



POTENTIAL EMPLOYEES' PRIVACY NOTICE

At WisdomTree Europe Ltd, WisdomTree UK Limited and WisdomTree Ireland Limited (collectively "WisdomTree", "we", "us", "our") we have a firm commitment to privacy, and it is our policy to protect your personal data that we hold. This privacy notice (the "Privacy Notice") provides an outline of what personal data we obtain from you, how and why we use it, and in what circumstance we may share and transfer it. More details can be found in our Privacy Policy ([link](#)) (our "Policy") which have been duly updated to ensure your rights are being protected in compliance with the General Data Protection Regulation 2016/679 which came into force on the 25th May 2018 (EU), the Data Protection Act 2018 (UK) and other relevant data protection legislation (together "GDPR").

Contact us

If you have any questions regarding this Privacy Notice or our Policy you can contact us via email at GDPR@wisdomtree.com or in writing to Compliance, WisdomTree UK Limited, 16 Dufour's Pl, London W1F 7SP, UK or Compliance, WisdomTree Ireland Limited, 16 Fitzwilliam Place, Dublin, D02 FF82, Ireland.

Your rights

Under the GDPR, you have several rights which you can exercise in certain circumstances. These include the right to:

- Request access to your personal data. This enables you to receive a copy of the personal data we hold about you and to check that we are lawfully processing it.
- Request correction of the personal data that we hold about you. This enables you to have any incomplete or inaccurate personal data we hold about you corrected.
- Request erasure of your personal data. This enables you to ask us to delete or remove personal data where there is no good reason for us continuing to process it.
- Object to processing of your personal data where we are relying on a legitimate interest and there is something about your particular situation which makes you want to object to processing on this ground.
- Request the restriction of processing of your personal data. This enables you to ask us to suspend the processing of personal data about you, for example if you want us to establish its accuracy or the reason for processing it.
- Request the transfer of your personal data to another party (data portability).
- Withdraw consent at any time where we are relying on consent to process your personal data.

Further details on how to exercise those rights can be found in our Policy. If you wish to exercise any of these rights, please contact us (see 'Contact us' section). We may need to request specific information from you to help us confirm your identity.

What personal data do we collect and how

We may collect your personal data through the application and recruitment process, either directly from you or sometimes from third parties such as recruitment agencies, job boards (e.g., LinkedIn), or from former employers for references. We may also collect personal data from publicly accessible sources. We will collect additional personal information in the course of job-related activities throughout the period of you working for us. The types of personal data we may collect through these processes include: name, address, email address, telephone number, work contact information, your skills,



experience and employment information about your current level of remuneration, including benefit entitlements; information about your entitlement to work in the UK/Ireland; and information from interviews and assessments, including interview notes. Certain sensitive personal data may be collected about you, as defined in the GDPR. We will not utilise this personal data unless we have your explicit consent or if it is used in line with our statutory obligations.

How we use your personal data

We process your personal data only when necessary to allow us to meet our organisational and statutory obligations to you as an employer. WisdomTree will use your personal data in the following circumstances:

- Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests. This includes processing your application, assessing your suitability, and managing the recruitment process.
- To take steps at your request prior to entering into a contract with you.
- Where we need to comply with a legal obligation (e.g., checking your right to work).
- Where you have provided your consent for specific processing, such as for certain background checks.

Information we share and data transfers

All information you provide to us will be stored on secured servers, and we will only disclose your personal information as we describe in this Privacy Notice and in more detail in our Policy.

We may share your personal information with WisdomTree, Inc., as the firms' parent company for administrative and management purposes. Where we do so, we ensure that appropriate safeguards are in place to protect your personal data. This personal data may include CVs of candidates for European, UK or non-EU roles; compensation information; payroll and expenses related information and any agreements with EU or UK employees containing personal data. All personal data is held for legitimate reasons and is transferred and retained in line with our WTE Data Protection Policy.

We may transfer your personal information to the US or outside of the European Union or UK, and those countries may have different data protection laws. We will in all cases protect your information as described in our Policy and ensure the relevant agreements are in place so that your rights are protected.

We may also share your personal data with our affiliates or third-party service providers who perform services on our behalf, such as recruitment software providers, background check agencies, and professional advisors. All our third-party service providers are required to take appropriate security measures to protect your personal information in line with our policies. We will not sell your personal data to others.

Data Security

We have put in place appropriate security measures to prevent your personal data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal data to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your personal data on our instructions and they are subject to a duty of confidentiality.

Data Retention

We will only retain your personal data for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements. If your



application is unsuccessful, we will retain your personal data for a period of 12 months after we have communicated our decision to you. If your application is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment.

Changes to this Privacy Notice and Policy

This Privacy Notice is dated as of October 2025.

This Privacy Notice and our Policy may be updated periodically and without prior notice to you to reflect changes in our personal information practices. We will upload the updated version and indicate when it was most recently updated.