

**JUMP TRADING GROUP**  
**CANDIDATE PERSONAL DATA NOTICE AT COLLECTION**

Jump Operations, LLC and its subsidiaries and affiliates (collectively, “**Jump**”) respect the privacy of Personal Data and are committed to protecting Personal Data for which Jump is a Controller. This Candidate Personal Data Notice at Collection (“**Notice**”) applies to job candidates only. To learn about how Jump Processes Personal Data in other contexts, please read the [Jump Data Protection and Privacy Policy](#).

As part of the recruitment process, Jump may collect, use, and store (collectively, “**Process**”) Personal Data relating to job candidates. As used herein, “**Personal Data**” means any information attributable to an identified or identifiable natural person and includes Special Category Data (or sensitive Personal Data); Personal Data does not include data where the identity of the person has been removed. The Personal Data you provide when applying for a position may be Processed by Jump for recruiting and employment purposes, as described below.

Jump will only Process your Personal Data as described in this Notice unless otherwise permitted or required by applicable law. Jump takes steps to ensure that the Personal Data it collects about you is adequate, relevant, not excessive, and Processed for limited purposes.

Jump is a global company, and depending on your jurisdiction, there may be certain rights applicable to you for which we may provide separate notice informing you of your rights and how to adequately exercise them.

**Collection of Personal Data**

Jump may Process the following categories of Personal Data, where applicable: full name, email and physical address, date of birth, phone number, citizenship, diversity profile (age, gender, etc.), details regarding the type of employment sought, desired salary, willingness to relocate, job preferences, and other information related to compensation and benefits, bank details, passport or other identification information, educational or employment history, credit or financial history, criminal background history, information disclosed during phone screenings and interviews, candidate testing results (such as technical or behavioral tests), tax status, dependents details, information related to previous applications to Jump or previous employment history with Jump, any contents of a resume or CV, or any other personal details that you otherwise voluntarily provide to Jump.

Jump may receive such Personal Data about candidates through an application or recruitment process, directly from you, as the candidate, or from a third party employment agency, background check provider, references provided by you, online profile (*e.g.*, LinkedIn), former employer, or public resource. Where permitted, we may collect details of professional registrations and disciplinary records, financial checks or criminal background checks.

By sending your Personal Data to Jump for recruiting and employment purposes, you allow the Processing of your Personal Data and affirm that all Personal Data submitted is accurate and that you have the right to provide such data. If you do not agree to the terms of this Notice, please do not submit your Personal Data, or, if you have provided Personal Data, please contact Jump at the below address.

**Use of Personal Data**

Jump will only Process your Personal Data where applicable law permits or requires it in connection with carrying out our application and recruitment process, to take steps necessary to enter into an employment

contract with you, where the Processing is necessary to comply with a legal obligation that applies to Jump, for Jump's legitimate interests or the legitimate interests of third parties, where a candidate's interests and fundamental rights do not override Jump's interests, to protect a candidate's rights and interests or with your consent if applicable law requires consent, or for any purpose compatible with the above.

Jump will Process your Personal Data in accordance with applicable laws and for any of the following legitimate business purposes:

- Identifying and evaluating job candidate, including assessing qualifications for employment;
- Examining technical qualifications for a particular role;
- Confirming identity and carrying out employment, background, and reference checks, where applicable, subject to your consent where required by applicable law;
- Communicating with you about the recruitment process;
- Verifying eligibility to work in a certain jurisdiction;
- Preparing an employment offer;
- Storing data in Jump's recruitment database, for only as long as appropriate under the circumstances;
- Monitoring equal employment opportunities;
- Preventing fraud;
- Complying with legal or regulatory requirements; and
- Protecting the rights and property of Jump, other job candidates, employees, or the public, as required or permitted by law.

When requested, please provide information that is necessary for Jump to consider your application (such as evidence of qualifications or work history) so that Jump may process your application successfully.

### **Collection of Special Categories of Personal Data**

Jump may collect and Process the following Special Category Data (or Sensitive Personal Data) when provided voluntarily from you or by a third party with your consent, when relevant for a particular position and as permitted by applicable law:

- Physical or mental health or condition or disability status to determine appropriate workplace accommodations and evaluate fitness for a particular position or for the provision of benefits.
- Family and/or marital status and limited health information required to process requests for optional benefits for the potential employee and/or related persons.
- Race or ethnic origin to ensure meaningful equal opportunity monitoring and reporting.
- Unlawful or objectionable conduct, criminal charges, or convictions to evaluate fitness for a particular position.

Where Jump has a legitimate need to Process your Special Category Data for purposes not identified above, Jump will do so only after providing you with notice and, if required by law, obtaining your consent.

Jump does not use automated decision-making in Processing Personal Data in a way that will have a significant impact on you.

### **Sharing of Personal Data**

Jump may share your Personal Data with a third party as part of the recruiting process and requires all third parties to take appropriate security measures to protect your Personal Data in accordance with Jump's policies and applicable laws.

Personal Data may also be shared or transferred to Jump entities, affiliates, and service providers across jurisdictions including, but not limited to, the United States, United Kingdom, European Union, Shanghai, Singapore, and/or other jurisdictions. Regarding transfers from the European Economic Area or the United Kingdom, Jump has taken steps to provide an adequate level of protection for Personal Data in accordance with Data Protection Laws.

Jump may also share Personal Data about you if doing so is required or permitted by applicable law, including (i) to comply with law enforcement or national security requests and legal process, such as a court order or subpoena; (ii) to protect the safety, rights, and property of Jump or other persons; (iii) to enforce Jump's policies and contracts; (iv) to collect amounts owed to Jump; or (v) when disclosure is necessary or appropriate to prevent financial loss or in connection with an investigation or prosecution of suspected or actual illegal activity.

### **Retention of Personal Data**

If Jump needs to Process your Personal Data for an unrelated purpose, Jump will, as required by applicable law, notify you and explain the related legal basis for such Processing. Jump will retain your Personal Data for as long as is necessary to fulfill the above purposes and for the retention period required in compliance with applicable laws and regulations.

In addition to using your Personal Data for the position for which you have applied, Jump may retain and use your Personal Data to inform you about and consider you for other positions that may be appropriate for you. If you do not want Jump to consider you for other positions, you may contact us as specified below and Jump will delete your Personal Data held for that purpose.

If you are offered and accept employment with Jump, the Personal Data collected during the application and recruitment process will become part of your employment record, and Jump may use it in connection with your employment consistent with our Employee Data Protection Policy. If you do not become an employee of Jump, or once you are no longer a Jump employee, we will retain and securely destroy your Personal Data in accordance with our document retention policy and applicable laws and regulations.

### **Security of Personal Data**

Jump aims to maintain the security, integrity, and protection of all Personal Data with technical and organizational security measures designed to protect against unauthorized access or breach. Jump will, as required by applicable law, notify you in the case of a data breach involving any loss, misuse, or alteration of your Personal Data without undue delay. Additional information pertaining to Jump's security measures may be provided upon request.

### **Your Privacy Rights**

Depending on the applicable data protection and privacy laws and regulations where you are located, you may be entitled to exercise some or all of the below privacy rights:

- *Request access* to your Personal Data that Jump holds to check that it is accurately and lawfully being Processed. Specifically, in some jurisdictions you may request confirmation that we Process your Personal Data and ask for: (i) a portable copy of the specific pieces of your Personal Data; (ii)

a list of categories of Personal Data (and Sensitive Personal Data) we have Processed about you; (iii) a list of categories of sources from which such Personal Data was Processed; (iv) a list of categories of Personal Data that we Processed or disclosed about you; (v) a list of categories of third parties to whom the Personal Information was disclosed; (vi) the business purpose for Processing your Personal Data; and/or (vii) details about the logic involved in any automated decision-making processes used by us (if applicable), as well as a description of the likely outcome of the process with respect to you.

- *Request correction* of your Personal Data that Jump holds. This enables you to have any incomplete or inaccurate Personal Data be corrected, though Jump may need to verify the accuracy of any new Personal Data provided.
- *Request erasure (deletion)* of your Personal Data. This enables you to ask Jump to delete or remove Personal Data where there is no legitimate purpose for the Processing of such Personal Data by Jump. Jump may not always be able to comply with the request of erasure for specific legal reasons or other legitimate grounds, which you will be notified of, if applicable, at the time of the request.
- *Object to Processing* of your Personal Data where Jump is relying on a legitimate interest (or those of a third party) and you would like to object to the Processing because it impacts your fundamental rights and freedoms.
- *Request restriction of Processing* of your Personal Data. This enables you to ask Jump to suspend Processing Personal Data in the following scenarios: (a) establishing the accuracy of Personal Data; (b) where Jump's use of Personal Data is unlawful, but there is no request of erasure; (c) where you need Jump to hold Personal Data even if retention is no longer required and it is needed to establish, exercise, or defend a legal claim; or (d) you object to Jump's use of Personal Data, but Jump needs to verify whether there are overriding legitimate grounds to use it.
- *Request the transfer* of your Personal Data. Jump will provide to you, or a third party of your designation, your Personal Data in a structured, commonly used, machine-readable format. This right only applies to automated information.
- *Withdraw consent at any time* where Jump is relying on consent to Process Personal Data. This will not affect the lawfulness of any Processing carried out before consent is withdrawn.
- *Sale/Behavioral Advertising opt-out*. We do not currently "sell" or "share" the Personal Data that is subject to this Policy, as defined under applicable data protection laws.
- *Limit the use and sharing of your sensitive Personal Data*. In relation to any sensitive Personal Data identified above, you can request that we limit our Processing of such data to those uses which are necessary for us to evaluate your application or as otherwise allowed by data protection laws.
- *Opt-out of automated decision-making*. You may request to opt-out of any profiling or automated decision-making in furtherance of decisions that produce legal or similarly significant effects concerning you (if applicable).
- *Be notified of a data breach* involving your Personal Data.

If you have any questions or would like to exercise any rights regarding your Personal Data, please contact Jump at [datarequests@jumptrading.com](mailto:datarequests@jumptrading.com) or call (312) 205-8900.

Jump shall use reasonable means to verify the identity of the requester, based on the nature and sensitivity of the request. You may designate an agent to submit requests on your behalf using the same methods described herein. When submitting a request, the agent must identify itself as your authorized agent.

If you exercise any of the above privacy rights, Jump will continue to treat you fairly and without discrimination.

You have the right to lodge a complaint about the Processing of your personal data with the data protection authority in your jurisdiction.

### **Additional California Privacy Disclosures**

For purposes of California data protection law, California residents should note the following:

Jump may collect and use the following categories of Personal Data for the business purposes described in this Notice: Identifiers; Personal Information Categories Listed in the California Records Statute; Characteristics of Protected Classifications under California or Federal Law; Professional or Employment-Related Information; Education Information; Internet or Other Network Activity Information; and Sensitive Personal Information.

Jump may collect these categories of Personal Data from certain sources, including directly from you, automatically from your device(s), Jump affiliates, service providers (*e.g.*, companies that help run our Website or conduct background checks for us); social media; and any referral sources you direct us to.

Jump may disclose these categories of Personal Data to the following categories of third parties, as more fully described above: Jump affiliates, service providers (*e.g.*, companies that conduct background checks for us or store our data, or operate our Website), and agencies or law enforcement for legal compliance purposes.

Jump does not “sell” or “share” your Personal Data. We do not sell or share the Personal Data of consumers under 16 years of age.

Jump does not use or disclose sensitive Personal Data for purposes other than those specified under applicable California Data Protection Law.

### **Changes to this Notice**

Jump reserves the right to update this Notice as needed, for example, to comply with changes in laws or company policies and procedures. Jump advises that you check this Notice from time to time to review any new updates. If any such changes materially affect Jump’s Processing of your Personal Data, Jump will notify you accordingly.

### **NO OFFER OF EMPLOYMENT**

Nothing herein constitutes an offer or promise of employment with respect to any employment position. This does not provide a binding employment offer or any terms or conditions of employment. Without notice, Jump may eliminate, modify, or change any aspect of any employment described herein. Any

employment offer that may ensue as a result of your submission of information to Jump shall be solely in accordance with the specific terms of such employment offer.