WELLS FARGO BANK INTERNATIONAL UNLIMITED COMPANY

Pillar 3 Disclosures

For the year ended 31 December 2025

Table of Contents

List of Figures & Tables

Figures

Tables

1. Introduction

1.1. Overview

Wells Fargo Bank International Unlimited Company[1] ("WFBI" or "the Company") is a public unlimited company incorporated in the Republic of Ireland.

WFBI is subject to Irish and European Union ("EU") legislation which seeks to stabilise and strengthen the EU financial system by ensuring that institutions, including the Company, hold adequate capital to meet the potential impact of the risks to which the Company is exposed. The EU legislation is structured around three "pillars":

a. Pillar 1 minimum capital requirements; and
b. Pillar 2 supervisory review process; both are complemented by
c. Pillar 3 market discipline.

Under Pillar 3, institutions are required to publicly disclose specified information including the scope of application by the institution of the Basel framework that has been enacted through the EU legislation, their capital condition, risk exposures and risk management processes, and hence their capital adequacy. The Pillar 3 disclosures also include the remuneration disclosures required by the Capital Requirements Regulation[2] ("CRR").

This document represents WFBI's Pillar 3 disclosures as at 31 December 2025. The quantitative disclosures in this document are calculated under standardised approaches where relevant as set out in the CRR.

This document is prepared in accordance with the disclosure requirements set out under Part Eight of the CRR, associated implementing legislation and guidelines issued by the European Banking Authority ("EBA") and WFBI's Pillar 3 disclosure policy. The Pillar 3 disclosures are subject to a formal governance process, with oversight from Independent Risk Management ("IRM") and are reviewed by the WFBI Audit Committee ("AuditCo") and recommended to the WFBI Board for approval. The Pillar 3 disclosures are approved by the WFBI Board.

This document does not constitute a set of financial statements, should not be relied upon in making any financial or investment decision and is not subject to an external audit. The WFBI audited financial statements are prepared in accordance with the applicable Irish company law and International Financial Reporting Standards ("IFRS"), are externally audited by KPMG and approved by the WFBI Board.

[1] WFBI's Legal Entity Identifier (LEI) is SX0CI4F7GVW5530ZMN03

[2] Capital Requirements Regulation (EU) 575/2013

1.2. Scope of Disclosure

WFBI's Pillar 3 disclosures are prepared on a solo basis as at 31 December 2025.

As WFBI does not meet the CRR definition for Large Institution[3] or Small and Non-Complex Institution[4], its disclosures are defined in CRR Article 433c. WFBI is a non-listed institution, and is therefore required to disclose the following information on an annual basis:

a. points (a), (e) and (f) of CRR Article 435(1) - Disclosure of risk management objectives and policies;
b. points (a), (b) and (c) of CRR Article 435(2) - Disclosure of risk management objectives and policies;
c. point (a) of CRR Article 437 - Disclosure of own funds and eligible liabilities;
d. points (c), (d) and (da) of CRR Article 438 - Disclosure of own funds requirements and risk-weighted exposure amounts;
e. points (c) and (d) of Article 442 - Disclosure of exposures to credit risk and dilution risk;
f. the key metrics referred to in CRR Article 447 - Disclosure of key metrics; and
g. points (a) to (d) and (h) to (k) of CRR Article 450(1) - Disclosure of remuneration policy.

Certain additional disclosures apply to large subsidiaries on an individual basis. However, WFBI does not meet the definition of a large subsidiary.

1.3. WFBI Background

WFBI is a public unlimited company incorporated in the Republic of Ireland and a wholly owned, subsidiary of Danube 1 Limited Partner LLC (United States). Danube 1 Limited Partner LLC is a wholly owned, direct subsidiary of Wells Fargo Bank, National Association ("WFBNA"), with the latter being a wholly owned indirect subsidiary of the ultimate parent incorporated in the United States, Wells Fargo & Company ("WFC"). WFC, together with its subsidiaries form the Wells Fargo Group ("Group").

WFBI is headquartered in Dublin and operates a branch in Frankfurt, Germany, which also encompasses an office in Düsseldorf. WFBI has no subsidiaries. WFBI is passported under the EU Banking Consolidation Directive, and accordingly is permitted to undertake a broad range of banking and financial services activities across the European Economic Area, through its headquarters, branch and on a European cross-border basis.

WFBI is a deposit taking entity regulated by the Central Bank of Ireland ("CBI") and as an indirect wholly owned subsidiary of WFBNA, is also subject to regulation and examination by the Office of the Comptroller of the Currency (United States Department of the Treasury). WFBI is also subject to regulation by the German Federal Financial Supervisory Authority (Bundesanstalt für Finanzdienstleistungsaufsicht – "BaFin") which performs conduct and anti-money laundering ("AML") supervision for activities undertaken by the Branch.

WFBI's principal activity is the provision of lending facilities and the sale of banking products.

WFBI has four Lines of Business ('LoB') under the WF Group Corporate Investment Banking and Commercial Banking LoBs:

a. Corporate and Investment Banking (CIB)
    - Commercial Real Estate
    - Banking (Corporate Banking Group (includes Energy) and Financial Institutions Group)
    - Markets (includes Secured Funding and Structured Products Group)
b. Commercial Bank (CB)
    - Trade Finance, Channel Finance, Inventory Finance and Asset Based Lending

[3] As defined in CRR Article 4(146)
[4] As defined in CRR Article 4(145)

1.4. Legal Structure

WFC is a diversified, community-based financial services company with a traditional commercial-banking operating structure and a predominantly United States ("U.S.") presence. Headquartered in San Francisco, California, U.S., WFC provides banking, insurance, investments, mortgage, and consumer and commercial finance to its customers. It is a corporation organized under the laws of Delaware and a financial holding company and a bank holding company registered under the U.S. Bank Holding Company Act of 1956, as amended. Its principal business purpose is to act as a holding company for its subsidiaries.

WFC is regulated by the Federal Reserve, the Office of the Comptroller of Currency, the Federal Deposit Insurance Corporation, and various state regulatory bodies in which WFC and its subsidiaries operate. WFC is listed on the New York Stock Exchange.

WFC had $2.1 trillion in assets as of 31 December 2025. Wells Fargo's strategy, diversified business model and the breadth of its geographic reach facilitate growth in both strong and weak economic cycles, enabling it to grow by expanding the number of products customers have, gain new customers in extended markets, and increase market share in many businesses.

WFC has the following long term issue rating credit ratings:

a. Standard & Poor's: BBB+;
b. Fitch ratings: A+; and
c. Moody's: A1.

WFBI has the following long term issue rating credit ratings:

a. Standard & Poor's: A+; and
b. Fitch Ratings: A+.

1.4. Legal Structure (continued)

WFBI's ownership structure as at 31 December 2025 is outlined below and includes WFBNA (US), Danube I Limited Partner LLC, a US holding company who hold 100% of the share capital in WFBI.

Notes:

1. All ownership amounts are 100%
2. - - - - - Denotes the scope of these Pillar 3 Disclosures

1.5. Pillar 3 Disclosure Policy

These Pillar 3 disclosures have been prepared in accordance with CRR requirements and in accordance with the WFBI's Pillar 3 Disclosure Policy, the key elements of which are set out below.

Frequency

The CRR requires WFBI to disclose information at a minimum on an annual basis. To ensure the effective communication of WFBI's business and risk profile, WFBI also pays particular attention to the possible need to provide information more frequently than annually.

Verification

These Pillar 3 disclosures are subject to internal verification including a robust internal review and formal governance processes in line with the WFBI Pillar 3 Disclosure Policy. Certain information is sourced from WFBI financial statements which are subject to audit by WFBI external auditors, KPMG, and subject to both internal and external review, as part of its comprehensive governance structure.

The WFBI Pillar 3 Disclosure Policy is prepared in accordance with CRR Article 431. Under this article, WFBI is required to adopt a formal policy to comply with the disclosure requirements included in Part Eight of the CRR, including applicable guidelines issued by the EBA.

The WFBI Pillar 3 Disclosure Policy is approved by the AuditCo and sets out the framework of internal controls and procedures for assessing the completeness and comprehensiveness of public disclosures, including verification and frequency of the disclosures.

The key elements of the Policy are as follows:
- Purpose of Pillar 3 Policy;
- Scope of disclosures;
- Disclosure requirements;
- Governance and control processes for the disclosures;; and
- Roles and responsibilities

The WFBI Pillar 3 Disclosure Policy requires that the WFBI Chief Financial Officer ("CFO") attest in writing that the Pillar 3 disclosures have been prepared in accordance with the internal control processes as detailed in the Policy.

2. WFBI Corporate Governance

2.1. Introduction

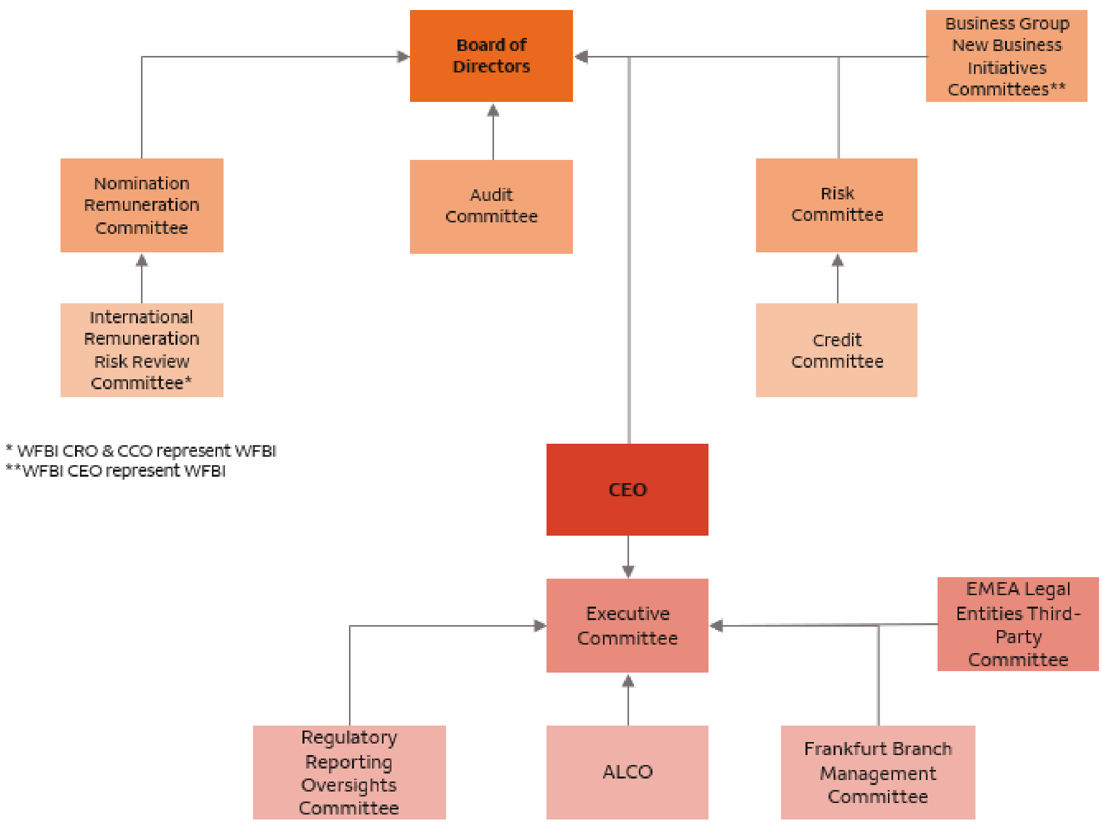
WFBI’s governance structure comprises a Board (“the Board”) responsible for overall direction and oversight, supported by delegated sub-committees focused on risk, audit, and nominations/ remuneration, and guided by comprehensive policies and charters in compliance with regulatory requirements. In addition, the Board delegates responsibility for the day-to-day operations of WFBI to the Chief Executive Officer (“CEO”), who is supported by the Executive Committee (“ExCo”) however, the Board retains ultimate responsibility for the Company’s strategy, risk management, and governance oversight.

WFBI’s corporate governance arrangements are comprehensively documented in the Corporate Governance Handbook, ensuring full compliance with the CBI’s Corporate Governance Code for Credit Institutions 2015 and the EBA Guidelines on Internal Governance (EBA/GL/2021/05) as set out under Directive 2013/36/EU.

Customer centricity is a core value underpinning decisions and actions taken by the Board, WFBI Senior Management and WFBI employees.

WFBI's governance framework regarding Pillar III Governance is outlined as follows.

Figure 2 WFBI Board Committee Structure:



All committees are decision making and have formal Terms of Reference in place.

2.2. The WFBI Board

The business of WFBI is controlled and managed under the direction and oversight of the Board, with the Board being the ultimate decision-making body of the Company, retaining primary responsibility for corporate governance within WFBI. The Board monitors and oversees the Company's operations, ensuring competent and prudent management, appropriate risk management structures, sound planning, and proper procedures for the maintenance of accounting and other records. It also ensures ongoing compliance with all statutory and regulatory obligations.

The Board comprises of Independent Non-Executive Directors, Group Non-Executive Directors and Executive Directors. The number of directorships held by the Directors is outlined in Appendix 1 and their knowledge, experience and expertise are outlined in Appendix 2.

2.3. WFBI Board Committee Structure

The Board has delegated responsibility to the following committees for specific areas of governance, oversight, and decision-making:

1. WFBI Risk Committee;
2. WFBI Audit Committee; and
3. WFBI Nominations/Remuneration Committee.

The Board's committees operate within clearly established and comprehensive terms of reference, allowing them to address designated matters on behalf of the Board. This delegated approach ensures each committee is equipped to support the Board's responsibilities, including oversight of risk management, audit functions, remuneration and nominations. The structure fosters robust governance and accountability, with committees empowered to examine specialised topics and escalate significant issues or recommendations to the Board as appropriate. Oversight is maintained by the Board, with each Board committee chaired by an Independent Non-Executive Director and providing regular reports to the Board on key developments and decisions.

WFBI Risk Committee
The WFBI Risk Committee ("RiskCo") oversees risk management and provides advice on both current and emerging risk exposures impacting WFBI. The RiskCo also guides future risk strategy by considering the Board's overall risk appetite, WFBI's financial position, and its capacity to manage and control risks within the approved strategic framework.

The RiskCo's responsibilities include:

- Advising the Board on WFBI's risk appetite, tolerance for future strategy, and current financial position.
- Assessing WFBI's capacity to manage and control risks within the agreed strategy.
- Overseeing the establishment and implementation of WFBI's Risk Management Framework, including processes to identify, assess, measure, monitor, and manage material risks.
- Overseeing the Risk Management and Compliance functions, as well as the performance of the Chief Risk Officer ("CRO") and Chief Compliance Officer ("CCO").
- Reviewing and monitoring WFBI's overall and future risk appetite and strategy to ensure alignment with WFBI's business objectives, corporate culture, and values.
- Ensuring the risk management system is appropriate for the nature, scale, and complexity of WFBI's business and that there is a proper balance between risks and returns.
- Overseeing the implementation of strategies for capital, liquidity, and other key risks including market, credit, operational, and reputational risks, and assessing their adequacy against the approved risk appetite and strategy.

The RiskCo adopts a holistic approach to both financial and non-financial risks, monitoring adherence to risk appetite by risk type and across the organisation. It regularly evaluates WFBI's risk profile in relation to the Board-approved risk appetite and across all lines of business. Additionally, the Committee reviews and recommends for Board approval the methodologies and parameters used in establishing WFBI's Statement of Risk Appetite ("SoRA"), with all risk metrics reviewed at least quarterly to ensure compliance with approved parameters.

2.3. WFBI Board Committee Structure (continued)

WFBI Audit Committee

The AuditCo supports the Board in fulfilling its oversight responsibilities for the financial and regulatory reporting process, the system of internal control, the audit process, the internal audit function (including approval of the annual audit plan), and WFBI's process for monitoring compliance with laws and regulations relevant to the Committee's areas of responsibility.

The AuditCo's responsibilities include:

- Monitoring of WFBI's financial reporting;
- Reviewing of the Director's Report and Statement of Directors' Responsibilities;
- Overseeing regulatory reporting inspections and examinations;
- Confirming independent auditor's qualifications, independence, and assessing performance.
- Overseeing the effectiveness of WFBI's internal controls, audit and IT systems, reviews management assurances—especially on financial reporting—and monitoring significant control weaknesses and management's corrective actions reported by auditors;
- Reviewing and approving the WFBI Internal Audit Policy and Audit Plan; and
- Overseeing the performance of the Internal Audit function and providing input into the performance evaluation of the WFBI Head of Internal Audit.

The AuditCo also critically reviews and challenges information provided by those responsible for WFBI's financial management, including the accounting methods for significant or unusual transactions, asset and liability valuations, significant accounting accruals, and reserves or other estimates that materially affect the financial statements.

Additionally, the AuditCo manages the process for selecting an external auditor, recommending appointments or removals to the Board for approval. It also reviews whether the auditor's overall work plan and proposed resources to execute the audit plan, appears consistent with the scope of the audit engagement.

WFBI Nomination and Remuneration Committee

The WFBI Nomination Remuneration Committee ("NomRemCo") is responsible for supporting the Board by overseeing its size, structure, and composition, as well as succession planning for the Board, the CEO, and other senior executives holding a Controlled Function 1 or Pre-approval Controlled Function ("PCF") role. Additionally, the NomRemCo provides oversight of the EMEA Remuneration Policy and practices and reviews these matters and submits recommendations to the Board for approval.

The NomRemCo is responsible for oversight of:

- Board and Senior Management appointments;
- Review of Board composition and effectiveness;
- Fitness & Probity and Suitability assessments;
- Succession planning;
- Remuneration policy & practices;
- Board Training and Development; and
- Culture and Diversity Initiatives.

2.3. WFBI Board Committee Structure (continued)

Recruitment policy for the selection of members of the Board
WFBI has established principles that form the basis for Board and committee composition. These include the size of the Board, the number of committees and diversity, tenure and required time commitment for directors.

The Board has delegated authority to the NomRemCo to review and make recommendations to the Board regarding Board and Board Committee composition and effectiveness. The NomRemCo performs biannual assessments of Board composition, alongside succession reviews for both board and senior management. The aim is to ensure that the Board maintains an appropriate level of independence, knowledge, diverse skills, and relevant experience that align with WFBI's business activities. Additionally, the WFBI Board complies with all applicable regulatory requirements with respect to Board composition, including the Corporate Governance Requirements for Credit Institutions 2015, the CBI's Fitness and Probity Regime, Senior Executive Accountability Regime ("SEAR"), and the Joint ESMA/EBA Guideline on the assessment of the suitability of members of the management body and key function holders ("the Suitability Guidelines").

Diversity policy with regard to the members of the Board
WFBI is committed to fostering an inclusive environment where diverse perspectives and differences are respected and valued. During the recruitment process for the Board and ExCo, the WFBI NomRemCo seeks to engage candidates with a broad set of qualities and competencies. This approach ensures a diversity of views and experiences, encouraging independent thinking and robust decision-making within both the Board and ExCo. Additionally, WFBI aims to maintain a minimum of 33% female representation across its Board and ExCo, a goal which was met during 2025.

2.4. Sub-Committees of WFBI Board Committees

WFBI Credit Committee

The WFBI Credit Committee ("the CRCO") is a management committee responsible for the administration of credit within the authority delegated by the Board, in line with the Board's strategy and risk appetite and within the policy, procedures and practices defined in the CRCO ToR, WFBI's credit risk policies, frameworks, and relevant credit risk procedures.

The CRCO responsibilities include:

- Making credit decisions to the extent of the authority delegated to it by the WFBI Board and as detailed in the WFBI Credit Approval Procedures.
- Reviewing and recommending Related Party Lending transactions to the WFBI Board for approval.
- Monitoring and overseeing credit decisions made by those who hold delegated credit approval authority ("DCAA"); and
- Monitoring the performance and credit quality of WFBI's portfolio through the WFBI Portfolio Monitoring Forum ("PMF"), and reporting any notable strengths, weaknesses, or trends to senior management and the RiskCo.

The CRCO is chaired by the WFBI Head of Credit Risk, with the Vice Chair being one of the WFBI Senior Credit Officers. The Credit Committee members include the WFBI CEO, WFBI CFO and WFBI CRO.

Alongside the WFBI Board sub-committees, the WFBI Board leverages the International Remuneration Risk Review Committee ("IRRRC"), Business Group New Business Initiatives Committees and EMEA Legal Entities Third-Party Committee "(EMEA LE TP Co").

2.4. Sub-Committees of WFBI Board Committees (continued)

The IRRRC has delegated authority from the Board to conduct risk reviews of performance management and incentive outcomes for the in-scope population in international contexts, as they relate to WFBI, in line with the EMEA Remuneration Policy.

Business Group New Business Initiatives Committees are the global fora for approving new business initiatives including new products, product modifications, product retirements and ongoing product monitoring.

The EMEA LE TP Committee supports the ExCo in the discharge of its oversight responsibilities for the ongoing monitoring of the aggregate third-party arrangements across WFBI.

Delegation to the CEO and the ExCo

The Board has delegated responsibility for the day-to-day operations of WFBI to the CEO, while maintaining ultimate responsibility for the company's overall strategy, risk management, and governance oversight. The CEO is supported by the ExCo, which comprises senior executives representing key business and functional areas within WFBI.

The ExCo plays a crucial role in advising and assisting the CEO, ensuring strategic objectives are met, and facilitating the effective management of day-to-day operations. The ExCo, chaired by the CEO, operates under the sponsorship and authority of the CEO, who is accountable to the Board. Committee membership is comprised of key executive leaders who carry a PCF or CF1 designation from the CBI. Through collaborative leadership and clear accountability, the ExCo strengthens the organisation's decision-making and drives WFBI's commitment to robust corporate governance and customer-centric values. The CEO is accountable to the Board, and as Chair of the ExCo escalates any matter that requires Board decision-making or awareness to the Board or any other relevant Group committee, function or individual they deem necessary.

The ExCo is responsible for:

- Providing strategic leadership and management oversight to WFBI including to its LoBs, Support Functions, and the Branch. The ExCo supports the CEO in discharging her responsibilities, in accordance with the WFBI Risk Framework and WFBI policies.
- Developing and implementing the WFBI Board approved strategy and monitoring business performance against the strategy, capital and liquidity adequacy, and key risk and performance metrics.
- Identifying key risks and, where required, making decisions to action or escalate to the WFBI Board as appropriate. The ExCo receive periodic and/or ad hoc reports on the risk types, programs, topics, and/or events it oversees, and must discuss matters for which approval is requested and reach a general agreement as to whether to approve the matter or escalate to the Board as required.

The ExCo delegates authority to the following:

- WFBI Regulatory Reporting Oversights Committee ("RROC") with responsibility for oversight and decision making regarding WFBI's financial and non-financial reporting risks specific to regulatory reporting and disclosures.
- WFBI Assets and Liability Committee ("ALCO"), for the purposes of the day-to-day liquidity and balance sheet management of WFBI. ALCO supports the review of the Pillar 3 Disclosure Policy and Pillar 3 Report and provides a recommendation to the AuditCo on these documents;
- WFBI Frankfurt Branch Management Committee ("FBMC"), for the purpose of day-to day oversight of the branch, ensuring the business operating in the branch complies with local regulatory requirements and WFBI strategy.

3. Capital Adequacy and Key Metrics

3.1. Capital Adequacy

Senior management review the capital and liquidity levels on a continuing basis in the light of changing risk appetite, business needs and changes in the external business and regulatory environment. WFBI undertakes an Internal Capital Adequacy Assessment Process ("ICAAP") at least annually which provides the Board with an assessment of its risks and the appropriate level of capital necessary to hold against these risks, having considered mitigating factors. The ICAAP brings together the business and control functions in assessing the future risk profile and capital needs of WFBI.

The latest ICAAP, approved by the WFBI Board on 11 December 2025, concluded that WFBI is adequately capitalised on the basis of the 3-year strategy, with regulatory capital resources of €3,076bn and a strongly funded balance sheet. It has funding support from its indirect parent company WFBNA and is a designated material entity for the purposes of the Group's resolution plan and regulatory commitments. WFBI's capital and liquidity plans (ICAAP and Internal Liquidity Adequacy Assessment Process ("ILAAP")), include detailed stress tests, and consider the impact of geopolitical risks, climate-related risks and other factors.

3.2. Key Metrics (Template EU KM1)

EUR Thousands		**31-Dec-25**	**31-Dec-24**
		a	**e**
	Available own funds (amounts)		
1	Common Equity Tier 1 (CET1) capital	3,076,078	3,359,524
2	Tier 1 capital	3,076,078	3,359,524
3	Total capital	3,076,078	3,359,524
	Risk-weighted exposure amounts		
4	Total risk-weighted exposure amount	6,840,264	7,667,292
4a	Total risk exposure pre-floor	6,840,264	
	Capital ratios (as a percentage of risk-weighted exposure amount)		
5	Common Equity Tier 1 ratio (%)	44.97 %	43.82 %
5b	Common Equity Tier 1 ratio considering unfloored TREA (%)	44.97 %	
6	Tier 1 ratio (%)	44.97 %	43.82 %
6b	Tier 1 ratio considering unfloored TREA (%)	44.97 %	
7	Total capital ratio (%)	44.97 %	43.82 %
7b	Total capital ratio considering unfloored TREA (%)	44.97 %	
	Additional own funds requirements based on SREP (as a percentage of risk-weighted exposure amount)		
EU 7d	Additional own funds requirements to address risks other than the risk of excessive leverage (%)	7.00 %	7.00 %
EU 7e	of which: to be made up of CET1 capital (percentage points)	3.94 %	3.94 %
EU 7f	of which: to be made up of Tier 1 capital (percentage points)	5.25 %	5.25 %
EU 7g	Total SREP own funds requirements (%)	15.00 %	15.00 %
	Combined buffer requirement (as a percentage of risk-weighted exposure amount)		
8	Capital conservation buffer (%)	2.50 %	2.50 %
EU 8a	Conservation buffer due to macro-prudential or systemic risk identified at the level of a Member State (%)	– %	– %
9	Institution specific countercyclical capital buffer (%)	0.93 %	1.08 %
EU 9a	Systemic risk buffer (%)	– %	0.25 %
10	Global Systemically Important Institution buffer (%)	– %	– %
EU 10a	Other Systemically Important Institution buffer (%)	– %	– %
11	Combined buffer requirement (%)	3.43 %	3.83 %
EU 11a	Overall capital requirements (%)	18.43 %	18.83 %
12	CET1 available after meeting the total SREP own funds requirements (%)	29.97 %	28.82 %

3.2. Key Metrics (Template EU KM1) (continued)

EUR Thousands		31-Dec-25	31-Dec-24
		a	e
	Leverage ratio		
13	Leverage ratio total exposure measure	14,446,039	12,774,338
14	Leverage ratio (%)	21.29 %	26.30 %
	Additional own funds requirements to address the risk of excessive leverage (as a percentage of total exposure measure)		
EU 14a	Additional own funds requirements to address the risk of excessive leverage (%)	– %	– %
EU 14b	of which: to be made up of CET1 capital (percentage points)	– %	– %
EU 14c	Total SREP leverage ratio requirements (%)	3.00 %	3.00 %
	Leverage ratio buffer and overall leverage ratio requirement (as a percentage of total exposure measure)		
EU 14d	Leverage ratio buffer requirement (%)	– %	– %
EU 14e	Overall leverage ratio requirement (%)	3.00 %	3.00 %
	Liquidity Coverage Ratio		
15	Total high-quality liquid assets (HQLA) (Weighted value -average)	3,065,335	4,524,034
EU 16a	Cash outflows - Total weighted value	2,557,751	3,548,446
EU 16b	Cash inflows - Total weighted value	659,366	531,681
16	Total net cash outflows (adjusted value)	1,898,385	3,016,765
17	Liquidity coverage ratio (%)	161.87 %	150.19 %
	Net Stable Funding Ratio		
18	Total available stable funding	7,915,472	5,607,582
19	Total required stable funding	6,041,777	4,406,026
20	NSFR ratio (%)	131.01 %	127.27 %

3.3. Key Metric Commentary

Own funds

CET1 and total capital was €3,076m as at 31 December 2025, a €283m decrease since 2024. The decrease is principally driven by FX rate movements partially offset by the net profit for the year.

Risk-weighted exposure amounts ("RWAs")

On 1 January 2025, WFBI implemented CRR3 which introduced revised RWA calculations. The key impacted areas for WFBI were:

- A more risk-sensitive standardised approaches for Credit Risk RWAs;
- A new standardised operational risk framework; and
- Updated approaches for the calculation of Counterparty Credit Risk and Credit Valuation Approach RWAs.

RWAs totalled €6,840m as at 31 December 2025, a €827m decrease since December 2024. This increase is principally driven by:

a. A decrease in Credit Risk RWAs mainly due to more risk-sensitive standardised approaches that were introduced by CRR3 for Credit Risk RWAs, partially offset by increased corporate lending; and
b. A decrease in Operational Risk RWAs principally reflecting the implementation of the revised methodology, as part of CRR 3.

Leverage ratio

The leverage ratio as at 31 December 2025 was 21.29%, a 5.01% decrease since December 2024. This decrease is principally driven by:

a. A decrease in Tier 1 capital; and
b. An increase in the leverage ratio total exposure measure because of an increase in secured funding exposures and an overall increase in balance sheet assets, offset by a decrease in off-balance sheet items.

3.3. Key Metric Commentary (continued)

Liquidity coverage ratio (“LCR”)

The average LCR for 2025 was 161.87%, a 11.68% increase since 2024, as represented in the table above. The LCR as at 31 December 2025 was 176.8%, a 22.6% increase since December 2024. This increase is principally driven by:

a. A decrease in weighted net cash outflows driven by a decrease in deposits by financial customers, partially offset by a decrease in weighted outflows for committed credit facilities and secured lending transactions; and
b. A decrease in HQLA.

Net Stable Funding Ratio (“NSFR”)

The NSFR as at 31 December 2025 was 131.01%, a 3.74% increase since December 2024. This increase is principally driven by:

a. An increase in available stable funding primarily due to increased deposits from financial customers and debt securities issued, offset by a decreased Tier 1 capital; and
b. An increase in required stable funding primarily due to increased lending exposures and reduced off-balance sheet items.

4. WFBI’s Risk Management Approach (Table EU OVA)

4.1. Risk statement approved by the management body

Risk Management policies and objectives

WFBI's risk management approach is documented in the Board approved WFBI Risk Framework (“Framework”), which sets forth WFBI's core principles for managing, controlling, reporting and governing its risks, including the risk programs required for effective risk management for all risk types WFBI faces. This Framework is developed and maintained by the CRO, taking consideration of the WF Group Risk Management Framework and local regulatory requirements, and is applicable to all of WFBI’s Business Groups and support functions, including its branches. WFBI routinely takes risks to achieve its business goals and serves its customers, and these risks must be appropriately managed in accordance with the Framework. Many other documents and risk policies flow from the Framework’s core principles.

Risk Culture and Profile

The WFBI Board sets the tone at the top by supporting a strong risk culture focused on accountability, transparency, strong leadership and customer centricity, as defined in WFBI's cultural priorities. Effective risk management is a key component of WFBI's culture and influences employees risk decisions. All employees are empowered and expected to challenge risk decisions where appropriate, and to escalate their concerns when they have not been addressed. Furthermore, WFBI's performance management and incentive compensation programs are designed to promote a culture of risk management which encourages avoiding unnecessary or excessive risk-taking. Effective risk management is central to how employee performance is evaluated.

WFBI’s risk profile is an assessment of the aggregate risk associated with WFBI’s exposures and business activities after considering risk management effectiveness. Effective risk management occurs when management consistently identifies, measures and controls risk so that it remains within WFBI’s risk appetite, as is defined in the WFBI Risk Appetite Framework (“RAF”). This provides a solid base for decisions on when a risk should be controlled, mitigated or accepted. WFBI measures and considers risk in connection with the products and services it offers to its customers. WFBI monitors its risk profile and the Board reviews reporting and analysis.

WFBI reinforces a strong risk culture, which is critical to sound risk management, through the WFBI RAF. The RAF explicitly defines the boundaries within which the business is expected to operate when pursuing the WFBI Business Strategy and is supported by the SoRA, which describes the nature and level of risks that the Board or business is willing to take in pursuit of its strategic priorities and key initiatives, while ensuring operations are conducted in a safe and sound manner consistent with applicable laws and regulations. The SoRA is a blend of qualitative statements and qualitative and quantitative measures in order to provide a holistic view and articulation of risk appetite.

The RiskCo is responsible for the oversight and advice to the Board on the current and emerging risk exposures of WFBI and future risk strategy. The RiskCo shall advise the Board on risk appetite and tolerance for future risk strategy, taking account of the Board’s overall risk appetite, the current financial position of WFBI and the capacity of WFBI to manage and control risks within the agreed business strategy.

4.1. Risk statement approved by the management body (continued)

WFBI has identified the following 13 risks as material through WFBI's Risk Identification and Material Risk Assessment process:

- Credit Risk
- Compliance Risk
- Interest Rate Risk in the Banking Book
- Liquidity Risk
- Product Spread Risk (L2)
- Strategic Risk
- Capital Adequacy Risk (L2)
- Operational Risk
- Model Risk
- Information Security Risk (L2)
- Technology Risk (L2)
- Third Party Risk (L2)
- Data Management Risk (L2)

Credit Risk, Operational Risk, Market Risk (which is a relevant but a non-material risk for WFBI) and Liquidity Risk, as well as their specific risk governance structures, are described in more detail in sections 5, 6, 7 and 8, respectively.

4.2. Risk Governance Structure

WFBI operates a three lines of defence model to manage risk, as set out in the WFBI Risk Framework, namely the Front Line, IRM, and Internal Audit. Each line of defence has distinct risk management responsibilities and every employee has a role to play in managing risk at WFBI.

Three Lines of Defence

- Front Line: The Front Line, which comprises all Business Group and certain support functions activities, is the first line of defence in managing risk. The Front Line is responsible for understanding the risk generated by its activities, applying adequate controls and managing risk in the course of its business activities. The Front Line (1) identifies; measures and assesses; manages; controls; monitors; and reports on risk generated by or associated with its business activities and (2) balances risk and reward in decision making while remaining within WFBI's risk appetite.
- IRM: IRM is the second line of defence. It establishes and maintains WFBI's risk management program and provides oversight, including challenge to and independent assessment and monitoring of, the Front Line's execution of its risk management responsibilities.
- Internal Audit: Internal Audit is the third line of defence. It acts as an independent assurance function and validates that the risk management program is adequately designed and functioning effectively.

In addition to the three lines of defence, WFBI's control environment is strengthened by leveraging certain group control activities, under a shared services model, related to specialised subject matter expertise such as human capital, accounting, reporting, tax and legal services.

The Front Line designs and executes internal controls and assesses new controls prior to implementation and during the monitoring phase. IRM governs and oversees internal controls and maintains a centralised control inventory. WFBI utilise a Risk and Control Self-Assessment ("RCSA") process to identify, assess and quantify key operational risks present in WFBI, which in turn provides the information to enable the examination of the effectiveness of related controls. This provides an overview of the aggregate risk and control environment within WFBI, the output of which is presented to the RiskCo annually. Subsequent to this comprehensive annual review process, a formal mid-point review, and affirmation is conducted, and a report detailing the aggregate output from the RCSA is provided to the RiskCo.

4.3. Risk Reporting and Risk Measurement

Timely, accurate and comprehensive reporting on WFBI’s risk profile and risk-generating activities facilitates safe and sound management of WFBI. WFBI’s risk reporting provides senior management and the Board with aggregated and integrated views of material risks across WFBI. Risk reporting reviewed by management-level governance identifies significant and emerging risks, drivers of risks and issues (such as climate change) and informs members of areas that need additional monitoring or improvement. Risk reporting to the Board and RiskCo is built upon the risk reporting reviewed by management-level governance forums and is designed to ensure that the Board and RiskCo receives timely and reliable information about current and emerging risks.

WFBI's risk measurement program, as articulated in WFBI’s RAF, sets expectations regarding how WFBI measures risk for determining its risk appetite and its risk capacity. Specifically, the risk measurement program defines risk parameters, qualitatively and quantitatively, and establishes related boundaries which are set and conveyed through the SoRA.

4.4. Environmental, Social and Governance Factors (“ESG”)

As a financial institution WFBI has an important role to play working with clients to support the transformation of their businesses to a lower-carbon economy. However, we also know that we cannot facilitate this transition alone. The complex solutions needed require action from governments, businesses, communities, and individuals; it will also require policy measures, technological advancements, and behavioural changes.

WFBI's focus has continued to be on strategic initiatives that support client climate-related transition activities, further integrating climate considerations into WFBI's risk management programmes, and addressing WFBI's compliance with legal and regulatory requirements.

Further details of the approach to ESG are contained in the WFBI Annual Report and Financial Statements.

4.5. Adequacy of the Risk Management Arrangements

The WFBI Board reviews, approves and oversees the implementation of an adequate and effective internal governance and internal control framework that includes a clear organisational structure and well-functioning IRM function which has sufficient authority, stature, independence, resources and access to the Board to perform their duties. The RiskCo ensures an effective risk management system, commensurate with the nature, scale and complexity of the risk inherent in the business, is maintained on an ongoing basis. This is informed by ongoing engagement with the CRO, periodic reviews of the adequacy of risk reporting and assessment of IRM resources, which is underpinned by relevant attestations that adequate resources are allocated to the management of all material risks, valuation of assets of the institution, use of external credit ratings, internal models and other demands such as regulatory changes, group activities or special projects.

5. Credit Risk (Table EU CRA)

WFBI defines credit risk as the risk of loss associated with a borrower or counterparty default (failure to meet obligations in accordance with agreed upon terms). WFBI assumes credit risk throughout the normal course of its commercial activities, with the objective of balancing risk and return throughout the economic cycle. Credit risk mainly arises from loans and advances to customers and other banks (including related commitments to lend, such as revolving credit facilities and asset financing). Credit risk includes credit-related risks such as counterparty default risk, country risk and portfolio concentration risk. In considering credit risk for lending activity, WFBI complies with the EBA Guidelines on loan origination and monitoring and takes into account the risks associated with ESG factors.

The SoRA describes the nature and magnitude of risks that WFBI is willing to assume in pursuit of its strategic objectives, and is composed of appetites for individual risk types, including credit risk. Risk appetite limits translate WFBI's credit risk appetite into measurable SoRA metrics and key risk indicators ("KRIs"). The SoRA metrics and KRIs are reviewed and approved annually and triggers are reported to and monitored by WFBI's PMF, ExCo and RiskCo, at a minimum on a quarterly basis, or more frequently as necessary.

Key credit risks are monitored by credit risk appetite metrics and KRIs, which measure credit losses, asset quality, concentration risk, single name large exposures and asset growth. Established escalation protocols and processes are detailed in WFBI's RAF. Clear definition of those credit risk issues that require escalation is central to ensuring that the RiskCo, WFBI Board, and appropriate levels of management receive timely information on important credit risk issues, and can act promptly to mitigate such risk, as necessary.

5.1. Risk Framework and Culture

As outlined in Section 4, the WFBI Board sets the tone from the top by supporting a strong culture that guides how employees conduct themselves and make decisions. Specific to credit decision-making, WFBI's risk management culture promotes the granting of credit to borrowers who, to the best of the WFBI's knowledge at the time of granting the credit, are able to fulfil the terms and conditions of the credit agreement, and is secured by sufficient and appropriate collateral, where relevant, and considering the impact on the WFBI's capital position and profitability, whilst also taking into account sustainability, and related ESG factors.

5.2. Credit Risk Governance

The Framework is supported, from a credit risk perspective, by a both standalone and Enterprise policies, supplemented by a suite of credit risk procedures, which focus on processes, controls and the separate roles and responsibilities of the Front Line and independent risk management functions. WFBI's credit policies are subject to review and approval, at least annually, by either WFBI Board or the RiskCo, to ensure they remain aligned to WFBI credit risk priorities and any relevant regulatory developments.

5.3. Credit Risk Decision-Making, Escalation and Challenge

Credit approval authority is delegated by the WFBI Board to WFBI Credit Committee and DCAA holders, subject to certain thresholds and in accordance with WFBI's credit risk governing documents. The limitations set in relation to delegated credit approval authority, take into consideration the size, complexity and the types and risk profiles of the borrowers. They also take into account the relevant expertise and seniority of the DCAA holders and credit committee members.

The primary responsibility of WFBI Credit Committee, which is described in more detail in Section 2, and the DCAA holders, is the effective administration and awarding of credit as guided by the WFBI Board's strategy and risk appetite, and within WFBI's credit policies, procedures and practices.

Credible challenge of credit decisions is a key part of WFBI's credit decision-making process, with IRM Credit Risk team providing independent oversight of Front-Line credit risk activities, and credible challenge of credit submissions received from the business.

5.4. Credit Risk Management and Control Function

WFBI manages credit risk across its three lines of defence by:

a. Identifying, assessing and measuring credit risk across WFBI and within each of its individual business groups, on an individual exposure and portfolio basis;
b. Implementing a robust control framework for credit decision-making, incorporating independent oversight, challenge and quality assurance activities;
c. Employing a disciplined approach to internal audit in order to evaluate the effectiveness of credit risk management, control and governance processes;
d. Enacting credit policies aligned with supervisory expectations, which are designed to protect WFBI against identified risks;
e. Limiting concentrations of exposure by type of asset, industry sector; single name exposure and geographic location;
f. Implementing sound processes for calculating and measuring Expected Credit Losses ("ECL") in accordance with WFBI's policies and procedures, IFRS and relevant supervisory guidance;
g. Monitoring to ensure that changes in the credit risk profile are identified, quantified, escalated and reported in a timely manner;
h. Maintaining, measuring and monitoring a comprehensive suite of quantitative risk appetite metrics and key risk indicators which measure credit losses, asset quality, concentration risk, single name large exposure and asset growth; and
i. Accurate and timely reporting to inform and report on credit risk trends and metrics and to provide detailed data to decision makers, relating to the composition, asset quality, concentrations and overall performance of WFBI's credit exposures.

The Front Line consists of WFBI's credit-risk-generating businesses, who are responsible for pursuing suitable business opportunities, which are within WFBI's risk appetite, strategy, and compliance requirements and certain support functions activities. The Front Line is responsible for understanding the credit risk generated by its activities, applying adequate controls and managing risk in the course of its business activities. The Front Line is represented on the WFBI Credit Committee by WFBI's CEO and WFBI's CFO.

IRM is composed of the WFBI risk management function ("WFBI Risk"), WFBI Compliance, WFBI Financial Crime Risk Management, Wells Fargo Corporate Commercial Credit, and Risk Asset Review. IRM, as the second line of defence, provides independent oversight and credible challenge with regard to the Front Line's execution of its credit risk management responsibilities.

Internal Audit is the third line of defence and provides independent assurance regarding the effectiveness of WFBI's credit risk processes and the integrity of WFBI's credit risk control systems, including the front line and independent credit risk management activities.

6. Operational Risk (Table EU ORA)

6.1. Risk Management Objectives and Policies

Operational risk is the risk resulting from inadequate or failed internal controls and processes, people, and systems, or resulting from external events and is inherent in WFBI's business. In evaluating and managing operational risks, WFBI considers strategic and reputational risks and their relationships to operational activities. As a result, internal controls are designed to mitigate operational risks. WFBI's Risk Framework defines the specific disciplines, roles and responsibilities and activities to manage operational risk.

The WFBI Risk Framework details WFBI's Operational Risk Program which defines WFBI's operational risk objectives such as:

- providing a structured approach to planning, identifying and assessing, controlling, monitoring and reporting, and testing and validating operational risks across all areas of WFBI in order to support senior management in achieving its strategic objectives and priorities, including helping its customers succeed financially;
- ensuring that WFBI's operational risk profile remains within its risk appetite by adequately controlling operational risk related incidents and losses and establishing appropriate capital reserves for operational risk in accordance with regulatory guidance; and
- supporting the Board as it carries out its oversight duties and responsibilities relating to operational risk.

The WFBI Operational Risk Program is supported by relevant operational risk policies, procedures and practices, which are designed to ensure that WFBI is able to meet its obligations during normal and stress situations in order to protect and maintain the safety and soundness of WFBI.

The WFBI Operational Risk Program is further supported by the WFBI Third Party Risk, Technology Risk, Information Security and Data Management Risk Programs.

6.2. Operational Risk Governance

With respect to operational risk, relevant risk governance committees are responsible for overseeing and making decisions on operational risk issues in line with each committee's authorities, or for escalating issues up through the committee structure for further consideration. This structure ensures that WFBI has in place operational risk issue escalation paths from management committees/forums via the RiskCo to the WFBI Board. The WFBI Board, RiskCo, and ExCo are supported in their oversight of operational risk by the following governance bodies:

- EMEA Legal Entities Third Party Committee;
- WFBI Data Council; and
- WFBI Financial and Non-Financial Regulatory Reporting Council.

The Operational Risk function is led by the Head of Operational Risk and sits within the wider Risk Function under the CRO's leadership. The function has the appropriate expertise and experience to effectively manage operational risk across the organisation. Operational Risk Management's oversight responsibilities include oversight of the application of the operational risk programme and of operational risk exposures including business resilience & disaster recovery, change management, data management, financial reporting, fraud, human capital, information management, information security, safety & physical security, technology, third-party and transaction processing & execution. Additional oversight of Financial Reporting risk is also undertaken by a dedicated specialised IRM team, the Regulatory Reporting Incremental Compliance function ("RRIC").

6.3. Operational Risk Reporting

Operational risk reporting is submitted, from a Front Line and IRM perspective, to various forums and committees. Events that require upstream reporting and specific action and/or decision making, are a key component of WFBI's operational risk escalation processes and exist to ensure that key issues are elevated to the appropriate management level of WFBI for timely consideration and decision making. Operational risk appetite breaches are governed by established protocols and processes as documented in the RAF.

WFBI's reporting framework is further enhanced by processes in place to support the timely and comprehensive reporting of third-party risks, technology risks and information security risks to the WFBI Board and to senior management, to ensure appropriate Board-level awareness of such risks, and to keep the RiskCo appraised of these key risks.

7. Market Risk (Table EU MRA)

Market risk for WFBI is the risk of loss resulting from changes in the value of assets and liabilities (including on and off-balance sheet assets and liabilities) and changes in earnings and/or reserves due to changes in financial prices, including interest rates, credit spreads and exchange rates.

The objective of market risk management is to identify, manage and control market risk exposures within acceptable parameters, while optimising the return on risk. Overall market risk responsibility is vested in the ALCO with oversight by RiskCo.

WFBI uses a range of quantitative and qualitative tools to manage and monitor market risk. Quantitative limits for net income sensitivities, economic value of equity, value at risk ("VaR"), stress test and scenario analysis are used to enforce the WFBI market risk appetite. Market risk reports reflecting the WFBI exposures, risk concentrations, stress test results, utilisations of limits etc. are reviewed on a daily basis. Appropriate actions are taken when needed, including revisiting the market risk management policies and relative limits to ensure that WFBI's market risk management objective is met. A historical simulation Value at Risk ("VaR") methodology is adopted for measuring the maximum financial loss that the foreign exchange position as part of the wider Market Risk exposure can be expected to suffer over a 1 day time horizon with a confidence level of 99 percent.

7.1. Management of Market Risk

WFBI does not have a trading book and does not run any traded risk in its business and is therefore not subject to material risks associated with trading book positions. WFBI's primary exposures to market risks are foreign exchange and Interest Rate Risk in the Banking Book ("IRRBB"). The Board sets limits on the level of risk that can be held by WFBI.

Foreign Exchange risk

WFBI has currency mismatches resulting from assets and liabilities denominated in different currencies. WFBI economically hedges foreign exchange risk related to financial assets and liabilities denominated in currencies other than the US dollar. Foreign exchange risk for all portfolios is managed collectively with the intent of limiting unhedged net foreign exchange risk positions to predefined limits.

WFBI applies the standardised approach as outlined in the CRR for calculating Pillar 1 foreign exchange risk capital and Credit Valuation Adjustment ("CVA") risk capital requirements.

Interest Rate Risk in the Banking Book

As WFBI does not have a trading book, all interest rate risk resides in the banking book. WFBI is exposed to interest rate risk in that changes in market interest rates will affect economic value. This arises due to the normal repricing mismatch between assets and liabilities on the balance sheet.

7.1. Management of Market Risk (continued)

Interest rate risk is overseen by the ALCO.

WFBI uses two complementary methodologies to assess IRRBB: an Economic Value methodology and an Earnings methodology. Both Economic Value of Equity (“EVE”), and Net Interest Income (“NII”), measures of risk are calculated in line with EBA Standard Outlier Test methodologies.

- **WFBI Economic Value Methodology**

  To monitor long term interest rate risk WFBI employs two measures: Interest Rate Basis Point Sensitivity (“IR01”) and EVE sensitivity. Each of these measures captures the lifetime asset and funding cash flows that produce the net interest income portion of the company’s earnings stream. IR01 is the change in net present value for a 1bp change in interest rates. Economic Value (“EV”) is calculated as the discounted value of future cash flows of rate sensitive assets and liabilities. EVE is a specific form of EV measure where equity is excluded from the cash flows. EVE sensitivity is the change in EVE due to changes in rates under stress scenarios.

- **WFBI Earnings Methodology**

  The earnings methodology calculates the impact on NII of a change in rates over a 1-year time horizon, using a static balance sheet approach. WFBI considers a number of different shocks under the earnings methodology.

  Capital is currently allocated internally via the economic value methodology. The calculation of capital is measured in line with the expectations of the relevant EBA Guidelines.

Per EBA Guidelines (EBA/GL/2022/14), the key components of IRRBB are gap risk, basis risk and option risk. WFBI also considers credit spread risk as part of the interest rate risk management framework.

Gap Risk

The WFBI balance sheet is generally positioned net long floating rate assets, funded by floating rate liabilities, together with zero cost USD denominated long term equity and reserves.

Basis Risk

Cross currency basis risk arises from the funding of non-USD (predominantly EUR), assets via USD denominated liabilities.

Option Risk

WFBI does not trade option instruments, nor does it offer customers products which contain embedded optionality. Embedded optionality may arise due to the ability of customers to prepay fixed rate loans early without charge, or withdraw demand or call deposits. Option risk is monitored and quantified monthly.

Credit Spread Risk in the Banking Book (“CSRBB”)

WFBI measures CSRBB by applying a 25bp parallel shock to the loan book, reverse repo, and investment bond portfolio, together with affiliate debt liabilities. CSRBB is monitored using the Credit Spread Risk Stressed Risk Appetite Metric which measures the sensitivity of these instruments, using an EVE measurement methodology, to 25bp movements (widening and tightening) in credit spreads.

8. Liquidity Risk Management (Table EU LIQA)

Liquidity risk is the risk that WFBI does not have sufficient financial resources to meet its obligations as they fall due, or rollover funds at a reasonable cost, without incurring heightened losses. This risk arises from mismatches in the timing of cash flows which is inherent in all banking operations and can be affected by a range of bank-specific and market-wide events.

8.1. Management of Liquidity Risk

The policy of WFBI is to maintain adequate liquidity at all times, by considering the nature and scale of its business and the risks inherent in its operations. It does this through the ILAAP.

The purpose of the ILAAP is to provide the Board with an assessment of WFBI's risks and the level of liquidity necessary to hold against these risks, particularly in stress scenarios, having considered mitigating factors. The ILAAP brings together business and control functions to assess the current and future liquidity risks and liquidity needs of WFBI.

WFBI's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its obligations when due, under both normal and stressed conditions, without incurring excessive costs or risking damage to its reputation. WFBI's funding strategy is to ensure an efficient model with a mix of short and long-term funding. The balance sheet is funded with equity, funding from affiliates via senior debt, as well as external funding from money markets via a Certificate of Deposit program.

WFBI sets out its framework for the management of liquidity risk in the Liquidity & Funding Risk Governance section of the ILAAP. In addition, WFBI has a Funding and Liquidity Management Policy and Contingency Capital & Funding Plan. These documents are intended to conform to CRD[5] and EBA guidelines on liquidity management. The liquidity risk metrics are set out in the SoRA and in the ILAAP.

The liquidity position is monitored by the treasury and risk teams on a daily basis and reported monthly, or more frequently if required, to the CBI. Liquidity reports are also provided to ALCO, RiskCo and Board.

The ALCO is responsible for the oversight of liquidity risk via a combination of policy formation, review and governance, analysis, stress testing, limit setting and monitoring in order to effectively manage liquidity risk.

WFBI complies with the requirements of the CRD and Delegated Act[6] in producing, monitoring and reporting the relevant liquidity metrics, including monetisation of liquid assets. Likewise, any additional reporting requirements set by the CBI are also complied with. Liquidity stress testing ("LST") is conducted under a variety of scenarios covering both normal and more severe market conditions to ensure ratios are expected to remain within the limits.

Additionally, in order to manage liquidity risk, WFBI carries out the following activities:

- Maintains a portfolio of highly liquid assets, in a variety of currencies and tenors;
- Ensures that there is diversity in its funding base;
- Monitors the behavioural characteristics of financial assets and liabilities;
- Monitors liquidity reports analysing the expected maturity profile of assets and liabilities;
- Establishes early warning indicators of potential liquidity stress events and ensures that sufficient and feasible liquidity options are in place;
- Performs regular liquidity stress tests;
- Maintains a Contingency Capital and Funding plan designed to provide a framework where liquidity stress could be effectively managed; and
- Maintains a Recovery and Wind Down plan to provide senior management with appropriate tools to manage any crisis which threatens WFBI's capital adequacy, liquidity, or viability.

[5] Capital Requirements Directive ("CRD"): DIRECTIVE 2013/36/EU transposed into Irish national law via Statutory Instruments 158/2014 [EU (Capital Requirements) Regulations 2014] & 159/2014 [EU (Capital Requirements) (No.2) Regulations 2014] under Statutory Instruments]

[6] Delegated Act – Commission Delegated Regulation (EU) 2015/61 – Liquidity Coverage Ratio

8.2. Liquidity Planning & Assessment

Liquidity planning and assessment is conducted at least annually as part of the WFBI ILAAP. During this process, the WFBI Board and senior management assess the current WFBI business profile and strategy, the financial projections associated with the strategy, the material risks and mitigating controls associated with executing the strategy and the funding and liquidity required to support the strategy. The ILAAP also assesses the level of potential additional funding and liquidity required in adverse stress scenarios. When conducting liquidity planning WFBI considers primarily three key metrics:

- LCR – Total and by Currency;
- LST – Total and by Currency; and
- NSFR – Total and by Currency.

The objective of the LCR and LST is to promote short-term resilience in the liquidity risk profile of a bank by ensuring it holds sufficient liquid assets to survive a stress scenario lasting one month. NSFR has a longer time horizon of one year and assesses WFBI's structural funding profile.

Liquidity Coverage Ratio

The LCR requires WFBI to hold sufficient unencumbered liquid assets to cover its total net cash outflows over 30 days, under stressed conditions. During such a period, WFBI should be able to quickly convert its liquid assets into cash without recourse to central bank liquidity or public funds.

LCR is defined as a ratio of liquid assets to net liquidity outflows over a 30-day stress period. Net liquidity outflows are calculated by deducting liquidity inflows from liquidity outflows. LCR is calculated as a percentage as below:

HQLAs ÷ Net Liquidity Outflows (over a 30-day stress period)

WFBI's LCR as at 31 December 2025 was 162%.

WFBI recognises the need to operate at a buffer above the LCR regulatory minimum, to allow for usual volatility in both inflows and outflows. The buffer level is calculated on an annual basis as part of the Risk Appetite setting process.

Liquidity Stress Testing

The primary purpose of LST is to assess the ability of WFBI to meet expected and unexpected cash flows and collateral needs, and to develop WFBI's liquidity risk management strategies under multiple stress scenarios. Internal liquidity stress testing allows WFBI to have flexibility in its liquidity risk analysis, outside of Regulatory metrics such as LCR and NSFR, and to adapt to prevailing market conditions and balance sheet changes (through the development of market, idiosyncratic, combined and WFBI-tailored bespoke scenarios). The output from liquidity stress tests is an adjusted set of net cash flows derived from the balance sheet over a 12-month time horizon.

8.2. Liquidity Planning & Assessment (continued)

Net Stable Funding Ratio

The NSFR measures the profile of an entity's stable funding in relation to the composition of its assets and off-balance sheet activities. The NSFR is calculated as a percentage as shown below:

Available amount of stable funding ("ASF") ÷ Required amount of stable funding ("RSF")

NSFR considers a longer time horizon (≥1 year) than the LCR and entities are required to maintain a minimum total NSFR of 100%, with no minimum requirement applicable at individual currency level.

WFBI's NSFR at 31 December 2025 was 131%.

WFBI recognises the requirement for a buffer above the NSFR regulatory minimum. The buffer level is calculated on an annual basis as part of the Risk Appetite setting process.

8.3. Liquidity Risk Governance

The WFBI Board, supported by the RiskCo, ExCo and ALCO, review and approves the ILAAP (including a Statement of Liquidity Adequacy). The day-to-day management of funding and liquidity has been delegated to the WFBI Treasury function headed by the WFBI Treasurer, who reports to the WFBI CFO. Treasury's front-line role is supported by the Regulatory Reporting function and reviewed and challenged by Independent Risk Management and the Internal Audit team.

8.4. Risk Appetite and Measures

The SoRA articulates the appetite for individual risk types, including liquidity risk. The liquidity risk appetite section of the SoRA is composed of qualitative and quantitative elements and seeks to measure and report that WFBI is able to meet its obligations, anticipated or otherwise, in a timely manner. WFBI translates its liquidity SoRA into a defined set of liquidity risk limits, with inner boundaries of these limits functioning as early warning indicators.

8.5. Funding & Liquidity Monitoring and Reporting

Quantitative liquidity reporting requirements are submitted to the CBI as and when due. Liquidity reporting to key internal stakeholders, including the Board, occurs at regular intervals and at an appropriate level of granularity.

8.6. Contingency Capital and Funding Plan, Recovery Plan and Wind Down Plan

The WFBI Contingency Capital and Funding Plan sets out the key components needed to manage capital and liquidity requirements during a stress event. It details monitoring of early warning signals, a governance framework and potential mitigating options to execute in a liquidity stress event.

The WFBI Recovery Plan identifies and analyses a variety of recovery options that are available to the Board and senior management to increase the WFBI's capital and/or liquidity levels, if necessary, during a time of stress.

The WFBI Wind Down Plan considers the steps and resources needed to execute a wind-down under various scenarios. It provides WFBI's Board and senior management with appropriate tools to effectively wind down WFBI in an orderly manner.

9. Remuneration Disclosures

9.1. Introduction

The NomRemCo is a subcommittee of the Board of WFBI, established to assist the Board in fulfilling its oversight responsibilities for the nomination and remuneration of all PCF role holders (and Identified Staff in respect of remuneration) in WFBI.

It is also responsible for oversight of compliance with the principles and regulatory requirements specific to remuneration in Ireland.

9.2. Governance (Table EU REMA)

The NomRemCo is responsible for oversight of remuneration of all PCF and Identified Staff role holders in WFBI and the implementation of Corporate policies and practices in WFBI, including the application of the EMEA Remuneration Policy and ongoing compliance with the remuneration-related regulatory requirements taking relevant input from other internal corporate functions as well as other key supervisory function committees to ensure alignment with WFBI's risk management strategy and framework. The Wells Fargo Legal team review the Remuneration Policy, engaging with external counsel as appropriate, for any relevant regulatory or legislative references. This policy is also reviewed by relevant teams in Risk and Compliance.

In line with the Remuneration Requirements, the WFBI Board is responsible for overseeing the application and approval of the EMEA Remuneration Policy annually to ensure that it properly considers all types of risks, including financial and non-financial risks. The EMEA Remuneration Policy designed to ensure remuneration policies, practice and procedures are consistent with and promote sound and effective risk management, do not encourage excessive risk taking and are in line with the business strategy, goals, corporate culture and expectations, and the long-term interests of WFBI.

The RiskCo shall examine whether incentives provided by the remuneration policies and practices take into consideration WFBI's risk, capital and liquidity and affordability in accordance with the strength of the balance sheet. On an annual basis, or as required, the WFBI RiskCo will review and make recommendations in relation to the risk elements of the EMEA Remuneration Policy to the NomRemCo.

If there are concerns with the risk level of WFBI business activities or related concerns with the behaviour of WFBI employees, the WFBI Compliance and Risk functions can escalate these concerns to the WFBI CEO, the Fitness and Probity ("F&P") and Conduct Standards Forum (as defined in the Glossary), or the NomRemCo as appropriate, so that they are considered as part of the review of individual awards.

The NomRemCo will ensure the adequacy of any information provided to shareholders on remuneration policies and practices, in particular on any proposed higher maximum level of the ratio between fixed and variable remuneration. The variable component of remuneration for Identified Staff may not exceed 200% of the fixed component of total remuneration in line with approval obtained on 05 January 2026 from the relevant shareholder bodies.

The NomRemCo is responsible for oversight of the process and review and recommendation of the list of Identified Staff on an annual basis to the WFBI Board. Additionally, the NomRemCo approves any need for ex-post risk adjustment, including the application of malus and clawback arrangements. This assessment will be supported by recommendations from the F&P and Conduct Standards Forum, the IRRRC and the WFBI Head of HR as appropriate. Identified Staff are classified as those whose professional activities have a material impact on WFBI's risk profile in accordance with WFBI's approach contained in the Identified Staff Methodology. The NomRemCo meets at least four times per year and on an ad hoc basis as many times as it considers necessary. The NomRemCo is composed of one WFBI Independent Non – Executive Director (Chair) and two Independent Non-Executive Director committee members.

9.2. Governance (Table EU REMA) (continued)

F&P and Conduct Standards Forum

The NomRemCo delegates authority to the F&P and Conduct Standards Forum for the assessment of matters that may call into question the fitness and probity of non-Board member PCF or CF role holders in WFBI and proposed CF/PCF role holders in WFBI including assessing if a breach of a Conduct Standard is relevant to their ongoing suitability for a role.

The Forum supports the NomRemCo and/or Board with the assessment of matters that may call into question the fitness and probity of Board member PCF's and will submit information to the NomRemCo and/or Board for decision making purposes in this regard.

The F&P and Conduct Standards Forum reports into the NomRemCo and assists both the WFBI NomRemCo and the WFBI Board in carrying out their respective fitness and probity responsibilities and escalates matters to the NomRemCo as necessary.

International Remuneration Risk Review Committee

The IRRRC is responsible for performing a risk review of the performance and incentive outcomes for Identified Staff or employees in comparable roles in EMEA, and proposing recommendations to the entity Remuneration Committees or Boards, for consideration and approval, as governed by the EMEA Malus and Clawback Policy.

9.3. Remuneration Structure

For the purposes of the EMEA Remuneration Policy, "remuneration" consists of all forms of payments or benefits made directly by or indirectly but on behalf of, WFBI, in exchange for professional services rendered by WFBI staff. Total remuneration of WFBI staff, including Identified Staff may comprise a mix of fixed and variable remuneration.

Wells Fargo pension policies, including those of WFBI are in line with the business strategy, goals, expectations and long-term interests. WFBI does not provide discretionary pension benefits to employees.

Performance Management

WFBI has clear and verifiable mechanisms for measuring performance, with risk adjustment applied thereafter. The Corporate Policy and Practices provide for consideration of:

- financial (company and Business Group) performance and individual performance;
- other financial and non-financial metrics; and
- the linkage between compensation and compliance within the context of WFBI and Wells Fargo's policies, guidelines and risk appetite, business strategy, corporate culture and expectations, long-term interests of WFBI, and the specific regulatory requirements in Ireland.

9.3. Remuneration Structure (continued)

Risk Management Considerations

Performance measures are specifically adjusted for risk considerations and allocation of incentive spend is directly related to this.

At the WFBI and EMEA-wide level as appropriate, the WFBI CRO presents an annual ex ante assessment of risk considerations over and above the mechanisms within incentive plans to the IRRRC. WFBI CRO and CCO are members of the IRRRC, which provides updates (and, if relevant, recommendations) to the NomRemCo on the outcome of its assessments throughout the year.

WFBI's remuneration practices are designed to avoid conflicts of interest with clients and regulatory obligations, in particular with regard to using profit-based measures to determine financial performance of both the individual and business units and the assessment of non-financial performance.

In alignment with the Wells Fargo Risk Management Framework, employees of WFBI's Control Functions are groups that must remain independent of the businesses they align to.

Methods used for determining the variable remuneration of Control Functions do not compromise staff's objectivity and independence. To assure this, Wells Fargo has adopted a corporate standard applicable to the incentive compensation arrangements for Control Functions.

All WFBI employees are prohibited from undertaking personal hedging strategies or remuneration and liability-related insurance to undermine the risk alignment effects embedded in their remuneration arrangements. They are also subject to the EMEA Personal Account Dealing Policy which requires them to declare personal dealing accounts for themselves and connected persons and attest annually that they have declared all such accounts and the necessary steps are taken to ensure that all associated trades are monitored.

In accordance with the Remuneration Requirements, WFBI’s HR ensures that any early termination payments for Identified Staff reflect performance achieved over time, do not reward for failure or misconduct and are made consistent with appropriate risk management and for any severance payments to Identified Staff, are made in compliance with the requirements of section 9.3 of the EBA Guidelines. The WFBI approach to determining termination payments is in line with the framework set out in the Corporate Policy and Practices.

Variable Annual Incentives

Guaranteed variable remuneration is not part of WFBI's remuneration approach and is discouraged in WFBI. If any guaranteed payments are offered on an exceptional basis, WFBI HR will ensure adherence to the provisions of applicable regulations, including application of deferral and clawback arrangements as required.

Deferred Incentives

At least 40% of variable remuneration awards made to Identified Staff are deferred, to reward them for sustained performance over the medium and long term, for a period of between four and five years.

At least 60% of variable remuneration awards made to Identified Staff are deferred if variable remuneration is greater than GBP 500,000 or EUR 500,000 per the terms of the Overlay Plan.

9.3. Remuneration Structure (continued)

Performance Adjustment

The NomRemCo is responsible for overseeing that any variable remuneration awarded to Identified Staff, including any deferred portion, is paid or vests only if it is sustainable according to the financial position of WFBI as a whole, and justified according to the performance of WFBI, the business unit and Identified Staff member concerned. Accordingly, the NomRemCo has the ability to reduce awarded but unvested deferred variable remuneration (including both share-based and cash-based components) and/or to clawback vested deferred variable remuneration in situations where WFBI determines a malus event has occurred.

The NomRemCo shall apply performance adjustment policies (including the EMEA Malus and Clawback Policy), including the triggers under which malus adjustments or clawback would take place and may decide to delay vesting of any deferred variable remuneration where an employee is the subject of an ongoing disciplinary or regulatory investigation at the time such variable remuneration is due to vest. Further detail is available in the EMEA Malus and Clawback Policy.

9.4. Remuneration Expenditure (Template EU REM1)

The following table shows remuneration paid to WFBI Identified Staff for 2025 who are remunerated for their services to WFBI. Variable remuneration for 2025 performance was paid or awarded in 2025.

2025 Performance Year (All amount in Euro)			a	b	c	d	Total
			MB Supervisory function	MB Management function	Other senior management	Other identified staff	
1	Fixed remuneration	Number of identified staff	5	2	10	14	31
2		**Total fixed remuneration**	**718,000**	**1,200,141**	**2,454,876**	**2,103,526**	**6,476,543**
3		Of which: cash-based	718,000	1,141,370	2,253,734	1,912,588	6,025,692
EU-4a		Of which: shares or equivalent ownership interests	–	–	–	–	–
5		Of which: share-linked instruments	–	–	–	–	–
EU-5x		Of which: other instruments	–	–	–	–	–
7		Of which: other forms	–	58,771	201,142	190,938	450,851
9	Variable remuneration	Number of identified staff	5	2	10	14	31
10		**Total variable remuneration**	**–**	**1,667,054**	**1,888,103**	**1,146,099**	**4,701,256**
11		Of which: cash-based	–	833,527	972,496	620,899	2,426,922
12		Of which: deferred	–	490,911	363,065	206,480	1,060,456
EU-13a		Of which: shares or equivalent ownership interests	–	833,527	915,607	525,200	2,274,334
EU-14a		Of which: deferred	–	490,911	371,009	215,480	1,077,400
EU-13b		Of which: share-linked instruments[7]	–	–	–	–	–
EU-14b		Of which: deferred	–	–	–	–	–
EU-14x		Of which: other instruments	–	–	–	–	–
EU-14y		Of which: deferred	–	–	–	–	–
15		Of which: other forms	–	–	–	–	–
16		Of which: deferred	–	–	–	–	–
17	**Total remuneration (2 + 10)**		**718,000**	**2,867,195**	**4,342,979**	**3,249,625**	**11,177,799**

Note: Fixed and variable remuneration in relation to the “MB Management function” relates to two employees one of whom joined the Management function in September 2025. The remainder of this employee's compensation for 2025 is included in "Other senior management".

[7] Including equivalent non-cash instruments

9.5. Special Payments (Template EU REM2)

2025 Performance Year (All amount in Euro)		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	–	–	1	1
2	Guaranteed variable remuneration awards -Total amount	–	–	80,000	140,000
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	–	–	–	–
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	–	–	–	–
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	–	–	–	–
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	–	–	–	–
7	Severance payments awarded during the financial year - Total amount	–	–	–	–
8	Of which paid during the financial year	–	–	–	–
9	Of which deferred	–	–	–	–
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	–	–	–	–
11	Of which highest payment that has been awarded to a single person	–	–	–	–

9.6. Deferred remuneration (Template EU REM3)

The following table provides a summary of deferred remuneration for 2025 WFBI Identified Staff who are remunerated for their services to WFBI.

		a	b	c	d	e	f	EU - g	EU - h
	2025 Performance Year (All amount in Euro)	**Total amount of deferred remuneration awarded for previous performance periods**	**Of which due to vest in the financial year**	**Of which vesting in subsequent financial years**	**Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year**	**Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years**	**Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e., changes of value of deferred remuneration due to the changes of prices of instruments)**	**Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year**	**Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods**
1	MB Supervisory function	–	–	–	–	–	–	–	–
2	Cash-based	–	–	–	–	–	–	–	–
3	Shares or equivalent ownership interests	–	–	–	–	–	–	–	–
4	Share-linked instruments	–	–	–	–	–	–	–	–
5	Other instruments	–	–	–	–	–	–	–	–
6	Other forms	–	–	–	–	–	–	–	–
7	MB Management function	**4,632,676**	**985,374**	**3,647,302**	–	–	**279,853**	**1,059,982**	**720,351**
8	Cash-based	1,766,030	339,631	1,426,399	–	–	–	339,631	–
9	Shares or equivalent ownership interests	2,866,646	645,743	2,220,903	–	–	279,853	720,351	720,351
10	Share-linked instruments	–	–	–	–	–	–	–	–
11	Other instruments	–	–	–	–	–	–	–	–
12	Other forms	–	–	–	–	–	–	–	–
13	Other senior management	**2,089,682**	**515,996**	**1,573,684**	–	–	176,627	**562,137**	**351,442**
14	Cash-based	352,209	144,412	207,796	–	–	–	144,412	–
15	Shares or equivalent ownership interests	1,737,473	371,584	1,365,888	–	–	176,627	417,725	351,442
16	Share-linked instruments	–	–	–	–	–	–	–	–
17	Other instruments	–	–	–	–	–	–	–	–
18	Other forms	–	–	–	–	–	–	–	–
19	Other identified staff	**749,312**	**217,949**	**531,362**	–	–	50,406	**228,234**	**88,925**
20	Cash-based	306,959	133,234	173,724	–	–	–	133,234	–
21	Shares or equivalent ownership interests	442,353	84,715	357,638	–	–	50,406	95,000	88,925
22	Share-linked instruments	–	–	–	–	–	–	–	–
23	Other instruments	–	–	–	–	–	–	–	–
24	Other forms	–	–	–	–	–	–	–	–
25	**Total amount**	**7,471,670**	**1,719,319**	**5,752,348**	–	–	506,886	**1,850,353**	**1,160,718**

9.7. Remuneration of 1 million EUR or more per year (Template EU REM4)

2025 Performance Year (All amount in Euro)		**a**
		Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	–
2	1 500 000 to below 2 000 000	–
3	2 000 000 to below 2 500 000	–
4	2 500 000 to below 3 000 000	1
5	3 000 000 to below 3 500 000	–
6	3 500 000 to below 4 000 000	–
7	4 000 000 to below 4 500 000	–
8	4 500 000 to below 5 000 000	–
9	5 000 000 to below 6 000 000	–
10	6 000 000 to below 7 000 000	–
11	7 000 000 to below 8 000 000	–

The information contained in these disclosures has not been audited and does not constitute a financial statement of WFBI or WFC.

10. Reconciliation of Regulatory Own Funds (Template EU CC2)

		a/b	c
	EUR Thousands	**Balance sheet as in published financial statements / Under regulatory scope of consolidation**	**Reference to Template EU CC1**
		As at period end	
Assets			
1	Cash and cash equivalents	2,570,992	
2	Loans and advances to banks	2,887,468	
3	Loans and advances to customers	6,238,687	
4	Investment securities	114,218	
5	Derivative financial instruments	11,890	
6	Right of use assets	19,433	
7	Other assets	32,827	
8	Property, plant and equipment	6,703	
9	Current tax assets	7,172	
10	Deferred tax assets	905	
	Total assets	**11,890,295**	
Liabilities			
1	Deposits from banks	264,591	
2	Deposits from customers	79,517	
3	Certificates of deposit	2,152,449	
4	Short-term borrowings	515,006	
5	Term debt	5,364,037	
6	Derivative financial instruments	8,368	
7	Provisions	5,174	
8	Current tax liabilities	–	
9	Lease liabilities	19,443	
10	Other liabilities	404,576	
	Total liabilities	**8,813,161**	
Shareholders' Equity			
1	Share capital	662,085	1
2	Capital Contribution	1,286,317	3
3	Retained earnings	1,127,625	2
4	Other reserves	1,107	3
	Total equity attributable to equity holders of the Bank	**3,077,134**	
	Total liabilities and equity	**11,890,295**	

11. Overview of total risk exposure amounts (Template EU OV1)

EUR Thousands		2025	2024	2025
		Risk weighted exposure amounts (RWEAs)		Total own funds requirements
1	Credit risk (excluding CCR)	6,270,740	6,982,863	501,659
2	Of which the standardised approach	6,270,740	6,982,863	501,659
3	Of which the Foundation IRB (F-IRB) approach	–	–	–
4	Of which slotting approach	–	–	–
EU 4a	Of which: equities under the simple risk weighted approach	–	–	–
5	Of which the Advanced IRB (A-IRB) approach	–	–	–
6	Counterparty credit risk - CCR	17,878	39,638	1,430
7	Of which the standardised approach	4,969	7,726	398
8	Of which internal model method (IMM)	–	–	–
EU 8a	Of which exposures to a CCP	–	–	–
9	Of which other CCR	12,909	31,912	1,033
10	Credit valuation adjustments risk - CVA risk	3,497	6,969	280
EU 10a	Of which the standardised approach (SA)	–	–	–
EU 10b	Of which the basic approach (F-BA and R-BA)	3,497	–	280
EU 10c	Of which the simplified approach	–	–	–
15	Settlement risk	–	–	–
16	Securitisation exposures in the non-trading book (after the cap)	15,758	–	1,261
17	Of which SEC-IRBA approach	–	–	–
18	Of which SEC-ERBA (including IAA)	–	–	–
19	Of which SEC-SA approach	15,758	–	1,261
EU 19a	Of which 1250% / deduction	–	–	–
20	Position, foreign exchange and commodities risks (Market risk)	–	–	–
21	Of which the Alternative standardised approach (A-SA)	–	–	–
EU 21a	Of which the Simplified standardised approach (S-SA)	–	–	–
22	Of which the Alternative Internal Models Approach (A-IMA)	–	–	–
EU 22a	Large exposures	–	–	–
23	Reclassifications between the trading and non-trading books	–	–	–
24	Operational risk	532,392	644,792	42,591
EU 24a	Exposures to crypto-assets	–	–	–
25	Amounts below the thresholds for deduction (subject to 250% risk weight)	–	–	–
26	Output floor applied (%)	–	–	–
27	Floor adjustment (before application of transitional cap)	–	–	–
28	Floor adjustment (after application of transitional cap)	–	–	–
29	**Total**	**6,840,264**	**7,674,261**	**547,221**

12. Composition of Regulatory Own Funds (Template EU CC1)

EUR Thousands		(a)	(b)
		2025	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation (Template EU CC2)
Common Equity Tier 1 (CET1) capital: instruments and reserve			
1	Capital instruments and the related share premium accounts	662,085	
	of which: Instrument type 1	662,085	Equity 1
	of which: Instrument type 2	–	
	of which: Instrument type 3	–	
2	Retained earnings	1,023,927	Equity 3
3	Accumulated other comprehensive income (and other reserves)	1,287,424	Equity 2 + Equity 4
EU-3a	Funds for general banking risk	–	
4	Amount of qualifying items referred to in Article 484 (3) CRR and the related share premium accounts subject to phase out from CET1	–	
5	Minority interests (amount allowed in consolidated CET1)	–	
EU-5a	Independently reviewed interim profits net of any foreseeable charge or dividend	103,698	Equity 3
6	**Common Equity Tier 1 (CET1) capital before regulatory adjustments**	3,077,134	
Common Equity Tier 1 (CET1) capital: regulatory adjustments			
7	Additional value adjustments (negative amount)	(136)	
8	Intangible assets (net of related tax liability) (negative amount)	–	
10	Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liability where the conditions in Article 38 (3) CRR are met) (negative amount)	–	
11	Fair value reserves related to gains or losses on cash flow hedges of financial instruments that are not valued at fair value	–	
12	Negative amounts resulting from the calculation of expected loss amounts	–	
13	Any increase in equity that results from securitised assets (negative amount)	–	
14	Gains or losses on liabilities valued at fair value resulting from changes in own credit standing	–	
15	Defined-benefit pension fund assets (negative amount)	–	
16	Direct, indirect and synthetic holdings by an institution of own CET1 instruments (negative amount)	–	
17	Direct, indirect and synthetic holdings of the CET 1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)	–	

12. Composition of Regulatory Own Funds (Template EU CC1) (continued)

EUR Thousands		(a) 2025	(b) Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
18	Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	–	
19	Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	–	
EU-20a	Exposure amount of the following items which qualify for a RW of 1250%, where the institution opts for the deduction alternative	–	
EU-20b	of which: qualifying holdings outside the financial sector (negative amount)	–	
EU-20c	of which: securitisation positions (negative amount)	–	
EU-20d	of which: free deliveries (negative amount)	–	
21	Deferred tax assets arising from temporary differences (amount above 10% threshold, net of related tax liability where the conditions in Article 38 (3) CRR are met) (negative amount)	(905)	
22	Amount exceeding the 17,65% threshold (negative amount)	–	
23	of which: direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities	–	
25	of which: deferred tax assets arising from temporary differences	–	
EU-25a	Losses for the current financial year (negative amount)	–	
EU-25b	Foreseeable tax charges relating to CET1 items except where the institution suitably adjusts the amount of CET1 items insofar as such tax charges reduce the amount up to which those items may be used to cover risks or losses (negative amount)	–	
27	Qualifying AT1 deductions that exceed the AT1 items of the institution (negative amount)	–	
27a	Other regulatory adjustments to CET1 capital (including IFRS 9 transitional adjustments when relevant)	(16)	
28	**Total regulatory adjustments to Common Equity Tier 1 (CET1)**	(1,057)	
29	**Common Equity Tier 1 (CET1) capital**	3,076,078	

12. Composition of Regulatory Own Funds (Template EU CC1) (continued)

EUR Thousands		(a) 2025	(b) Source based on reference numbers/ letters of the balance sheet under the regulatory scope of consolidation
Additional Tier 1 (AT1) capital: instruments			
30	Capital instruments and the related share premium accounts	–	
31	of which: classified as equity under applicable accounting standards	–	
32	of which: classified as liabilities under applicable accounting standards	–	
33	Amount of qualifying items referred to in Article 484 (4) CRR and the related share premium accounts subject to phase out from AT1 as described in Article 486(3) CRR	–	
EU-33a	Amount of qualifying items referred to in Article 494a (1) CRR subject to phase out from AT1	–	
EU-33b	Amount of qualifying items referred to in Article 494b (1) CRR subject to phase out from AT1	–	
34	Qualifying Tier 1 capital included in consolidated AT1 capital (including minority interests not included in row 5) issued by subsidiaries and held by third parties	–	
35	of which: instruments issued by subsidiaries subject to phase out	–	
36	**Additional Tier 1 (AT1) capital before regulatory adjustments**	–	
Additional Tier 1 (AT1) capital: regulatory adjustments			
37	Direct, indirect and synthetic holdings by an institution of own AT1 instruments (negative amount)	–	
38	Direct, indirect and synthetic holdings of the AT1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)	–	
39	Direct, indirect and synthetic holdings of the AT1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	–	
40	Direct, indirect and synthetic holdings by the institution of the AT1 instruments of financial sector entities where the institution has a significant investment in those entities (net of eligible short positions) (negative amount)	–	
41	Empty set in the EU	–	
42	Qualifying T2 deductions that exceed the T2 items of the institution (negative amount)	–	
42a	Other regulatory adjustments to AT1 capital	–	
43	**Total regulatory adjustments to Additional Tier 1 (AT1) capital**	–	
44	**Additional Tier 1 (AT1) capital**	–	
45	**Tier 1 capital (T1 = CET1 + AT1)**	3,076,078	

12. Composition of Regulatory Own Funds (Template EU CC1) (continued)

	EUR Thousands	(a) 2025	(b) Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
Tier 2 (T2) capital: instruments			
46	Capital instruments and the related share premium accounts	–	
47	Amount of qualifying items referred to in Article 484 (5) CRR and the related share premium accounts subject to phase out from T2 as described in Article 486(4) CR	–	
EU-47a	Amount of qualifying items referred to in Article 494a (2) CRR subject to phase out from T	–	
EU-47b	Amount of qualifying items referred to in Article 494b (2) CRR subject to phase out from T	–	
48	Qualifying own funds instruments included in consolidated T2 capital (including minority interests and AT1 instruments not included in rows 5 or 34) issued by subsidiaries and held by third parties	–	
49	of which: instruments issued by subsidiaries subject to phase out	–	
50	Credit risk adjustments	–	
51	**Tier 2 (T2) capital before regulatory adjustments**	–	
Tier 2 (T2) capital: regulatory adjustments			
52	Direct, indirect and synthetic holdings by an institution of own T2 instruments and subordinated loans (negative amount)	–	
53	Direct, indirect and synthetic goldings of the T2 instruments and subordinated loans of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)	–	
54	Direct, indirect and synthetic holdings of the T2 instruments and subordinated loans of financial sector entities where the institution does not have a significant investment in those entities (amount above 10% threshold and net of eligible short positions) (negative amount)	–	
54a	Not applicable	–	
55	Direct, indirect and synthetic holdings by the institution of the T2 instruments and subordinated loans of financial sector entities where the institution has a significant investment in those entities (net of eligible short positions) (negative amount)	–	
56	Empty set in the EU	–	
EU-56a	Qualifying eligible liabilities deductions that exceed the eligible liabilities items of the institution (negative amount)	–	
EU-56b	Other regulatory adjustments to T2 capital	–	
57	**Total regulatory adjustments to Tier 2 (T2) capital**	–	
58	**Tier 2 (T2) capital**	–	
59	**Total capital (TC = T1 + T2)**	3,076,078	
60	**Total Risk exposure amount**	6,840,264	

12. Composition of Regulatory Own Funds (Template EU CC1) (continued)

EUR Thousands		(a) 2025	(b) Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
Tier 2 (T2) capital: regulatory adjustments			
61	Common Equity Tier 1 (as a percentage of total risk exposure amount)	44.97%	
62	Tier 1 (as a percentage of total risk exposure amount)	44.97%	
63	Total capital (as a percentage of total risk exposure amount)	44.97%	
64	Institution CET1 overall capital requirement (CET1 requirement in accordance with Article 92 (1) CRR, plus additional CET1 requirement which the institution is required to hold in accordance with point (a) of Article 104(1) CRD, plus combined buffer requirement in accordance with Article 128(6) CRD) expressed as a percentage of risk exposure amount)	11.87%	
65	of which: capital conservation buffer requirement	2.50%	
66	of which: countercyclical buffer requirement	0.93%	
67	of which: systemic risk buffer requirement	–%	
EU-67a	of which: Global Systemically Important Institution (G-SII) or Other Systemically Important Institution (O-SII) buffer	–%	
EU-67b	of which: additional own funds requirements to address the risks other than the risk of excessive leverage	3.94%	
68	**Common Equity Tier 1 available to meet buffers (as a percentage of risk exposure amount)**	30.00%	
69	Not applicable	–	
70	Not applicable	–	
71	Not applicable	–	
Amounts below the thresholds for deduction (before risk weighting)			
72	Direct and indirect holdings of own funds and eligible liabilities of financial sector entities where the institution does not have a significant investment in those entities (amount below 10% threshold and net of eligible short positions	–	
73	Direct and indirect holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount below 17.65% thresholds and net of eligible short positions)	–	
74	Not applicable	–	
75	Deferred tax assets arising from temporary differences (amount below 17,65% threshold, net of related tax liability where the conditions in Article 38 (3) CRR are met)	–	

12. Composition of Regulatory Own Funds (Template EU CC1) (continued)

EUR Thousands		(a) 2025	(b) Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
Applicable caps on the inclusion of provisions in Tier 2			
76	Credit risk adjustments included in T2 in respect of exposures subject to standardised approach (prior to the application of the cap)	–	
77	Cap on inclusion of credit risk adjustments in T2 under standardised approach	78,608	
78	Credit risk adjustments included in T2 in respect of exposures subject to internal ratings-based approach (prior to the application of the cap)	–	
79	Cap for inclusion of credit risk adjustments in T2 under internal ratings-based approach	–	
Capital instruments subject to phase-out arrangements (only applicable between 1 Jan 2014 and 1 Jan 2022)			
80	Current cap on CET1 instruments subject to phase out arrangements	–	
81	Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities)	–	
82	Current cap on AT1 instruments subject to phase out arrangements	–	
83	Amount excluded from AT1 due to cap (excess over cap after redemptions and maturities)	–	
84	Current cap on T2 instruments subject to phase out arrangements	–	
85	Amount excluded from T2 due to cap (excess over cap after redemptions and maturities)	–	

13. Performing and non-performing exposures and related provisions (EU CR1)

		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o
	EUR THOUSANDS	**Gross carrying amount/nominal amount**						**Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions**						**Accumulated partial write-off**	**Collateral received and financial guarantees received**	
		Performing exposures			**Non-performing exposures**			**Performing exposures-accumulated impairment and provisions**			**Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions**				**On performing exposures**	**On non-performing exposures**
			Of which stage 1	**Of which stage 2**		**Of which stage 2**	**Of which stage 3**		**Of which stage 1**	**Of which stage 2**		**Of which stage 2**	**Of which stage 3**			
005	**Cash balances at Central banks and other demand deposits**	**2,574,065**	**2,574,065**	**–**	**–**	**–**	**–**	**(1,237)***	**(1,237)***	**–**	**–**	**–**	**–**	**–**	**–**	**–**
010	**Loans and advances**	**9,157,999**	**7,445,526**	**1,711,857**	**86,281**	**–**	**85,169**	**(14,719)**	**(4,144)**	**(10,572)**	**(21,031)**	**–**	**(20,928)**	**(13,581)**	**5,630,575**	**56,068**
020	Central banks	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
030	General governments	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
040	Credit institutions	2,898,392	2,898,392	–	–	–	–	(1,226)	(1,226)	–	–	–	–	–	2,394,154	–
050	Other financial corporations	3,445,118	3,041,192	403,926	75,273	–	75,273	(11,172)	(2,267)	(8,905)	(19,206)	–	(19,206)	(13,000)	3,143,324	56,068
060	Non-financial corporations	2,814,489	1,505,942	1,307,931	11,007	–	9,896	(2,321)	(651)	(1,667)	(1,825)	–	(1,722)	(581)	93,097	–
070	Of which SMEs	533,315	333,109	199,590	8,133	–	7,405	(972)	(361)	(608)	(1,369)	–	(1,302)	–	–	–
080	Households	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
090	**Debt securities**	**114,937**	**114,937**	**–**	**–**	**–**	**–**	**(4)**	**(4)**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
100	Central banks	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
110	General governments	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

*Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions on cash balances at Central banks and other demand deposits are not included in the total row below (row 220) in line with the EBA mapping guidelines.

13. Performing and non-performing exposures and related provisions (EU CR1) (Continued)

EUR THOUSANDS		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o
		Gross carrying amount/nominal amount						Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions						Accumulated partial write-off	Collateral received and financial guarantees received	
		Performing exposures			Non-performing exposures			Performing exposures- accumulated impairment and provisions			Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions				On performing exposures	On non-performing exposures
			Of which stage 1	Of which stage 2		Of which stage 2	Of which stage 3		Of which stage 1	Of which stage 2		Of which stage 2	Of which stage 3			
120	Credit institutions	114,937	114,937	–	–	–	–	(4)	(4)	–	–	–	–	–	–	–
130	Other financial corporations	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
140	Non-financial corporations	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
150	**Off balance sheet exposures**	**5,788,896**	**5,491,035**	**297,861**	**–**	**–**	**–**	**3,928**	**3,562**	**366**	**–**	**–**	**–**	**–**	**–**	**–**
160	Central banks	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
170	General governments	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
180	Credit institutions	25,532	25,532	–	–	–	–	1	1	–	–	–	–	–	–	–
190	Other financial corporations	632,287	632,287	–	–	–	–	420	419	1	–	–	–	–	–	–
200	Non-financial corporations	5,131,077	4,833,216	297,861	–	–	–	3,507	3,142	365	–	–	–	–	–	–
210	Households	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
220	**Total**	**17,635,897**	**15,625,563**	**2,009,718**	**86,281**	**–**	**85,169**	**(18,651)***	**(7,710)***	**(10,938)**	**(21,031)**	**–**	**(20,928)**	**(13,581)**	**5,630,575**	**56,068**

*Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions on cash balances at Central banks and other demand deposits are not included in the total row below (row 220) in line with the EBA mapping guidelines.

14. Credit quality of forborne exposures (Template EU CQ1)

EUR Thousands		a	b	c	d	e	f	g	h
		Gross carrying amount/nominal amount of exposures with forbearance measures				Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Collateral received and financial guarantees received on forborne exposures	
		Performing forborne	Non-performing forborne			On performing forborne exposures	On non-performing forborne exposures		Of which collateral and financial guarantees received on non-performing exposures with forbearance measures
				Of which defaulted	Of which impaired				
005	**Cash balances at Central banks and other demand deposits**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
010	**Loans and advances**	**39**	**78,982**	**78,982**	**78,982**	**–**	**(19,579)**	**56,068**	**56,068**
020	*Central banks*	–	–	–	–	–	–	–	–
030	*General governments*	–	–	–	–	–	–	–	–
040	*Credit institutions*	–	–	–	–	–	–	–	–
050	*Other financial corporations*	–	75,273	75,273	75,273	–	(19,206)	56,068	56,068
060	*Non-financial corporations*	39	3,708	3,708	3,708	–	(373)	–	–
070	Households	–	–	–	–	–	–	–	–
080	**Debt securities**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
090	Loan commitments given	–	–	–	–	–	–	–	–
100	**Total**	**39**	**78,982**	**78,982**	**78,982**	**–**	**(19,579)**	**56,068**	**56,068**

15. Credit quality of performing and non-performing exposures by past due days (EU CQ3)

		a	b	c	d	e	f	g	h	i	j	k	l
		Gross carrying amount/nominal amount of exposures											
		Performing exposures			**Non-performing exposures**								
	EUR Thousands		**Not past due or past due ≤30 days**	**Past due>30 days ≤90 days**		**Unlikely to pay that are not past due or are past due ≤ 90**	**Past due>90 days ≤180 days**	**Past due>180 days ≤ 1 year**	**Past due>1 year ≤ 2 year**	**Past due>2 year ≤ 5 year**	**Past due>5 year ≤ 7 year**	**Past due>7 year**	**Of which defaulted**
005	**Cash balances at Central banks and other demand deposits**	**2,574,065**	**2,574,065**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
010	**Loans and advances**	**9,157,999**	**9,156,823**	**1,176**	**86,281**	**84,122**	**747**	**862**	**519**	**30**	**–**	**–**	**86,281**
020	Central banks	–	–	–	–	–	–	–	–	–	–	–	–
030	General governments	–	–	–	–	–	–	–	–	–	–	–	–
040	Credit institutions	2,898,392	2,898,392	–	–	–	–	–	–	–	–	–	–
050	Other financial corporations	3,445,118	3,445,118	–	75,273	75,273	–	–	–	–	–	–	75,273
060	Non-financial corporations	2,814,489	2,813,313	1,176	11,007	8,849	747	862	519	30	–	–	11,007
070	Of which SMEs	533,315	532,955	360	8,133	6,447	467	705	483	30	–	–	8,133
080	Households	–	–	–	–	–	–	–	–	–	–	–	–
090	**Debt securities**	**114,937**	**114,937**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
100	Central banks	–	–	–	–	–	–	–	–	–	–	–	–
110	General governments	–	–	–	–	–	–	–	–	–	–	–	–

15. Credit quality of performing and non-performing exposures by past due days (EU CQ3) (Continued)

	EUR Thousands	a	b	c	d	e	f	g	h	i	j	k	l
		Gross carrying amount/nominal amount of exposures											
		Performing exposures			Non-performing exposures								
			Not past due or past due ≤30 days	Past due>30 days ≤90 days		Unlikely to pay that are not past due or are past due ≤ 90	Past due>90 days ≤180 days	Past due>180 days ≤ 1 year	Past due>1 year ≤ 2 year	Past due>2 year ≤ 5 year	Past due>5 year ≤ 7 year	Past due>7 year	Of which defaulted
120	Credit institutions	114,937	114,937	–	–	–	–	–	–	–	–	–	–
130	Other financial corporations	–	–	–	–	–	–	–	–	–	–	–	–
140	Non-financial corporations	–	–	–	–	–	–	–	–	–	–	–	–
150	**Off balance sheet exposures**	**5,788,896**	–	–	**–**	–	–	–	–	–	–	–	**–**
160	Central banks	–	–	1,176	86,281	84,122	747	862	519	30	–	–	86,281
170	General governments	–	–	–	–	–	–	–	–	–	–	–	–
180	Credit institutions	25,532	–	–	–	–	–	–	–	–	–	–	–
190	Other financial corporations	632,287	–	–	–	–	–	–	–	–	–	–	–
200	Non-financial corporations	5,131,077	–	–	75,273	75,273	–	–	–	–	–	–	75,273
210	Households	–	–	1,176	11,007	8,849	747	862	519	30	–	–	11,007
220	**Total**	**17,635,897**	**11,845,825**	**1,176**	**86,281**	**84,122**	**747**	**862**	**519**	**30**	**–**	**–**	**86,281**

16. Collateral obtained by taking possession and execution processes (EU CQ7)

EUR Thousands		a	b
		Collateral obtained by taking possession	
		Value at initial recognition	Accumulated negative changes
1	Property, plant and equipment (PP&E)	–	–
2	Other than PP&E	–	–
3	Residential immovable property	–	–
4	Commercial Immovable property	–	–
5	Movable property (auto, shipping, etc.)	–	–
6	Equity and debt instruments	–	–
7	Other	–	–
8	**Total**	**–**	**–**

Appendix 1: WFBI Board Directors (Template EU OVB)

Table 1: WFBI Board Directors and Number of Directorships

	Board Member	WFBI Board Sub-Committee Membership	Total Directorships	Total Directorships (Excluding non-commercial directorships & counting group directorships as one)
Peter Keegan	Independent Non-Executive Director (Chair of the WFBI Board)	Nomination/ Remuneration Committee and WFBI Risk Committee	1	1
Fiona Gallagher	Executive Director		2	1
Claire Lanigan	Executive Director		3	3
Mark Jacob	Independent Non-Executive Director	Risk Committee (Chair) and Audit Committee	3	2
Gervaise Slowey	Independent Non-Executive Director	Nomination/ Remuneration (Chair) and Audit Committee	3	2
Fiona Tierney	Independent Non-Executive Director	Risk Committee and Nomination/ Remuneration	3	2
Michael Hodson	Independent Non-Executive Director	Audit Committee Chair	4	4
Christopher Wohlert (US)	Group Non-Executive Director		3	3
Ekene Ezulike (US)	Group Non-Executive Director		1	1

Appendix 2: WFBI Board Directors: Knowledge, experience and expertise

	Knowledge, experience and expertise
Peter Keegan	Peter Keegan is the Chair of the Board of Directors. Peter joined the Board in June 2020 as an independent non-executive director and was appointed as Chair in March 2023. Peter has extensive experience in country and legal entity leadership roles in global corporate and investment banking organisations over a 30 year career in banking. He was Country Executive for Bank of America Merrill Lynch in Ireland from 2009 to 2019 and CEO of Bank of America Merrill Lynch International DAC from 2009 to 2018, having previously served as CFO and served as a group non-executive director on a number of Bank of America companies. Peter qualified as a Chartered Accountant with PwC and is a Fellow of both the Institute of Chartered Accountants in Ireland and the U.K. Association of Corporate Treasurers.
Fiona Gallagher	Fiona Gallagher is CEO of WFBI and joined Wells Fargo Group in October 2019. WFBI provides support and services to Wells Fargo's clients in all EU and European Economic Area countries. Fiona is a member of a number of WFBI and International Executive Committees and the EMEA New Initiative Committee. Fiona joined Wells Fargo from Deutsche Bank where she served as Deutsche Bank's Global Head of Securities Services and Chief Country Officer for Deutsche Bank Ireland. She has extensive industry knowledge with over 25 years' of experience in debt capital markets and transaction banking.
Claire Lanigan	Executive Director Claire Lanigan joined WFBI in September 2020 as Chief Risk Officer, a role approved by the Central Bank of Ireland. Her career spans over 30 years across public and private sector financial services roles in Ireland and the United States. Claire previously held senior prudential supervision roles at the Central Bank of Ireland.
Gervaise Slowey	Chair of Nomination Remuneration Committee and member of Audit Committee Gervaise Slowey is an experienced non-executive director with a background in senior management, international business, marketing and media. She previously served as CEO of Communicorp Group Ltd and held senior roles at Ogilvy Worldwide. She currently serves on the boards of several Irish and international listed companies.
Fiona Tierney	Member of Nomination Remuneration Committee and Risk Committee Fiona is an experienced non-executive director with a strong leadership background in the public and private sectors. She serves on the board of Digital Manufacturing Ireland, and is President of the Ireland Chapter of the International Women's Forum. Previously, Fiona held board roles at Eir, the Office of the Comptroller & Auditor General and the Irish Management Institute. She holds degrees from Trinity College Dublin and University College Dublin, and is a Chartered Director and Certified Bank Director.
Mark Jacob	Chair of Risk Committee and member of Audit Committee Mark Jacob has over 30 years' experience in financial services, including senior executive roles in banking, finance and risk. He served as Managing Director of DZ Bank Ireland Plc. for 17 years. Mark is a Fellow of the Institute of Chartered Accountants in Ireland and has completed the Institute of Directors' certificate and diploma in company direction.
Michael Hodson	Chair of Audit Committee Michael Hodson is an experienced independent non-executive director with extensive experience in financial services regulation, governance and audit oversight. He previously served in senior roles at the Central Bank of Ireland, culminating in Director of Asset Management and Investment Banking. Michael is a qualified accountant and chairs audit committees for several regulated entities.

Appendix 2: WFBI Board Directors: Knowledge, experience and expertise (continued)

Christopher Wohlert (U.S.)	Group Non-Executive Director Christopher Wohlert is Head of Strategic Growth for Supply Chain Finance within Wells Fargo Commercial Banking, with responsibility for global growth initiatives and international governance oversight. He is an experienced global commercial banking executive with extensive experience in P&L management, risk oversight and board governance.
Ekene Ezulike (U.S.)	Group Non-Executive Director Ekene Ezulike is the Chief Administrative Officer of Wells Fargo. He leads a global team of more than 4,000 people delivering managerial, administrative and support services across the organisation. His responsibilities include Business Resiliency, Corporate Properties, Corporate Security, AI Modeling, Strategic Programs and Enterprise Change Management, Enterprise Risk Programs, and Supply Chain Management. Ekene joined Wells Fargo in March 2024. Prior to this role, he served as Global Head of Corporate & Enterprise Services at Morgan Stanley and held senior leadership roles at Deutsche Bank, Santander and Ernst & Young. Ekene holds a PhD in Strategy and a master's degree in Civil Engineering from the University of Birmingham and serves on a number of non-profit boards.

Appendix 3: Glossary

Acronym / Abbreviation	Meaning / Definition
AML	Anti-Money Laundering
ASF	Available Stable Funding
AT1	Additional Tier 1 Capital
BaFin	German Federal Financial Supervisory Authority
CB	Commercial Bank
CBI	Central Bank of Ireland
CCO	Chief Compliance Officer
CEO	Chief Executive Officer
CET1	Common Equity Tier 1
CF1	Controlled Function (CBI designation)
CFO	Chief Financial Officer
CIB	Corporate and Investment Banking
CRCO	WFBI Credit Committee
CRD	Capital Requirements Directive
CRR	Capital Requirements Regulation
CRO	Chief Risk Officer
CSRBB	Credit Spread Risk in the Banking Book
CVA	Credit Valuation Adjustment
DCAA	Delegated Credit Approval Authority
EBA	European Banking Authority
ECL	Expected Credit Loss
EEA	European Economic Area
EMEA	Europe, Middle East and Africa
ESG	Environmental, Social and Governance
EU	European Union
EV	Economic Value
EVE	Economic Value of Equity
ExCo	Executive Committee
FBMC	Frankfurt Branch Management Committee
HQLA	High Quality Liquid Assets
ICAAP	Internal Capital Adequacy Assessment Process
ILAAP	Internal Liquidity Adequacy Assessment Process
IMM	Internal Model Method
IR01	Interest Rate Basis Point Sensitivity
IRM	Independent Risk Management
IRRBB	Interest Rate Risk in the Banking Book
IRRRC	International Remuneration Risk Review Committee

Acronym / Abbreviation	Meaning / Definition
IFRS	International Financial Reporting Standards
KRI	Key Risk Indicator
LCR	Liquidity Coverage Ratio
LEI	Legal Entity Identifier
LoB	Lines of Business
LST	Liquidity Stress Testing
MRT	Material Risk Taker
NII	Net Interest Income
NomRemCo	Nomination and Remuneration Committee
NSFR	Net Stable Funding Ratio
O-SII	Other Systemically Important Institution
PCF	Pre-Approval Controlled Function
PMF	Portfolio Management Forum
RAF	Risk Appetite Framework
RCSA	Risk and Control Self-Assessment
RRIC	Regulatory Reporting Incremental Compliance
RROC	Regulatory Reporting Oversight Committee
RSF	Required Stable Funding
RTS	Regulatory Technical Standards
RWAs	Risk-Weighted Assets
SA	Standardised Approach
SREP	Supervisory Review and Evaluation Process
SoRA	Statement of Risk Appetite
ToR	Terms of Reference
VaR	Value at Risk
WFBNA	Wells Fargo Bank, National Association
WFC	Wells Fargo & Company
WFBI	Wells Fargo Bank International Unlimited Company
WFBI RiskCo	WFBI Risk Committee
WFBI AuditCo	WFBI Audit Committee
WFBI ExCo	WFBI Executive Committee
WFBI ALCO	WFBI Asset and Liability Committee
WFBI F&P	Fitness and Probity Forum
WFBI FB	Frankfurt Branch