

DATA MANAGEMENT INFORMATION

Last modified: 27.08.2025.

Progressive BEX Ltd. (hereinafter referred to as the "Data Controller" or "Progressive Advertising Agency") provides the following information (hereinafter referred to as the "Information Notice") on the processing of personal data of data subjects, their data protection rights and their legal remedies. It undertakes to ensure that any processing of data in relation to its activities complies with the requirements set out in this Notice and applicable law, including the requirements of the EU General Data Protection Regulation 2016/679 (hereinafter referred to as "GDPR").

This Notice is continuously available on the website www.progressive.hu/adatvedelem.

Progressive Advertising Agency reserves the right to change this Policy at any time. Of course, any changes will be notified in due time.

If you have any questions about this Notice, please contact us using one of the contact details below and we will respond to your enquiry.

Progressive Reklámagentur is committed to protecting the personal data of those affected by its processing and attaches the utmost importance to respecting the right to information self-determination of its clients. The Progressive Advertising Agency treats personal data confidentially and takes all security, technical and organisational measures to guarantee the security of the data.

Progressive Advertising Agency describes its data management practices below.

1. DATA CONTROLLER'S DATA

- Company name: Progressive Bex Kft.
- Address: 1118 Budapest, Ménesi út 22.
- Contact person: Bálint Buzási
- E-mail address: info@progressive.hu
- Company registration number: 01 09 325966

This Notice is based on the following legislation in force:

1. the Act CXII of 2011 on the Right to Informational Self-Determination and Freedom of Information Act (hereinafter: Infotv.);
2. Act CVIII of 2001 on certain aspects of electronic commerce services and information society services (hereinafter: Ektv.);
3. Act XLVIII of 2008 on the Basic Conditions and Certain Restrictions on Economic Advertising Activities (hereinafter: Act XLVIII.);
4. Act C of 2003 on Electronic Communications (hereinafter referred to as the "Act on Electronic Communications");
5. Act CXIX of 1995 on the processing of name and address data for the purposes of research and direct marketing;
6. Regulation (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 (hereinafter: GDPR).

The Data Controller undertakes to comply with the provisions of this Notice and requests in particular that visitors to its website and its careers page (<https://progressive.hu/hu/karrier/>) and users who apply for a career advertisement should also review the provisions of this Notice before providing their personal data. The Data Controller reserves the right to change this Policy, in which case changes to this Policy will take effect upon publication on <https://progressive.hu/>.

Technical data:

Progressive Advertising Agency selects and operates the IT tools used to process personal data in the course of providing the service in such a way that the data processed:

- accessible to authorised persons (availability);
- authenticity and verification (authenticity of processing);
- can be verified to be unchanged (data integrity);

- be protected against unauthorised access (data confidentiality).

The Progressive Advertising Agency takes appropriate measures to protect the data against unauthorized access, alteration, disclosure, transmission, disclosure, deletion or destruction and against accidental destruction.

Progressive Advertising Agency ensures the security of data processing by technical, organisational and organisational measures that provide a level of protection appropriate to the risks associated with the processing.

Progressive Advertising Agency will retain the following information during the processing of data

- confidentiality: it protects information so that only those who are entitled to it have access to it;
- integrity: it protects the accuracy and completeness of the information and the method of processing;
- availability: ensuring that when the authorised user needs it, he or she can actually access the information and has the means to do so.

2. INTERPRETATIVE PROVISIONS

Terms used in this Notice have the following meanings:

data subject: any person identified by reference to specific personal data or - directly or indirectly - an identifiable natural person;

personal data: data which can be associated with the data subject, in particular the name, the identification mark and one or more factors specific to his or her physical, physiological, mental, economic, cultural or social identity, and the conclusions which can be drawn from the data concerning the data subject;

consent: a voluntary and explicit indication of the data subject's wishes, based on adequate information, by which he or she gives his or her unambiguous agreement to the processing of personal data concerning him or her, either in full or in relation to specific operations;

objection: a statement by the data subject objecting to the processing of his or her personal data and that requests the cessation of processing or the erasure of the data processed;

data controller: the natural or legal person or unincorporated body which, alone or jointly with others, determines the purposes for which the data are to be processed, takes and implements decisions regarding the processing (including the means used) or has the possibility of implementing them through a processor;

data processing: any operation or set of operations which is performed upon data, regardless of the procedure used, in particular any collection, recording, recording, organisation, storage, alteration, use, retrieval, disclosure, transmission, alignment or combination, blocking, erasure or destruction of data, prevention of their further use, taking of photographs, sound or image recordings and the recording of physical characteristics which permit identification of a person;

transfer: making data available to a specified third party;

disclosure: making the data available to anyone;

erasure: making data unrecognisable in such a way that it can no longer be restored possible;

data marking: the marking of data with an identification mark to distinguish the data;

data blocking: the marking of data with an identification mark in order to limit its further processing permanently or for a limited period of time;

data destruction: the complete physical destruction of the data medium containing the data;

data processing: the performance of technical tasks related to data processing operations, irrespective of the method and means used to perform the operations and the place of application,

provided that the technical task is performed on the data;

processor: a natural or legal person, public authority, agency or any other body which processes personal data on behalf of the controller;

dataset: the set of data managed in a single register;

third party: any natural or legal person or unincorporated body other than the data subject, the controller or the processor;

personal data breach: unlawful processing or handling of personal data, in particular unauthorised access, alteration, disclosure, transmission, disclosure, erasure or destruction, accidental destruction or accidental damage.

3. THE LEGAL BASIS, LEGAL BASIS, PURPOSES, SCOPE OF THE PERSONAL DATA PROCESSED AND THE DURATION OF THE PROCESSING CARRIED OUT ON THE WEBSITE

A visit to the website is made by clicking on the Progressive Advertising Agency website <https://progressive.hu/> or its subpages (e.g.: careers page).

3.1 Information about the use of cookies

The Data Controller uses so-called cookies (hereinafter referred to as cookies) when you visit the website. A cookie is a set of information consisting of letters and numbers that the Controller's website sends to the browsers of visitors to the website in order to save certain settings, facilitate the use of the Controller's website and help the Controller to collect some relevant statistical information about visitors to the website

As described above, the legal background for cookie-related data processing is provided in particular by the GDPR, Act CXII of 2011 on the Right of Informational Self-Determination and Freedom of Information (Infotv.), Act C of 2003 on electronic communications and Act CVIII of 2001 on certain aspects of electronic commerce services and information society services.

If you do not accept the use of cookies, cookies based on your consent will not be used. You can delete cookies later or withdraw your consent by changing your cookie settings on the website, or you can delete cookies through your browser settings.

What cookies do we use?

Progressive Advertising Agency's website uses cookies (small files consisting of letters and numbers that are stored in the browser of the user visiting the website or transferred to the hard drive of the user's computer) to ensure the proper operation of the website and to.

The following types of cookies are used in the operation of the Progressive Advertising Agency website: Functional cookies These cookies are used in connection with the use of the website and certain functions. Unless otherwise informed, these cookies are deleted at the end of the session, with the exception of the cookie for the language setting, which has the following lifetime.

You may refuse or block the use of these cookies by changing the cookie function of your browser. The "help" tab in the toolbar of most browsers will tell you how to disable new cookies, how to be notified when a new cookie arrives, and how to turn off existing cookies. However, if you reject or disable the use of these cookies, you may not be able to enjoy the full quality and functionality of the website, as these cookies may be linked to the operation of certain features of the website.

The legal basis for the processing of these cookies is typically the consent of the data subject (Article 6(1)(a) GDPR), or, in the case of the cookies related to the language setting indicated below, the legitimate interest of the Data Controller (Article 6(1)(f) GDPR), which is the proper operation of the website.

Advertising cookies

These cookies collect data about data subjects for advertising purposes.

The legal basis for the processing of these cookies is the consent of the data subject (Article 6(1)(a)

GDPR).

Cookies and tracking technologies used on the Progressive Advertising Agency website

The following tables summarise the privacy information about the cookies used:

a) Functional cookies

Cookie name	The function of the cookie and the data concerned	Legal basis for the processing of cookies	Lifetime of the cake
pll_language Domain: progressive.hu	This helps the website to remember the user's set language when they return to the website, and to retrieve language information if it is not available in any other way.	The legitimate interest of the Data Controller (Article 6(1)(f) GDPR), which is the proper operation of the website	1 year
ytidb::LAST_RESULT_ENTRY_KEY Domain: youtube.com	The cookie is used by YouTube to store the last search result entry clicked by the user. This information is used to improve the user experience and provide more relevant search results in the future.	Consent of the data subject (Article 6(1)(a) GDPR)	Never expires
yt-player-headers-readable Domain: youtube.com	The cookie is used by YouTube to store user preferences related to video playback and the user interface, thus improving the user experience.	Consent of the data subject (Article 6(1)(a) GDPR)	Never expires
yt-player-bandwidth Domain: youtube.com	The cookie is used to store the user's video player preferences and settings, in particular regarding bandwidth and YouTube streaming quality.	Consent of the data subject (Article 6(1)(a) GDPR)	Never expires
yt-remote-device-id Domain: youtube.com	YouTube uses the cookie to store the user's video preferences for embedded YouTube videos.	Consent of the data subject (Article 6(1)(a) GDPR)	Never expires
yt-remote-connected-devices Domain: youtube.com	YouTube uses the cookie to store the user's video preferences for embedded YouTube videos.	Consent of the data subject (Article 6(1)(a) GDPR)	Never expires
yt-remote-session-app Domain: youtube.com	YouTube uses the cookie to store user preferences and information about the embedded YouTube video player interface.	Consent of the data subject (Article 6(1)(a) GDPR)	End of session

yt-remote-cast-installed Domain: youtube.com	The cookie is used to store the preferences of the user's video player using embedded YouTube videos.	Consent of the data subject (Article 6(1)(a) GDPR)	End of session
yt-remote-session-name Domain: youtube.com	The cookie is used by YouTube to store the video player settings of a user who uses embedded YouTube videos.	Consent of the data subject (Article 6(1)(a) GDPR)	End of session
yt-remote-cast-available Domain: youtube.com	The cookie is used to store the user's preferences about whether the casting is available on the YouTube video player.	Consent of the data subject (Article 6(1)(a) GDPR)	End of session
yt-remote-fast-check-period Domain: youtube.com	The cookie is used by YouTube to store the user's embedded YouTube video player settings.	Consent of the data subject (Article 6(1)(a) GDPR)	End of session

b) Advertising cookies

Cookie name	The function of the cookie and the data concerned	Legal basis for the processing of cookies	Lifetime of the cake
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YSC Domain: youtube.com	YouTube uses the cookie to track the views of videos embedded on YouTube pages.	Consent of the data subject (Article 6(1)(a) GDPR)	End of session
VISITOR_INFO1_LIVE Domain: youtube.com	YouTube uses the cookie to measure bandwidth and decide whether the user gets the new or the old player interface.	Consent of the data subject (Article 6(1)(a) GDPR)	6 months
VISITOR_PRIVACY_METADATA Domain: youtube.com	YouTube sets this cookie to store the user's cookie contribution status in the current domain.	Consent of the data subject (Article 6(1)(a) GDPR)	6 months
PREF Domain:	The PREF cookie is set by YouTube to store	Consent of the data subject (Article 6(1)(a) GDPR)	8 months

youtube.com	user preferences such as language, search results format and other customisations for YouTube videos embedded in different websites.		
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You can use your web browser settings to disable cookies. However, if you disable all cookies (including functional cookies) in your browser, you may not be able to access or use certain features of our website.

You can find out about the cookie settings of the most popular browsers by following the links below:

[Google Chrome](#)

[Firefox](#)

[Microsoft Internet Explorer 9](#)

[Microsoft Internet Explorer 10](#)

[Microsoft Internet Explorer 11](#)

[Microsoft Edge](#)

[Safari](#)

We also point out that some browsers allow you to restrict cookies by setting security levels.

For more information about cookies, please see the links below:

[Wikipedia](#)

[youronlinechoices.com](#)

[allaboutcookies.org](#)

[cookiepedia.co.uk](#)

You can find more information about how Google (YouTube) uses cookies below:

[Google Privacy Policy](#)

[How Google uses cookies](#)

[Youtube Privacy Controls](#)

[Youtube Personalisation settings and cookies](#)

Within the EU, the data controller for Google services is also Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland.

Please note that when using an ad-blocker, information about the cookie statement may not always be displayed. If you would like to view it, please deactivate your ad-blocker!

3.2. Data processed during the application process on the careers page

Legal basis for processing

The legal basis for the processing is the taking of steps at the request of the data subject prior to the conclusion of a contract with the data subject in accordance with Article 6 (1) b) of the GDPR. In addition, the data subjects' application data and curriculum vitae may be processed on the basis of consent (Article 6(1)(a) GDPR) or on the basis of the Data Controller's legitimate interest for the purposes of the Data Controller's defence (Article 6(1)(f) GDPR). It should be stressed that if the data subject's data are retained by Progressive Advertising Agency for the purposes of sending further inquiries, it will send

Purpose of the processing

information letters and information on relevant positions to the data subjects for the duration of the processing.

The Progressive Advertising Agency processes personal data in the context of the job search of those who fill in the application form on the careers page, for the purpose of contacting and maintaining contact with them. In addition, the purpose of data processing is to ensure the effective filling of vacancies in the event of subsequent vacancies, while in the case of data processing based on the legitimate interests of the Data Controller, the purpose of data processing is to defend the data subject in the event of complaints (e.g. complaints regarding violation of equal treatment), claims or related official or judicial proceedings, to protect the reputation and economic interests of the Data Controller.

Scope of the data processed

Name, email address, phone number, LinkedIn profile url, net salary requirement and candidate's CV information (attach a CV).

Duration of processing, retention of application data and CVs

The Progressive Advertising Agency processes the personal data provided to it by filling in the application form and uploading the CV until the end of the purpose of the processing (decision on filling the vacancy), on the basis of the legitimate interest of the Data Controller (Article 6 (1) GDPR. f)), however, the Data Controller is entitled to process the provided applicant data and CVs for a maximum period of 5 years from the date of provision (pursuant to Section 6:22 (1) of Act V of 2013 on the Civil Code, if the Civil Code does not provide otherwise, claims expire within 5 years) in connection with any legal dispute, defence in official or court proceedings. It should also be stressed that the Data Controller may retain the application data and CVs of applicants who have given their consent to this, even after the vacancy applied for has been filled, until the relevant consent is withdrawn, but for a maximum of 2 years (in order to inform about similar vacancies).

Other data processing

The Data Controller also processes the personal data of the data subjects in backups (for one month) on the basis of the legitimate interest of the Data Controller (Article 6(1)(f) GDPR), which is to protect the data stored on the Data Controller's IT system. Rackforest Zrt., 1132 Budapest, Victor Hugo utca 11, 5th floor, 1132 Budapest, info@rackforest.hu. If the Data Controller intends to carry out further processing, it shall provide prior information on the material circumstances of the processing (including in particular: legal basis of processing, purpose of processing, scope of the processed data, duration of processing).

Information on the use of a data processor and their activities related to data processing

Processing for the purpose of storing personal data

Name of the data processor: Rackforest Zrt.
Address of the data processor.
E-mail address of the data processor: info@rackforest.hu
Rackforest Zrt. stores the data on servers owned by it and leased by Progressive Advertising Agency on the basis of a written contract with Progressive Advertising Agency. Access to personal data is not permitted
Eligible.

4. DATA SECURITY MEASURES

The Data Controller declares that it has implemented appropriate security measures to protect personal data against unauthorised access, alteration, disclosure, transmission, disclosure, erasure or destruction, accidental destruction or damage and inaccessibility resulting from changes in the technology used.

5. THE RIGHTS OF DATA SUBJECTS:

5.1. In the course of processing, you are entitled to:

the right to information, compliance with requests from data subjects

The Controller shall take appropriate measures to provide data subjects with all the information on the processing of personal data referred to in Articles 13 and 14 of the GDPR and each of the disclosures referred to in Articles 15 to 22 and 34 of the GDPR in a concise, transparent, intelligible and easily accessible form, in a clear and plain language. You may, within the period of processing, request information from the Controller about the processing of your personal data or exercise your additional processing rights by sending a request to the Controller. The Controller shall inform you in an intelligible form of the processing of your personal data and of the action taken in response to your request as soon as possible after the request is made, but not later than one month. If necessary, taking into account the complexity of the request and the number of requests, this time limit may be extended by a further two months. The Data Controller shall inform the data subject of the extension of the time limit, stating the reasons for the delay, within one month of receipt of the request. Where the data subject has made the request by electronic means, the information shall, where possible, be provided by electronic means, unless the data subject requests otherwise. If the controller does not act on the data subject's request, the controller shall inform the data subject without delay and at the latest within one month of receipt of the request of the reasons for the non-action and of the possibility for the data subject to lodge a complaint with a supervisory authority and to exercise his or her right of judicial remedy as set out below.

to correct the data law

You have the right to have inaccurate personal data concerning you corrected by the Data Controller at your request without undue delay. You also have the right to request that incomplete personal data be completed,

including by means of a supplementary declaration

the right to erasure of data

You have the possibility to request the erasure of your personal data if the personal data are no longer necessary for the purposes for which they were collected or otherwise processed by the Controller, you have withdrawn your consent to the processing of your personal data (in case of consent-based processing), you have objected to the processing (in the case of processing based on the legitimate interests of the Controller) and, where applicable, there are no overriding legitimate grounds for the processing, the personal data have been unlawfully processed or the personal data must be erased in order to comply with a legal obligation under Union or Member State law applicable to the Controller.

the right to restriction of processing (blocking of data)

You may request the Controller to restrict processing (block personal data) if you contest the accuracy of the personal data (in which case the restriction is for the period of time necessary to allow the Controller to verify the accuracy of the personal data), processing is unlawful and you oppose the erasure of the data and instead request the restriction of their use, the Controller no longer needs the personal data for processing purposes but you require them for the establishment, exercise or defence of legal claims; or you have objected to the processing (in which case the restriction shall apply for a period of time until it is established whether the legitimate grounds of the Controller prevail over your legitimate grounds)

the right to protest

You have the right to object at any time, on grounds relating to your particular situation, to the processing of your personal data based on the legitimate interests of the Controller. In such a case, the Controller will no longer process the personal data unless you can demonstrate 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 the processing of personal data concerning you for such purposes. If you object to the processing of your personal data for direct marketing purposes, your personal data may no longer be processed for these purposes.

the right to withdraw consent

The data subject has the right to withdraw his or her consent at any time withdraws. The withdrawal of consent shall not affect the lawfulness of the processing prior to the withdrawal.

5.2. Remedies

The data subject may exercise the data processing rights listed above by sending an e-mail to the e-mail address of the Data Controller or to the address of the registered office of the Data Controller, or by postal mail, signed by the data subject, from an identifiable e-mail address of the data subject.

Without prejudice to the administrative or non-judicial remedies available, including the right to lodge a complaint with a supervisory authority, the data subject has the right to an effective judicial remedy if he or she considers that his or her rights under the GDPR have been infringed as a result of the processing of his or her personal data in a way that does not comply with the GDPR. Proceedings against the Data Controller shall be brought before the courts of the Member State where the Data Controller is established (Hungary). Such proceedings may also be brought before the courts of the Member State of habitual residence of the data subject. Such proceedings shall fall within the jurisdiction of the courts of law in Hungary. The action may also be brought, at the option of the data subject, before the competent court

of the place of his or her residence or domicile. For information on the jurisdiction and contact details of the courts (tribunals), please visit the following website: www.birosag.hu . You can also lodge a complaint with the National Authority for Data Protection and Freedom of Information:

Name:	National Authority for Data Protection and Freedom of Information
E-mail:	ugyfelszolgalat@naih.hu
Mailing address:	1055 Budapest, Falk Miksa utca 9-11
Postal address	1363 Budapest, Pf.: 9.
Telephone:	+36 (1) 391-1400
Website:	www.naih.hu

6. OTHER PROVISIONS

We will provide information on data processing not listed in this Notice at the time of collection. We inform our customers that the court, the prosecutor, the investigating authority, the criminal investigation authority, the administrative authority, the National Authority for Data Protection and Freedom of Information, or other bodies authorised by law may contact the data controller to provide information, to disclose or transfer data, or to provide documents.

The Progressive Advertising Agency will disclose to public authorities - if the public authority has indicated the precise purpose and scope of the data - personal data only to the extent and to the extent strictly necessary for the purpose of the request.