

Women In Finance Charter 2024

UK & Ireland



Women in Finance Charters UK & Ireland



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



Susan Monahan
Head of CIB COO and International
Communications
UK Charter Sponsor



At Wells Fargo, we believe that creating an inclusive workforce brings diversity of thought and insight to our company and is important for our success.

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 achieving enduring results in DE&I requires a long-term commitment, and we are proud of the work we are doing to increase diverse representation at Wells Fargo. We both remain focused on improving gender and broader diversity representation across our International businesses.

Europe, the Middle East and Africa
(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 \(PDF\)](#).

Metrics and Aspirational Goals

Senior Management*	Goals	Current (Q1 2024)**	Timeline to achieve
Europe, the Middle East and Africa (EMEA)	37%	32%	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

^WFBI Ireland achieved the initial goal set at 37%. Current goal is therefore a maintenance goal of 40%.