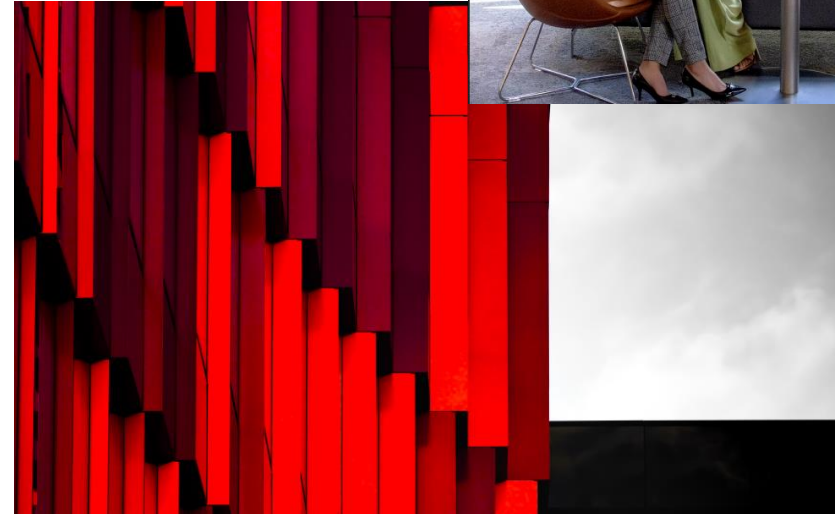


UK Gender Pay Gap Report 2025

Wells Fargo Bank National Association
London Branch (WFBNA LB)



WFBNA LB Gender Pay Gap Report 2025

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The publication of our 2025 Gender Pay Gap Report is an important moment to reflect on our progress and reaffirm our commitment to inclusion at every level of Wells Fargo. This is our ninth consecutive year reporting for Wells Fargo Bank, N.A. London Branch, underscoring our belief in accountability and transparency.

As proud signatories of the UK and Ireland Women in Finance Charters, we have set an aspirational target of 37% females in Senior Management.

In 2025, we continued to strengthen our approach by implementing initiatives that broaden career pathways and foster an inclusive culture.

Our goal is simple: to ensure every employee can thrive and to build a workforce that reflects the customers and communities we serve across the globe.

I confirm that the data in this report is accurate.



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Rob Ritchie

Wells Fargo Bank National Association London Branch
Manager and International Head of Banking

Summary and Methodology

Understanding the UK Gender Pay Gap

- Gender pay gap legislation was introduced in the UK in 2017 to encourage transparency among employers, with a long-term goal of reducing difference in income between men and women throughout their working lives. This report includes the gender pay gap for Wells Fargo Bank National Association, London Branch.
- The gender pay gap is a measure of the overall difference between the average earnings of men and women across an organization. Pay gap calculations do not take into account factors such as different roles, responsibilities, performance or levels of seniority. The gender pay gap is therefore more reflective of the distribution of men and women across both role types and seniority within the organization.

Our Commitment to Pay Equity

- The gender pay gap is not the same as pay equity, which relates to what women and men are paid for the same or similar jobs or work of equal value.
- WFBNA is committed to fair and equitable compensation practices, and we regularly review our compensation programs and practices for pay equity.

Key Terms

- **Hourly Pay:** This calculates monthly base salary plus any other regular payments that were processed through payroll in the month of the snapshot date, divided by the employee's contractual hours for that month.

- **Bonus:** Includes bonus payments paid during the 12 months preceding the snapshot date referenced in the report.

- **Mean or Average:** Calculates the difference between the average pay of men and women. This is calculated by dividing the total pay for both men and women by the respective number of men and women.

- **Median:** The difference in the midpoints of the ranges of hourly rates of pay for men and women. This is calculated by ordering individual rates of pay for men and women separately in ascending order and comparing the middle value of each.

Disclaimer: Wells Fargo does not make employment decisions on the basis of protected characteristics.

WFBNA LB Gender Pay Gap

Report Summary

- Data provided here relates to the 950 employees (40% females and 60% males) employed by Wells Fargo Bank N.A., London Branch (WFBNA LB) on the snapshot date of 5 April 2025.
- The hourly pay gap has remained stable, with a mean pay gap of 19.2% and a median pay gap of 14.5%. However, within our pay quartiles there has been a 1.8% increase in females in the Upper quartile, and a 1.2% decrease in females in the Lower quartile, which highlights the underlying progress made regarding gender distribution across our workforce.
- The mean bonus pay gap is 50.7%, 0.8% higher than 2024. The median bonus gap has increased to 36.2% (2024: 28.7%).

Mean and Median Pay and Bonus Gap

Pay Gaps	Mean 2025	Mean 2024	Median 2025	Median 2024
Hourly	19.2%	19%	14.5%	14%
Bonus	50.7%	49.9%	36.2%	28.7%

Proportion of Men and Women Receiving Bonus Pay

Gender	2025	2024
Men	91.2%	92.3%
Women	91.5%	91.4%

Proportion of Men and Women by Pay Quartiles

Gender	Lower	2025 quartiles			2024 quartiles			
		Lower Middle	Upper Middle	Upper	Lower	Lower Middle	Upper Middle	Upper
Men	49.6%	58.6%	62.9%	68.5%	48.4%	57.4%	63.5%	70.3%
Women	50.4%	41.4%	37.1%	31.5%	51.6%	42.6%	36.5%	29.7%

UK and Ireland Women in Finance Charters

UK and Ireland



Fiona Gallagher

Chief Executive Officer of Wells Fargo Bank International and International Head of Commercial Banking
Irish Charter Sponsor



Nicola Free

Head of Commercial Real Estate Management EMEA
UK Charter Sponsor

Women in Finance Pledges

As a UK and Ireland Women in Finance Charter Signatory, Wells Fargo EMEA is committed to advancing towards meeting our aspirational goals on gender representation for Senior Management in EMEA.

Metrics and Aspirational Goals

Senior Management*	Goals	Current (Q2 2025)**	Timeline to Achieve
Europe, the Middle East and Africa (EMEA)	37%	31%	Dec 2027
Ireland	40%	41%	Dec 2027

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At Wells Fargo, we believe that creating an inclusive culture leads to better discussions, decisions and outcomes. This is central to a successful business and talent strategy.

We are proud to be signatories of the U.K. and Ireland Women in Finance Charters, and we would like to re-affirm our commitment to the charter principles. We know that advancing progress towards an inclusive culture requires a long-term commitment, and we are proud of the work we are doing to foster belonging and an improved employee experience at Wells Fargo.

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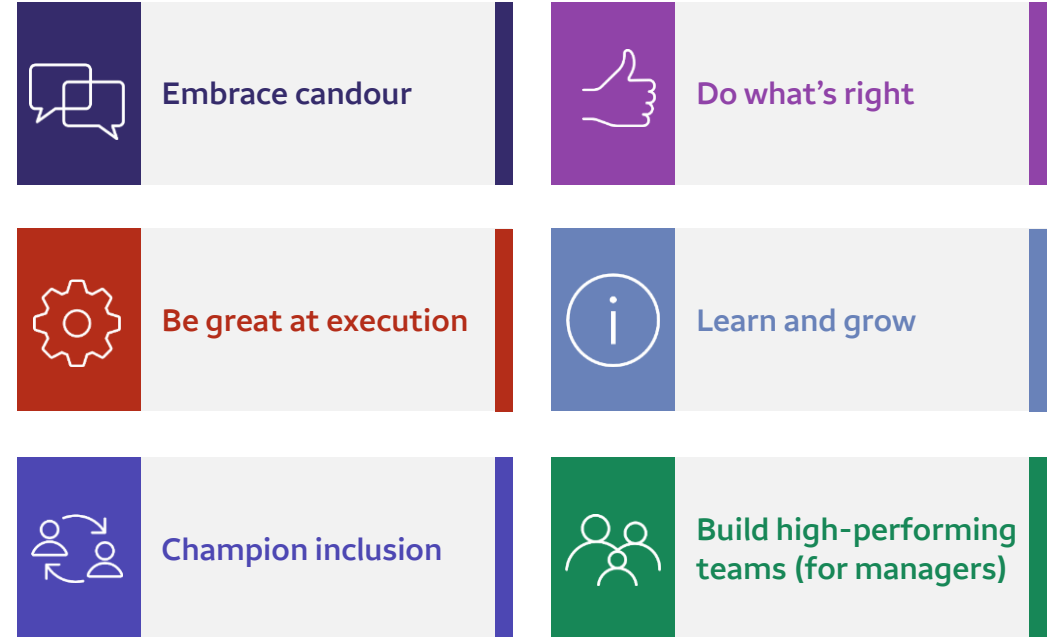
*“Senior Management” includes the three managerial levels reporting to our most senior executive in EMEA.

** Dates selected in line with WIF Ireland reporting framework

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Wells Fargo Culture and Expectations

At the foundation of Wells Fargo's culture is a set of core Expectations that play a vital role in the strength of our company and our ongoing commitment to attracting, retaining, and developing the best people to propel our transformation journey. Our company Expectations establish the highest standards of integrity and operational excellence. They guide how we collaborate and execute as a team, embrace our differences, simplify and improve the work that we deliver and develop, recognize, and inspire our employees to achieve performance excellence.



Wells Fargo EMEA's commitment to an inclusive culture is advanced by a dedicated Inclusion and Opportunity Council and Employee Resource Networks. The Inclusion and Opportunity Council executive sponsor is the Chief Executive Officer of our EU Banking Business, ensuring senior accountability for inclusion is embedded in our Wells Fargo EMEA businesses.

We have six Employee Resource Networks, including EMEA Women's Connection, engaging employees and supporting an inclusive workplace. These networks focus on four key priorities — Advocacy, Allyship, Awareness, and Connection.

EMEA Talent Acquisition

Key Actions

- We continue to enhance our employee value proposition, with focus on attracting an inclusive group of applicants.
- We are committed to hiring the best talent and ensuring they are part of an ecosystem that supports their overall growth and advancement, while providing all employees access to the resources needed to be successful.
- In 2025, we continued to run our Early Career Programme for interns and graduates in EMEA.

Key Metrics

- In EMEA, women continue to hold many prominent international leadership positions, including CEO of EU Banking Business, International Head of Liquidity & Payments, International Head of Human Resources, International Head of Compliance, EMEA Head of Corporate Banking, EMEA Head of Commercial Real Estate, Head of CIB Chief Operating Office (COO) and International Head of Communications. Our International COO extended her role and was appointed Chief Administrative Officer for CIB.
- As of Q2 2025, 31% of Senior Management in EMEA and 53% of the International Operating Committee are women.
- As of Q2 2025, 39% of external hires and 49% of internal hires in EMEA in the previous 12 months were women.
- In 2025, 33% of our interns and 73% of our graduates in EMEA were women.



EMEA Talent Development

Key Actions

- We continue to run our signature VP-level EMEA talent development program, Evolve, which focuses on formalizing strategic networks, positively influencing culture, talent, collaboration and mitigating affinity bias in decision-making.
- In addition, our global BOLD (Building Opportunities for Leadership Development) program includes international participants identified as 'High Potential' talent at Director + level.
- The Wells Fargo Mentoring Program is a company-wide initiative designed to support employee development through both self-directed and formal mentoring opportunities. It aligns with our talent management philosophy to foster leadership, engagement, and an inclusive environment.
- We report gender metrics in EMEA across the employee lifecycle to our EMEA Leadership Teams and International Operating Committee.

Key Metrics

- 58% of participants selected for the 2025 Evolve program in EMEA were women.
- At the end of Q2 2025, 39% of promotions in EMEA in the previous 12 months were women.



EMEA Women's Connection

Key Actions

- Wells Fargo Women's Connection EMEA supports women through educational events and support for career development and maintains a partnership with Women in Banking and Finance (WIBF). This relationship supports professional development platforms, giving participants access to industry-leading training, career development workshops and leadership programs.
- We are also engaged in industry policy roundtable discussions and events to stay at the forefront of gender-inclusion initiatives.
- Wells Fargo EMEA encourages participation in WIBF's annual Awards for Achievement to showcase and celebrate talent within the organization. We are proud to sponsor the WIBF Future Leader Award, which recognizes and celebrates individual talent and aligns with internal initiatives to advance future-leader pathways and our commitment to gender equality.
- The Women's Connection EMEA has established a dedicated parental support network, creating a community from pre-natal through to working parents, providing shared experiences, resources and peer support. It supports access to internal resources, manager training and visibility of the challenges faced by working parents.
- Over 39% of our EMEA employees are members or allies of the Women's Connection EMEA.



Menopause Support for Women in Wells Fargo UK

Wells Fargo aims to support all employees experiencing menopausal symptoms or hormonal changes, and to help colleagues and line managers understand how they can support employees.

In Wells Fargo UK, 17% of women are in the age bracket 45-50 and 20% of women are in the age bracket 50+, highlighting the importance of tailored workplace menopause support.

Medical and Wellbeing support available through a broad range of sources in Wells Fargo UK:

- Access to virtual 1:1 counselling through Peppy Health App
- Private Medical Plan
- Virtual GP service through Doctor at Hand
- Counselling through the Employee Assistance Programme
- Short-term leave
- Flexibility and workplace accommodations

Wells Fargo is committed to advancing menopause support with a clear, forward-looking action plan:

- Building a menopause community to provide a safe space for sharing advice, experiences, and peer support.
- Raising awareness of the lived experiences of women going through perimenopause and menopause through events and storytelling.

