

CHINA ADDENDUM TO THE TOLL PRIVACY POLICY

– Notice for Personnel

Subject to any applicable data protection laws or regulations of the People's Republic of China ("PRC") including but not limited to the Personal Information Protection Law ("**Applicable Law**"), the provisions in this addendum ("**Addendum**") shall apply as a supplement to the Toll Group Privacy Notice for Personnel ("**Notice**") and prevail over any conflicting provisions in the Notice, and shall apply and only apply to the Toll companies in the PRC.

PRINCIPLES

What information do we collect about our employees?

We will only process sensitive personal data about you where you have given your separate consent unless we are otherwise permitted by Applicable Law.

The sensitive personal data we collect may include the following underlined personal data:

- name, date of birth / age, gender, racial or ethnic origin, religion, trade union membership, marital status and related family information, business and personal contact (including emergency contact) information, photograph, national insurance number or equivalent and passport number and other details;
- citizenship and, where relevant, residency and work permit status and other immigration-related information;
- relevant information regarding health and disabilities;
- information regarding business expenses and salary, pensions, insurance and other benefits (including bank account details);
- records relating to your access to both Toll's physical premises and information technology systems, including user profiles, account and log-in information and access rights and information as to your interactions with those systems (details of systems and websites accessed, emails and other communications sent and received (including their content; and including communications sent using personal accounts) and telephone calls made and received (including their content, when you have been notified that calls are recorded)).

How do you use my information?

We are entitled to use, disclose and otherwise process our employees' (and former employees') information as described in this paragraph 1 because it is necessary for the conclusion and performance of the employment contract between the employees and us and / or it is necessary for carrying out human resources management under an employment policy legally established or a collective contract legally concluded. Some of our processing may also be required so that we can comply with our legal obligations. Otherwise, we rely on our employees' consent to collect, use or otherwise process their personal data.

Do you disclose my information to other parties?

In addition, Toll may disclose your information, where reasonably necessary for the various purposes set out in paragraph 1.3.1, to:

- other members of the Toll group.

For sharing your personal data with the above third parties, we will obtain your separate consent in accordance with Applicable Law. When we share your personal data with other third parties who can independently determine how and why personal data is processed and who is not disclosed above, we will inform you the name and contact information of such third parties and obtain your separate consent to share your personal data with them.

Do you transfer my information overseas?

The disclosures of employee information described in paragraph 1.4 may involve international transfers, including transfers to countries outside the PRC which do not have data protection laws as strict as those in your home country. In these cases, where we transfer employee information to other members of the Toll group or third party service providers acting on our behalf, we do so on the basis of agreements put in place to protect your information in a form approved for this purpose by the PRC.

The names and contact information of the recipients outside the PRC, purposes and means of processing activities, types of personal data, and channels for the individuals to exercise their rights are set out as follows:

- TOLL HOLDINGS PTY LIMITED
- TOLL HOLDINGS PTY LIMITED will provide global HR management and support including but not limited to management of employment contract, payroll management, provision of benefits, etc. The personal data is uploaded to and processed and transferred by the Workday system, which is a global system accessible by TOLL HOLDINGS PTY LIMITED and its limited employees.
- Personal information includes location; employee ID; employee job history and education; gender; country of birth, city of birth, region of birth; employee identification numbers (various); phone number; address; email address; work contact information; emergency contact information; hire date, continuous service date; benefits service date; retirement date; compensation package; assignment.

For transferring your personal data to the above recipients, we will obtain your separate consent in accordance with Applicable Law. When we transfer your personal data to other recipients outside the PRC who are not disclosed above, we will inform you the name and contact information of such recipients and obtain your separate consent to transfer your personal data to them.

What rights do I have?

You have the rights to request deletion of your personal data held by us in the following circumstances:

- (a) Where the purpose of processing has been achieved or is unable to be achieved, or the personal data is no longer necessary for achieving the purpose of processing;
- (b) Where the data controller ceases the provision of the product or service involved, or the retention period has expired;
- (c) Where consent is withdrawn by the data subject;
- (d) Where the processing of personal data by the data controller is in violation of any law, regulations or agreement; or
- (e) Any other circumstance as provided by law or regulations.

You have the right to require the data controller to explain its rules of processing of personal data.