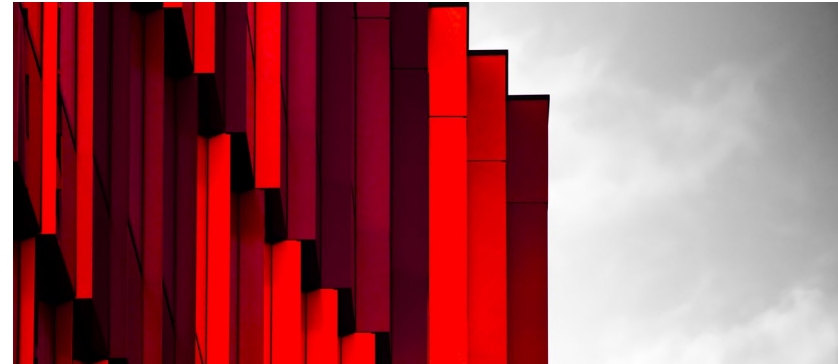


Women in Finance Charter 2025

UK & Ireland

WELLS
FARGO



Women in Finance Charters UK & Ireland



Fiona Gallagher
CEO of WFBI and International Head of
Commercial Banking
Irish Charter Sponsor



Nicola Free
Head of Commercial Real Estate
Management EMEA
UK Charter Sponsor



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

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

Europe, the Middle East and Africa
(EMEA)



Women in Finance Pledges

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

Metrics and Aspirational Goals

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

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

** Dates selected in line with WIF Ireland reporting framework

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