

# MarketWise

## COMPENSATION COMMITTEE CHARTER

Effective July 21, 2021

### 1. PURPOSE

The primary purposes of the Compensation Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of MarketWise, Inc. (the “**Company**”) are to:

- (a) Assist the Board in discharging its responsibilities delegated to the Committee relating to compensation of the Company’s Board members, the Company’s Chief Executive Officer (“**CEO**”) and other executive officers;
- (b) Review and approve employment agreements and other similar arrangements between the Company and its CEO and other executive officers;
- (c) Review and evaluate the Company’s overall compensation philosophy and oversee the Company’s equity, incentive, and other compensation and benefits plans; and
- (d) Prepare the Compensation Committee Report on executive officer compensation required by the Securities and Exchange Commission (“**SEC**”) for inclusion in the Company’s Annual Proxy Statement and/or Annual Report on Form 10-K (the “**Annual Report**”).

### 2. MEMBERSHIP

The Committee shall consist of at least three directors from the Board. All Committee members shall:

- (a) Meet the applicable independence requirements of the Nasdaq Stock Market LLC (“**Nasdaq**”) and the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”), provided however, that the Company may avail itself of any exemption or grace period from such requirements available to it under the Nasdaq rules, including the “controlled company” exemption;
- (b) Meet the membership qualification requirements contained in this Compensation Committee Charter (this “**Charter**”) and in the Company’s Corporate Governance Guidelines;
- (c) Be, to the extent required by the Board, a “non-employee director” within the meaning of Rule 16b-3 under the Exchange Act; and
- (d) Be, to the extent required by the Board, an “outside director” within the meaning of Section 162(m) of the Internal Revenue Code.

In the event that any member of the Committee does not qualify as a “non-employee director” for purposes of Section 16 of the Exchange Act, then all compensation that is intended to be exempt from Section 16 shall also be approved by the Board or a subcommittee made up of members of the Board who qualify as non-employee directors.

In the event that any member of the Committee does not qualify as an “outside director” for purposes of Section 162(m) of the Internal Revenue Code, then all compensation that is intended to be exempt from Section 162(m) of the Internal Revenue Code shall also be approved by a subcommittee made up of members of the Board who qualify as outside directors.

Committee members shall be appointed by the Board annually and when a vacancy exists, in each case, in accordance with the Company's Certificate of Incorporation and may be removed from the Committee by the Board at any time for any reason with or without cause.

### **3. STRUCTURE AND OPERATIONS**

The Board shall designate one of the members of the Committee as Chairperson of the Committee.

The Committee shall meet periodically at such times as it determines to be necessary or appropriate and shall periodically report to the Board regarding any issues, recommendations or findings as it deems appropriate.

A majority of the members of the Committee shall constitute a quorum for the transaction of business. The Committee may act only upon approval of a majority of its members. The action of the Committee at a meeting at which a quorum is present shall be the act of the Committee.

The Committee may act in writing by the unanimous consent of its members. The Committee may invite members of management or others to attend all or part of its meetings. However, management should be absent from any discussion or review where the individual compensation of such persons is determined.

The Committee shall have the opportunity at each regularly scheduled meeting to meet in executive session without the presence of management. The Committee may delegate any of its responsibilities to one or more subcommittees as it may deem appropriate to the extent allowed by applicable law and Nasdaq rules.

### **4. AUTHORITY AND RESOURCES**

The Committee shall have the authority to:

- (a) Select, retain and terminate any consulting firm engaged to assist in the evaluation of director, CEO or other executive officer compensation;
- (b) Approve the fees and retention terms of such consulting firms; and
- (c) Conduct or authorize studies and investigations into any matters within the scope of its responsibilities, and may retain outside legal or other advisers to assist in the conduct of any such study or investigation or for any other reason as determined by the Committee.

The Committee may, in its sole discretion, retain or obtain advice from compensation consultants, independent legal counsel or other advisers (independent or otherwise), provided that, preceding any such retention or advice, the Committee must take into consideration the applicable factors under Nasdaq rules. The Committee will be directly responsible for the appointment, compensation and oversight of any such adviser it retains. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any adviser retained by the Committee.

## 5. RESPONSIBILITIES

The responsibilities of the Committee shall include the following, along with any other matters as the Board may delegate to the Committee from time to time:

- (a) Chief Executive Officer Performance. The Committee shall review and approve corporate goals and objectives relevant to CEO compensation and shall evaluate the CEO's performance in light of these goals and objectives.
- (b) Chief Executive Officer Compensation. The Committee shall review and approve, either as a Committee or together with the other independent directors as directed by the Board, the CEO's compensation arrangements and level, including base salary, incentive awards, equity-based awards, and any other long-term incentive awards or changes to such arrangements or level, each based on the evaluation of the CEO's performance and any other factors the Committee deems relevant. The CEO may not be present during voting or deliberations on his or her compensation.
- (c) Director Compensation. The Committee shall review periodically, and recommend to the Board any changes to, the form and amount of compensation for directors in light of the following principles: (i) compensation should be competitive with the market and geared towards attracting and retaining highly-qualified independent professionals; (ii) compensation should fairly pay directors for their time and effort; and (iii) compensation should align directors' interests with the long-term interests of the Company's stockholders. The Committee shall periodically review the principles underlying director compensation and make recommendations to the Board when appropriate.
- (d) Executive Officer Compensation. The Committee will review and set or make recommendations to the Board regarding the compensation of the executive officers other than the CEO. The Committee, after consultation with and upon recommendation of the CEO, shall determine for executive officers (i) annual compensation; and (ii) any employment contract, severance/termination agreement, retirement arrangement, change in control arrangement, and any special or supplemental benefit arrangement that differs in a material way from the Company's form contracts, agreements, and arrangements.
- (e) Compensation Principles and Philosophy. When appropriate, the Committee shall recommend to the non-management Board members changes to the CEO and other executive officer compensation principles and periodically review the general employee compensation philosophy to ensure it is appropriate and does not incent unnecessary and excessive risk taking.
- (f) Compensation and Benefits Programs. The Committee shall oversee overall compensation and benefits programs and policies. Named fiduciary responsibility and responsibility for day-to-day administration of such programs is delegated to each of the CEO, General Counsel and the Senior Director of Human Resources, including authority to make certain limited amendments, modifications or supplements to designated benefit plans, trusts and related documents. Amendment or modification authority not so delegated remains with the Committee or the Board, as appropriate.

- (g) Incentive Compensation Plans and Equity-Based Plans. When appropriate, and after consultation with the CEO, the Committee shall approve the creation and/or revision of incentive compensation plans affecting Company executive officers and other senior personnel, and equity-based plans and grants thereunder, and oversee such plans' administration and discharge any responsibilities such plans may impose on the Committee.
- (h) Report. The Committee shall annually prepare a report on executive officer compensation as required by SEC rules and regulations to be included in the Company's Annual Proxy Statement and/or Annual Report, and shall review and discuss with management, prior to the filing of the Annual Proxy Statement or Annual Report, the disclosure relating to executive compensation, including Compensation Discussion and Analysis and executive and director compensation tables.
- (i) Review Committee Charter. The Committee shall review and reassess the adequacy of this Charter at least once a year, and recommend any proposed changes to the Board.
- (j) Annual Performance Evaluation. The Committee shall annually evaluate and review its performance and shall cooperate with the Nominating and Corporate Governance Committee to present its evaluations to the Board.
- (k) Retention of Committee Advisers. The Committee shall have authority to retain or obtain the advice of a compensation consultant, independent legal counsel or other adviser to the Committee and shall be directly responsible for the appointment, compensation and oversight of the work of any such compensation consultant, independent legal counsel or other adviser. Notwithstanding the foregoing, the Committee shall not be required to implement or act consistently with the advice or recommendations of the compensation consultant, independent legal counsel, or other adviser and shall not be precluded from exercising its own judgment in fulfillment of its duties. In addition, the Committee shall have authority to reasonably approve the engagement of any compensation consultant, independent legal counsel, or other adviser, or its affiliates, for additional services to the Company, including the purchase of any products from such consultant, independent legal counsel or other adviser.
- (l) Compensation Adviser Independence Evaluation. The Committee may select a compensation consultant, independent legal counsel, or other adviser only after taking into consideration the following factors, as well as any other factors required by the Nasdaq and the Exchange Act and corresponding rules that may be amended from time to time: (i) the provision of other services to the Company by the person that employs the compensation consultant, independent legal counsel, or other adviser; (ii) the amount of fees received from the Company by the person that employs the compensation consultant, independent legal counsel, or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, independent legal counsel, or other adviser; (iii) the policies and procedures of the person that employs the compensation consultant, independent legal counsel, or other adviser that are designed to prevent conflicts of interest; (iv) any business or personal relationship of the compensation consultant, independent legal counsel, or other adviser with a member of the Committee; (v) any stock of the Company owned by the compensation consultant,

independent legal counsel, or other adviser; and (vi) any business or personal relationship of the compensation consultant, independent legal counsel, other adviser, or the person employing the adviser with an executive officer of the Company.

## **6. ADOPTION**

This Charter was approved and adopted by the Board via resolution on July 21, 2021.

This Charter supersedes and replaces any and all prior Compensation Committee Charters of the Company.