



Sustainability Disclosure Index

The following table identifies Wells Fargo & Company's ("Wells Fargo") disclosures and other documents aligned to certain sustainability topics.

Dimension	Topic	Disclosure	GRI*	SASB*
Economic and Financial	Economic and Financial Performance	2024 Annual Report (PDF)	☑	☑
Economic and Financial	Executive Compensation	2025 Proxy Statement (PDF)	☑	
Economic and Financial	Sustainable Finance (environmental and community)	Sustainability webpage	☑	☑
Environmental	Carbon Offsets	California Voluntary Carbon Market Disclosure (PDF) Operational Sustainability Performance Data (PDF)	☑	
Environmental	Energy Consumption and Renewable Energy	Operational Sustainability Performance Data (PDF)	☑	☑
Environmental	Greenhouse Gas (GHG) Emissions	Operational Sustainability Performance Data (PDF)	☑	
Environmental	Waste Management	Operational Sustainability Performance Data (PDF)	☑	
Environmental	Water Consumption	Operational Sustainability Performance Data (PDF)	☑	☑
Governance	Anti-Bribery and Corruption Compliance	Code of Conduct (PDF)	☑	
Governance	Board Committee Charters	Audit Committee Charter (PDF) Finance Committee Charter (PDF) Governance and Nominating Committee Charter (PDF) Human Resources Committee Charter (PDF) Risk Committee Charter (PDF)	☑	
Governance	Board of Directors, Leadership and Governance	2025 Proxy Statement (PDF)	☑	
Governance	Business Integrity	Code of Conduct (PDF) Treating Consumers Fairly Principles (PDF)	☑	☑
Governance	Conflicts of Interest	Code of Conduct (PDF) Related Person Transaction Policy and Procedures (PDF)	☑	
Governance	Corporate Governance	2025 Proxy Statement (PDF) By-Laws (PDF) Corporate governance guidelines (PDF)	☑	
Governance	General and Operational Information	2024 Annual Report (PDF) 2024 Form 10-K (PDF)	☑	
Governance	Grievances, Speaking Up and Non-Retaliation	Code of Conduct (PDF) Human Rights Statement (PDF)	☑	☑
Governance	Political Disbursements	2024 Wells Fargo Political Disbursements Report (PDF) Code of Conduct (PDF) Governance and Nominating Committee Charter (PDF)	☑	

*References to Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) are included where relevant to each topic and are provided for informational purposes only.

Dimension	Topic	Disclosure	GRI*	SASB*
Governance	Privacy and Data Security	Wells Fargo Retail Services Privacy Notice (PDF) Wells Fargo U.S. Consumer Privacy Notice (PDF)		☑
Governance	Risk Management	2024 Annual Report (PDF) Risk Committee Charter (PDF)		☑
Governance	Safety and soundness	2025 Annual Company-Run Stress Test Results (PDF)		☑
Governance	Shareholder Engagement	2025 Proxy Statement (PDF)	☑	☑
Governance	Trade Association Memberships	Principal Financial Services Industry Trade Associations (PDF)	☑	
Social	Anti Harassment and Discrimination	Code of Conduct (PDF) Human Rights Statement (PDF)	☑	
Social	Employee Benefits	2025 Benefits Summary (PDF) 2025 Proxy Statement (PDF)	☑	
Social	Employee Development	2025 Benefits Summary (PDF) 2025 Proxy Statement (PDF) 2024 Form 10-K (PDF) Sustainability webpage	☑	
Social	Employee Health and Safety	Human Rights Statement (PDF) Sustainability webpage	☑	
Social	Human Capital Management	2025 Proxy Statement (PDF) 2024 Form 10-K (PDF)	☑	
Social	Human Rights	Human Rights Statement (PDF)	☑	
Social	Philanthropy and Community Impact	Sustainability webpage	☑	
Social	Workforce Composition	2024 Form 10-K (PDF)	☑	☑

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