2023 Report

Corporate Responsibility at WisdomTree

April 2024

About WisdomTree

WisdomTree is a global financial innovator, offering a well-diversified suite of exchange-traded products ("ETPs"), models, solutions and products leveraging blockchain-enabled technology. We empower investors and consumers to shape their future and support financial professionals to better serve their clients and grow their businesses. WisdomTree is leveraging the latest financial infrastructure to create products that provide access, transparency and an enhanced user experience. Building on our heritage of innovation, we are also developing and have launched next-generation digital products, services and structures, including digital or blockchain-enabled mutual funds and tokenized assets, as well as our blockchain-native digital wallet, WisdomTree Prime™.[1]

WisdomTree or Company may refer either to WisdomTree, Inc. ("WT") and/or any of its global subsidiaries, as the context may require.

WisdomTree Asset Management, Inc. ("WTAM") is a subsidiary of WT and a registered investment adviser with the Securities and Exchange Commission ("SEC"). WTAM provides an investment management program for the U.S. listed WisdomTree exchange-traded funds ("ETFs") issued by WisdomTree Trust. WisdomTree's European listed ETPs are managed by certain subsidiaries of WT based in Europe (collectively, "WisdomTree Europe").

WTAM and WisdomTree Europe arrange for sub-advisory, transfer agency, custody, fund administration, securities lending, and other non-distribution related services necessary for the U.S. listed ETFs and European listed ETPs, respectively.

WisdomTree's digital funds and tokenized assets business, including WisdomTree Prime™ (collectively, "WisdomTree Digital Assets"), are operated and managed by certain subsidiaries of WT with the engagement of certain third-party service providers.

WisdomTree® is the marketing name for WisdomTree, Inc. and its subsidiaries worldwide.

[1] The WisdomTree Prime digital wallet and digital asset services are made available through WisdomTree Digital Movement, Inc. (NMLS ID: 2372500) in select U.S. jurisdictions and may be limited where prohibited by law. Visit https://www.wisdomtreeprime.com or the WisdomTree Prime mobile app for more information.

© 2024 WisdomTree, Inc. All Rights Reserved.

Mission, Vision, Values

OUR MISSION

To deliver a better financial experience through the quality of our products, solutions and engagements

- Be a profitable, growing and enduring financial services company with diversified revenue streams, client segments and global coverages

OUR VISION

To be the leader in the best transparent structures and executions in financial services

- Deliver profitable growth through a balance of top-line revenue, expense management and prudent growth and efficiency investments

OUR VALUES

Excellence & Innovation – *"Play for greatness"*

- Think big, don't be afraid to disrupt the status quo
- Relentlessly focus on improving our process, product and solutions

Transparency & Accountability – *"Be accountable to ourselves and each other"*

- Always strive to do the right thing, without shortcuts or exceptions
- Learn from our mistakes and celebrate success

Have Fun

- Work with integrity and purpose
- Support each other as a global team

© 2024 WisdomTree, Inc. All Rights Reserved.

Contents

1. OVERVIEW ..... Page 5

2. GOVERNANCE ..... Page 6

3. THIRD-PARTY SERVICE PROVIDERS ..... Page 8

4. CULTURE OF COMPLIANCE ..... Page 9

5. DIVERSITY, EQUITY & INCLUSION ..... Page 15

6. EMPLOYEE EXPERIENCE ..... Page 17

7. COMMUNITY INVESTMENT ..... Page 20

8. ENVIRONMENT ..... Page 21

© 2024 WisdomTree, Inc. All Rights Reserved.

1. Overview

CORPORATE RESPONSIBILITY AT WISDOMTREE

Corporate responsibility is embedded throughout our business, which we believe benefits employees, stockholders and other stakeholders. We are proud to have built a diverse and inclusive workforce across gender, race, age and ability, including in our leadership teams and boards of directors.

You can access WisdomTree's Corporate Governance documents at:
https://ir.wisdomtree.com/corporate-governance/governance-documents

PRI In 2019, we became a signatory of the United Nations Principles for Responsible Investment ("PRI") and continue to maintain our signatory status

Women's Initiative Network We established a Women's Initiative Network ("WIN") in 2019 designed to empower women in our organization and showcase our commitment to equity in the workforce

Corporate Responsibility Report We published our first Corporate Responsibility Report in 2020, which provides transparency into the different ways that WisdomTree incorporates corporate responsibility into our business

Diversity, Equity & Inclusion We established an employee-led Diversity, Equity & Inclusion ("DEI") Council in 2021 to foster a diverse, equitable and inclusive workplace culture in support of WisdomTree's DEI vision

© 2024 WisdomTree, Inc. All Rights Reserved.

2. Governance

CORPORATE RESPONSIBILITY GOVERNANCE

WisdomTree has established a global committee and jurisdictional working groups to drive sustainability initiatives across our business, with oversight from the WT Board of Directors (the "Board") and our executive management team.

The Nominating and Governance Committee of the Board reviews and provides oversight of the Company's strategy, initiatives and policies concerning corporate responsibility, including a quarterly review of the Company's human rights policy and consideration of environmental, health and safety, and social matters, and makes recommendations to the Board regarding the Company's sustainability initiatives and relevant public disclosures. The executive management team provides guidance and direction on the implementation of sustainability initiatives through WisdomTree's Global Sustainability Committee.

Our Global Sustainability Committee is comprised of leaders throughout the firm and is responsible for developing and implementing WisdomTree's corporate sustainability strategy across the Company.

© 2024 WisdomTree, Inc. All Rights Reserved.

2. Governance (continued)

WISDOMTREE BOARD OF DIRECTORS

The Board sets high standards for employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the Board's duty to serve as a prudent fiduciary for stockholders and to oversee the management of the Company's business. To this end, the Board has established an Audit Committee, a Compensation Committee and a Nominating and Governance Committee, each of which operates pursuant to a charter adopted by the Board.

The Board has developed Corporate Governance Guidelines that serve to promote effective governance of WisdomTree. These guidelines include but are not limited to:

- Standards for Board composition, leadership, term and independence
- Conflicts of interest
- Compensation
- Annual Board and Committee evaluations

UN PRINCIPLES FOR RESPONSIBLE INVESTMENT

Since February 2019, WisdomTree has been a signatory of the United Nations Principles for Responsible Investment ("PRI").

Founded in 2005, the PRI is a United Nations-supported network that encourages asset managers and other institutional investors to engage with corporations on environmental, social and governance issues to create a more sustainable global financial system and support long-term investment value.

© 2024 WisdomTree, Inc. All Rights Reserved.

3. Third-Party Service Providers

SERVICE PROVIDER CODE OF CONDUCT

WisdomTree is committed to conducting its business activities in a socially responsible and ethical manner and we expect our service providers to act in the same manner. Similar to WisdomTree, the service providers that are most critical to our business are primarily financial and professional services companies that have fairly low environmental impacts. WisdomTree is dedicated to ensuring that its service providers are committed to maintaining the highest of ethical standards as it relates to their employees and sustainability initiatives. We expect each service provider to have implemented a robust corporate responsibility program, and we incorporate the review of all such programs into our standard due diligence process. On an ongoing basis, we review the policies of our most critical service providers to ensure they continue to meet these high ethical standards. To date, we have not found any service providers to be non-compliant.

At a minimum, WisdomTree expects primary service providers to:

- hold themselves to the highest ethical standards and act with integrity at all times;
- fully comply with all applicable laws and regulations within their respective industries and jurisdictions, including with regard to fair competition and anti-trust, bribery and corruption, employee wages and working hours, the use of child or forced labor, and involvement with human trafficking and slavery across their supply chains;
- provide a safe work environment for their employees and treat all employees and suppliers with dignity and respect; and
- disclose any potential conflicts of interest in relation to the business they conduct with WisdomTree.

© 2024 WisdomTree, Inc. All Rights Reserved.

4. Culture of Compliance

COMPLIANCE

WisdomTree is proud of its robust compliance program. It is WisdomTree's policy to comply with all applicable governmental laws, rules and regulations. Each employee is responsible for adhering to the standards and restrictions imposed by those laws, rules and regulations, including those relating to accounting and auditing matters.

COMPLIANCE TRAINING FOR EMPLOYEES

WisdomTree requires all new employees to attend a compliance training session with a Compliance Officer. The training covers all material aspects of WisdomTree's policies and procedures, including the Code of Ethics. The Code of Ethics is a document that sets forth the standard of conduct for employees, including, among other things, the safeguarding of material, non-public information, the avoidance of conflicts of interest, complying with applicable federal securities laws and promptly reporting any violations of the Code of Ethics. Thereafter, at least annually, employees are required to attest that they have read and understood all employee-related applicable policies and procedures. These requirements are mandatory; non-attendance/non-completion may result in disciplinary action and, ultimately, loss of employment.

Certain WisdomTree employees are designated as Access Persons because of their job function/title or their access to certain information. Access Persons are subject to additional compliance requirements, including pre-clearing certain personal security trades with the Compliance Department before execution.

WisdomTree employees in Europe who hold Certification Functions or are Senior Managers under the Senior Managers and Certification Regime are required to undergo fitness and probity testing on an annual basis to ensure they remain competent to hold client dealing functions at the Company.

All European employees are required to complete continuous professional development hours each year alongside their compliance training. This requirement is 10 or 15 hours, depending on their jurisdiction in Europe.

To help reinforce WisdomTree's commitment to shared values and to keep integrity, teamwork and excellence at the forefront, WisdomTree conducts training sessions in order to educate employees on impending regulatory changes, certain compliance policies and procedures, and industry best practices, as they arise. For example, on an annual basis, WisdomTree provides unconscious bias and other training for all employees, including leaders and managers, to assist in addressing potential personal biases that they may have when considering new hires and advancement of existing employees. WisdomTree continuously explores other training opportunities and needs within the Company.

© 2024 WisdomTree, Inc. All Rights Reserved.

4. Culture of Compliance (continued)

EMPLOYEE POLICIES & PROCEDURES

WisdomTree employees are required to adhere to strict policies and procedures to ensure they act with the highest ethical and business standards:

- **Code of Business Conduct and Ethics:** This policy governs the expectations for the conduct of our employees. At the time of hire and annually thereafter, WisdomTree employees are required to certify that they have read, understand and agree to comply with the Company's Code of Business Conduct and Ethics.
- **Whistleblower Policy:** WisdomTree has an established Whistleblower Policy that enables employees to report instances of non-compliance on a named or anonymous basis (see additional information in the Whistleblower Policy section below).
- **Political Contributions Policy:** This policy sets out the parameters and reporting requirements for employee contributions to political organizations and campaigns for U.S.-based employees.

BUSINESS CONTINUITY AND DISASTER RECOVERY

At WisdomTree, ensuring the continued operation of our business in the event of a significant business disruption or disaster is critical to us and our investors. To that end, WisdomTree has established a formal Business Continuity Plan (the "BCP"), which is designed to address unexpected events or significant business disruptions and to comply with all applicable federal securities laws and other applicable laws or regulations to ensure preparedness during and following an unexpected event or significant business disruption. The BCP provides a structure and necessary operational details so that employees, the executive team, management, business operations and technical teams can respond appropriately in the event of any disruption that could impact critical business functions. The BCP is designed to assess any situation and identify the potential impact on any critical business functions of WisdomTree, enabling us to recover and restore business operations as quickly as possible, continue to provide an acceptable level of services during any prolonged disruption, protect our books and records, and preserve fund shareholder services.

© 2024 WisdomTree, Inc. All Rights Reserved.

4. Culture of Compliance (continued)

CYBERSECURITY

WisdomTree's cybersecurity risk management approach is based on emerging best practices for protecting against cyber threats—namely, the NIST Cybersecurity Framework. The NIST Cybersecurity Framework[2] defines the set of people, process and technology activities required to assess and mitigate cybersecurity risk. These activities are mapped to a set of specific technical security controls and cybersecurity policies and are applied to information assets[3] based on their business criticality and level of risk.

Our cybersecurity risk management policies and procedures include processes for the identification, assessment and treatment through mitigation, transfer, avoidance and/or acceptance of cybersecurity risks, and are designed to address cybersecurity risks identified by external auditors and assessors, threat intelligence providers, internal stakeholders, vulnerability management programs, and security management programs.

As part of our cybersecurity risk management program, WisdomTree uses external service providers, where appropriate, to assess, test or otherwise assist with aspects of our security controls. Additionally, as a public company, we are subject to Sarbanes-Oxley (SOX) requirements and must undergo independent audits of Information Technology General Controls (ITGC) in support of Internal Control over Financial Reporting (ICFR). These audits assess key information security and cybersecurity risks in the environment that may affect the confidentiality, integrity and availability of financial reporting systems and data.

WisdomTree also conducts employee training and awareness programs that include periodic and ongoing assessments in an effort to drive adoption and awareness of cybersecurity processes and controls. On an annual basis, employees are trained to identify potential cybersecurity threats so that they are better able to protect the Company and colleagues from such risks. In addition, WisdomTree carries an information security risk insurance policy that covers information security breaches.

Our cybersecurity risk management program and related operations and processes are directed by our Chief Information Officer ("CIO"), and the Board's Audit Committee, which is 100% independent, oversees WisdomTree's management of cybersecurity risks. Pursuant to its charter, the Audit Committee is responsible for discussing cybersecurity-related risks with management and the steps management has taken to monitor and control such risks, including our risk assessment and risk management policies. The CIO regularly reports to the Audit Committee on our cybersecurity risks, and the chair of the Audit Committee reports on these discussions to the full Board. In addition, the CIO provides periodic reports to our Board.

To date, WisdomTree has not experienced any information security breaches. Accordingly, WisdomTree has not incurred any expenses from information security breaches or from related penalties and settlements to date.

[2] National Institute of Standards and Technology (NIST) Cyber Framework: http://www.nist.gov/cyberframework/
[3] An information asset is any data stored in company systems that is used or transformed by business processes.

© 2024 WisdomTree, Inc. All Rights Reserved.

4. Culture of Compliance (continued)

POLITICAL CONTRIBUTIONS

Political contributions by corporations to candidates are regulated, and may be prohibited, by the election laws of the applicable jurisdiction. Accordingly, it is WisdomTree's policy to not use "Company" funds to make contributions for political purposes where such contributions are not permitted by the laws of the applicable jurisdiction. Any such contributions, where permitted, must be reviewed and approved by the Chief Legal Officer ("CLO") in advance.

In 2023, WisdomTree did not make any corporate political contributions, other than membership dues to trade associations.

In addition, U.S.-based employees of WisdomTree must follow the procedures and reporting requirements of the Company's Political Contributions Policy when making personal political contributions, which includes the requirement to pre-clear any such contributions with the Company's Compliance Department.

WHISTLEBLOWER POLICY

In order to maintain the highest standards of business conduct and ethics regarding its accounting standards and disclosures, internal accounting controls, audit practices, and compliance with applicable laws, rules and regulations, WisdomTree has established a formal Whistleblower Policy.

If employees have concerns or complaints related to compliance policies and procedures or applicable laws, or if they believe that a potential compliance violation has occurred or is occurring, relating to WisdomTree, they may submit the complaint or concern directly to the applicable Chief Compliance Officer ("CCO"), CLO or other designated officers of WisdomTree under the Whistleblower Policy, as applicable. Alternatively, employees can make an anonymous submission through the Company's compliance management portal or send their complaint or concern to the mailing address and e-mail address maintained for the receipt of any accounting or auditing concerns or to the Company's outside legal counsel. WisdomTree's European employees have the option to submit whistleblowing notifications to the relevant regulator if they feel that concerns cannot be raised internally.

All complaints or concerns submitted will be treated seriously and with the utmost care, promptly reviewed by the applicable CCO, CLO or other designated officers and, if applicable, such other business area(s) as may be affected by such complaints or concerns and brought to the attention of other members of senior management and/or the applicable board of directors for further review or action. Each review will be conducted in a confidential manner to the fullest extent possible, consistent with the need to conduct an adequate review.

WisdomTree will not discharge, demote, suspend, threaten, harass or in any manner retaliate or discriminate against any employee, who in good faith, reports concerns regarding the Company's accounting, internal accounting controls, financial statements, or auditing or compliance matters.

To date, no employee whistleblower complaints have been made.

© 2024 WisdomTree, Inc. All Rights Reserved.

4. Culture of Compliance (continued)

ANTI-MONEY LAUNDERING

Although a formal anti-money laundering ("AML") program requirement has not been established for U.S. registered investment advisors such as WTAM, we have adopted an AML policy and program for our U.S. ETF business as a best practice. The U.S. AML policy identifies an AML Compliance Officer who is responsible for overseeing, implementing, monitoring and enforcing all aspects of the AML policy.

Given our business structure, the AML function is performed for our U.S. ETF business by our transfer agent State Street Bank & Trust Company and our distributor, Foreside Fund Services, LLP (referred to collectively as the "AML service providers"). The AML Compliance Officer oversees these AML service providers on an ongoing basis consistent with the AML policy and procedures, including ensuring that each AML service provider subject to the USA Patriot Act has established written anti-money laundering compliance programs reasonably designed to comply with all relevant anti-money laundering laws, including the USA Patriot Act. The AML Compliance Officer receives a quarterly AML certification from each AML service provider attesting to the effectiveness of its procedures and notifications of any AML issues that occurred during the period.

Further, WisdomTree Digital Assets presents a major addition to the Company's overall AML compliance responsibilities and potential liability. Unlike WTAM and the U.S. ETF business, WisdomTree Digital Assets sells products directly to consumers. This obligates WisdomTree Digital Assets to develop an AML program that fully complies with the U.S. Bank Secrecy Act, certain related state laws, and the economic sanctions program administered by the Office of Foreign Assets Control ("OFAC"). As a result, WisdomTree Digital Assets has developed an AML program that has:

- appropriate policies and procedures, including controls to detect and report unusual or suspicious activity, to comply with the relevant regulation under the U.S. Bank Secrecy Act;
- designated an AML Compliance Officer for WisdomTree Digital Assets;
- an independent test (audit) of the AML compliance function on an at least annual basis; and
- appropriate subject matter-related training.

In addition, WisdomTree Digital Assets has created an appropriate OFAC compliance program. All customers are scanned against the relevant sanctions list at account opening and ongoing. Vendors and U.S. based employees of WisdomTree Digital Assets are included in the screening program.

In Europe, WisdomTree is obligated, under legal and regulatory requirements, to adopt effective and adequate procedures to detect and prevent money laundering and terrorist financing. Our Europe AML policies and procedures extend across our European business and also consider the implications and potential risks of any third parties and service providers. Under our Europe AML policy, WisdomTree has a Money Laundering Reporting Officer, who is responsible for overseeing, implementing, monitoring, and enforcing all aspects of the AML policy. The Company's compliance function supports these efforts. Policy reviews are undertaken on a periodic basis with reporting to senior management, the boards of directors of WisdomTree UK Ltd and WisdomTree Ireland Ltd, and the WT Board.

© 2024 WisdomTree, Inc. All Rights Reserved.

4. Culture of Compliance (continued)

ANTI-BRIBERY AND CORRUPTION

WisdomTree has established policies to demonstrate its commitment to preventing bribery and corruption and establishing a zero-tolerance approach in all parts of the organization's business operation. These policies are overseen by the Board and executive management team.

WisdomTree aims to limit its exposure to bribery by:

- setting out clear policies that prohibit bribery and corruption for WisdomTree's operations;
- training all employees so that they can recognize and avoid bribery offenses or suspicious activity;
- encouraging employees to be vigilant and to report any suspicion of bribery, providing them with suitable channels of communication and ensuring sensitive information is treated appropriately; and
- taking appropriate action against any individual(s) involved in bribery.

To date, no fines have been imposed on, and no associated settlements have been entered into, by WisdomTree relating to bribery or corruption violations.

THIRD-PARTY OVERSIGHT

WisdomTree's U.S. ETF business uses third-party sub-advisers and other service providers to perform various back-office services, including trading, investment management, distribution and administrative activities, and has agreements in place for all such relationships. All sub-advisers have a fiduciary duty to manage all investor accounts in a fair and equitable manner, and all third-party service providers must comply with all applicable rules and regulations regarding trading, investment management and administrative activities.

Each department head is responsible for conducting initial and ongoing due diligence relative to the services provided by the sub-advisers and/or third-party service providers as it relates to their specific functions and operations. Any issues that present business or compliance concerns are brought to the attention of the appropriate member of senior management and/or the CCO. The CCO receives quarterly and/or annual due diligence questionnaires from each sub-adviser that detail the sub- adviser's compliance with applicable securities laws as well as other activities as they relate to the ongoing maintenance of WisdomTree's and the sub-adviser's compliance programs. Certain WisdomTree employees also receive reports that detail the internal control environment specifics and whether any deficiencies exist that require remediation.

In addition, WisdomTree has established a Risk Management Committee in the U.S. and a Risk and Compliance Committee in Europe. Both committees oversee relevant risks both inside and outside the Company including any heightened or changed risks as they relate to independent third-party service providers. The Risk Management Committee consists of members of senior management, including all department heads, and WisdomTree's CCO serves as the chairperson. The Risk and Compliance Committee consists of members of senior management, compliance teams and certain department heads; the Head of Compliance in Europe serves as the chairperson. Both committees generally meet on a quarterly basis.

WisdomTree Digital Assets maintains a separate third-party oversight (vendor management) program. The process mirrors that of our U.S. ETF business with a similar escalation to the Risk Management Committee and a separate Risk Committee maintained by WisdomTree Digital Assets. The relevant federal and state regulators require certain vendor management processes, including an OFAC check and documentation of testing.

© 2024 WisdomTree, Inc. All Rights Reserved.

5. Diversity, Equity & Inclusion

DIVERSE LEADERSHIP AND EMPLOYEE BASE

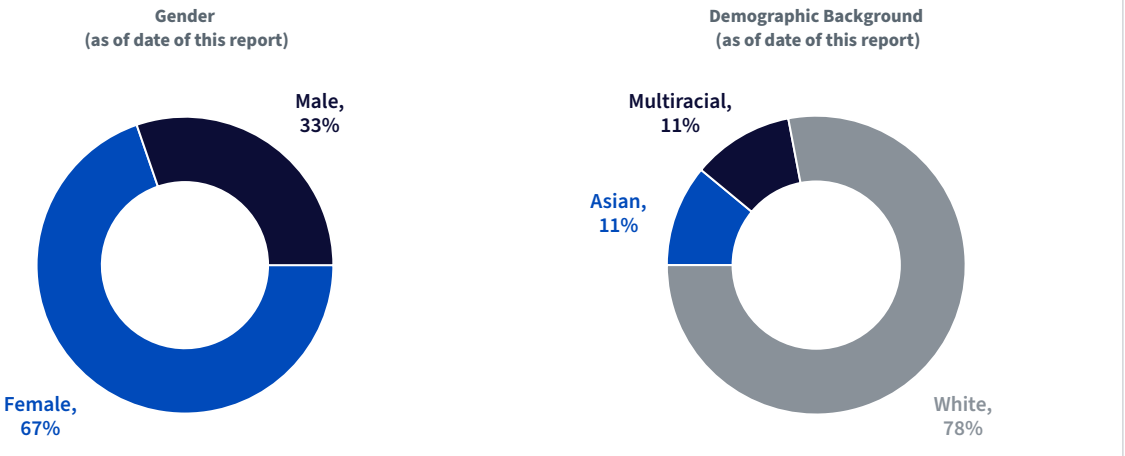
We recognize that a diverse set of perspectives is critical to innovation and have built a diverse workforce, inclusive of gender, race, ethnicity, religion, age, gender identity, gender expression and sexual orientation, as well as those in the disabled community. We actively seek candidates from different backgrounds and outside traditional fields and reinforce our commitment to diversity through organizational policies, such as mandating fairness and equality for all employees and creating performance appraisal systems that are non-discriminatory. We pride ourselves on the diversity of our employee base globally and are committed to offering employment to the best possible candidates regardless of whether they require sponsorship. Notably, WisdomTree Europe boasts employees from 20 different nationalities that speak 17 languages and are based throughout multiple countries, including the U.K., Italy, Ireland, Finland, France, Germany and Sweden.

The Board's corporate governance guidelines specify that when considering director candidates, the Nominating and Governance Committee should:

- take reasonable steps to ensure the Board's overall composition complies with applicable law regarding diversity matters, including with respect to the number of female directors and directors from unrepresented communities on the Board and to include qualified candidates having diversity inclusive of gender, race, ethnicity, age, gender identity, gender expression and sexual orientation, in the pool of candidates to be considered by the Nominating and Governance Committee for recommendation to the Board; and
- actively seek out highly qualified women and people of color as nominees.

Consistent with our corporate governance guidelines, since 2021, six highly qualified women have joined and are currently serving on our Board: Smita Conjeevaram (January 2021), Lynn S. Blake (May 2022), Daniela Mielke (September 2022), Shamla Naidoo (June 2023), Tonia Pankopf (June 2023) and Rilla Delorier (August 2023).

WisdomTree Board of Directors Gender and Demographic Background



© 2024 WisdomTree, Inc. All Rights Reserved.

5. Diversity, Equity & Inclusion (continued)

DEI COUNCIL

At WisdomTree, we envision a future of investment excellence driven by a commitment to continuously strengthen our diverse, equitable and inclusive workplace culture. Our Diversity, Equity & Inclusion Council ("DEI Council"), formed in 2021, is comprised of senior leaders and employees from both the U.S. and Europe and provides oversight and guidance in connection with the implementation of programs designed to foster a culture where every employee thrives, leveraging diverse perspectives and inclusive practices. For example, in 2023, the DEI Council held training sessions on understanding neurodiversity, implicit bias and embedding inclusion in feedback, roundtables on success and failure, and financial literacy workshops for employees and secondary school students. The DEI Council also promoted awareness days and months across the firm including with respect to black history, women's history, pride, mental health and men's health.

WOMEN'S INITIATIVE NETWORK

WisdomTree's Women's Initiative Network, or WIN, is a global employee-led network that is designed to provide:

- opportunities and support from all genders for women at WisdomTree;
- career development and professional training opportunities; and
- female empowerment and leadership within the organization.

Since its inception in 2019, WIN has held numerous global events, including panel discussions on women in the workforce featuring WisdomTree employees and notable guest speakers, interactive seminars on topics including negotiation skills, workshops and coaching sessions to enhance confidence to speak up, and various roundtable forums and in-person and virtual social gatherings to promote connectivity and increase engagement. WIN also produces regular internal "spotlight" newsletters to increase visibility and raise the profile of our female employees. In addition, through WIN's mentorship program, WIN members of all genders are connected with firm leaders who can help them achieve their career development goals.

© 2024 WisdomTree, Inc. All Rights Reserved.

6. Employee Experience

COMPENSATION AND BENEFITS

WisdomTree is committed to rewarding and supporting our employees in order to continue to attract and retain top talent. Our incentive compensation program has been designed to reward our employees for their individual performance as well as the Company's performance and includes various quantitative metrics and qualitative results that incentivize growth. We believe a key factor in our success has been and continues to be fostering an entrepreneurial culture where our employees act and think like our owners. As such, we believe that equity awards are an important part of our employees' overall compensation package and that incentivizing our employees with equity aligns the interests of our employees with our stockholders.

We also offer a wide array of benefits including:

- generous healthcare coverage;
- employee retirement program—in the U.S., 50% of employee 401(k) contributions are matched;
- unlimited paid time off for U.S. employees;
- additional Wellness Days for U.S. employees, which are scheduled office closures around major market holidays;
- 8 weeks of paid sabbatical leave after 10 years of service with WisdomTree;
- life insurance and short- and long-term disability benefits;
- an Educational Assistance Program;
- paid parental leave for both parents;
- travel insurance;
- a stipend for mobile phone and home office supplies;
- discounted gym memberships and a "sweat equity" exercise reimbursement plan;
- CPR and first aid training;
- coverage for holistic medicine and pet insurance;
- virtual yoga, wellness and meditation sessions; and
- volunteer opportunities.

© 2024 WisdomTree, Inc. All Rights Reserved.

6. Employee Experience (continued)

EMPLOYEE TRAINING AND DEVELOPMENT OPPORTUNITIES

WisdomTree provides a variety of opportunities for our employees to build new skills and further their career development, including:

- **WisdomTree Talks:** Employees are invited to discussions hosted by each department in order to gain a holistic view of the Company and better understand what their colleagues' jobs entail.
- **Job-specific training courses:** Employees are invited to training sessions, including regular technology-focused sessions.
- **Leadership coaching:** WisdomTree's full-time leadership specialist encourages team-building, facilitates 360° manager feedback and provides communication coaching to managers and future leaders.
- **Executive lunches:** Opportunities for all employees to get to know their senior leaders.
- **Cybersecurity training:** In addition to our robust cybersecurity policies and procedures in place, on an annual basis, employees are trained to identify potential cybersecurity threats so that they are better able to protect the Company and colleagues from such risks.
- **Town halls:** Monthly regional and quarterly global town halls are held to inform our employees of business developments and job openings for those seeking career development opportunities.
- **WIN/DEI Council-sponsored events:** All employees are invited to participate in training sessions, roundtable discussions and events sponsored by WIN and/or the DEI Council, which include topics such as negotiation skills, male allyship and women in leadership.
- **Mentorship program:** The WIN Mentorship Program connects WIN members of all genders with leaders who can help them achieve their career development goals.

INTERNSHIPS

In 2023, WisdomTree launched its Roots summer internship program to supplement its traditional Branches internship program. The Roots program offers students in their last two years of high school and early college years a unique instructional program, offering insight into WisdomTree's business and the functions of various departments across the organization, as well as exposure to the financial services industry. The Branches program offers college juniors and seniors a traditional internship opportunity, where interns can contribute directly to department projects and gain hands-on experience.

© 2024 WisdomTree, Inc. All Rights Reserved.

6. Employee Experience (continued)

EMPLOYEE WELLNESS, HEALTH AND SAFETY

The wellbeing of our employees is a primary focus. We are continuously evolving and refining how we work best to achieve individual, team and Company goals. To that end, we have embraced a Work Smart philosophy that transcends physical work settings, with a focus on optimizing productivity, efficiency and effectiveness of our work. Time in the office generally is not prescribed, and team leaders are empowered to determine how their teams work best, based on their roles, with employees remaining accountable for achieving individual, team and Company outcomes. To foster employee wellbeing and a healthy work-life balance, we offer numerous wellness programs including meditation and yoga classes, health webinars, a weekly wellness newsletter and access to mental health professionals and other resources. Leveraging technology, we enhance the employee experience through digital wellness platforms, facilitating remote access to health and wellbeing resources. We also offer paid vacation (unlimited in the U.S.) and sick leave policies to provide employees additional flexibility, and our U.S. employees enjoy additional Wellness Days, which are scheduled office closures around major market holidays for employees to collectively disconnect and rejuvenate. We support employees with their information technology needs, provide a monthly stipend to cover remote work-related business expenses and provide guidance for managers to ensure that employees remain connected and maintain physical, mental and emotional wellbeing.

In keeping with Work Smart, we now maintain a smaller office footprint globally to better align with the number of employees expected to collaborate in person on any given day, while providing a space for employees to work and socialize. As the safety and security of our employees who choose to work in our office space are of critical importance, we have selected office buildings with robust security procedures, fire safety, and sanitation and health practices, and we offer various voluntary and mandatory safety training sessions.

EMPLOYEE ENGAGEMENT

We believe engaging our employees is key to fostering new ideas and driving commitment and productivity. We communicate frequently and transparently with our employees through a variety of communication methods, including an annual global virtual offsite where senior leaders review the firm's prior-year accomplishments and articulate the objectives for the coming year, and each department presents its respective prior-year accomplishments and current-year objectives, monthly regional and quarterly global town halls, and firmwide weekly emails championing the team's work. We also seek feedback from our employees through annual engagement surveys and follow-up pulse surveys on various topics. In addition, we provide opportunities for employees to participate in volunteer and charitable events.

We also believe it is important to celebrate employee and Company accomplishments. In 2023, we celebrated our fourth annual Team Alpha Awards to mark significant events and successes and to recognize employees who led those successes while exhibiting extraordinary teamwork and demonstrating strong character. Over 50 nominations were submitted and narrowed down by a selection committee. The winners received a modest incentive compensation award, the opportunity to donate to a charity of their choice and to recognize other employees who assisted them.

The success of our employee engagement efforts is demonstrated by our employee retention rate of approximately 93.4% in 2023. We also achieved overall positive results from our 2023 global employee engagement survey, with a 99% participation rate. Additionally, in the U.S., we were named a 2023 Best Places to Work in Money Management by *Pensions & Investments* for the fourth consecutive year and seventh year since the award was created. We ranked second within the category for managers with 100–499 employees, the second consecutive year earning a ranking among the top five employers. In the U.K., we were also named Best Workplace for medium-sized companies for a fourth consecutive year and a 2023 Best Workplace for Women for medium-sized companies by *Great Place to Work.*

© 2024 WisdomTree, Inc. All Rights Reserved.

7. Community Investment

COMMUNITY SERVICE AT WISDOMTREE

WisdomTree encourages employees to be active members of the community and to give back through a variety of programs. In addition, WisdomTree selects charities each month to receive a donation, with a focus on support and DEI-related charities (e.g., MLK Day of Service, Black History Month, International Women's Day, Earth Day, Mental Health, PRIDE). In our London office, we support a program that matches our employees with local charities and social enterprises to provide business guidance and support to become more efficient, effective and sustainable organizations.

WisdomTree has several programs and initiatives in place to encourage our workforce to give back, including:

- **Charitable events:** WisdomTree hosts employee events to raise money for charitable organizations throughout the year, such as charity game nights and fitness challenges. We also offer unique volunteer and charity fundraising opportunities for our employees. For example, our London-based employees joined in in the World's Largest Coffee morning for Macmillan Cancer Support.
- **Clean the World:** We worked with this organization to build 1,000 hygiene kits comprised of toiletry items and donated them to a local New York City-based shelter.
- **GradBag:** In 2023, WIN members volunteered with GradBag, a charitable organization whose mission is to support underserved college-bound students and to advance sustainability. WIN volunteers helped unload supplies and stage a shopping area for lightly used dorm room essentials for redistribution to incoming students in-need.
- **Malala Fund:** We work with the Malala Fund, which advocates for girls' education and works for a world where every girl can learn and lead, helping bolster girls' secondary education globally.
- **Movember:** In November, several WisdomTree employees grew moustaches as a symbol of Movember, which is a month used to promote men's health across the world. WisdomTree employees raised more than £2,000 through a series of events that included hosting a comedy night, running, swimming and other activities. The donations will be used to tackle testicular and prostate cancer as well as men's mental health issues, which are often shied away from but affect men in our community.
- **Paid Volunteer Days:** Employees are offered paid time off to volunteer at a charitable organization of their choice.
- **Refuge:** In Europe, WisdomTree is raising money to support Refuge, the largest domestic abuse organization in the U.K. On any given day, our services support thousands of women and their children, helping them to overcome the physical, emotional, financial and logistical impacts of abuse and rebuild their lives, free from fear.
- **Schools Initiative:** As part of its aim to amplify access to opportunities, the DEI Council has engaged with various high schools to provide financial literacy and exposure to roles within the financial service industry to unrepresented/underprivileged groups.
- **Team Alpha Awards:** On an annual basis, WisdomTree celebrates the Team Alpha Awards to mark significant events and successes and to recognize employees who led those successes while exhibiting extraordinary teamwork and demonstrating strong character. In addition to their modest compensation award, winners are given the opportunity to donate to a charity of their choice. This incentive has resulted in charitable donations of more than $30,000 per year.

© 2024 WisdomTree, Inc. All Rights Reserved.

8. Environment

CLIMATE AWARENESS STATEMENT

WisdomTree considers its impact on the environment to be low. Due to the nature of our business, WisdomTree has a relatively light carbon footprint and does not generate hazardous waste or emit meaningful levels of greenhouse gases.

However, we acknowledge the threat of climate change on the environment and recognize that it is imperative to use our position as a global platform to implement positive change so that we may offset any negative impact. To that end, WisdomTree seeks to operate a more sustainable business through various initiatives, including, but not limited to, an organization-wide commitment to sustainability efforts and becoming a signatory to the PRI.

GOING GREEN AT WISDOMTREE

WisdomTree strives to maintain an environmentally friendly workplace and we encourage our employees to avoid waste where possible.

WisdomTree currently employs a Work Smart philosophy that transcends physical work settings, with a focus on optimizing productivity, efficiency and effectiveness of our work. Time in the office is generally not prescribed, and team leaders are empowered to determine how their teams work best, based on their roles, with employees remaining accountable for achieving individual, team and Company outcomes. In keeping with this approach, we maintain a smaller office footprint globally to better align with the number of employees expected to collaborate in person on any given day, which we believe will make us more efficient and sustainable over the long run.

CARBON OFFSETTING IN EUROPE

Through carbon offsetting, our European operations have been carbon neutral since 2019. Partnering with an organization called Carbon Footprint, we calculate and offset our carbon emissions through Verified Carbon Service projects with a positive environmental impact, such as planting native trees, investing in carbon reduction projects, helping disadvantaged communities and providing wildlife habitats.

We are proud to be supporting a new project to offset 2022 emissions, Zoba Anseba Community Safe Water Project. The Zoba Anseba Community Safe Water Project supports the provision of safe water using borehole technology to hundreds of households in the Zoba Anseba district of Eritrea. Further information relating to our approach to carbon offsetting in Europe is available on our website at https://www.wisdomtree.eu/en-gb/strategies/carbon-offsetting.

© 2024 WisdomTree, Inc. All Rights Reserved.