



Jump Trading International, Ltd.

Jump Trading International, Ltd. compensates its employees based on their contributions to the firm and uses a thorough compensation review process to ensure that these decisions are not made with respect to gender or any other status. The Gender Pay Gap Reporting Requirements obligate Jump to provide this data in a broad manner that does not take into account the experience, skill, performance, education, role, or responsibility level of our individual employees. As such, the data does not capture—as Jump takes great efforts to ensure—whether women are paid the same as men taking into consideration the factors noted above. Jump continues to work to increase the number of women in more senior roles by supporting growth in the careers of women that work at Jump.

**Data for 2025 Gender Pay Gap**

Below are the results of our Gender Pay Gap analysis. We have first provided the breakdown of our male and female population in each hourly pay quarter. Thereafter, we have provided the mean and median information about our hourly pay and bonus pay gaps, as well as the percentage of males and females that receive bonus pay.

<i>Hourly Pay Quartile</i>	<i>Percentage of Men</i>	<i>Percentage of Women</i>
<i>Upper</i>	98.6%	1.4%
<i>Upper Middle</i>	87.8%	12.2%
<i>Lower Middle</i>	87.8%	12.2%
<i>Lower</i>	73.0%	27.0%

<i>Pay Gap</i>	<i>Mean</i>	<i>Median</i>
<i>Hourly Pay</i>	44%	24%
<i>Bonus Pay</i>	77%	76%

<i>Percentage Receiving Bonus Pay</i>	
<i>Male</i>	94.9%
<i>Female</i>	92.3%

For the avoidance of any doubt, all of Jump’s employees are eligible to receive performance-based bonuses regardless of gender. However, due to certain factors such as hire date and employment status, some employees may not have received a bonus in the twelve months ending on 5 April 2025.



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I confirm that the information published in this report is accurate in accordance with the Gender Pay Gap Reporting requirements.

A handwritten signature in black ink, appearing to read "C. Hickey".

**Colleen Hickey**  
*Chief Financial Officer*