

## Privacy Policy

<b>VERSION CONTROL</b>	V1.0
<b>DATED</b>	30 March 2026

### Who we are

10XBeta is a HealthTech-focused venture studio that partners with founders to build, manufacture, and launch innovative medical devices and connected care solutions. We combine in-house engineering, capital, and global expertise to accelerate concepts into market-ready healthcare products. We operate in South Africa, South Africa, Australia, Europe, and North America.

10XBeta (“we”, “us”, “our”) respects your privacy and is committed to protecting your personal information. This policy explains how we collect, use, share, and protect your personal information in line with the Protection of Personal Information Act, 4 of 2013 (“POPIA”).

<b>BUSINESS NAME</b>	10XBeta (Pty) Ltd a private company with limited liability registered in South Africa with registration number 2017/284977/07
<b>PHYSICAL ADDRESS</b>	Springfield Office Park, 99 Jip de Jager Drive, Bellville, Western Cape, 7530
<b>CONTACT DETAILS</b>	southafrica@10xbeta.com
<b>WEBSITE</b>	<a href="https://10xbeta.com">https://10xbeta.com</a>

## What this policy covers

This policy applies to founders, investors, suppliers, partners, employees, contractors, job applicants and other stakeholders.

It applies to personal information we may collect when you:

- use our website or social media pages,
- engage with us at events or through our programmes,
- communicate with us by email, phone, or in person,
- submit funding proposals or business ideas,
- provide or receive services from us,
- participate in research, pilots, or trials linked to our projects;
- apply for employment or contract roles with us;
- are employed or engaged by us as an employee, contractor, consultant, or director.

## Definitions

<b>DATA SUBJECT</b>	The natural or juristic person to whom personal information relates.
<b>INFORMATION OFFICER</b>	The person designated by the company to ensure compliance with PAIA and POPIA, including handling access requests and overseeing data protection efforts.
<b>PERSONAL INFORMATION</b>	Any information relating to an identifiable, living natural person or, where applicable, an identifiable, existing juristic person. This includes, but is not limited to, names, contact details, identity numbers, employment history, financial information, biometric data, and opinions.
<b>SPECIAL PERSONAL INFORMATION</b>	A subset of personal information that is more sensitive in nature and includes information related to a person's race, health, sex life, biometric and genetic data, religious or philosophical beliefs, political opinions, or trade union membership.
<b>POPIA</b>	The Protection of Personal Information Act, 4 of 2013, which regulates the processing of personal information and provides data subjects with rights to privacy and access.
<b>PROCESSING</b>	Any operation or activity, whether automated or not, concerning personal information, including collection, receipt, storage, use, distribution, updating, modification, and destruction.
<b>REQUESTER</b>	Any person (natural or juristic) making a request for access to a record in terms of PAIA.

<b>RESPONSIBLE PARTY</b>	The public or private body (in this case, 10XBeta) that determines the purpose and means of processing personal information.
<b>OPERATOR</b>	A person or entity who processes personal information on behalf of the responsible party in terms of a contract or mandate, without coming under the direct authority of that responsible party.
<b>TRANSBORDER FLOW</b>	The movement of personal information across South African borders to a foreign country, either electronically or physically.

## Our Information Officer

<b>NAME</b>	Maricia Engelbrecht
<b>ADDRESS</b>	Springfield Office Park, 99 Jip de Jager Drive, Bellville, Western Cape, 7530
<b>CONTACT NUMBER</b>	+27 822 191 636
<b>EMAIL ADDRESS</b>	maricia.engelbrecht@10xbeta.com

## What information we collect

Depending on your interaction with us, we may collect:

- Basic details: names, addresses, contact details, identification numbers, company or business information,
- Website usage and cookies: automatic collection of information, website usage data, and technical identifiers,
- Professional details: job title, role, experience, CVs, employment history, business proposals,
- Financial information: bank details, payment records, payroll information, tax information,
- Health and trial-related information: health status, dietary needs, occupational health information, research or clinical trial participation information (where relevant),
- Security information: photographs, biometric access data, background screening information, CCTV footage from our offices,
- Other information you provide directly to us (e.g., via forms, applications, or meetings, including during recruitment and employment processes).

We may also collect information from public sources or trusted third parties when lawful to do so.

We process special personal information only where permitted under applicable law, including where necessary for employment obligations, health and safety purposes, scientific research, regulatory compliance, or where explicit consent has been obtained.

We process personal information of employees, contractors and job applicants for recruitment, employment administration, payroll, compliance with labour and tax laws, performance management, security, and health and safety purposes. Where permitted by law, this may include special personal information such as health data, biometric access information, or background screening results.

## Why we use your information

We process personal information only for lawful purposes connected to our work as a HealthTech venture studio, such as:

- Reviewing and supporting business ideas and funding proposals,
- Building, incubating, and launching HealthTech solutions,
- Managing our relationships with founders, investors, suppliers, and partners, employees, contractors and applicants,
- Complying with legal, tax, and regulatory obligations,
- Coordinating and hosting workshops, and trials,
- Communicating with you and keeping records,
- Protecting the safety and security of our people, offices, and systems,
- Complying with health, medical device, financial, anti-money laundering, tax and other regulatory obligations (including where applicable SAHPRA and FICA requirements),
- Recruitment and selection processes, including assessing applications and conducting background checks where permitted by law,
- Employment administration, including payroll, benefits, performance management, training, and workplace compliance,
- Occupational health and safety management, including managing workplace incidents and regulatory reporting where required
- Operating, maintaining and improving our website, including analysing website usage through cookies or similar technologies.

We process personal information where we have your consent, where it is necessary to perform a contract with you, to comply with legal obligations, or where we have a legitimate business interest that does not override your rights. We will only use your personal information for the purposes for which it was collected, unless another lawful reason applies.

## Transborder flow

We operate in South Africa, Europe, and North America and may collaborate with partners and service providers in other countries. Personal information may, therefore, be transferred outside the country in which it was collected. Where personal information is transferred across borders, 10XBeta will do so in accordance with applicable data protection laws and will implement appropriate safeguards to protect the information.

These safeguards may include contractual protections with recipients and, where required, transferring the

information only to countries with adequate data protection laws or where equivalent protection is ensured.

Where personal information is transferred:

- We ensure that the recipient is subject to data protection laws that provide an adequate level of protection; or
- We implement appropriate contractual safeguards to protect the information; or
- We rely on another lawful mechanism permitted under applicable data protection laws.

Where the European Union General Data Protection Regulation (GDPR) applies, we ensure that international transfers comply with its requirements.

## Sharing your information

We may share personal information, when necessary, with:

- Our service providers (e.g. IT, legal, finance, HR, payroll administrators, benefits providers, background screening providers),
- Regulators, courts, or authorities where required by law,
- Research, trial, and project partners under confidentiality obligations,
- Investors, suppliers, and advisors working with us on specific ventures,
- Group or affiliated entities, including cross-border partners.

Where personal information is transferred outside South Africa, we ensure compliance with POPIA and put safeguards in place.

## How we keep your information safe

We use appropriate technical and organisational measures to keep personal information secure. These include:

- firewalls in place to control inbound and outbound traffic;
- regular data backups to safeguard against data loss;
- data loss prevention technologies and policies;
- enforced careful access controls to limit who can access confidential data on devices and systems; and
- utilisation of anti-virus and anti-malware solutions to prevent malicious attacks;
- secure user authentication and password management practices;
- restricted access to personal information on a need-to-know basis; and
- staff training and awareness on confidentiality and data protection.

Despite these measures, no method of transmission or storage is completely secure, and we cannot guarantee absolute security.

## PRIVACY POLICY

Where we use third-party service providers to process personal information on our behalf, we require them to implement appropriate security safeguards in line with applicable data protection laws.

We retain personal information only as long as needed for the purposes set out in this policy or as required by law, including applicable labour, tax, regulatory, and clinical record keeping obligations.

Retention periods may vary depending on the nature of the information and the relationship involved (for example, recruitment records, employment records, clinical trial records, or contractual records).

When no longer needed, information is securely deleted, destroyed, or de-identified.

## Your Rights

You have the right to:

- Request access to your personal information,
- Ask us to correct or delete it,
- Object to or restrict certain processing,
- Withdraw consent where processing is based on consent.

Requests must follow the procedure in our PAIA Manual, available on our website or from our Information Officer.

## Contact Us

If you have questions or wish to exercise your rights, please contact our Information Officer (details above).

If you are not satisfied with our response, you may contact the Information Regulator:

Website: [www.inforegulator.org.za](http://www.inforegulator.org.za)

Email: [complaints.IR@justice.gov.za](mailto:complaints.IR@justice.gov.za)

## Updates to this policy

We may update this policy from time to time. The latest version will be available on our website or on request.