POTENTIAL EMPLOYEES' PRIVACY NOTICE

At WisdomTree Europe Ltd, WisdomTree UK Limited and WisdomTree Ireland Limited (collectively "WisdomTree", "we", "us", "our"), each acting as a data controller in respect of the personal data of candidates applying to it, 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 applicable data protection law, including the UK General Data Protection Regulation ("UK GDPR") and the Data Protection Act 2018 (UK), each as amended by the Data (Use and Access) Act 2025 ("DUAA"), the EU General Data Protection Regulation ((EU) 2016/679) ("EU GDPR")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"). and the Data Protection Acts 1988 to 2018 (Ireland), together with the UK Privacy and Electronic Communications (EC Directive) Regulations 2003 ("PECR") and the Irish European Communities (Electronic Communications Networks and Services) (Privacy and Electronic Communications) Regulations 2011 (the "ePrivacy Regulations"), which govern cookies and electronic marketing, and, where applicable, the Swiss Federal Act on Data Protection of 25 September 2020 ("FADP") and the Swiss Ordinance on Data Protection of 31 August 2022, each as amended from time to time (together, "Data Protection Law"; references in this Privacy Policy to the "GDPR" mean the UK GDPR or the EU GDPR, as applicable).

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, 141 Wardour Street, London, W1F 0UT, United Kingdom or Compliance, WisdomTree Ireland Limited, Hume Street House, 3-8 Hume Street, Dublin, D02 C624, 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), where the processing is based on your consent or on steps taken at your request before entering into a contract, and is carried out by automated means.
- Withdraw consent at any time where we are relying on consent to process your personal data.

- Not be subject to a decision based solely on automated processing which produces legal or similarly significant effects on you, subject to the exceptions and safeguards in Data Protection Law (including the right to make representations, obtain human intervention and contest the decision).

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.

Complaints

If you have any concerns about how we handle your personal data, please contact us first using the details above. You also have the right to lodge a complaint with a supervisory authority: for employees of WisdomTree UK Limited and WisdomTree Europe Limited, the Information Commission (formerly the Information Commissioner's Office) at www.ico.org.uk, and for employees of WisdomTree Ireland Limited, the Data Protection Commission at www.dataprotection.ie. Employees based in Switzerland may also report concerns about potential breaches of Swiss data protection law to the Federal Data Protection and Information Commissioner (FDPIC) at www.edoeb.admin.ch.

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 or background check providers. We may also collect personal data from publicly accessible sources. If you are offered and accept a role with us, further personal data will be collected and used as described in our Employee Privacy Notice. The types of personal data we may collect through these processes include: name, address, email address, telephone number, work contact information, your CV, qualifications, skills, experience and employment history; information about your current level of remuneration, including benefit entitlements (where you choose to provide it); references; information about your entitlement to work in the UK, European Economic Area ("EEA"), or Switzerland; and information from interviews and assessments, including interview notes. Some of this information may include special categories of personal data (such as health information relevant to adjustments, or diversity monitoring information) and personal data relating to criminal convictions and offences. We will only process this data where permitted by the GDPR, for example where necessary to comply with our obligations in the field of employment law (including making reasonable adjustments), or to comply with regulatory requirements for the role (such as the FCA's fit and proper requirements or the Central Bank of Ireland's Fitness and Probity regime) in each case as permitted by Schedule 1 to the Data Protection Act 2018 (UK) or sections 46 and 55 of the Data Protection Act 2018 (Ireland) and, where applicable, the Swiss Federal Act on Data Protection ("FADP") and Article 328b of the Swiss Code of 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 a prospective 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 or carrying out regulatory checks and references required for the role).

- Where you have provided your consent for specific processing, such as for certain background checks such as retaining your details to consider you for future vacancies, or voluntary diversity monitoring. You can withdraw your consent at any time.

For employees based in Switzerland, we also comply with the Swiss Federal Act on Data Protection ("FADP") and Article 328b of the Swiss Code of Obligations. We process your personal data only to the extent permitted by applicable Swiss law, including where it concerns your suitability for your role or is necessary for the performance of your employment contract. All such processing must be proportionate and respect your privacy, dignity and other personal rights protected by Swiss law.

You are not obliged to provide personal data to us. However, if you do not provide information that we need to assess your application or that is required by law or regulation (for example, to confirm your right to work or carry out regulatory checks), we may not be able to progress your application.

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 outside of the EEA, UK or Switzerland, and those countries may have different data protection laws. We will ensure that transfers comply with applicable Data Protection Law on an applicable adequacy decision or appropriate safeguards. Depending on the transfer, these may include the EU-U.S. Data Privacy Framework and its UK Extension, the Swiss-U.S. Data Privacy Framework (where the recipient's certification covers the relevant transfer), or the standard contractual clauses approved by the European Commission supplemented where necessary by the UK Addendum or adaptations required under Swiss Law, or International Data Transfer Agreement. You may request a copy of the relevant safeguards by contacting us. 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. Where required for the role, we may also share your personal data with regulators, such as the FCA, the Central Bank of Ireland, or relevant Swiss regulatory, tax and social insurance authorities (for example, when applying for regulatory approval), and with your previous employers when requesting references. 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, so that we can respond to any queries or legal claims relating to the recruitment process, unless you have agreed that we may keep your details for longer to consider you for future vacancies. 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

This Privacy Notice is dated as of November 2026.

This Privacy Notice may be updated periodically and without prior notice to you to reflect changes in our personal information practices.