northern Ireland, United States of America, Turkey, Uzbekistan, Finland, France, Croatia, Montenegro, Czech Republic, Switzerland, Sweden, Japan.

8. Information on third parties engaged in personal data processing

8.1. The Operator shall be entitled to charge a third party with personal data processing with consent of the personal data owner, unless otherwise provided for by the Federal law, by virtue of the agreement concluded with this person.

8.2. In the respective order (agreement) the Operator shall define the list of actions (operations) with personal data to be conducted by the person responsible for personal data processing, the processing purposes, the confidentiality obligations towards the personal data assumed by the respective person, as well as the obligations to protect the personal data as they are processed, and the requirements to protection of the personal data processed.

8.3. The person responsible for personal data processing by the Operator's order shall not be obliged to obtain consent from the personal data owner to processing of his/her personal data.

8.4. Should the Operator charge a third party with personal data processing, the responsibility for the actions of the said person before the personal data owner shall be borne by the Operator. The person responsible for personal data processing by the Operator's order shall bear responsibility before the Operator.

9. Information on applicable requirements to personal data protection

9.1. In the course of personal data processing the Operator shall take required legal, organizational and technical measures to protect the personal data from unlawful or accidental access, destruction, adjustment, blocking, copying, submission, sharing or other unlawful actions with regard to the personal data.

9.2. The personal data shall be protected by means of the following:

9.2.1. Appointment of persons responsible for organizing personal data processing and personal data safety;

9.2.2. Issuance of local regulations on personal data processing and protection focused on prevention and tracing violations of the RF laws, elimination of respective consequences;

9.2.3. Making a list of positions that require personal data processing of the persons

responsibility for violation of personal data processing rules and requirements to personal data protection.

11.