

PRIVACY POLICY: ICON ONCOLOGY HOLDINGS (PTY) LTD AND ITS SUBSIDIARIES AND ASSOCIATED ENTITIES

1. Who are we?

Icon Oncology Holdings (Pty) Ltd, including all our Subsidiaries and Associated entities (Icon Group), is a private company registered in South Africa under registration no. 2015/254381/07. We are responsible for the processing of your personal information required to register you as a patient as set out in this privacy policy. Our contact details and details of the various Oncology treatment facilities operated by the Icon Group are available on www.iconsa.co.za.

2. Our commitment to you:

This Privacy Policy is applicable on employees employed by the Icon Group as well as patients undergoing treatment in one of our Oncology facilities.

We respect your privacy.

We understand that in today's interconnected world you may be concerned about what happens with your personal information. We believe in transparency and have implemented this privacy policy to inform you about how we go about processing¹ personal information² from you, the type of information we collect, why we collect that information, the circumstances under which that information will be shared with others, the security measures we've put in place to protect personal information and the mechanisms we've implemented to give you control over your information.

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- ¹ "Processing" refers to any operation or activity or any set of operations, whether or not by automatic means, concerning personal information, including -
 - the collection, receipt, recording, organisation, collation, storage, updating or modification, retrieval, alteration, consultation or use;
 - dissemination by means of transmission, distribution or making available in any other form; or
 - merging, linking, as well as restriction, degradation, erasure or destruction of information.
 - refers to information relating to identifiable, living, natural persons as well as identifiable, existing juristic persons, and includes, but is not limited to -
 - information relating to the race, gender, sex, pregnancy, marital status, national, ethnic or social origin, colour, sexual orientation, age, physical or mental health, well-being, disability, religion, conscience, belief, culture, language and birth of the person;
 - information relating to the education or the medical, financial, criminal or employment history of the person;
 - any identifying number, symbol, e-mail address, physical address, telephone number, location information, online identifier or other particular assignment to the person;
 - the biometric information of the person;
 - the personal opinions, views or preferences of the person;
 - correspondence sent by the person that is implicitly or explicitly of a private or confidential nature or further correspondence that would reveal the contents of the original correspondence;
 - the views or opinions of another individual about the person; and
 - the name of the person if it appears with other personal information relating to the person or if the disclosure of the name itself would reveal information about the person,
 - and "information" has a similar meaning unless the context requires otherwise.

3. How do we collect your information?

We obtain information directly from you because you are employed by the Icon Group and/or because you are a patient undergoing treatment in one of our Oncology treatment facilities. We furthermore receive information about you from other medical practitioners who might have treated you and referred you to us for further treatment. All such personal information will be critical in ensuring we are able to register your information to provide you the treatment prescribed by your medical practitioner.

4. What personal information do we process?

We process personal information, including amongst others, information about your health status, your name, identity number, date of birth, address, employment related information, race, financial position and your Medical Scheme information.

The information we process about your health, includes the diagnosis, clinical information about the treatment and care, prescribed medicines, test results and any other therapy received as well as photographs, and other images, either received from the treating medical practitioner or taken at our Oncology treatment facility required for treatment of your condition.

The information we process about your employment, includes your name, identity number, date of birth, age, contact details, address, HPCSA number or other applicable professional registration number, position or role in the Icon Group, nationality, gender, race, qualifications, specialisation and interests, curriculum vitae, references and photos, relevant medical information, bank details and professional indemnity cover information.

5. Why do we process your personal information?

First and foremost, we process your personal information to provide you with appropriate and quality medical treatment. We also process the personal information to provide you with information or services that you may enquire about as well as to enable us to administer your account with us and to assist you to process your claims against your medical- or other insurance.

Finally, we may use your personal information to improve the effectiveness of the available treatments by compiling de-identified, aggregate statistics about the treatments our patients receive and the medicines used, and to analyse such statistics. We may occasionally pass the statistics on to third parties but will only do so if the information is in an aggregated form and entirely de-identified.

If you are an employee of the Icon Group, then we may process your personal information for employment and related matters as described above under clause 4 as well as:

- For organisational and governance purposes;
- To fulfil the function of our business which is
 - for talent management;
 - for communication purposes;
 - for historical, statistical and research purposes;
 - in terms of a particular law authorising or requiring the collection of the personal information;
 - for enforcement of our rights and;
 - for any other lawful purpose related to our business.

6. Will we share your personal information with anyone else?

In order to provide you with treatment and related services we may share your personal information with affiliated organisations such as radiotherapists and other medical practitioners, but only if they provide treatment to you and you have given them consent to obtain information from us.

We submit claims on your behalf to medical schemes but can also, depending on the option you select, submit invoices for our services and a description thereof directly to you.

We make use of certain service providers in the course of providing you with our services such as technology services for example outsourcing-, networking- and back-up providers. These service providers will only obtain access to our databases for the sole purpose of rendering services to us and only in terms of a written agreement requiring them to implement appropriate security measures, to maintain the confidentiality of your information and to refrain from processing your information for any purpose other than rendering services to us.

We will not share your personal information with any third party on any terms other than set out in this policy.

For the purpose of employment and employment related matters we may share your personal information with:

- Applicable Regulatory Bodies
- Directors, other employees, suppliers and vendors who assist us to provide the services and who perform functions related to our business on a need-to-know basis, subject to confidentiality undertakings, where applicable;
- Vetting agencies;
- SAPS (criminal checks);

- Next-of-kin in emergency situations;
- Our professional and legal advisers;
- Our accountants and auditors;
- Our insurers;
- Law enforcement structures, including courts and tribunals; and
- Relevant persons or entities as required or permitted by law, where we are under a duty to disclose or share your personal information in order to comply with any legal obligation (e.g., SARS) or to protect the rights, property or safety of our business, clients, employees, the public or others.

7. Does this policy apply to children?

Yes, but parents or guardians must give us permission in terms of our consent form to process personal information before we process any personal information relating to children except to the extent that applicable laws and regulations permit the processing of such personal information without consent. If you consent to the processing of personal information relating to children, you may withdraw your consent at any time. If you withdraw your consent, the personal information relating to children will only be processed as provided for in the law.

8. How do we protect your information?

We continually review and update our data protection measures to ensure the security, integrity, and confidentiality of your information in accordance with industry best practices. The measures we adopt to ensure the security of your personal information includes technical measures and internal policies to prevent unauthorised access, loss or use of personal information.

Only those employees and service providers that require access to your information to undertake their work relating to our applications will be permitted access to your information and only if they have concluded an agreement with us requiring them to implement appropriate security measures and to maintain the confidentiality of your information.

We are obliged to inform the Information Regulator if someone unlawfully obtained access to any personal information we process or store.

9. Where is your information stored?

We will process and store your personal information within South Africa and will only transfer your information across the borders of the Republic of South Africa if we have written consent from you.

10. How can you control your personal information?

We will take reasonably practical steps to ensure that you are aware of any particular law authorising or requiring the collection of the information, the fact that, where applicable, we intend to transfer the personal information to a third party country or international organisation and the level of protection afforded to the personal information by that third party country or international organisation and any further information such as the existence of the right to object to the processing of personal information. You can request us to confirm what personal information do we hold about you and to what third parties we've supplied your information, by emailing us using the address supplied above. You may also request that we correct or delete information that is inaccurate, and you can object to the continued processing of your information. If you consent to the processing of your personal information, you may withdraw your consent at any time. If you withdraw your consent, your personal information will only be processed as provided for in the law.

If you believe we process your information contrary to this privacy policy or in contravention of the law, you may lay a complaint object with the Information Regulator.

11. Changes to this policy

We often update this policy, and the updated policy will be available on our website. It is your responsibility to make sure you're comfortable with any changes before continuing to use our services. This policy is effective from 16 March 2021.

Version 2 – changes April 2021 to include employee information