

Wells Fargo EMEA – Protected Disclosures and Whistleblowing

Wells Fargo EMEA promotes a culture where individuals, both internal and external to Wells Fargo, are encouraged to speak up if they have concerns, without fear of retaliation, and in the knowledge that their disclosure will be treated confidentially, as far as practicable, and managed in a timely manner in accordance with enterprise practices and processes.

Concerns can be raised via the EthicsLine Online Reporting tool
(<https://wellsfargo.ethicspoint.com/>)

In addition, individuals may wish to make disclosures directly to a regulatory agency as indicated below:

Dubai	Dubai Financial Services Authority Any other relevant authority including any UAE criminal law enforcement agency.
France	Autorité des Marchés Financiers Autorité de Contrôle Prudentiel et de Résolution Défenseur des Droits Agence Française Anti-Corruption
Germany	Bundesanstalt für Finanzdienstleistungsaufsicht Federal Financial Supervisory Authority
Ireland	Central Bank of Ireland Office of the Protected Disclosures Commissioner
Netherlands	Dutch Whistleblowers Authority
Sweden	Finansinspektionen
United Kingdom (UK)	UK Financial Conduct Authority UK Prudential Regulation Authority