



Wells Fargo Environmental, Social, and Governance (ESG) Goals and Performance Data



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






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2020 goals and progress

As a community-based financial services company, we have a significant role to play in delivering practical solutions to social, economic, and environmental challenges. In 2016, we established an integrated, company-wide corporate responsibility strategy to leverage our products and services, culture and business practices, and philanthropy to address these global challenges over a five-year period. As part of that effort, Wells Fargo also established an ambitious set of goals focused on three priorities: diversity and inclusion, economic empowerment, and environmental sustainability.









The chart below reflects our progress as of Dec. 31, 2019 toward each goal. Some goals were met ahead of our 2020 deadline and as such are marked with an achieved indicator. We plan to continue working toward the remaining goals throughout 2020. At the same time, we are in the process of developing a new set of corporate responsibility commitments to guide our efforts for the next decade.

Category	Goal statement	Results	Progress indicator
Diversity and inclusion			
Products and services	Invest in emerging technologies and innovative solutions to meet changing customer preferences [◇]	Wells Fargo launched or announced several products and services to help both commercial and consumer customers better manage their money and initiate payments in a simpler and faster way (2019).	Ongoing 
	Enhance human rights risk management and reporting	Wells Fargo enhanced human rights due diligence and started to roll out specific human rights training, with a focus on addressing modern slavery risks (2019) and adverse impacts to Indigenous Peoples (2020).	Ongoing 
Philanthropy	Provide \$100 million to increase our overall giving to critical social needs [◇]	More than \$143.4 million allocated to support critical social needs including advancing social inclusion, increasing financial capability of diverse consumers, and developing women and diverse leaders (since Jan. 1, 2016)	Achieved 
	Achieve 8.5 million employee volunteer hours with 40% employee participation [◇]	Nearly 7.7 million volunteer hours (since 2016) and 37.8% employee participation in volunteer activities (2019)	On track to be met 
Culture and business practices	Increase participation in employee resource groups by 30% [◇]	33% increase in membership rate in Wells Fargo employee resource groups (from 2016 to 2019)	Achieved 
	Strive to increase our veteran employee population to 20,000 [◇]	More than 8,800 veteran employees work at Wells Fargo (as of Dec. 31, 2019) Wells Fargo is a military-friendly employer that recognizes veterans and service members for their leadership, discipline, experience, and skills. We are committed to increasing the company's veteran employee population further.	Steady progress, goal unlikely to be met by end of calendar year 2020 
	Strive for 15% of procurement spend with diverse suppliers and build capacity through supplier development [◇]	11.3% of total controllable spend or \$1.3 billion spent with diverse suppliers (2019) Wells Fargo increased its annual diverse supplier spending by more than \$476 million from 2013 to 2019. We continue to strive to reach 15% diverse supplier spending and plan to relaunch a comprehensive business inclusion strategy in 2020.	Ongoing 





2020 goals and progress (continued)

Category	Goal statement	Results	Progress indicator
Economic empowerment			
Products and services	Help 12 million customers better manage their credit scores [◇]	14.2 million customers received free access to their FICO® Score to help better manage their credit scores (since 2016)	Achieved ✓
	Extend \$175 million to Community Development Financial Institutions (CDFIs) serving diverse small businesses [◇]	\$124 million provided in grants and capital to CDFIs serving diverse small businesses through the Diverse Community Capital (DCC) program (since 2015) In 2020, Wells Fargo redeployed DCC program resources to support CDFIs working to respond rapidly to small businesses impacted by COVID-19. In addition, Wells Fargo is donating fees it would have received from the Paycheck Protection Program to nonprofits serving small businesses, particularly in underserved communities. A portion of these funds will be granted to CDFIs that have active strategies in place to increase diverse small businesses' access to capital and services.	On track to be met 🎯
	Originate \$150 billion in new purchase loans to minority households [◇]	\$141 billion originated in new purchase loans (since 2016) helping 435,000 minority households purchase a home	On track to be met 🎯
	Originate \$70 billion in new purchase loans to low- and moderate-income households [◇]	\$59 billion originated in new purchase loans (since 2016) serving over 358,000 low- to moderate-income households	On track to be met 🎯
	Provide homebuyer education to more than 4,000 lower-income homebuyers [◇]	More than 12,500 prospective buyers attended NeighborhoodLIFT events to learn about the importance of homebuyer education (since 2016)	Achieved ✓
	Provide down payment assistance to more than 4,000 lower-income homebuyers [◇]	More than 11,300 homeowners supported by receiving a down payment assistance grant via NeighborhoodLIFT (since 2016)	Achieved ✓
	Philanthropy	Provide \$500 million to increase our overall giving to critical economic needs [◇]	More than \$436.7 million allocated to support critical economic needs including to underbanked consumers, small businesses, and sustainable housing (since Jan. 1, 2016)
Culture and business practices	Support and administer the WE Care Fund	More than 9,200 grants totaling \$15.8 million awarded to employees as a result of disaster and hardship events (since 2017)	Ongoing ➡
	Build or improve 1,000 homes for low- and moderate-income households	More than 2,100 home builds and rehabs supported (since 2016)	Achieved ✓

2020 goals and progress (continued)

Category	Goal statement	Results	Progress indicator
Environmental sustainability			
Products and services	Integrate environmental and social risk management (ESRM) into our business practices	ESRM framework	Ongoing 
	Provide \$200 billion in financing to sustainable businesses and projects by 2030; 50% toward low-carbon opportunities	<p>~\$49 billion in financing provided to sustainable businesses and projects; with 67% toward low-carbon opportunities (since 2018)</p> <p>In 2018, we announced our \$200 billion sustainable finance commitment and updated the methodology for how we track progress. The results are not comparable to previously reported results for the “finance environmentally beneficial business opportunity” progress statement.</p>	On track to be met 
Philanthropy	Provide \$65 million to increase our overall giving to critical environmental needs [◇]	More than \$114.8 million allocated to increase giving to critical environmental needs including clean technology and innovation, environmental education, and resilient communities (since Jan. 1, 2016)	Achieved 
Culture and business practices	Purchase renewable electricity to meet 100% of our global operations needs by the close of 2017 [◇]	<p>100% of the company’s global electricity needs were met with renewable energy by purchasing renewable energy certificates (since 2017)</p> <p>Note: Renewable energy sources include on-site solar, long-term contracts that support net new sources of offsite renewable energy, and the purchase of renewable energy certificates (RECs).</p>	Achieved 
	Transition to long-term agreements that fund new sources of green power by 2020 [◇]	Wells Fargo entered into the largest green power transaction to date – supporting 100% of the eligible load in Texas (2019)	Ongoing 
	Reduce greenhouse gas emissions 45% [◇]	<p>52% reduction (from 2008 baseline)</p> <p>Wells Fargo achieved carbon neutrality for our 2019 operations</p>	Achieved 
	Reduce energy consumption 40% [◇]	38% reduction (from 2008 baseline)	On track to be met 
	Achieve LEED® certification for 35% of buildings (by leased and owned square footage) [◇]	<p>30% LEED-certified square footage (2019)</p> <p>Wells Fargo exceeded 43 million square feet of LEED-certified projects in 2019 and continues to focus on building and operating sustainability by striving to apply best practices into its construction projects and operational practices regardless of whether they will earn LEED certifications.</p>	Steady progress, goal unlikely to be met by end of calendar year 2020 

2020 goals and progress (continued)

Category	Goal statement	Results	Progress indicator
Culture and business practices (cont.)	Reduce water consumption 65% [◇]	61% reduction (from 2008 baseline) Wells Fargo piloted unique opportunities like xeriscaping (landscaping which requires little or no irrigation), improved our smart irrigation program, and installed low-flow water fixtures.	Steady progress, goal unlikely to be met by end of calendar year 2020 
	Reduce total waste stream 50% [◇]	46% reduction (from 2010 baseline) Thanks to learnings associated with our original waste goal which focused on increasing diversion rates, we have determined an overall waste reduction goal is actually a better method of driving behavior change to consume less.	On track to be met 
	Enhance sustainability of our supply chain	More than 200 suppliers were engaged on sustainability and climate change through surveys, customized training, and one-on-one debriefs (2019)	Ongoing 
	Achieve 250,000 employee commitments to improving sustainability	More than 137,600 employee sustainable commitments (since 2016) Program enhancements and redoubled efforts are underway that are designed to help Wells Fargo meet this goal by the end of 2020.	On track to be met 

Environmental, social, and governance (ESG) performance data

The ESG performance data is designed as part of a reporting suite that incorporates content from Wells Fargo's 2019 Corporate Responsibility Highlights and ESG Report and aligns with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) index. Further details and context about how Wells Fargo manages its business can be found in these reports on www.wellsfargo.com/corporateresponsibilityreporting.

Unless otherwise stated, data represents calendar year timing.

Corporate governance and ethics | [More information can be found in the Wells Fargo ESG Report \(PDF\)](#)

Board diversity ¹	Unit	2018	2019	2020
Executive directors ²	# directors	1	1	1
Independent directors ³	# directors (%)	11 of 12 (92%)	11 of 12 (92%)	11 of 12 (92%)
Total number of directors³	# directors	12	12	12
Average tenure of independent director-nominees	# years	2.7 years	3.5 years	2.6 years
Women on board of directors	# directors (%)	5 of 12 (42%)	4 of 12 (33%)	3 of 12 (25%)
Racial/ethnic diversity on board of directors	# directors (%)	2 of 12 (17%)	3 of 12 (25%)	3 of 12 (25%)
Directors with ESG qualifications/experience	# directors (%)	2 of 12 (17%)	1 of 12 (8%)	1 of 12 (8%)
Directors with financial services risk expertise	# directors (%)	4 of 12 (33%)	3 of 12 (25%)	5 of 12 (42%)

Notes:

¹Data regarding board diversity relates to director-nominees included in Wells Fargo & Company's Proxy Statement for the annual meeting held for the particular year.

²Executive directors are employees of the company serving in an executive function (e.g., CEO) who also serve on its Board of Directors.

³Independent directors and director-nominees, as determined by the Board of Directors under the company's Director Independence Standards and NYSE rules.

References:

[Annual Reports and Proxy Statements](#)

Executive compensation	Unit	2017	2018	2019
Annual total CEO compensation ¹	USD	\$17,564,014	\$18,426,734	\$36,288,490
Median employee annual total compensation (excluding CEO) ²	USD	\$60,446	\$65,191	\$65,931
Pay ratio ^{1,3}		291:1	283:1	550:1

Notes:

¹For 2019, the annualized total compensation of Mr. Charles W. Scharf, who became our CEO on Oct. 21, 2019, was \$36,288,490 (USD). This includes a one-time award intended to replace forgone compensation opportunities at his prior employer.

²A more detailed methodology for determining median employee annual total compensation is set forth in Wells Fargo's Proxy Statement.

³Pay ratio is the annual total CEO compensation divided by the median employee annual total compensation.

References:

[Annual Reports and Proxy Statements](#)

Executive compensation - alternate calculation	Unit	2019
Annual total CEO compensation ¹	USD	\$23,000,000
Median employee annual total compensation (excluding CEO) ²	USD	\$65,931
Pay ratio ^{1,3}		349:1

Notes:

¹The alternate calculation excludes the Replacement Award and includes the annual equity award Mr. Charles W. Scharf received in March 2020, with a grant date fair value of \$15,500,000, as provided in his offer letter.

²A more detailed methodology for determining median employee annual total compensation is set forth in Wells Fargo's Proxy Statement.

³Pay ratio is the annual total CEO compensation divided by the median employee annual total compensation.

References:

[Annual Reports and Proxy Statements](#)

Code of ethics and business conduct¹	Unit	2017	2018	2019
Active learners that completed antibribery and corruption training	%	99.9%	99.9%	99.8%

Notes:

¹Wells Fargo's Code of Ethics and Business Conduct covers the following topics: antibribery and corruption, antitrust, insider dealings, gifts, conflicts of interest, controls, money laundering, discrimination, confidentiality of information, and whistleblowing.

Public policy lobbying and corporate Political Action Committee (PAC) spending	Unit	2019
Spending on federal lobbying activities ¹	USD	\$5,010,000
Corporate PAC contributions ²	USD	\$763,250

Notes:

¹All federal lobbying activities are disclosed under the Lobbying Disclosure Act (LDA), which requires reports be filed quarterly with the United States Congress. LDA reports are available for review on the U.S. House website.

²Contributions to federal and state committees from the employee funded PAC.

References:

[Government Relations and Public Policy](#)

[Wells Fargo Political Action Committee Contribution Report](#)

Delivering value to our customers | [More information](#) can be found in the Wells Fargo [ESG Report \(PDF\)](#).

Financial health programs	Unit	2017	2018	2019
Enabled customers to better manage their credit by providing free access to their FICO® Score ¹	# customers (in millions)	4.2	4.0	9.2
Helped customers avoid charges with Overdraft Rewind®	# unique customers (in millions)	Data not available	Data not available	2.7

Notes:

¹2019 FICO® Score reporting represents all customers that engaged with their FICO® Score in the calendar year. Previous data only showed net new FICO® Score viewers.

Hands on Banking® Program	Unit	2017	2018	2019
Financial education via Hands on Banking Program ¹	# people (in millions)	2.7	2.4	3.8
Financial education via handsonbanking.org	# people (in millions)	1.5	1.3	1.3
Hands on Banking — employee engagement	# employees	3,868	2,444	1,888
	# volunteer hours	13,668	9,360	6,799
Educational classes/sessions taught	# classes	5,163	3,434	2,618
Community participants trained	# people	227,407	141,928	113,130

Notes:

¹The number of people engaged in 2019 via Hands on Banking is across all platforms and channels – including employee and educator campaigns.

Investing in our employees | [More information](#) can be found in the Wells Fargo [ESG Report \(PDF\)](#).

Employees by region ¹	Unit	2017	2018	2019
Total U.S. employees	# employees	253,689	248,079	245,186 (90.4%)
Total international employees	# employees	19,943	23,718	25,965 (9.6%)
Total global workforce²	# employees	273,632	271,797	271,151

Notes:

¹Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

Global employees by gender ^{1,2}	Unit	2017	2018	2019
Female	%	55.9%	55.7%	55.2%
Male	%	44.1%	44.3%	44.8%

Notes:

¹Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

Global employees by gender and contract type ^{1,2}		Unit	2017	2018	2019
Female	Full-time	# employees	143,730	142,142	141,399 (94.5%)
	Part-time	# employees	8,827	8,921	7,980 (5.3%)
	Flexible ³	# employees	431	316	234 (0.2%)
Total Female		# employees	152,988	151,379	149,613
Male	Full-time	# employees	117,636	117,568	118,971 (97.9%)
	Part-time	# employees	2,788	2,740	2,470 (2.0%)
	Flexible ³	# employees	192	110	97 (0.1%)
Total Male		# employees	120,616	120,418	121,538
All	Full-time	# employees	261,366	259,710	260,370 (96.0%)
	Part-time	# employees	11,615	11,661	10,450 (3.9%)
	Flexible ³	# employees	623	426	331 (0.1%)
Total All⁴		# employees	273,604	271,797	271,151

Notes:

¹Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

³Flexible work arrangements allow employees to select beginning and ending work times within a range of hours surrounding core operating hours of the business.

⁴The grand total for 2017 varies slightly compared to total workforce values in the *Employees by region* table above due to a technical timing difference in the HR data system.

Global employees by geographic work location ^{1,2,3}	Unit	2017	2018	2019
Canada	%	0.3%	0.3%	0.3%
China	%	0.1%	0.1%	0.1%
Hong Kong	%	0.3%	0.3%	0.3%
India	%	4.2%	5.5%	6.2%
Ireland	%	0.1%	0.1%	0.1%
Philippines	%	1.6%	1.8%	2.0%
United Kingdom	%	0.4%	0.4%	0.4%
United States of America	%	92.9%	91.3%	90.4%

Notes:

¹Data listed above may not equal 100%. In 2019 Wells Fargo also had a small number of employees working in the following countries: Argentina, Australia, Bahamas, Bangladesh, Brazil, Chile, Colombia, Dominican Republic, France, Germany, Italy, Japan, Luxembourg, Netherlands, New Zealand, Singapore, South Korea, Sweden, Taiwan, Thailand, United Arab Emirates, and Vietnam.

²Data is based on active employee headcount as of Jan. 1, 2020. This data excludes employees on long-term disability (LTD) and/or separation.

³Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

Global employees by age group ^{1,2,3}	Unit	2017	2018	2019
Silent Generation (born prior to 1946)	%	0.4%	0.3%	0.3%
Boomers (born between 1946-1963)	%	17.4%	16.0%	14.8%
Generation X (born between 1964-1979)	%	34.8%	34.1%	34.2%
Millennial (born between 1980-1997)	%	47.0%	48.5%	49.0%
Next Generation (born in or after 1998)	%	0.5%	1.1%	1.8%

Notes:

¹Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

³Data may not equal 100% due to rounding.

Global hire rate ¹	Unit	2017	2018	2019
Internal — Female	%	61.6%	62.6%	61.6%
Internal — Male	%	38.4%	37.4%	38.4%
External — Female	%	58.6%	59.2%	56.1%
External — Male	%	41.4%	40.8%	43.9%

Notes:

¹Hire rate is defined as all full-time employees that were hired during the year, excluding contractors.

Global turnover rate ¹	Unit	2017	2018	2019
Voluntary — Female	%	13.1%	12.5%	12.7%
Voluntary — Male	%	12.5%	12.0%	11.8%
Involuntary — Female	%	5.0%	4.0%	4.0%
Involuntary — Male	%	4.3%	4.0%	4.0%
Total turnover rate	%	16.8%	16.4%	16.1%

Notes:

¹Turnover rate is defined as all full-time employees that exited the company during the year, excluding contractors. This includes employees who exited due to retirement or death.

Global employees by line of business ^{1,2,3}	Unit	2017	2018	2019
Audit Services	%	0.4%	0.5%	0.5%
Chief Operating Office	%	8.5%	10.5%	12.3%
Commercial Banking	%	8.5%	8.5%	8.3%
Consumer & Small Business Banking	%	36.3%	36.3%	34.5%
Consumer Lending	%	15.4%	13.0%	12.5%
Corporate & Investment Banking	%	2.9%	2.8%	2.5%
Corporate Risk	%	2.9%	3.3%	3.9%
Enterprise Finance	%	1.6%	1.7%	1.8%
Human Resources	%	1.5%	1.5%	1.7%
Legal	%	0.4%	0.4%	0.5%
Public Affairs	%	0.8%	0.8%	0.8%
Technology	%	8.3%	8.6%	9.0%
Wealth & Investment Management	%	12.4%	12.1%	11.7%

Notes:

¹Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

³Data may not equal 100% due to rounding.

2019 Global employees by line of business by gender ^{1,2}	Unit	Female	Male
Audit Services	%	46.8%	53.2%
Chief Operating Office	%	56.6%	43.4%
Commercial Banking	%	54.8%	45.2%
Consumer & Small Business Banking	%	68.3%	31.7%
Consumer Lending	%	58.3%	41.7%
Corporate & Investment Banking	%	38.7%	61.3%
Corporate Risk	%	49.2%	50.8%
Enterprise Finance	%	46.2%	53.8%
Human Resources	%	74.4%	25.6%
Legal	%	65.8%	34.2%
Public Affairs	%	63.7%	36.3%
Technology	%	33.9%	66.1%
Wealth & Investment Management	%	44.6%	55.4%

Notes:

¹Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

2019 Global employees by gender and internal HR levels ^{1,2}	Unit	Levels 2-4 down from CEO	Levels 5-6 down from CEO
Female	%	41.0%	40.5%
Male	%	59.0%	59.5%

Notes:

¹Represents individuals in senior leader roles only, as defined by Wells Fargo's HR team as of Dec. 31, 2019.

²Results may vary slightly from the *CEO: Our commitment to change* press release (6/16/2020) which reflects data as of May 31, 2020.

2019 U.S. employees by race/ethnicity and internal HR levels ^{1,2}	Unit	Levels 2-4 down from CEO	Levels 5-6 down from CEO
U.S. white	%	80.0%	77.3%
U.S. racially/ethnically diverse	%	20.0%	22.7%

Notes:

¹Represents individuals in senior leader roles only, as defined by Wells Fargo's HR team as of Dec. 31, 2019.

²Results may vary slightly from the CEO: *Our commitment to change* press release (6/16/2020) which reflects data as of May 31, 2020.

U.S. employees by gender ^{1,2,3}	Unit	2017	2018	2019
Female	%	57%	57%	57%
Male	%	42%	43%	43%

Notes:

¹Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

³Data may not equal 100% due to rounding.

U.S. employees by race/ethnicity ^{1,2,3}	Unit	2017	2018	2019
American Indian/Alaskan Native	%	0.5%	0.5%	0.5%
Asian	%	8.8%	9.1%	9.5%
Black or African American	%	12.6%	12.9%	12.9%
Caucasian/White	%	57.0%	56.0%	55.4%
Hispanic or Latinx	%	17.5%	18.0%	18.1%
Native Hawaiian or other Pacific Islander	%	0.3%	0.3%	0.3%
Two or more races	%	3.1%	3.2%	3.2%

Notes:

¹Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

³Data may not equal 100% due to rounding.

2019 U.S. employees by gender and EEOC job category ^{1,2,3,4}	Unit	Female	Male
Executive/senior level officials and managers	%	34%	66%
First/mid-level officials and managers	%	53%	47%
Professionals	%	46%	54%
Technicians	%	33%	67%
Sales workers	%	43%	57%
Administrative support workers	%	69%	31%
Operatives	%	56%	44%
Service workers	%	40%	61%

Notes:

¹Data reflects Wells Fargo employees aligned to job categories as defined by government job category definitions and descriptions as outlined by the U.S. Equal Employment Opportunity Commission (EEOC). Wells Fargo does not classify or have any employees in Craft Workers or Laborers and Helpers job categories. Therefore, these job categories have been omitted from the table above.

²Data may not equal 100% due to rounding.

³Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

⁴Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

References:

[U.S. Equal Employment Opportunity Commission*](#)

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2019 U.S. employees by race/ethnicity and EEOC job category^{1,2,3}

Job category ⁴	Caucasian/ White	Black/ African American	Hispanic/ Latinx	Asian	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or more races
Executive/senior level officials and managers ³	87.3%	2.8%	1.4%	7.0%	1.4%	0.0%	0.0%
First/mid-level officials and managers	63.8%	9.2%	15.8%	8.2%	0.5%	0.3%	2.4%
Professionals	72.0%	8.4%	6.8%	10.0%	0.3%	0.2%	2.3%
Technicians	57.3%	7.7%	4.1%	28.3%	0.4%	0.2%	2.0%
Sales workers	64.7%	7.1%	15.9%	8.7%	0.3%	0.2%	3.0%
Administrative support workers	42.7%	18.0%	27.4%	6.7%	0.6%	0.5%	4.2%
Operatives	60.2%	13.9%	10.5%	10.5%	0.6%	0.5%	3.7%
Service workers	52.6%	26.3%	10.5%	2.6%	2.6%	0.0%	5.3%

Notes:

¹Data for 2019 is based on active employee headcount as of Jan. 1, 2020.

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

³Data may not equal 100% due to rounding.

⁴Data reflects Wells Fargo employees aligned to job categories as defined by government job category definitions and descriptions as outlined by the U.S. Equal Employment Opportunity Commission. Wells Fargo does not classify or have any employees in Craft Workers or Laborers and Helpers job categories. Therefore, these job categories have been omitted from the table above.

References:

[U.S. Equal Employment Opportunity Commission*](#)

2019 Percentage of U.S. female employees who self-identify within each race/ethnicity category and held a job in the specific EEOC job category^{1,2}

Job category ³	Caucasian/ White	Black/ African American	Hispanic/ Latina	Asian	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or more races
Executive/senior level officials and managers ⁴	0.06%	0.01%	0.00%	0.01%	0.00%	0.00%	0.00%
First/mid-level officials and managers	15.40%	9.44%	12.29%	10.93%	12.86%	9.96%	10.41%
Professionals	27.90%	15.42%	7.74%	26.63%	13.40%	12.41%	14.28%
Technicians	4.86%	2.59%	0.72%	16.16%	3.18%	1.50%	2.36%
Sales workers	3.19%	1.39%	2.27%	3.29%	2.12%	2.44%	3.12%
Administrative support workers	48.00%	70.67%	76.77%	42.39%	67.51%	73.12%	69.35%
Operatives	0.57%	0.45%	0.19%	0.58%	0.80%	0.56%	0.42%
Service workers	0.02%	0.02%	0.02%	0.01%	0.13%	0.00%	0.06%

Notes:

¹This workforce data is compiled using year-end figures drawn from our corporate human resources database where U.S. employee status is listed as active and includes employees on leave and Salary Continuation Leave (SCL).

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

³Data reflects Wells Fargo employees aligned to job categories as defined by government job category definitions and descriptions as outlined by the U.S. Equal Employment Opportunity Commission. Wells Fargo does not classify or have any employees in Craft Workers or Laborers and Helpers job categories. Therefore, these job categories have been omitted from the table above.

⁴In 2019, there was one female U.S. employee who self-identified as Hispanic/Latina in the Executive/senior level officials and managers job category.

References:

[U.S. Equal Employment Opportunity Commission*](#)

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2019 Percentage of U.S. male employees who self-identify within each race/ethnicity category and held a job in the specific EEOC job category^{1,2}

Job category ³	Caucasian/ White	Black/ African American	Hispanic/ Latino	Asian	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or more races
Executive/senior level officials and managers	0.12%	0.01%	0.01%	0.08%	0.50%	0.00%	0.00%
First/mid-level officials and managers	17.29%	11.27%	12.50%	13.36%	15.54%	14.79%	10.96%
Professionals	40.14%	19.87%	13.71%	27.92%	22.56%	17.90%	24.41%
Technicians	11.64%	9.37%	3.77%	31.71%	11.78%	8.56%	8.80%
Sales workers	5.24%	3.22%	4.77%	3.18%	2.26%	3.11%	3.77%
Administrative support workers	25.06%	55.45%	64.77%	23.27%	46.87%	54.47%	51.27%
Operatives	0.47%	0.65%	0.45%	0.45%	0.25%	1.17%	0.76%
Service workers	0.04%	0.15%	0.02%	0.01%	0.25%	0.00%	0.03%

Notes:

¹This workforce data is compiled using year-end figures drawn from our corporate human resources database where U.S. employee status is listed as active and includes employees on leave and Salary Continuation Leave (SCL).

²Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

³Data reflects Wells Fargo employees aligned to job categories as defined by government job category definitions and descriptions as outlined by the U.S. Equal Employment Opportunity Commission. Wells Fargo does not classify or have any employees in Craft Workers or Laborers and Helpers job categories. Therefore, these job categories have been omitted from the table above.

References:

[U.S. Equal Employment Opportunity Commission*](#)

U.S. employees self-identified as having disabilities	Unit	2017	2018	2019
Employees who self-identify as having a disability	# employees	6,900+	7,800+	10,000+
Active diverse abilities employee network chapters	# chapters	19	20	23
Diverse abilities employee network members	# members	4,300+	5,400+	8,000+

U.S. employees self-identified as veterans	Unit	2017	2018	2019
Employees who self-identify as veterans	# employees	8,300+	8,300+	8,800+
Active veterans employee network chapters	# chapters	31	41	47
Veterans employee network members	# members	7,200	8,000+	9,000+

Training and development ¹	Unit	2017	2018	2019
Employee completion of Diversity and inclusion 1: Difference matters/Foundations ²	% of employees	9%	7%	11%
Employee completion of Diversity and inclusion 2: Exploring difference/Understanding unconscious bias ²	% of employees	8%	7%	12%
Employee completion of trainings which contain a focus on discrimination and other topics relevant to human rights ³	% of employees	92% of U.S. employees	99.9%	99.9%
Annual investment in employee learning and development per employee	USD	\$1,033	\$997	\$975
Average hours per employee of learning and development time	# hours	34	34	44

Notes:

¹Data represents U.S. and international Wells Fargo employees. It does not include contractors.

²All employees are offered training on diversity and inclusion. Completion is voluntary.

³This training is independent of ESRM human rights training, which is reported separately.

Compensation and benefits	Unit	2017	2018	2019
Total U.S. employee-related benefit expenses ¹	USD (in billions)	\$3.23	\$3.39	\$3.11
Annual investment in benefits programs per employee ²	USD	~\$13,400	~\$14,400	~\$13,300
Employees participating in benefits programs	# employees	~241,000	~234,000	~233,000
Total individuals benefitting from health care benefits coverage ³	# individuals	~500,000	~500,000	~500,000
Employees who made contributions to their 401(k) account	%	82%	84%	84%

2019 Pay Equity Review⁴

Female employees earn more than 99 cents for every \$1 earned by their male peers.

Employees who are people of color in the U.S. continue to earn more than 99 cents for every \$1 earned by white peers.

Notes:

¹Employee-related benefit expenses reflect U.S. employee benefits expenses including profit share and pension/retiree health. It does not include any type of compensation, such as salaries, incentives, or any compensation plans.

²Benefits investment per employee is based on U.S. benefits eligible employees only. It does not include international/joint venture employees. It does not include paid time away and holidays.

³Includes Wells Fargo U.S. employees and their dependents.

⁴The results of Wells Fargo's most recent pay equity analysis and relevant commentary are available in the company's 2020 Proxy Statement. The 2019 analysis accounts for factors such as role, tenure, and geography.

References:

[Annual Reports and Proxy Statements](#)

U.S. employee family planning and dependent care	Unit	2017	2018	2019
Weeks of parental leave offered to employees	# weeks	Up to 16	Up to 16	Up to 16
Average number of fully paid weeks taken for parental leave by primary caregivers ¹	# weeks	15.8	15.8	15.8
Average number of fully paid weeks taken for parental leave by secondary caregivers ²	# weeks	3.9	3.9	3.9
Women who returned from parental leave and remained employed by Wells Fargo for at least 12 months after their return	%	64%	72%	75%

Notes:

¹Wells Fargo provides primary caregivers the opportunity to take up to 16 weeks of paid parental leave.

²Wells Fargo provides secondary caregivers the opportunity to take up to 4 weeks of paid parental leave.

Collective bargaining	Unit	2017	2018	2019
U.S. employees covered by collective bargaining agreement	%	0%	0%	0%

Dealing fairly and ethically with our suppliers | [More information](#) can be found in the Wells Fargo [ESG Report \(PDF\)](#).

Supplier diversity	Unit	2017	2018	2019
Controllable spend with diverse suppliers ¹	USD (in billions)	\$1.27	\$1.36	\$1.30
	%	11.4%	11.7%	11.3%

Notes:

¹Controllable spend at Wells Fargo is defined as enterprise procurement spend minus certain categories of procurement spend that are not influenced by our supplier diversity strategy.

Integrating ESG into supplier selection and engagement	Unit	2017	2018	2019
Suppliers invited to participate in climate change survey ¹	# suppliers	Not applicable	210	209
Supplier climate change survey participation	% participation	Not applicable	52%	64%
Suppliers who have science-based targets for scope 1 and scope 2 emissions	% of suppliers	Not available	28%	33%

Notes:

¹Wells Fargo has been recognized as one of 159 companies on the CDP Supplier Engagement Leaderboard in 2019, based on the company's work to encourage our suppliers to demonstrate their commitment to environmental sustainability. The suppliers were selected to participate using a methodology that considered each supplier's spend, operational criticality and whether they are in a carbon intensive industry. As a result, the majority of participating suppliers represent high spend and/or high criticality and many are in high carbon industries.

References:

[CDP Supplier Engagement Leaderboard*](#)

Supporting our communities | [More information](#) can be found in the Wells Fargo [ESG Report \(PDF\)](#).

Philanthropy	Unit	2017	2018	2019
Total philanthropic giving (U.S.) ¹	USD (in millions)	\$286.5	\$444.1	\$455.0
Disaster support ²	USD (in millions)	\$10.6	\$9.7	\$17.5

Notes:

¹Total philanthropic giving is within the U.S. However, Wells Fargo funds international donor advised giving as a small percentage of total philanthropic giving.

²Disaster support is included in the total philanthropic giving value.

References:

[Community impact map](#)

Housing affordability	Unit	2017	2018	2019
New purchase loans to low- and moderate-income households	USD (in billions)	\$14.7	\$15.3	\$15.6
New purchase loans to minority households	USD (in billions)	\$37.9	\$35.0	\$33.8
Prospective buyers who attended NeighborhoodLIFT events to learn about the importance of homebuyer education ¹	# attended	2,925	3,665	3,564
Down payment assistance to lower-income homebuyers via NeighborhoodLIFT ¹	# homeowners	2,820	3,923	3,376
Affordable rental units financed	# rental units	Data not available	31,800	15,000+
Homes built or improved for low- and moderate-income households	# homes (includes 2016 data)	1,025	489	674

Notes:

¹In order to receive a NeighborhoodLIFT down payment assistance grant, eight hours of homebuyer education is required. Everyone who attends a NeighborhoodLIFT event is given the opportunity to receive homebuyer education.

Small business growth ¹	Unit	2017	2018	2019
Diverse Community Capital (DCC) Program — grant capital awards ²	USD	\$6,711,800	\$20,209,055	\$23,634,423
	# of CDFIs	27	54	27
DCC Program — debt capital awards ²	USD	\$8,900,000	\$19,900,000	\$2,800,000
	# of CDFIs	12	14	4
Total DCC capital provided³	USD	\$15,611,800	\$40,109,055	\$26,434,423
Jobs created/retained by CDFIs receiving a DCC award	# jobs	36,820	58,583	91,324
Amount financed to diverse small businesses by CDFIs receiving a DCC award	USD	\$284,334,357	\$391,947,885	\$858,302,591
Loans to diverse small businesses by CDFIs receiving a DCC award	# of loans	7,138	8,790	108,444

Notes:

¹Beginning in 2018, Wells Fargo expanded its Community Development Financial Institutions (CDFI) commitment to diverse small businesses to include recovery and resiliency efforts following storms, floods, fires, etc. and also include some philanthropic spend to empower small businesses.

²All CDFIs that received debt capital awards also received grant capital awards.

³Prior years' progress of DCC commitments to extend CDFI support for diverse small businesses was understated in the company's 2020 goal progress update published in the Wells Fargo & Company 2018 Corporate Responsibility Report. The calendar year results for 2017 and 2018 have been restated in the *Small business growth* table above.

Employee volunteering and giving	Unit	2017	2018	2019
Employee volunteer hours	# hours (in millions)	2.03	2.04	1.9
Global employee participation in volunteer activities ¹	# employees	96,959	96,000	102,463
	% of employees	35.4%	35.6%	37.8%
Wells Fargo Community Support Campaign — employee dollars pledged	USD (in millions)	Not applicable	\$75.4	\$53
WE Care Fund — dollars awarded ²	USD (in millions)	\$5.3	\$4.9	\$5.6
WE Care Fund — grants awarded ²	# of grants	3,931	2,804	2,550

Notes:

¹Employee participation percentage is based on the total number of active, global employees in Wells Fargo's workforce as shown in the *Investing in our employees* section above.

²The WE Care Fund, a Wells Fargo employee relief fund, grants emergency aid to employees facing disasters and other severe financial hardships.

Employee environmental support	Unit	2017	2018	2019
Employee sustainability commitments	# commitments	83,500+ (includes 2016 data)	36,250	17,882
Wells Fargo Green Team chapters	# chapters	32	33	39
Employee participation in Green Teams	# employees	6,978	9,518	11,793
Employee volunteer hours with environmental focus ¹	# hours	49,064	78,160	95,746

Notes:

¹Employee volunteer hours with an environmental focus are already included in the employee volunteer hours total in the *Employee volunteering and giving* table above. The hours from both tables cannot be added together to create a new employee volunteer hours total.

Understanding environmental and social impacts | [More information](#) can be found in the Wells Fargo [ESG Report \(PDF\)](#).

Environmental and social risk management (ESRM)		Unit	2017	2018	2019
Coal and metal mining	# transactions reviewed		15	13	10
Oil and gas	# transactions reviewed		135	373	380
Other ¹	# transactions reviewed		346	339	375
Project finance transactions requiring application of Equator Principles	# transactions reviewed		3	4	3
Total ESRM due diligence reviews conducted ²		# transactions reviewed	499	729	768
Transactions which underwent additional ESRM due diligence ³		# transactions	Not applicable	181	335
Transactions identified as high-risk and escalated for review		# transactions	11	12	31
Climate change training ⁴		# employees	Not applicable	1,400	947
ESRM engagements	Human rights: topic specific training ⁵	# employees	Not applicable	Data not available	30
	ESRM training	# employees	533	413	606
External stakeholders engaged in ESRM presentations		# external stakeholders	340	482	410

Notes:

¹Other transactions reviewed include those in sectors such as arms and armaments, and consumer finance.

²The increase in ESRM due diligence reviews conducted does not correlate to increased exposure or business. It is a result of the enhanced review process and ESRM policy implementation within Wells Fargo.

³Additional due diligence procedures were introduced at Wells Fargo in 2018.

⁴Beginning in 2018, Wells Fargo began offering training for employees on the impacts of and solutions to climate change.

⁵Beginning in 2018, Wells Fargo integrated twice annual training on the United Nations Guiding Principles on Human Rights as one component of the larger Wholesale Banking Credit Management Training for new credit analysts and associates. In 2019, members of Wells Fargo's Modern Slavery Working Group received both internal and external training on modern slavery risks.

References:

[2018 Modern Slavery Act Statement](#)

Advancing environmental sustainability | [More information](#) can be found in the Wells Fargo [ESG Report \(PDF\)](#).

Additional information regarding Wells Fargo's commercial and industrial loans and lease financing by industry may be found in Table 18 of the company's [2019 Annual Report](#).

Sustainable finance commitment ¹	Unit	2018	2019
Clean transportation ²	USD (in millions)	\$1,518	\$1,630
Energy efficiency ²	USD (in millions)	\$449	\$673
Green buildings ²	USD (in millions)	\$6,238	\$6,937
Renewable energy ²	USD (in millions)	\$2,658	\$3,025
Sustainable finance bonds ²	USD (in millions)	\$3,780	\$6,473
Circular economy	USD (in millions)	\$726	\$1,416
Environmentally sustainable management of natural resources and land use	USD (in millions)	\$5,916	\$4,196
Pollution prevention and control	USD (in millions)	\$1,924	\$1,906
Total commitment to sustainable finance ³	USD (in millions)	\$23,208	\$26,255
Contribution to low-carbon economy	%	63%	71%
Total commitment to sustainable finance since 2018³	USD (in millions)	Not applicable	\$49,462
Contribution to low-carbon economy since 2018	%	Not applicable	67%
Progress to \$200B sustainable finance commitment by 2030	%	12%	25%

Notes:

¹In 2018, Wells Fargo announced our \$200 billion sustainable finance commitment and updated the methodology for how we track progress. The 2018 results are not comparable to previously reported results for the “finance environmentally beneficial business opportunity” progress statement.

²Category results are included in the total contribution to a low-carbon economy.

³Total may not add up when using category values listed above due to rounding.

References:

[Sustainable finance reporting methodology](#)

Wells Fargo Innovation Incubator (IN ²)	Unit	2017	2018	2019
Cleantech grant dollars awarded	USD	\$1,278,500	\$1,440,000	\$1,295,000
Organizations supported	# organizations	33	51	43

References:

[Innovation Incubator \(IN²\)*](#)

Common factors used to measure relative environmental performance	Unit	2017	2018	2019
Employees ¹	# employees	262,700	258,700	259,800
Revenue	USD (in billions)	\$88.4	\$86.4	\$85.1
Square footage ²	# sq ft	93,615,615	88,518,517	86,179,338

Notes:

¹Employee numbers for this section reflect the number of active, full-time equivalent employees at Wells Fargo as reported in the company's annual report for each calendar year.

²Includes square footage (sq ft) from Wells Fargo owned and leased facilities worldwide, as well as our network of more than 13,000 ATMs in the U.S. Excludes square footage from land and parking lots.

Energy usage	Unit	2017	2018	2019
Fuel (includes fuel oil, propane, and fuels for fleet vehicles)	MWh	32,728	24,020	24,713
Natural gas	MWh	360,511	394,095	383,277
Purchased electricity ¹	MWh	1,929,873	1,883,971	1,816,629
Chilled water	MWh	1,261	255	0
District heating	MWh	11,122	13,144	13,518
Total energy consumption	MWh	2,335,495	2,315,485	2,238,137
Reduction in energy consumption (from 2008 baseline)	%	36%	36%	38%
Purchased electricity consumption ²	kWh/sq ft	20.9	21.3	21.0
	kWh/employee	7,346	7,282	6,992

Notes:

¹Includes purchases and self-supply (e.g., What was previously reported as on-site solar) - see *Renewable energy* table below for additional details.

²Purchased electricity consumption values for kWh/employee have been restated for 2017 and 2018 to reflect use of a more accurate employee headcount as shown above in the *Common factors used to measure relative environmental performance* table.

Renewable energy	Unit	2017	2018	2019
Self-supply ¹	MWh	578	678	586
Physical power purchase agreements (PPA) ²	MWh	0	7,233	10,694
Total long-term commitments supporting new renewable energy assets ³	MWh	578	7,911	11,280
Unbundled Renewable Energy Certificates (RECs) ⁴	MWh	2,069,000	1,877,340	1,814,780
Total renewable electricity consumption	MWh	2,069,578	1,885,251	1,826,060*
Percent of consumed electricity as renewable	%	108%	100%	101%
Other renewable energy activities ⁵	MWh	394	772	5,385

Notes:

Use of an asterisk () denotes Wells Fargo's environmental data that has been assured by an independent verifier.

¹Self-supply is when a consumer generates and supplies their own electricity. Wells Fargo's self-supply refers to its on-site solar program.

²Physical PPA is a contract for the purchase of power and associated RECs from a specific renewable energy generator (the seller) to a purchaser of renewable electricity (the buyer).

³Wells Fargo met 100% of our electricity consumption with renewable energy, primarily from unbundled RECs beginning in 2017. Our goal is to transition to long-term agreements that directly support new sources of renewable energy.

⁴Unbundled RECs are sold, delivered, or purchased separately from the electricity generated by the renewable resource.

⁵Renewable energy generated from net new assets owned/supported by Wells Fargo where Wells Fargo does not retain the RECs.

References:

[EPA Green Power Partnership*](#)
[Verification statement](#)

Greenhouse gas (GHG) emissions	Unit¹	2017	2018	2019
Stationary combustion	MTCO ₂ e	68,506	80,416	77,628
Mobile combustion	MTCO ₂ e	5,075	3,209	3,080
Refrigerants and fire suppressants	MTCO ₂ e	12,249	11,691	11,285
Total scope 1	MTCO₂e	85,830	95,316*	91,993*
Purchased electricity	MTCO ₂ e	845,771	830,090	768,266
District heating	MTCO ₂ e	2,749	3,114	3,061
Total scope 2 (location)	MTCO₂e	848,520	833,204*	771,327*
Purchased electricity	MTCO ₂ e	30,352	2,859	1,927
District heating	MTCO ₂ e	2,749	3,114	3,061
Total scope 2 (market)	MTCO₂e	33,101	5,973*	4,988*
Total scope 1 and scope 2 (location)	MTCO₂e	934,350	928,520	863,321
Total scope 1 and scope 2 (market)	MTCO₂e	118,931	101,289	96,981
Carbon offsets purchased ²	MTCO ₂ e	69,713	65,185	98,981
Net scope 1 and scope 2 (market)	MTCO₂e	49,218	36,104	0*²
Scope 3 emissions	Unit	2017	2018	2019
Category 1: Purchased goods and services	MTCO ₂ e	2,529,232	2,347,646*	2,304,829*
Category 2: Capital goods	MTCO ₂ e	519,977	559,600*	455,599*
Category 3: Fuel and energy-related activities (not included in scope 1 or 2)	MTCO ₂ e	155,513	156,145*	148,420*
Category 4: Upstream transportation and distribution ³		Not relevant	Not relevant	Not relevant
Category 5: Waste generated in operations	MTCO ₂ e	15,913	12,132*	9,921*
Category 6: Employee business travel (air travel only)	MTCO ₂ e	96,951	93,815*	78,277*
Category 7: Employee commuting	MTCO ₂ e	621,923	612,464*	613,405*
Category 8: Upstream leased assets ³		Not relevant	Not relevant	Not relevant
Category 9: Downstream transportation and distribution ³		Not relevant	Not relevant	Not relevant
Category 10: Processing of sold products ³		Not relevant	Not relevant	Not relevant
Category 11: Use of sold products ³		Not relevant	Not relevant	Not relevant
Category 12: End of life treatment of sold products ³		Not relevant	Not relevant	Not relevant
Category 13: Downstream leased assets ³		Not relevant	Not relevant	Not relevant
Category 14: Franchises ³		Not relevant	Not relevant	Not relevant
Category 15: Investments ³		Relevant, not calculated	Relevant, not calculated	Relevant, not calculated
Total scope 1, scope 2 (location), and scope 3 (category 6 only)⁴	MTCO₂e	1,031,301	1,022,335	941,598
Reduction in GHG emissions (from 2008 baseline)	%	47%	48%	52%

Notes:

Use of an asterisk () denotes Wells Fargo's environmental data that has been assured by an independent verifier.

¹MTCO₂e stands for metric tons carbon dioxide equivalent.

²Wells Fargo purchased carbon offsets to achieve carbon neutrality for our 2019 operations.

³This report includes scope 3 categories that are relevant and for which Wells Fargo has calculated emissions. Categories listed above as 'not relevant' or 'relevant, not calculated' were not part of the company's original GHG reduction goal. For additional information on all scope 3 categories, please see the company's most current CDP response.

⁴This total represents the current extent of the company's GHG reduction goal.

References:

[CDP report](#)

[Verification statement](#)

GHG emissions intensity	Unit	2017	2018	2019
Total scope 1 and scope 2 (location) emissions per revenue	MTCO ₂ e/revenue (in millions USD)	10.6	10.7	10.1
Total scope 1 and scope 2 (location) emissions per sq ft	MTCO ₂ e/1000 sq ft	10.0	10.5	10.0
Total scope 1 and scope 2 (location) emissions per employee ¹	MTCO ₂ e/employee	3.6	3.6	3.3

Notes:

¹2017 data has been restated to reflect use of a more accurate employee headcount as shown above in the *Common factors used to measure relative environmental performance* table.

LEED® buildings¹	Unit	2017	2018	2019
Total sq ft of LEED-certified projects ²	sq ft	30,950,289	42,180,638	43,111,577
Total number of LEED-certified projects	# projects	757	817	834
Buildings with LEED certification³	%	26%	28%	30%

Notes:

¹2018 LEED data has been corrected to reflect actual count and square footage totals. This correction did not impact goal progress.

²Includes certifications and re-certifications under all LEED rating systems (e.g., new construction, existing buildings and interior design).

³Should a space have multiple certifications, only square footage from one rating system is included to avoid double counting. For example: Location ABC has an Existing Building certification for the entire building, and Interior Design certification for floor two. Only the Existing Building square footage is included in the goal calculation contributing to LEED certification for 35% of buildings.

Paper consumption	Unit	2017	2018	2019
Copy paper made from >30% post-consumer waste	%	82%	78%	81%
Copy paper that is Forest Stewardship Council (FSC) certified	%	85%	85%	84%
Stationery made from >80% post-consumer waste and FSC certified	%	95%	95%	94%

Waste	Unit	2017	2018	2019
Recycling: plastic, metal, and cardboard	short tons	7,218	4,765	5,536
Other recycling: compost, cable, media, and e-waste ¹	short tons	2,053	2,305	2,220
Paper recycled	short tons	44,307	46,955	44,474
Total recycling	short tons	53,578	54,025*	52,230*
Total waste to landfill	short tons	45,844	34,951*	28,582*
Total waste stream	short tons	99,422	88,976	80,813
Reduction in total waste stream (from 2010 baseline)	%	33%	40%	46%
Hazardous electronic waste exported to developing countries ¹	short tons	0	0	0

Notes:

Use of an asterisk () denotes Wells Fargo's environmental data that has been assured by an independent verifier.

¹Wells Fargo is an e-Stewards enterprise and follows the highest standards for disposal of hazardous electronic waste that includes electronic equipment, parts, and materials (e.g., computers, monitors and peripherals, fax machines, printers, copiers, and cell phones destined for recycling or disposal but not for direct reuse), which contain, consist of, or are derived from materials that pose potential threats to public health or the environment or meet any of the following criteria:

- a. Are listed, referenced, considered, or referred to as a hazardous waste in laws or treaties, or by the U.S. Environmental Protection Agency or other relevant U.S., state, local, or foreign governmental agencies; or
- b. Exhibit one or more of the characteristics of hazardous waste (ignitability, corrosiveness, reactivity and/or toxicity); or is generated by the treatment of hazardous waste; or is contained in a hazardous waste.

References:

[Verification statement](#)

Water	Unit	2017	2018	2019
Total water consumption (municipal water use)	Cubic meters	8,243,146	8,154,835*	7,729,753*
Reduction in water consumption (from 2008 baseline)	%	59%	59%	61%

Notes:

Use of an asterisk () denotes Wells Fargo's environmental data that has been assured by an independent verifier.

References:

[Verification statement](#)