



Women in Financial Markets
Governance & Nominating Committee Update Report

Date: 4/27/26

| 2026 Committee Goals |
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| 1. 19 Board Members, as of 4/15/26 -- 14 based in the US, 5 EMEA |
| 2. Ensure Committees are properly resourced, with Chair & Board Members |
| 3. Engagement with Advisors & Ambassadors |
| 4. Succession planning for Board and Officers |
| 5. Update Bylaws |

1. Key Activities

Summarize major initiatives and updates since the last meeting:

- Added 2 new Advisory Council Members: Tamira Treffers-Herrera, Rabobank Vice Chairperson and Co-Head North America Wholesale Coverage (Atlanta based); Fred Crosnier, JP Morgan Global Head of Operations, Asset Management
- New Board Members onboarded
 - Added to Committees
 - Connected to check in
- Reviewed adjustments to Committee assignments, new Committee
- New Communications & Marketing Committee
- Added "Membership" to the Sponsorship Committee
- "Conference Lead" & "Scholarship Lead" providing dedicated support to Leadership Committee
- Circulated nomination forms for current WIFM Board members to recommend prospective Board Members and Ambassadors for Governance & Nominating Committee consideration
 - Refer potential Board and Ambassador candidates based on character, commitment to serve WIFM, professional experience, background & geographic location.
 - Seeking senior, experienced individuals
 - Diversity, fill current/future gaps
 - Geography (growth regions)
 - Firms and experience (Private Markets, AI/Fintech, Trading)
- Board assessment planning for Sept 2026
- Plan for Annual Election meeting in Sept 2026

2. Progress & Impact

Provide concise updates on goals and outcomes:

- Progress:
 - Onboarded 4 Board members in 2026
 - Board Committees/Chairs set meetings for 2026 to ensure accountability for WIFM's initiatives
 - Held 2 Nom & Gov meetings in 2026
 - 2/12/26
 - Ambassadors reviewed & confirmed Committee placement
 - Two Advisory Council additions approved:
 - Fred Crosnier, JP Morgan

- Tamira Treffers-Herrera, Rabobank
 - Bylaw feedback & edits (in progress). Bylaw updates/clarifications:
 - Term limits
 - Officer roles
 - Conflicts of Interest
 - Committees
 - Ambassadors
 - Advisory Council
 - Refreshing/updating Board Prospectives (in progress)
 - Prioritize
 - Set up calls/meetings to screen
- 4/14/26
 - Board Committees & Ambassador assignments reviewed
 - Discussed Advisory Council & 2 additions confirmed:
 - Fred Crosnier, JP Morgan
 - Tamira Treffers-Herrera, Rabobank
 - Refined Advisory Council & Ambassador expectations
 - Continued Bylaw feedback & edits (in progress). Updates/clarifications:
 - Term limits
 - Officer roles
 - Conflicts of Interest
 - Committees
 - Ambassadors
 - Advisory Council
 - Refreshing/updating Board Prospectives (in progress)

• Impact Metrics:

- Committee meetings underway
- Receive prospective nominations from current Board members, reach out to prospective Board Members and facilitate conversations with the Gov & Nom Committee.
- Update WIFM Bylaws

3. Challenges & Opportunities

- Challenges:
 - Identifying, prioritizing & connecting with prospectives to build pipeline
 - Re-election / roll-off alignment with calendar year. Must establish 3 year terms (beginning & end) with each Board members (Jan 1st start, end on Dec 31st two years later)
- Opportunities:
 - Leverage recommendations from Board Members to help build the pipeline of prospectives

4. Support Needed from the Board

Specify what is required from the board including any decisions needed:

- Share Board recommendation via form
- Stay engaged with Ambassadors supporting the Committees and share feedback

Women in Financial Markets
EMEA Committee Update Report

Date: April 27, 2026

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|---|
| 2026 Committee Goals <i>(including metric(s) to achieve by year end)</i> |
| 6. <u>Events/Leadership</u> EU Gala for 200 guests in November 2026 Launch inaugural paid-for EMEA WIFM Conference 2 Flagship Events + 4 General Events (all on technical content) 6 Conferences (max. 1 on soft skills) 2026 Target Locations: Paris, Frankfurt, Milan, Amsterdam, Abu-Dhabi/Dubai, secured with Wolfpacks |
| 7. <u>Membership/Sponsorship</u> Establish UK legal entity proposal |
| 8. <u>EU Working Group/Nomination Committee</u> Review WG Future Leaders: Aim for 1-2 additions to Ambassador every 6mths |

1. Key Activities

Summarize major initiatives and updates since the last meeting:

- [Highlight key activities or programs.]

Completed Events:

- Event with LSEG and TP ICAP - Significance of Paris: Rise of the New Global Financial Centre in Paris – Jan 20
- Event with Eurex WomenDBG - Mental Health and Wellbeing for Women Working in Finance Workshop in London – Jan 22
- WILG & WIFM Evening at The Fold in London (Exclusive Advisory Council Event with Georgie Dickins) – Feb 24
- Eurex Derivatives Forum - WIFM German Dinner in Frankfurt – Feb 24
- Eurex Derivatives Forum - WIFM Breakfast & Fireside Chat in Frankfurt – Feb 25
- Event with Bloomberg - Outlook 2026: Focus on Geopolitics and Financial Markets in London – Mar 5
- Digital Assets Decoded Webinar – Apr 21

Upcoming Events:

- Event with Rabobank in Amsterdam – May
- FIA IDX Breakfast in London – Jun
- EU Conference in London – Jul 7
- Event in Paris – Jul 8
- Fixed Income Leaders Summit (FILS) in Antipolis – Oct 13-15
- JPMAM and Women in ETFs Event in London – Nov 11
- EU Gala in London – Nov

2. Progress & Impact

Provide concise updates on goals and outcomes:

- Progress: [Summarize progress on key goals achieved since last meeting.]
- Impact Metrics: [Include participation numbers, testimonials, or relevant data.]

Events

- **30** senior women RSVPed for the Derivatives Forum German Dinner
- **627 registered** for the Digital Assets Decoded Webinar, **242 attended**

Membership Stats

- Q1 2025 (as of April 28): **1,241 members**
- Q2 2025 (as of June 5): **1,320 members**
- Q3 2025 (as of September 15): **1,464 members**
- Q4 2025 (as of December 3): **1,807 members**
- Q1 2026 (as of February 18): **2,100 members**
- Q2 2026 (as of April 21): **2,278 members**

Quarterly Growth

- Q1: **+105** new members
- Q2: **+79** new members
- Q3: **+144** new members
- Q4: **+343** new members
- Q1 2026: **+293** new members
- Q2 2026: **+178** new members

2026 Programming

- **225** women based in Europe participating in the **Wolfpack Program**, making up **22** Wolfpacks
- Out of 338 individuals in the **Mentorship Program**, **86** are based in EU/UK (representing **25%**)
- Out of 102 women in our **Leadership Cohorts**, **25** are based in EU/UK (representing **~25%**)

3. Challenges & Opportunities

Briefly outline:

- Challenges: [Identify any key hurdles or risks.]
 - Lack of ability to fundraise locally in EMEA continues to be a challenge
 - Temporary time constraints on 1 EU Board Member (Susi de Verdalon)
- Opportunities: [Potential areas for collaboration or new areas to explore.]
 - Continued focus to add WG members based in 2026 target locations
 - Actively manage and engage with Sponsors who have EU/UK presence (candidates identified from 2025 list)
 - Identify and agree bespoke EU/UK events for Platinum/Gold Sponsors
 - Drive membership via sponsorship activation – Target: 100+ senior leaders
 - Engage more pro-actively with Male Allies in region – Target 10 EMEA based

4. Support Needed from the Board

Specify what is required from the board including any decisions needed:

- [Provide any specific recommendations for Board approval at next meeting, specify any resource needs, or specific feedback or questions for the Board.]

Women in Financial Markets
Sponsorship and Membership Committee Update Report
Date: April 27, 2026

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| 2026 Committee Goals (including metrics to achieve by year end) |
| Increase number of sponsors from 47 to >50 (6% YOY growth) |
| Increase number of paying US members from 175 to 263 (50% increase vs Feb 2026) |
| Expand membership and engagement in 5 target US cities |

1. Key Activities

Major initiatives and updates since the last meeting:

- Sponsorship drive email for current and prospective sponsors sent to all board and advisory committee members. Outreach kicked off with 25 of 57 of firms already contacted.
- Hosted 2 exclusive events for paid WIFM members with 146 individuals signing up to attend.
- Began leveraging senior women and wolfpack members to grow in target growth regions.

2. Progress & Impact

Updates on goals and outcomes:

- Committee agreed to set a 2026 fundraising goal of \$900k (\$75k increase from 2025 actual raise)
- Ten organizations have confirmed 2026 sponsorship for a total of \$270k, as of April 15. 2 sponsors have confirmed sponsorship, TBD on level.
- Paid membership for 2026 in the US is now at 56 for Visionary tier 142 Champion tier (excluding complimentary memberships).
- Global membership continues to grow with current count of 9,580 members through end of Q1 2026. Committee agreed to purge 'members' without contact information from the CRM database.
- Within the US, target growth regions have been identified as LA, Chicago, Boston, DC and Houston and leads have been assigned.

3. Challenges & Opportunities

- Challenges: Establish an outreach model to increase new Visionary and Champion member signups throughout the year. Working on a marketing strategy to ensure year-round sign up.
- Opportunities: Board members, advisory council and ambassadors to begin follow up with sponsors who have not responded to initial Q1 outreach.

4. Support Needed from the Board

- Ensure we remind event attendees to post pictures and comments after each event they attend to drive greater member engagement.
- Continue outreach to current and prospective sponsors.

Women in Financial Markets
Finance Committee Update Report
Date: 04/27/26

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| 2026 Committee Goals <i>(including metric(s) to achieve by year end)</i> |
| <p>9. Work closely with the Sponsorship Committee to align on fundraising goals and collect sponsorship funds in a timely manner</p> <p style="padding-left: 20px;">a. Target: Minimum: \$750K; Stretch Goal: \$825K</p> |
| <p>10. Propose and maintain oversight of WIFM's budget and finances. Work collaboratively with other Committees to support their financial needs</p> <p style="padding-left: 20px;">a. At a minimum meet budgeted revenue & come in at or under the expense budget</p> |
| <p>11. Develop and implement an investment strategy for excess funds</p> |
| <p>12. Work with the Leadership Committee on plan to perpetuate the Cassandra Seier Scholarship</p> |
| <p>13. Assist as needed on a UK legal structure and setup to support WIFM's expansion in the region</p> |
| <p>14. Ensure completion of all annual tax filings and regulatory reporting to maintain not-for-profit status</p> <p style="padding-left: 20px;">a. Submit State of Delaware annual filing by March 1st</p> <p style="padding-left: 20px;">b. Submit IRS 990 and NYS tax filings by November 15</p> |

1. Key Activities

Summarize major initiatives and updates since the last meeting:

- Continued to focus on collecting outstanding 2025 receivables.
- Finalized the 3rd draft of the 2026 budget being presented to Board for final approval at the April 27th Board meeting.

2. Progress & Impact

Provide concise updates on goals and outcomes:

- Progress:
 - Of the \$97K in outstanding 2025 receivables, only \$12.5K remain outstanding (Barclays \$10K & NASDAQ \$2.5K)
 - Received \$50K in 2026 Gala sponsorships of the \$270K in commitments to date.
- Impact Metrics:
 - Current cash on hand net of reserves plus sponsorship commitments not yet received can cover over 67% of the proposed 2026 expense budget.
 - Gala Commitments to date represent 36% of proposed \$750K budget goal.
 - Membership YTD revenue represents 63% of the \$75K proposed budget goal.
 - YTD expenses are in line with proposed budget.

3. Challenges & Opportunities

- Challenges:
 - Securing pro-bono legal advice for UK legal entity setup
- Opportunities:
 - Establishment of the most suitable legal structure in the UK that allows for expansion in the region
 - Establishment of an investment policy that maximizes return on excess funds while preserving principal

4. Support Needed from the Board

Specify what is required from the board including any decisions needed:

**Women in Financial Markets
Events Committee Update Report**

Date: April 27, 2026

| 2026 Committee Goals (including metric(s) to achieve by year end) |
|---|
| 20 events - Americas & APAC (including sponsor benefits) |
| Reduce no-show rate |
| Continue building out event programming in new geographic locations, aligning with 5 locations for membership growth and engagement |

Discussion of goals

Event goal: Last year the Committee’s goal was 15 events. The goal this year will be 20 events, a 30% increase, with continued expansion of programming opportunities across regions in the Americas and APAC.

Ambassadors will be utilized more fully to help plan events and execute logistics.

Attendance: The average attendance rate in 2025 was 65%. The goal for 2026 is to maintain a 75% average attendance, supported by the new membership tiering structure and financial commitment to attend some in-person events.

Geographic expansion: In 2025, WIFM hosted events in 9 US & APAC cities: New York, Boston, Washington DC, Orlando, Hong Kong, Singapore, Los Angeles, Chicago, Houston (UK & EMEA reported separately). In 2026, the Events Committee is partnering with the Sponsorship and Membership Committee to strategically support growth in 4 regional locations, using events to help women connect in some of the most active financial services hubs: Boston, Chicago, DC, LA.

1. Key Activities

Summarize major initiatives and updates since the last meeting:

Completed Events

- January 20, NYC: Bank of America marquee event
- January 20, Paris: LSEG and TP ICAP event
- February 11, Austin: Cleary sponsored lunch at FIA/SIFMA AMG conference
- February - May, virtual : CityCV Board Director series – completed 2 of 4 sessions
- March, virtual : WIFM sponsored Women’s History Month series – 4 sessions
- March 4, Sydney :Future of APAC Capital Markets with DTCC speaker
- March 5, NYC : Equinox spin class for WIFM members at Champion and Visionary levels

Upcoming Events (and Programs) in Progress

- April 22, NYC: Generation Love event
- April 30, NYC: Options Group marquee event
- May 14, NYC: Tradeweb marquee event
- June 16, NYC: Dechert event
- June 16, London: LSEG marquee event
- June 24, NYC: WIFM conference
- October 22, NYC: WIFM gala
- November 5, NYC: Nomura marquee event
- TBD Dates, DC: DC-based events
- TBD Date, LA: TCW Marquee event
- TBD Date, Chicago: CME marquee event
- TBD Date, Houston: Bloomberg marquee event

2. Progress & Impact

- Progress: Successful Women’s History Month, planning for marquee events, good engagement with regional leads and engaging ambassadors for help with planning and execution.

3. Challenges & Opportunities

- Challenges: One key challenge as WIFM expands into additional cities will be ensuring enough bandwidth to handle logistics and maintain high quality programming.
- Opportunities: Leverage the team of ambassadors, especially in key cities identified as growth opportunities, to help plan events.

4. Support Needed from the Board

Specify what is required from the board including any decisions needed:

- Assist Event Committee by starting discussions with sponsors on potential topics and dates for 2026 marquee events.
- Board members should attend as many events as possible, prioritizing sponsors’ marquee events, and ensure a minimum of one board member at each in person event to introduce the event, thank hosting organization, speakers, and attendees, promote upcoming events, describe WIFM membership/value, etc.

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| 2026 Committee Goals <i>(including metric(s) to achieve by year end)</i> |
| Organize and Execute 2026 WIFM NY Conference with Record Attendance |
| Make sure all cohorts are engaged and attending throughout 2026. |
| Conduct 4 meetings for mentorships and wolfpacks leads throughout 2026. Make sure connections are continually at least monthly. |
| Create parameters and amount for Cassandra Seier Scholarship |

1. Key Activities

- Mentee/Mentor, Wolfpacks and Cohorts all meeting as planned in Q1.
- WIFM conference date set and draft outline of programming established.
- Scholarships discussed and working on application.

2. Progress & Impact

Provide concise updates on goals and outcomes:

- Progress: Conferences: Set for WilmerHale on June 25. Conference theme: Markets in Motion: Leading through Uncertainty (keynote; tokenization; political fireside; commodities; private markets)
 - 4 Cohorts formed; approximately 26 in Emerge, 54 in Rising Stars and 22 in Trailblazers; and 11 in Male Allies.
 - Following up with no shows.

3. Challenges & Opportunities

Briefly outline:

- Challenges:
 - Getting speakers to respond! Need to really stay on task with getting confirmations for conference.
- Opportunities: Idea to rename conference to Leadership Conference or Executive Leadership Forum.

4. Support Needed from the Board

Specify what is required from the board including any decisions needed:

- Would still like thoughts on **conference speakers** for topics listed **where board member has connection**
- We have settled with **Cassandra's scholarship** around \$2,500. We still need more money if we want to grow assets for scholarship.
- This year focusing on how women promote WIFM ideals, not necessarily those interested in financial services. Thoughts?

Women in Financial Markets
Marketing & Communications Committee Update Report

Date: April 27, 2026

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|---|
| 2026 Committee Goals <i>(including metric(s) to achieve by year end)</i> |
| 1. Strategic Partnerships & Industry Visibility Expand partnerships across industry conferences, women's organizations, and social impact initiatives, and establish a WIFM's official Speakers Bureau. |
| Year-End Targets: |

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| <ul style="list-style-type: none"> • 3 conference partnerships + 3 speaking engagements + branded activations • 2 women’s organization partnerships + 1 consolidation/merger advanced • 1–2 social impact partnerships • Launch WIFM Speakers Bureau framework |
| <p>2. Social Media Growth Strengthen digital visibility and launch Instagram.</p> <p>Year-End Targets:</p> <ul style="list-style-type: none"> • +10% LinkedIn growth (14,000 → 15,400+) • Launch Instagram • 1,000 Instagram followers |
| <p>3. Targeted Membership Growth (Paid Promotion) Drive sector- and region-focused membership expansion.</p> <p>Year-End Targets:</p> <ul style="list-style-type: none"> • 20 new paying U.S. members • 50 new member sign-ups in Asia & EMEA • Track campaign performance (CTR, engagement, conversions) |
| <p>4. Content & Media Visibility Expand thought leadership and external visibility.</p> <p>Year-End Targets:</p> <ul style="list-style-type: none"> • 6 member spotlight features • 3 media mentions/placements |

Key Activities Since Launch

- Recruited six Marketing & Communications professional, across discipline and geographies, to support the committee’s work. See attached PowerPoint for bios.
- Finalized and approved 2026 Charter; established workstreams and accountability.
- Initiated conference outreach (MFA, Eurex, iConnections, Greenwich Economic Forum, LPGP).
- Began discussions with United Way NYC (Women United) for joint social impact programming.
- Developing 2026 editorial calendar and Instagram launch plan.
- Defined broad geographic and sector targeting for paid campaigns (U.S., Asia, EMEA; private markets, asset management, digital assets). Need to hyper target post-board retreat discussions.
- Spotlight Series cadence and media outreach planning underway.

Progress

- Team created and first meeting occurred on April 24.
- Governance and KPI framework established.
- Partnership pipeline initiated.
- Social growth and paid targeting strategies defined.
- Instagram launch planning on hold for now.
- Execution is in early stages; performance will be tracked quarterly against year-end targets.

Challenges & Opportunities

Challenge: Early-stage execution across multiple new initiatives.

Opportunities:

- Conference visibility for WIFM leadership
- Strategic collaboration with United Way NYC (Women United) in partnership with MUFG.
- Geographic expansion via targeted campaigns
- Media coverage to raise visibility.

Board Support Requested

- Identify priority conferences and partnerships
- Input on consolidation opportunities with other women’s organizations

- Participation in speaking/media opportunities
- Social amplification support -- committee will create a board member social ambassador program in the coming months.