

WisdomTree Management Limited

(the "Company")

Remuneration Policy as at 1 January 2017 (the "Policy")

The Company is authorised by the Central Bank of Ireland (the "Central Bank") as a UCITS Management Company.

The purpose of this Policy is to describe the remuneration practices of the Company in relation to its identified staff, namely the non-executive directors of the Company (the "Directors") and the designated persons responsible for the managerial functions identified in the Company's UCITS Business Plan (the "Designated Persons"). The Company's board of Directors (the "Board") has established these practices to ensure that they are consistent with and promote sound and effective risk management and do not encourage risk taking that is inconsistent with the risk profile and articles of association of the Company.

The fund currently managed by the Company is WisdomTree Issuer plc (the "Fund").

The total net assets of the Fund as at most recent year end date of 30 November 2016 was \$ 375,320,586.

Identified Staff

The categories of staff, including senior management, risk takers and control functions whose professional activities may have a material impact on the risk profile of the Company and of the Fund are identified in the Schedule to this Policy (the "Identified Staff").

As at the date of this Policy, the only Identified Staff are the Directors and the Designated Persons.

Types of Remuneration

This Policy applies to all forms of payments or benefits paid by the Company to the Identified Staff in exchange for professional services. Such forms of payment or benefit may include:

- 1, fixed remuneration (payments or benefits without reference to performance); and
2. variable remuneration (additional payments dependent on performance or other contractual criteria).

The Company currently only pays fixed remuneration to the independent non-executive directors (namely Ms Denise Kinsella and Mr Vincent Dodd) and to the Designated Persons.

Directors who are also employees within the WisdomTree Asset Management, Inc. group, (normally Mr David Abner, Mr Gregory Barton, Mr Amit Muni and Mr Peter Ziembra), do not receive any remuneration from the Company.

Remuneration Policy

The Company's policy is to pay the relevant Identified Staff fixed remuneration only with no variable component being paid.

Disclosure

The Company will comply with the remuneration-related disclosure requirements set out in:

- (a) Directive 2009/65/EC of the European Parliament and of the Council of 13 July 2009 on the coordination of laws, regulations and administrative provisions relating to undertakings for collective investment in transferable securities as amended by Directive 2014/91/EU of the European Parliament and of the Council of 23 July 2014 as regards depositary functions, remuneration policies and sanctions, including its

mandatory implementing regulations on an EU or Home Member State level and as further amended from time to time (the "UCITS Directive");

- (b) Any regulations enacted or adopted from time to time by the European Commission pursuant to or in accordance with the UCITS Directive, whether as delegated acts or otherwise;
- (c) The Central Bank (Supervision and Enforcement) Act 2013 (Section 48(1)) (Undertakings for Collective Investment in Transferable Securities) Regulations 2015 S.I. No 420 of 2015;
- (d) The European Communities (Undertakings for Collective Investment in Transferable Securities) Regulations 2011, (SI No. 352 of 2011) as amended by the European Union (Undertakings for Collective Investment in Transferable Securities) (Amendment) Regulations 2016, (SI No. 143 of 2016) and as may be further modified, amended, supplemented, consolidated or re-enacted from time to time (the ("UCITS Regulations")); and
- (e) The ESMA Guidelines on sound remuneration policies under the UCITS Directive and the AIFMD issued pursuant to Article 14a(4) of the UCITS Directive (the "UCITS Remuneration Guidelines").

The Company's up to date remuneration policy will be disclosed on the following website: www.wisdomtree.eu

A summary statement in relation to this Policy is included in the Fund's Prospectus and in each of the Fund's KIIDs.

The total amount of remuneration for the financial year, split into fixed and variable remuneration (if any), paid by the Company to the Identified Staff will be disclosed in the Company's annual report, as will the aggregate amount of remuneration broken down by senior management whose actions have a material impact on the risk profile of the Company and of the Fund. As of this Policy, it is not intended that any senior management actions will have such an impact given the passive nature of the sub-funds of the Fund.

The Board considers that this Policy is in line with the strategy, objectives and values of the Company and the Fund and is not inconsistent with the best interests of the Company, the Fund, and their investors.

Remuneration Committee/Board Oversight

The Board has determined in light of the size, internal operations, nature, scale and complexity of the Company and of the Fund that a remuneration committee is not required. Remuneration matters will be dealt with by the Board with the relevant affected director absenting himself from such discussions.

The Company has in place a Directors' conflicts of interest policy. This Policy and its implementation shall be subject to the requirements of such conflicts of interest policy.

Application

It is the Company's intention to apply this Policy to the remuneration of any Identified Staff from 1 January 2017, subject to the provisions stated in the UCITS Remuneration Guidelines.

Review

The Board will review the implementation of this Policy and its practices for compliance with the Policy on an annual basis.

Scope

This is the Company's remuneration policy and does not extend to any of the Company's delegates. However, it is the Company's policy that it will comply with the UCITS Remuneration Guidelines, including insofar as and to the extent such guidelines oblige the Company to ensure that any entities to which certain investment management activities have been delegated (i) are subject to regulatory requirements equivalent to those applicable under the UCITS Remuneration Guidelines; and (ii) have appropriate contractual arrangements in place to guarantee there is no circumvention of the remuneration rules set out in the UCITS Remuneration Guidelines.

The Company pays investment management fees in respect of the Fund, details of which are disclosed in the Fund's prospectus documents and annual report. The Company does not pay any performance related investment management fees in respect of the Fund.

SCHEDULE

Identified Staff

Board Members

Mr Gregory Barton
Mr David Abner
Mr Amit Muni
Mr Peter Ziemba
Ms Denise Kinsella
Mr Vincent Dodd

Designated Persons

Elizabeth Beazley
Sarah Murphy

The above named Board Members and Designated Persons are the **Identified Staff** of the Company for the purpose of this Policy.

The Company has no other personnel/staff required to be categorised as Identified Staff for the purposes of complying with applicable UCITS requirements pertaining to the remuneration of its personnel/staff.