

CANDIDATE PRIVACY STATEMENT

Last Updated January 24, 2024

This Candidate Privacy Statement describes how personal information is collected and processed by Spyre Therapeutics, Inc. and its affiliates or subsidiaries (collectively, “Spyre”) for applicants who apply for employment at Spyre. In this Privacy Statement, we refer to job applicants as “you” or “Candidate.” Spyre is committed to protecting the privacy and security of a Candidate’s personal information.

Personal Information We Collect and How We Use It

Spyre collects personal information that you provide during the job application process and other information depending on how you interact with our website or other job application platforms. To the extent necessary and for the purposes set forth in this Privacy Statement, we may also collect information about you from other sources or third parties, such as, for example, LinkedIn, Indeed, recruitment agencies or hiring solutions vendors or contractors.

We only collect and use your personal information when it is lawful for us to do so. The reasons why we may collect and process your personal information are (1) for the legitimate business purposes for which it was provided, i.e. because you have applied for employment at Spyre and have decided to participate in Spyre’s employment application process; (2) with your provided consent; and / or (3) where needed to further the public interest.

The categories of personal information we may collect and process include (1) contact and identifying information you provide to us, like name, telephone number and physical or electronic mail address; (2) records related to your identifying information, like information set forth in your resume or applications which may include your educational, vocational and/or employment history or experiences, and (3) device identifiers, such as essential cookies or other trackers, that help provide functionality to our website or help us analyze usage of our website more accurately. A “cookie” is a small text file that contains data that allows your device to be identified by a network.

We use your personal information to process and evaluate your employment candidacy. That procedure may include contacting you directly and it may include Spyre’s internal analysis so that we can improve upon our employment candidacy process.

We will keep your personal information only for as long as it is needed to fulfill our legitimate purposes. For example, we will retain your personal information for as long as we need it to process and evaluate your candidacy for current or future Spyre employment opportunities, to communicate with you or to meet any legal requirements. After any such legitimate purposes have been satisfied, unless a longer retention period is required by law, Spyre will delete your personal information or otherwise deidentify it so that it will no longer be able to be associated with you.

Sharing Personal Information with Third Parties

Spyre does not sell or share a Candidate's personal information to any third party. Spyre may provide a Candidate's personal information to certain third parties only with a Candidate's consent or in one of the following circumstances:

Service Providers. Spyre may disclose personal information to third-party service providers who provide us with support services in connection with our website or related functionalities or other advisory or consulting services. These third-party service providers are prohibited from using any such information for their own marketing purposes.

Change of Control. Spyre may share a Candidate's personal information with actual or prospective entities seeking to acquire or merge with Spyre when such acquisition or merger would result in a realized restructuring or change in control involving all or a portion of Spyre's business or assets, including in connection with bankruptcy or similar proceedings.

Legal Reasons. Spyre may share a Candidate's personal information as needed to: (1) comply with applicable laws or respond to, investigate, or participate in valid legal process and proceedings, including from law enforcement or government agencies; (2) enforce or investigate potential violations of Spyre policies; (3) detect, prevent, or investigate potential fraud, abuse, or safety and security concerns, including threats to the public; (4) meet Spyre's corporate and social responsibility commitments; (5) protect rights and property of Spyre or its clients; and (6) resolve disputes and enforce agreements.

Changes

Spyre may occasionally update this Privacy Statement. We encourage you to periodically review this Privacy Statement to stay informed about any updates.

If you have any questions regarding this Privacy Statement or would like us to remove your information from our records you may contact us at:

ComplianceOfficer@spyre.com