

Hong Kong Recruitment Personal Information Collection Statement

Effective Date: February 10, 2025

The purpose of this personal information collection statement is to inform you about how your personal data is processed by the D. E. Shaw Group (“we,” “us,” “our”) in accordance with the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) (the “PDPO”) when you apply for a role with D. E. Shaw & Co. (Asia Pacific) Limited (the “Company”).

1. We may collect, hold, use, and disclose certain types of personal data about you, including but not limited to the following:
 - Identification and contact information such as your name, date of birth, gender, address, email address, and telephone number;
 - Details of education and employment history such as your qualifications, skills, experience, and contact information of your professional references;
 - Sample work product such as examples of software code or your written work;
 - National identification information such as your nationality, residency, visa, and other work permit status;
 - Information for diversity and inclusion monitoring purposes such as your race/ethnicity and gender identity;
 - Details about your current or expected future compensation;
 - Information required for background checks and screening such as education and employment verification, credit and driver’s license checks, and criminal convictions and/or offences to the extent any are identified during a background check; and
 - Any other information that you may choose to share with the D. E. Shaw Group or that may be necessary for the satisfaction of the purposes listed in Section 2 below.

Sometimes we will collect personal data about you from third parties. For example, we might:

- Receive certain information identified above from a recruiter;
 - Obtain professional references from a former employer or other relevant referee; and
 - Engage a background check provider to undertake an employment, education, credit, and/or criminal background check, or a public source review.
2. We may collect, hold, and use your personal data for purposes directly or indirectly relevant to your application for a role with the Company or any member of the D. E. Shaw Group, including but not limited to:
 - Communicate with you regarding your application and our recruitment process;
 - Process and assess your application for a role with the Company;

- Administer, manage, and improve our recruitment operations, including monitoring our compliance with our internal rules and policies;
- Undertake the preparatory steps necessary for the Company to enter into an employment agreement with you to the extent your application is successful;
- Conduct reference and background checks about you, including criminal history check, credit history check, education, qualification and employment history verification, and professional license verification;
- Meet our obligations with respect to recruiting agencies acting on your behalf;
- Fulfill our legal obligations such as verification of your eligibility to work, our compliance with legal and regulatory requirements, responding to any actual or prospective legal proceedings, action, investigation, or inquiry in any relevant jurisdiction;
- Apply for licences, registrations, or memberships with regulators or self-regulatory organisations;
- Facilitate any merger, acquisition, reorganisation, spin-out, outsourcing, or sale of all or part of our business;
- Detect, prevent, or investigate any actual or suspected fraud, illegal activity, or other misconduct;
- Inform you about prospective employment opportunities with us, unless you notify us that you do not wish to hear about any such opportunities by emailing us as described in the “**Contact Us**” section; and
- Any other purposes directly or indirectly related to the above.

During the employment application and/or recruitment processes, you will have an opportunity to provide us information about your race/ethnicity or gender identity on a voluntary basis. We use such information for the purposes of evaluating and improving our diversity and inclusion efforts and equal opportunity monitoring only. This information will not be used for any recruitment decisions. Whether or not you choose to provide such information will not affect the review of your application for employment or the likelihood that we will make an offer of employment.

3. The provision of your personal data is mandatory unless otherwise specified. Failure to provide any personal data required may influence the processing and outcome of your application for a role with the Company or any other member of the D. E. Shaw Group.
4. Your personal data may be transferred by the Company or any member of the D. E. Shaw Group, whether within or outside of Hong Kong, to:
 - Our affiliates, agents, contractors, and service providers such as IT and background check service providers, consultants, and advisors;
 - Fraud prevention agencies and law enforcement agencies;
 - Courts, governmental bodies, non-governmental regulators, ombudsmen, and other bodies recognized in the relevant industry;

- Any third party as required or permitted by law, including in connection with a dispute, litigation, investigation, proceedings, or inquiry involving us;
- Any third party in connection with any merger, acquisition, reorganisation, spin-out, outsourcing or sale of all or part of our business; and
- Anyone you authorise us to disclose

for the above-mentioned purposes for which your personal data is to be used.

5. We will retain your personal data for only as long as it is considered necessary for the fulfilment of the purposes described under Section 2 above, unless otherwise required or permitted by law, and in accordance with our internal retention policies.
 - If your application for employment is successful, your personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment.
 - If your application for employment is unsuccessful, we will retain your personal data to inform you about any future employment opportunities with us. If you do not wish to hear about any such opportunities, please email us as described in the “**Contact Us**” section.
 - If you would like more information about applicable data retention policies, please email us as described in the “**Contact Us**” section. If you have submitted a resume to us and do not wish to proceed with your application, please email cvwithdraw@deshaw.com.
6. Under the PDPO, you may have a right to request access to personal data any member of the D. E. Shaw Group holds in relation to you from time to time, and to require any inaccuracies be corrected by emailing us as described in the “**Contact Us**” section.
7. **Contact Us.** If you have any questions about this personal information collection statement or wish to exercise your rights as specified herein, please email us at privacy@deshaw.com.