



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 do not capture—as Jump takes great efforts to ensure—whether women are paid the same as men taking into consideration the qualifiers 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 2023 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 Quarter¹</i>	<i>Percentage of Men</i>	<i>Percentage of Women</i>
<i>Upper</i>	96.9%	3.1%
<i>Upper Middle</i>	95.4%	4.6%
<i>Lower Middle</i>	89.2%	10.8%
<i>Lower</i>	75.0%	25.0%

<i>Pay Gap</i>	<i>Mean</i>	<i>Median</i>
<i>Hourly Pay¹</i>	45%	34%
<i>Bonus Pay</i>	83%	64%

<i>Percentage Receiving Bonus Pay</i>	
<i>Male</i>	93.0%
<i>Female</i>	93.1%

¹ Upon reviewing our calculations for the 2025 report, we have reevaluated the methodology used in our initial 2023 disclosure and have gained a clearer understanding of how to apply the hourly pay calculations. As a result, we have restated our results to accurately reflect the intended methodology and ensure consistency in our reporting.



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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 2023.

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

Colleen Hickey
Chief Financial Officer