

Women in Finance Charters UK & Ireland



John Langley
Head of Wells Fargo International
& CIB Chief Operating Officer

“As a company, Wells Fargo is committed to creating a culture with broad representation of who we are, how we think, and how we make decisions. Having an inclusive environment in which differences and perspectives are respected and valued is both a business imperative and the right thing to do.

We are pleased to have signed both the UK and Ireland Women in Finance Charters. As we review and publicize our 2023 progress, I d like to re iterate my commitment to improving diverse representation at all levels. We are making progress, but we recognize that we must continue to focus on our efforts to improve gender and broader diversity representation across our international businesses.

Europe, the Middle East and Africa
(EMEA)



Wells Fargo EMEA Women in Finance Pledges

As a UK and Ireland Charter Signatory, Wells Fargo EMEA commits to

- Having one member of our senior executive team who is accountable for gender diversity and inclusion
- Setting targets for gender diversity in senior management
- Reporting annual progress against these targets
- Linking executive pay to gender diversity targets.

Further information on Wells Fargo’s diversity, equity and inclusion agenda and our global progress is available in our [Diversity, Equity and Inclusion Report \(PDF\)](#).

Wells Fargo EMEA Metrics and Aspirational Goals

Senior Management*	Aspirational Goals	Current (Q1 2023)**	Timeline to achieve
Europe, the Middle East and Africa (EMEA)	37%	34%	Dec 2027
Ireland	37%	34%	Dec 2027

*Senior Management” includes the job levels M3-M6 in our job architecture framework i.e. Three managerial levels reporting to our most senior executive (M6).

** Dates selected in line with WIF Ireland reporting framework