Wise plc ("the Company")
Division of Responsibilities

1 Purpose

This document sets out the division of responsibilities between the roles of the Chair, Chief Executive Officer (the “CEO”) and Senior Independent Director of the Company in accordance with Provision 14 of the UK Corporate Governance Code 2018 (the “Code”). Only the Board may change any of these provisions.

References to the “Board” mean the board of directors of the Company.

References to the “Group” mean the Company together with its subsidiary undertakings.

2 Responsibilities of the Chair

- Leads the Board and is responsible for its overall effectiveness.
- Sets the Board’s agenda.
- Promotes a culture of openness and constructive debate.
- Facilitates constructive Board relations and contributions from all other Directors.
- Meet regularly with non-executive directors.
- Has regular engagement with major shareholders to understand their views on governance and performance.
- Reports to the Board on the views of shareholders.
- Represents Wise to its key stakeholders.
- Responsible for the evaluation process of the Board and its committees and implementing changes based on the results of the evaluation process.
- With support of the Company Secretary, development and training needs of the individual Directors and the Board are regularly reviewed.

3 Responsibilities of the Chief Executive Officer

- Developing Wise strategy and delivery of the strategy agreed by the Board.
- Responsible for all executive management matters of the Group.
- Oversees the Leadership Team.
- Manages the Group on a day-to-day basis within authority delegated by the Board.
- Maintains a strong supportive relationship with the Chair.
- Makes the Board aware of views gathered via engagement with management and Wisers.
- Promotes the culture of the Group as agreed by the Board.
- Engages in discussion with investors alongside the Chief Financial Officer.
- Represents the Group externally.

4 Responsibilities of the Senior Independent Director

- Acts as a sounding Board for the Chair.
■ Provides the Chair with support in the delivery of their objectives.
■ Serve as an intermediary for the other Directors and shareholders.
■ Leads the evaluation of the Chair on behalf of the other Directors.
■ Be available to shareholders if they have concerns that contact through the normal channels has failed.
■ In times of stress, work with the Chair and other Directors and/or shareholders to resolve significant issues.
■ Chairs the Nominations Committee when Chair succession is considered.
■ Presides at Board meetings in the absence of the Chair.