



Firestorm Labs Privacy Policy

Effective Date: 4/28/2026

This Privacy Policy describes the data handling practices of Firestorm Labs, Inc. (“Firestorm”, “us”, “we”, or “our”) in connection with our website launchfirestorm.com (the “Site”).

This Privacy Policy is divided into the following sections:

1. What personal information we collect;
2. How we use your personal information;
3. With whom we may share your personal information;
4. Legal Bases for processing your personal information;
5. Storage and security of your information;
6. Your Privacy Rights, Choices and Disclosures;
7. Users outside the United States;
8. Links to other sites;
9. Privacy Policy updates; and
10. Contact Information.

1. Personal Information We Collect or Process

- (a) Information automatically collected. When you visit our Site, our web server and a limited number of service providers may automatically receive standard technical information, such as your IP address, browser type, device type, referring URL, and pages visited, for the purposes of operating, securing, monitoring, and improving the Site. We use browser local storage (and may in the future use cookies or similar technologies) solely for essential functionality, such as remembering that you have dismissed our privacy banner and, for authorized administrators, maintaining a logged-in session. Our Site does not use tracking cookies, advertising cookies, cross-site trackers, or similar technologies for targeted advertising, and we do not sell or share your personal information with third parties for their own marketing purposes.
- (b) Information Voluntarily Provided. We also collect information that you provide to us voluntarily, including in the following situations:
- When you inquire about an investment opportunity.
 - When you contract for our products and services.
 - When you contact us by email or our contact form.

In connection with the foregoing, the information collected may include name, email address, physical address and phone number.

If you inquire about a career with us, we or our job hosting provider will collect personal information about you, which may include name, contact information, resume, employment history, and references. We will use the information for recruitment and evaluating candidates.

From time to time our interactions with you will be conducted over the telephone or video-conference, and such telephone calls and video conferences may be recorded with your consent provided at the time of the call.



- (c) Third-Party sources. We may combine personal information we receive from you with personal information falling within one of the categories identified above that we obtain from other sources, such as:
- Public sources, such as government agencies, public records, social media platforms, and other publicly available sources.
 - Data providers, such as information services and data licensors.
 - website hosting and content delivery providers; cloud database and form-handling providers that process contact form submissions; web font providers; analytics providers that help us measure and improve Site performance; and an applicant tracking system that hosts job postings and processes employment applications on our behalf.
 - Business transaction partners. We may receive personal information in connection with an actual or prospective business transaction. For example, we may receive your personal information from an entity we acquire or are acquired by, a successor, or assignee or any party involved in a business transaction such as a merger, acquisition, sale of assets, or similar transaction, and/or in the context of an insolvency, bankruptcy, or receivership.
- (d) The use of our Site is not intended for the use of children. We do not knowingly collect information from users of our Site under the age of 13 and/or their internet usage.

2. How We Use Your Personal Information

We use the personal information we collect as follows:

- For general business purposes, including managing your relationship with us, responding to enquiries and requests, and administrative purposes.
- To evaluate applicants and fill employment positions.
- To evaluate investment opportunities.
- To provide, maintain, and protect our Site and assure the integrity of our platform.
- Provide the information you request.
- To monitor the performance of our Site and improve your user experience.
- To satisfy legal obligations and compliance requirements under applicable laws and regulations.
- To protect and defend our and our users' rights and property.
- For other purposes that we tell you about when you provide information about yourself to us.
- For other legitimate business and lawful purposes.

We may obtain your written consent from time to time in electronic form by using online agreements or other acknowledgements on the Site, including for any other contemplated uses of your personal information not addressed in this Privacy Policy. Please read all online agreements carefully before accepting them.

3. With Whom We Share Personal Information

We may share your personal information with and among our current and future parents, affiliates, subsidiaries, and other companies under common control and ownership.

We share your personal information with third parties who perform services on our behalf, including without limitation our technology providers, payment processors, job hosting provider, and professional advisors.

We may disclose information if we have a good faith belief that disclosure is necessary by law or the legal process, to protect and defend our or others' interests or property, or to enforce agreements you enter into with us.



We may share your data with a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer, liquidation or other disposition of all or any portion of our business, assets or stock with such third party.

We may share information with other third parties with your consent.

We may share aggregated and de-identified information with third parties for analytical, research or other similar purposes.

4. Legal Bases for Processing Your Personal Information

We rely on the following legal grounds to process your personal information:

Consent. Some uses of your personal information as described in this Privacy Policy are subject to your consent, such as marketing communications and employment applications. To withdraw your consent, please contact us at info@launchfirestorm.com.

Performance of a contract. We need to collect and use your personal information to enter into and perform contracts with you.

Legitimate Interests. We may use your personal information for our legitimate interests to provide our Site and to improve our products, the Site and the content contained on the Site. We may use technical information as described in this Privacy Policy and use personal information for our marketing purposes consistent with our legitimate interests and any choices that we offer or consents that may be required under applicable law.

Compliance with Legal Obligations. We may use your personal information as necessary to comply with our legal obligations, such as in connection with recalls.

5. Storage and Protection of Your Personal Information

We retain the personal information we collect for so long as reasonably necessary to fulfill the purposes for which the information was collected and to perform our contractual and legal obligations. We will retain personal information required to comply with privacy requests, as required by law, in order to resolve disputes, or to enforce our agreements. We may also retain copies of your personal information for disaster recovery purposes, to prevent fraud or future abuse, or for our legitimate business purposes.

Notwithstanding the generality of the foregoing, we store email addresses until the user requests to have their information deleted.

We take reasonable administrative, physical and technical precautions to protect your personal information and communications between us. This includes, when required or as we deem appropriate and feasible under the circumstances, encryption and written commitments from third parties that may have access to your information that they will protect the information with reasonable safeguards.

No Internet or e-mail transmission is ever fully secure or error free. We therefore cannot guarantee absolute security of your information, and we are not responsible for processes and networks that we do not control. Users assume the risk of security breaches and the consequences resulting from them. Please be careful in deciding what information you send to us via email or over the Internet.



6. Your Rights, Choices and Disclosures

- (a) We are committed to facilitating the exercise of your rights granted by the laws of your jurisdiction and to which we are subject, which may include the right to request the correction, modification or deletion of your personal information and the right to opt out of the sale or sharing of your personal information (as applicable). We will do our best to honor your requests subject to any legal and contractual obligations. If you would like to make a request, contact us at info@launchfirestorm.com with “Data Rights Request” in the subject line.

Subject to local law, you may have additional rights under the laws of your jurisdiction regarding your personal information, such as the right to complain to your local data protection authority and the right to appeal our decision regarding a data access request.

Section (b) below describes the rights of those individuals located in the European Union, the United Kingdom or another jurisdiction that has adopted laws substantially similar to the European Union’s General Data Protection Regulation (“GDPR”). Section (c) contains disclosures required under California law.

- (b) **Your European Privacy Rights and Choices.** If you are located in the European Union, the United Kingdom or another jurisdiction that has adopted laws substantially similar to the European Union’s General Data Protection Regulation (GDPR), your privacy rights include the following:

- Transparency and the right to information. Through this Privacy Policy we explain how we use and share your information. However, if you have questions or need additional information you can contact us any time.
- Right of access, correction, restriction of processing, erasure. You may contact us to request information about the personal data we have collected from you and to request the correction, modification or deletion of such personal information, which requests we will do our best to honor subject to any legal and contractual obligations.
- Right to withdraw your consent at any time. When we process your personal data based on your consent, you have the right to withdraw it at any time.
- Right to object at any time. You have the right to object at any time to receiving marketing or promotional materials from us by either following the opt-out instructions in commercial e-mails or by contacting us, as well as the right to object to any processing of your personal data based on your specific situation. In the latter case, we will assess your request and provide a reply in a timely manner, according to our legal and contractual obligations. Some non-marketing communications are not subject to a general opt-out, such as communications about transactions and disclosures to comply with legal requirements.
- Right to data portability. You have the right to data portability of your own personal data by contacting us.
- Right not to be subject to an automated decision, including profiling. We do not make automated decisions using your personal data that may negatively impact you.
- Right to lodge a complaint with a supervisory authority. If you consider that the processing of your personal data infringes your privacy rights according to GDPR, you have the right to lodge a complaint with a supervisory authority, in the member state of your habitual residence, place of work, or place of the alleged infringement.

- (c) California Disclosures

- California “Shine the Light” Information-Sharing Disclosure: California residents may request a list of all third parties with respect to which we have disclosed any information about you for such third parties’ direct marketing purposes and the categories of information disclosed. If you are a California resident and want such a list, please send us a written request by email to info@launchfirestorm.com with “California Shine The Light Rights” in the subject line.



- California Do Not Track Disclosure: Please note that because there is no consistent industry understanding of how to respond to “Do Not Track” signals, we do not alter our data collection and usage practices when we detect such a signal from your browser.
- No Sale or Sharing of Personal Information. We do not "sell" or "share" personal information as those terms are defined under the California Consumer Privacy Act, as amended by the California Privacy Rights Act (collectively, the "CCPA"). We have not sold or shared personal information in the preceding twelve (12) months, and we do not sell or share the personal information of consumers we actually know are under 16 years of age.

7. Users Outside the United States

The Site is hosted and administered in the United States. If you are visiting the Site from outside the United States, your country may have laws or regulations governing personal information collection, use, and disclosure that differ from United States laws. By visiting our Site, you are consenting to the transfer of your information from your jurisdiction to the United States.

8. Links to Other Sites

Our Site may contain links to other websites for your convenience or information. These websites may be operated by companies unaffiliated with us, and we are not responsible for the content or privacy practices of those websites. Linked websites may have their own terms of use and privacy policies, and we encourage you to review those policies whenever you visit the websites.

9. Privacy Policy Changes

We may update this Privacy Policy from time to time and without prior notice to you to reflect changes in our information practices, and any such amendments shall apply to information already collected and to be collected. Your continued use of the Site after any changes to our Privacy Policy indicates your agreement with the terms of the revised Privacy Policy. Please review this Privacy Policy periodically and especially before you provide personal information to us. The date of the last update of the Privacy Policy is indicated at the top of this Privacy Policy. We will also communicate changes as required by applicable law.

10. Questions and Contact Information

If you have any questions about this Privacy Policy, please contact us at info@launchfirestorm.com.