

XTX Privacy Notice for Visitors, Applicants and Staff Dependants

This privacy notice explains how and why XTX Markets Technologies Limited and its affiliates (XTX) collect your personal data, how XTX uses it and what your rights are with respect to it. XTX may amend this privacy notice from time to time. The latest version of this notice can be found at <https://www.xtxmarkets.com/regulatory-disclosures/>.

XTX collects personal information from and about its employees, officers, or other staff members (**Personal Data**).

The following terms will apply to the processing of Personal Data by XTX.

(A) Who does this Privacy Notice apply to?

- Visitors;
- Applicants; and
- Staff Dependants.

(B) Type of Personal Data XTX processes

XTX typically collects and processes the following types of Personal Data:

FOR VISITORS

1. Visit Information

Data: XTX may collect your name, the name of the Company you work, your contact details, the time of your arrival and the time of your departure from the relevant XTX premises.

Purpose: XTX requires this data to comply with its legal and regulatory obligations to mitigate risks to the health and safety of staff and other visitors to its premises. The data will be used to track staff and visitors that attend the XTX office and will provide XTX with a secure way of contacting such staff and/or visitors if required.

Legal Basis for Processing: Processing is necessary for (i) the pursuit of XTX's legitimate interests; and (ii) to protect the vital interests of the data subjects.

2. CCTV footage

Data: XTX collects images and video clips of certain strategic locations throughout XTX's offices and this data is continuously recorded. Camera locations are chosen to minimise the capture of images which are not relevant to the legitimate purposes of the monitoring and all CCTV cameras have been placed strictly in accordance with applicable local legislation this data is continuously recorded.

Purpose: This information is processed for the following purposes:

- Maintaining the safety and security of XTX staff and visitors;
- Preventing and detecting crime or criminal activity, and protecting our buildings and assets from damage, disruption, vandalism or other criminal activity; and
- Assisting in the effective resolution of any disputes or legal or insurance-related claim involving ourselves.

Note that XTX does not use such footage to monitor your general work performance and behaviour, or to monitor your attendance.

Legal Basis for Processing: Processing is necessary for the pursuit of XTX's legitimate interests in controlling security and access to XTX's premises, which is necessary for the management and functioning of XTX, and processing is necessary to protect the vital interests of the data subjects

Further details: For data captured in the London office the data is stored on a digital video recorder hosted in the office datacentre, where it can be accessed by the members of staff approved for access to this secure area, or accessed by authorised individuals.

For data captured in the New York, Mumbai, Paris and Singapore offices, this data is stored with a cloud security provider, where it can be accessed by authorised individuals.

We will not further transfer or disclose your personal information to third parties, unless required to do so pursuant to law, regulation, a court order or direction from a regulatory body or governmental authority, or in the event of a security incident or suspected security incident, where footage may be shared with third party organisations such as the police or insurance companies.

FOR APPLICANTS

CVs

Data: XTX collects all CVs provided to it by applicants.

Purpose: Collecting CVs is a necessary part of the recruitment process in order to screen suitable applicants in advance of holding interviews.

Legal Basis for Processing: Processing is necessary for the pursuit of XTX's legitimate interests.

Further Details: HR uses third-party recruitment tracking systems such as Greenhouse to collect and store CVs. Each applicant's CV will be uploaded to the third-party system where it will be accessible only by the HR department or key XTX Staff on a need-to-know basis. HR controls access to this data. Please note that CVs may be distributed internally via email to other XTX Staff for consideration as related to your prospective employment by XTX.

Background Information

Data: XTX may conduct background screening of applicants which may include, but is not limited to, identity information, employment history, educational qualifications and certifications and social media.

Purpose: Background screening is conducted to:

- Verify the accuracy of the information you provide during the recruitment process;
- Ensure that a candidate would be a good cultural fit for XTX;
- Satisfy regulatory or legal obligations, particularly for roles requiring specific due diligence, such as financial or compliance-related positions; and
- Protect XTX's legitimate business interests, including ensuring the integrity and safety of XTX operations, staff, and applicants.

Legal Basis for Processing: Processing is necessary for the pursuit of XTX's legitimate interests in maintaining a secure and compliant hiring process and ensuring the suitability of candidates for specific roles.

In certain cases, processing may also be necessary to comply with legal obligations under applicable employment or financial services laws and regulations.

Further Details: XTX may engage third-party service providers that specialise in background checks to assist with the screening process. These providers are obligated to comply with XTX's data protection policies and relevant data privacy laws.

Staff Dependants

Information provided by Staff for their Dependants

Data: XTX collects the name, address, date of birth and contact details of dependants.

Purpose: XTX requires this personal data in order to fulfil its obligations under each Staff member service contract to provide certain contractual benefits to employees and their dependants (e.g. health insurance).

Legal Basis for Processing: Processing is necessary for the performance of a contract.

(C) Your Rights as a Data Subject

Access to your information

Pursuant to applicable data privacy laws (including UK GDPR and EU GDPR), you have a number of rights with respect to your Personal Data. If you wish to access the Personal Data, and any supplementary information, that XTX collects and that relates to you, or you wish to correct or update the Personal Data that XTX has stored that relates to you, please send a request by email to the Data Protection Office at dataprotection@txmarkets.com. XTX will endeavour to comply with your request without undue delay and, at the latest, within one month of receipt, unless (a) the request is complex or there are multiple requests, in which case XTX will inform you of any likely delay or (b) with respect to a request to access the Personal Data, the request is manifestly unfounded or excessive, in which case XTX will inform you that a fee is payable or that XTX will be unable to comply with your request.

Where you have provided consent for the processing of your Personal Data (and XTX has specified no other legal basis for its processing), or where the sole legal basis provided for its processing is for the performance of a contract, the right to data portability enables you to request a copy of all of your Personal Data that XTX processes electronically, for transfer to another data controller. XTX will endeavour to comply with your request without undue delay and, at the latest, within one month of receipt, unless the request is complex or there are multiple requests, in which case XTX will inform you of any likely delay.

In certain circumstances, you have the right to object to XTX's processing of your Personal Data if there is no reason for XTX to keep it, although please note that there may be legal, regulatory or other reasons why XTX would need to keep using your Personal Data, and XTX would inform you of those reasons if applicable.

You also have the right to restrict XTX's processing of your Personal Data, meaning that without your consent, XTX may only use it where they have a legitimate interest in doing so, or to establish, exercise or defend a legal claim or to exercise certain limited legal rights, in the following circumstances:

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- It is inaccurate;
- You have already contacted XTX to object to the processing of it, and XTX are still considering whether or not to agree to your request;
- It has been processed unlawfully and you would prefer XTX to restrict the processing of it, rather than to delete it; and
- XTX no longer needs the data, but you require it to be restricted rather than deleted to exercise, establish or defend a legal claim.

You also have the right to request the deletion or removal of your Personal Data, and subject to relevant law or regulation, XTX has to comply with that request in the following circumstances:

- Where the Personal Data is no longer necessary in relation to the purpose for which it was originally collected;
- If you have provided consent for the processing of your Personal Data and you decide to withdraw that consent (where XTX has specified no other legal basis for its processing);
- Where there is no overriding legitimate interest for continuing the processing of it;
- Where it was unlawfully processed; and
- Where XTX needs to comply with a legal obligation to erase it.

How XTX protects Personal Data

XTX will comply with applicable data privacy laws when processing your Personal Data. In particular, XTX has implemented generally accepted standards of technology and operational security in order to protect Personal Data against accidental loss, destruction or damage.

Please note, however, that XTX does not guarantee that Personal Data will be 100% secure in all circumstances.

Sending data outside of the UK and/or European Economic Area

XTX will only send your data outside of the UK and/or European Economic Area (“EEA”) in the following circumstances:

- To staff members of another entity in the XTX Group in Singapore or the US;
- To professional advisers such as accountants, auditors and law firms in the jurisdictions in which we operate or are proposing to operate;
- Where required or requested by financial institutions, exchanges, platforms, data centres or other entities or service providers in the jurisdictions in which we operate or are proposing to operate in order to progress XTX’s business interests or for XTX to meet its contractual or regulatory obligations;
- Where required or requested by law, regulation, by a court of competent jurisdiction or by any regulatory body or governmental authority.

Data sharing with third parties

- XTX will share your personal information with third parties where required by law, where it is necessary to fulfil its obligations under a member of staff’s service contract (in the case of a staff dependant) or where we have another legitimate interest in doing so.
- The following activities are carried out by third-party service providers: benefit and administration provisions (in the case of a Staff Dependants), recruitment services (in respect of Applicants) and IT services.

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- All our third-party service providers and other entities in the group are required to take appropriate security measures to protect your personal information in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

XTX may also store your personal data via third party web-based applications, cloud services or web-based storage providers, some of whom may be based outside of the EEA.

In the event that your Personal Data is sent outside the UK and/or European Economic Area (a “**Restricted Transfer**”) in one of the above circumstances, and such transfer is not necessary for the performance of a contract or in relation to a legal or regulatory process, XTX will ensure that at least one of the following safeguards are in place to protect your data:

- The Restricted Transfer is to a non-UK/EEA country with equivalent data protection and privacy laws to the UK/EEA (as applicable);
- The entity receiving the Personal Data commits to maintaining sufficient levels of security and protection with respect to its handling of the Personal Data.

Data retention

FOR VISITORS

Unless one of the below exceptions apply, XTX will keep your data for five years following the date of your visit.

FOR APPLICANTS

Unless one of the below exceptions apply, XTX will keep your data for five years following the date that XTX informed you that an offer of employment will not be made or receipt of confirmation from you that you will not be accepting an offer of employment from XTX. Your data will be deleted promptly thereafter.

FOR STAFF DEPENDANTS

Unless one of the below exceptions apply, XTX will keep your data for three years following the date that you are no longer identified as a beneficiary of any benefit granted to a member of staff pursuant to their service contract.

Exceptions:

- We are required to retain the data for a longer period of time in order to comply with a legal or regulatory obligation;
- We are unable or it is impractical, for technical or operational reasons, to delete the data. This exception generally applies to circumstances where the data has been written to offline storage such as back-up tapes. In such circumstances, it would be impractical to delete this data because to do so would involve a significant amount of work, including recalling the relevant tapes, restoring the data, deleting relevant sections, and rewriting new back-up tapes with the remaining data left intact. XTX therefore reserves the right to retain its back-up tapes indefinitely. XTX mitigates the risk of retaining such tapes by storing the data offline and

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ensuring that the tapes can only be recalled by a restricted group of authorised individuals in the Infrastructure team, who will only access the data where they have a legitimate interest in doing so, such as to comply with a legal or regulatory obligation.

If XTX retains your Personal Data for a longer period as described above, it will ensure that it continues to comply with the provisions of applicable data privacy law with respect to securing and protecting your Personal Data.

Complaints and Further Information

If you are an EU citizen or Regulator, for the purposes of EU GDPR, our Appointed Representative is XTX Markets SAS. If you are a UK citizen or Regulator, for the purposes of the UK GDPR, our Appointed Representative is XTX Markets Technologies Limited.

You have the right to lodge a complaint with applicable data protection authorities including (i) the Commission Nationale de l'Informatique et des Libertés (in respect of EU GDPR); or (ii) the Information Commissioners Office (in respect of UK GDPR), if you believe that XTX has not complied with the requirements of applicable law with regard to your Personal Data.

For further information on how Personal Data is used, how XTX maintains the security of Personal Data, and your rights to access your Personal Data, or if you have any concerns as to how your data is processed, please contact the Data Protection Office at dataprotection@txmarkets.com.