



WELLS FARGO

Wells Fargo Global Reporting Initiative Index

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Wells Fargo Global Reporting Initiative (GRI) Standards Index

The [Wells Fargo ESG Report \(PDF\)](#) and [Wells Fargo ESG Goals and Performance Data \(PDF\)](#) were developed in accordance with the Global Reporting Initiative Standards (GRI) “Core” option and contain many elements of the “Comprehensive” option.

GRI standard	Title	GRI standards disclosure	Disclosure location
General disclosures			
Organizational profile			
102-1	General Disclosures	Name of the organization	Wells Fargo & Company (WFC)
102-2	General Disclosures	Activities, brands, products, and services	Wellsfargo.com
102-3	General Disclosures	Location of headquarters	Mailing Addresses
102-4	General Disclosures	Location of operations	Wells Fargo 2020 Annual Report (PDF) , Wells Fargo’s Extensive Network, page 245
102-5	General Disclosures	Ownership and legal form	Wells Fargo 2020 Annual Report (PDF) , Wells Fargo & Co., pages 244-245 Investor Relations
102-6	General Disclosures	Markets served	Wells Fargo ESG Report (PDF) , About Wells Fargo, page 6 Wells Fargo 2020 Annual Report (PDF) , Wells Fargo & Co., pages 244-245
102-7	General Disclosures July 2021	Scale of the organization	Wells Fargo ESG Goals and Performance Data (PDF) , Investing in our employees, Employees by region, page 11 Wells Fargo Today (PDF)
102-8	General Disclosures	Information on employees and other workers	Wells Fargo ESG Goals and Performance Data (PDF) , Investing in our employees, page 11
102-9	General Disclosures	Supply chain	Wells Fargo ESG Report (PDF) , Dealing fairly and ethically with our suppliers, pages 68-70 Wells Fargo ESG Goals and Performance Data (PDF) , Dealing fairly and ethically with our suppliers, page 23 Wells Fargo 2020 Social Impact and Sustainability Highlights (PDF) , page 12
102-10	General Disclosures	Significant changes to the organization and its supply chain	Wells Fargo Stories - Charting a New Future (PDF)

GRI standard	Title	GRI standards disclosure	Disclosure location
Strategy			
102-11	General Disclosures	Precautionary Principle or approach	Wells Fargo ESG Report (PDF) , Environmental and social risk management, pages 76-79 Environmental Social Risk Management Framework
102-12	General Disclosures	External initiatives	Wells Fargo ESG Goals and Performance Data (PDF) , Memberships and commitments
102-13	General Disclosures	Membership of associations	Wells Fargo ESG Goals and Performance Data (PDF) , Memberships and commitments
102-14	General Disclosures	Statement from senior decision-maker	Wells Fargo ESG Report (PDF) , A letter from the CEO, page 5 Wells Fargo 2020 Annual Report (PDF) , pages 4-20
102-15	General Disclosures	Key impacts, risks, and opportunities	Wells Fargo ESG Report (PDF) , Providing enhanced ESG disclosure, pages 7-9; ESG Goals and Progress, page 10; Contributing to the United Nations Sustainable Development Goals, page 11
Ethics and integrity			
102-16	General Disclosures	Values, principles, standards, and norms of behavior	Wells Fargo ESG Report (PDF) , Code of Ethics and Business Conduct, pages 21-24; Culture, page 49 Wells Fargo 2021 Proxy Statement (PDF) , Human capital management, pages 50-64 Wells Fargo Code of Ethics and Business Conduct (PDF)
102-17	General Disclosures	Mechanisms for advice and concerns about ethics	Wells Fargo ESG Report (PDF) , Code of Ethics and Business Conduct, pages 21-24 Wells Fargo Code of Ethics and Business Conduct (PDF) , page 7
Governance			
102-18	General Disclosures	Governance structure	Wells Fargo ESG Report (PDF) , Corporate governance and ethics, pages 15-30 Wells Fargo ESG Goals and Performance Data (PDF) , Corporate governance and ethics, page 8 Wells Fargo Leadership and Governance
102-19	General Disclosures	Delegating authority	Wells Fargo ESG Report (PDF) , ESG governance, pages 19-20 Wells Fargo Leadership and Governance , Corporate Responsibility Committee

GRI standard	Title	GRI standards disclosure	Disclosure location
102-20	General Disclosures	Executive-level responsibility for economic, environmental, and social topics	Wells Fargo ESG Report (PDF) , ESG governance, pages 19-20 Wells Fargo ESG Goals and Performance Data (PDF) , Corporate governance and ethics, Board diversity, page 8 Wells Fargo Leadership and Governance , Corporate Responsibility Committee
102-21	General Disclosures	Consulting stakeholders on economic, environmental, and social topics	Wells Fargo ESG Report (PDF) , Identifying our ESG priorities, pages 8-9; ESG governance, pages 19-20 Wells Fargo Leadership and Governance , Corporate Responsibility Committee
102-22	General Disclosures	Composition of the highest governance body and its committees	Wells Fargo 2021 Proxy Statement (PDF) , Board leadership and composition highlights summary, page iii; Board Composition pages 15-26 Wells Fargo Leadership and Governance
102-23	General Disclosures	Chair of the highest governance body	Wells Fargo ESG Report (PDF) , Independent Board Chair, page 16 Wells Fargo 2021 Proxy Statement (PDF) , Strong independent Board leadership, pages 12-13 Wells Fargo Leadership and Governance
102-24	General Disclosures	Nominating and selecting the highest governance body	Wells Fargo ESG Report (PDF) , Board composition, page 16 Wells Fargo 2021 Proxy Statement (PDF) , Director election standard and nomination process, page 27
102-25	General Disclosures	Conflicts of interest	Wells Fargo 2021 Proxy Statement (PDF) , Director independence, page 30 By-Laws of Wells Fargo & Company (PDF) , page 27
102-26	General Disclosures	Role of highest governance body in setting purpose, values, and strategy	Wells Fargo ESG Report (PDF) , Culture, page 49 Wells Fargo 2021 Proxy Statement (PDF) , We are transforming our culture, page 50
102-27	General Disclosures	Collective knowledge of highest governance body	Wells Fargo ESG Report (PDF) , ESG governance, pages 19-20 Wells Fargo 2021 Proxy Statement (PDF) , Board qualifications and experience, pages 16-18
102-28	General Disclosures	Evaluating the highest governance body's performance	Wells Fargo ESG Report (PDF) , Board composition, page 16 Wells Fargo 2021 Proxy Statement (PDF) , Comprehensive annual evaluation of Board effectiveness, pages 5-8

GRI standard	Title	GRI standards disclosure	Disclosure location
102-29	General Disclosures	Identifying and managing economic, environmental, and social impacts	Wells Fargo ESG Report (PDF) , Identifying our ESG priorities, pages 8-9 Wells Fargo 2021 Proxy Statement (PDF) , Our board's role in risk oversight, pages 31-32 Wells Fargo Corporate Responsibility Committee Charter (PDF)
102-30	General Disclosures	Effectiveness of risk management processes	Wells Fargo ESG Report (PDF) , Risk management, pages 24-28
102-31	General Disclosures	Review of economic, environmental, and social topics	Wells Fargo ESG Report (PDF) , Identifying our ESG priorities, pages 8-9 Wells Fargo Corporate Responsibility Committee Charter (PDF)
102-32	General Disclosures	Highest governance body's role in sustainability reporting	Wells Fargo ESG Report (PDF) , ESG governance, pages 19-20
102-33	General Disclosures	Communicating critical concerns	How to Contact the Board of Directors
102-34	General Disclosures	Nature and total number of critical concerns	Wells Fargo 2021 Proxy Statement (PDF) , Year-round engagement process, page 9; Communicating with our Board, page 29; Board of Directors and Human Resources Committee, page 58
102-35	General Disclosures	Remuneration policies	Wells Fargo ESG Report (PDF) , Executive compensation, pages 18-19 Wells Fargo ESG Goals and Performance Data (PDF) , Corporate governance and ethics, Executive compensation, page 8 Wells Fargo 2021 Proxy Statement (PDF) , Director compensation, page 40; Incentive compensation risk management, page 62; Executive compensation, pages 65-102 Wells Fargo Corporate Governance Guidelines (PDF) , page 5

GRI standard	Title	GRI standards disclosure	Disclosure location
102-36	General Disclosures	Process for determining remuneration	Wells Fargo ESG Report (PDF) , Executive compensation, pages 18-19; Competitive compensation, pages 59-61 Wells Fargo 2021 Proxy Statement (PDF) , Director compensation, page 40; Incentive compensation risk management, page 62; Executive compensation, pages 65-102 Wells Fargo Human Resources Committee Charter (PDF) Wells Fargo Corporate Governance Guidelines (PDF)
102-37	General Disclosures	Stakeholders' involvement in remuneration	Wells Fargo 2021 Proxy Statement (PDF) , Executive compensation, pages 65-102 Wells Fargo Human Resources Committee Charter (PDF)
102-38	General Disclosures	Annual total compensation ratio	Wells Fargo 2021 Proxy Statement (PDF) , CEO pay ratio and median annual total compensation, page 64 Wells Fargo ESG Goals and Performance Data (PDF) , Corporate governance and ethics, Executive compensation, page 8
102-39	General Disclosures	Percentage increase in annual total compensation ratio	Wells Fargo ESG Goals and Performance Data (PDF) , Corporate governance and ethics, Executive compensation, page 8

Stakeholder engagement

102-40	General Disclosures	List of stakeholder groups	Wells Fargo ESG Report (PDF) , Identifying our ESG priorities, pages 8-9
102-41	General Disclosures	Collective bargaining agreements	Wells Fargo ESG Goals and Performance Data (PDF) , Investing in our employees, page 11; Investing in our employees, Collective bargaining, page 22
102-42	General Disclosures	Identifying and selecting stakeholders	Wells Fargo ESG Report (PDF) , Identifying our ESG priorities, pages 8-9
102-43	General Disclosures	Approach to stakeholder engagement	Wells Fargo ESG Report (PDF) , Identifying our ESG priorities, pages 8-9 Wells Fargo 2021 Proxy Statement (PDF) , Reporting and evaluation of investor feedback, page 9
102-44	General Disclosures	Key topics and concerns raised	Wells Fargo ESG Report (PDF) , Identifying our ESG priorities, pages 8-9

GRI standard	Title	GRI standards disclosure	Disclosure location
Reporting practice			
102-45	General Disclosures	Entities included in the consolidated financial statements	Wells Fargo 2020 Annual Report (PDF) , Note 1, Summary of significant accounting policies, page 127
102-46	General Disclosures	Defining report content and topic Boundaries	Wells Fargo ESG Report (PDF) , Providing enhanced ESG disclosure, page 7
102-47	General Disclosures	List of material topics	Wells Fargo ESG Report (PDF) , Identifying our ESG priorities, pages 8-9
102-48	General Disclosures	Restatements of information	Wells Fargo ESG Goals and Performance Data (PDF) , Supporting our communities, Small business growth, page 26, Note 4; Advancing environmental sustainability, LEED buildings, page 33, Note 1
102-49	General Disclosures	Changes in reporting	Wells Fargo ESG Report (PDF) , Providing enhanced ESG disclosure, page 7 Wells Fargo ESG Goals and Performance Data (PDF) , Supporting our communities, Small business growth, page 26, Note 4; Advancing environmental sustainability, LEED buildings, page 33, Note 1
102-50	General Disclosures	Reporting period	Wells Fargo ESG Report (PDF) , Providing enhanced ESG disclosure, page 7 Wells Fargo ESG Goals and Performance Data (PDF) , page 8 Unless otherwise stated, data represents calendar year timing.
102-51	General Disclosures	Date of most recent report	July 2021
102-52	General Disclosures	Reporting cycle	Wells Fargo ESG Report (PDF) , Providing enhanced ESG disclosure, page 7
102-53	General Disclosures	Contact point for questions regarding the report	corporateresponsibility@wellsfargo.com
102-54	General Disclosures	Claims of reporting in accordance with the GRI Standards	Wells Fargo ESG Report (PDF) , Providing enhanced ESG disclosure, page 7
102-55	General Disclosures	GRI content index	Wells Fargo GRI Index and Wells Fargo SASB Index
102-56	General Disclosures	External assurance	APEX Verification Opinion Declaration (PDF)

GRI standard	Title	GRI standards disclosure	Disclosure location
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Material topic disclosures

Business ethics | Business policies and practices

103-1, 103-2, 103-3	Management approach	Explanation of the material topic and its Boundary	Wells Fargo ESG Report (PDF) , Code of Ethics and Business Conduct, pages 21-24
	Management approach	The management approach and its components	Wells Fargo Code of Ethics and Business Conduct (PDF)
	Management approach	Evaluation of the management approach	

GRI 205: Anti-corruption

205-2	Anti-corruption	Communication and training about anti-corruption policies and procedures	Wells Fargo ESG Report (PDF) , Code of Ethics and Business Conduct, pages 21-24 Wells Fargo ESG Goals and Performance Data (PDF) , Corporate governance and ethics, Code of ethics and business conduct, page 9 Wells Fargo Code of Ethics and Business Conduct (PDF)
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GRI 206: Anti-competitive behavior

206-1	Anti-competitive behavior	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Wells Fargo 2020 Annual Report (PDF) , Note 15, Legal actions, pages 186-189
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Climate risk management

103-1, 103-2, 103-3	Management Approach	Explanation of the material topic and its Boundary	Wells Fargo ESG Report (PDF) , Advancing environmental sustainability, page 84
		The management approach and its components	Wells Fargo TCFD Report (PDF)
		Evaluation of the management approach	

GRI 201: Economic Performance

201-2	Economic Performance	Financial implications and other risks and opportunities due to climate change	Wells Fargo ESG Report (PDF) , Working together to drive positive impact, page 12; Environmental and social risk management, pages 76-79; Climate commitment, pages 84-85 Wells Fargo TCFD Report (PDF) CDP Response (PDF)
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GRI standard	Title	GRI standards disclosure	Disclosure location
GRI 302: Energy			
302-1	Energy	Energy consumption within the organization	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Energy usage, Renewable energy, page 31
302-2	Energy	Energy consumption outside the organization	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Energy usage, page 31
302-3	Energy	Energy intensity	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Energy usage, page 31
302-4	Energy	Reduction of energy consumption	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Energy usage, page 31
GRI 305: Emissions			
305-1	Emissions	Direct (Scope 1) GHG emissions	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Greenhouse gas (GHG) emissions, page 32
305-2	Emissions	Energy indirect (Scope 2) GHG emissions	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Greenhouse gas (GHG) emissions, page 32
305-3	Emissions	Other indirect (Scope 3) GHG emissions	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Scope 3 emissions, page 33
305-4	Emissions	GHG emissions intensity	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, GHG emissions intensity, page 33
305-5	Emissions	Reduction of GHG emissions	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Greenhouse gas (GHG) emissions, page 32, Scope 3 emissions, page 33

Community development

103-1, 103-2, 103-3	Management Approach	<p>Explanation of the material topic and its Boundary</p> <p>The management approach and its components</p> <p>Evaluation of the management approach</p>	<p>Wells Fargo ESG Report (PDF), Continued response to the COVID-19 pandemic, page 13</p> <p>Wells Fargo ESG Report (PDF), Philanthropy, page 71; Housing affordability, pages 71-72</p>
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GRI standard	Title	GRI standards disclosure	Disclosure location
Compensation and benefits			
103-1, 103-2, 103-3	Management Approach	Explanation of the material topic and its Boundary The management approach and its components Evaluation of the management approach	Wells Fargo ESG Report (PDF) , Investing in our employees, page 49
GRI 401: Employment			
401-1	Employment	New employee hires and employee turnover	Wells Fargo ESG Goals and Performance Data (PDF) , Investing in our employees, Global hire rate, page 11, Global turnover rate, page 13
401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wells Fargo ESG Report (PDF) , Employee benefits, page 61 Wells Fargo ESG Goals and Performance Data (PDF) , Investing in our employees, Compensation and benefits, page 22 Wells Fargo Benefits
401-3	Employment	Parental leave	Wells Fargo ESG Report (PDF) , Employee benefits, page 61 Wells Fargo ESG Goals and Performance Data (PDF) , Investing in our employees, U.S. employee family planning and dependent care, page 22 Wells Fargo Benefits
GRI 404: Training and Development			
404-1	Training and Education	Average hours of training per year per employee	Wells Fargo ESG Goals and Performance Data (PDF) , Investing in our employees, Training and development, page 21
404-2	Training and Education	Programs for upgrading employee skills and transition assistance programs	Wells Fargo ESG Report (PDF) , Employee training and development, page 58; Employment security and responsible workforce restructuring, pages 64-65
404-3	Training and Education	Percentage of employees receiving regular performance and career development reviews	Wells Fargo ESG Report (PDF) , Performance management, pages 57-58
Corporate Governance			
103-1, 103-2, 103-3	Management Approach	Explanation of the material topic and its Boundary The management approach and its components Evaluation of the management approach	Wells Fargo ESG Report (PDF) , Corporate governance and ethics, page 15 Wells Fargo 2021 Proxy Statement (PDF)

GRI standard	Title	GRI standards disclosure	Disclosure location
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GRI 418: Customer privacy and data security

418-1	Customer Privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Wells Fargo does not publicly disclose this information. Please see management approach regarding customer privacy and data security for more information.
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Diversity and inclusion

103-1, 103-2, 103-3	Management Approach	Explanation of the material topic and its Boundary The management approach and its components Evaluation of the management approach	Wells Fargo ESG Report (PDF) , Diversity, equity and inclusion, pages 50-57
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GRI 405: Diversity and Inclusion

405-1	Diversity and Equal Opportunity	Diversity of governance bodies and employees	Wells Fargo ESG Report (PDF) , Board diversity, page 17; Diversity, equity and inclusion, pages 50-57; Supplier diversity, pages 68-70
405-2	Diversity and Equal Opportunity	Ratio of basic salary and remuneration of women to men	Wells Fargo ESG Goals and Performance Data (PDF) , Investing in our employees, page 11; Investing in our employees, Compensation and benefits, page 22 Wells Fargo 2021 Proxy Statement (PDF) , Pay equity review, page 63

GRI 406: Non-discrimination

406-1	Non-discrimination	Incidents of discrimination and corrective actions taken	Wells Fargo does not publicly disclose incidents of discrimination and corrective actions taken.
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Employee incentives and risk taking

103-1, 103-2, 103-3	Management Approach	Explanation of the material topic and its Boundary The management approach and its components Evaluation of the management approach	Wells Fargo ESG Report (PDF) , Corporate governance and ethics, page 15; Risk management, page 24; Employee benefits, page 61
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GRI: Employee incentives and risk taking

There is no relevant topic specific standard that maps to this material topic. Please see management approach for more information.

GRI standard	Title	GRI standards disclosure	Disclosure location
Environmental and social due diligence			
103-1, 103-2, 103-3	Management Approach	Explanation of the material topic and its Boundary The management approach and its components Evaluation of the management approach	Wells Fargo ESG Report (PDF) , Understanding environmental and social impacts, page 75
GRI 411: Rights of Indigenous Peoples			
411-1	Rights of Indigenous Peoples	Incidents of violations involving rights of indigenous peoples	Wells Fargo ESG Report (PDF) , Respecting human rights, page 79 Wells Fargo Indigenous Peoples Statement (PDF)
GRI 412: Human Rights Assessment			
412-1	Human Rights Assessment	Operations that have been subject to human rights reviews or impact assessments	Wells Fargo ESG Report (PDF) , Respecting human rights, page 79
412-2	Human Rights Assessment	Employee training on human rights policies or procedures	Wells Fargo ESG Report (PDF) , Respecting human rights, page 79 Wells Fargo ESG Goals and Performance Data (PDF) , Investing in our employees, Training and development, page 21; Understanding environmental and social impacts, Environmental and social risk management (ESRM), page 28
412-3	Human Rights Assessment	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Wells Fargo ESG Report (PDF) , Environmental and social risk management, page 76 Wells Fargo ESG Goals and Performance Data (PDF) , Understanding environmental and social impacts, Environmental and social risk management (ESRM), page 28 Wells Fargo Human Rights Statement (PDF) Wells Fargo Supplier Code of Conduct (PDF)
Fair and responsible lending and pricing			
103-1, 103-2, 103-3	Management Approach	Explanation of the material topic and its Boundary The management approach and its components Evaluation of the management approach	Wells Fargo ESG Report (PDF) , Delivering value to our customers, page 31; Expanding financial inclusion, page 38; Responsible marketing supports informed decisions, page 45 Wells Fargo Goals and Reporting Wells Fargo Responsible Lending Principles For Education Financing

GRI standard	Title	GRI standards disclosure	Disclosure location
GRI 417: Fair and responsible lending and pricing			
417-1	Marketing and Labeling	Requirements for product and service information and labeling	Wells Fargo ESG Report (PDF) , Responsible marketing supports informed decisions, page 45
417-2	Marketing and Labeling	Incidents of non-compliance concerning product and service information and labeling	Wells Fargo 2020 Annual Report (PDF) , Note 15, Legal actions, pages 186-189
417-3	Marketing and Labeling	Incidents of non-compliance concerning marketing communications	Wells Fargo 2020 Annual Report (PDF) , Note 15, Legal actions, pages 186-189

Stakeholder engagement

103-1, 103-2, 103-3	Management Approach	<p>Explanation of the material topic and its Boundary</p> <p>The management approach and its components</p> <p>Evaluation of the management approach</p>	<p>Wells Fargo ESG Report (PDF), Engaging stakeholders to inform ESG priorities, page 8 and throughout report (Governance, Suppliers, Community engagement, Risk management, ESRM, Environment)</p> <p>Wells Fargo 2021 Proxy Statement (PDF)</p>
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GRI: Stakeholder engagement

Stakeholder engagement is a material issue for Wells Fargo, please see Stakeholder engagement section above for more information.

Transparent information and fair advice for customers

103-1, 103-2, 103-3	Management Approach	<p>Explanation of the material topic and its Boundary</p> <p>The management approach and its components</p> <p>Evaluation of the management approach</p>	<p>Wells Fargo ESG Report (PDF), Delivering value to our customers, page 31; Expanding financial inclusion, page 38; Responsible marketing supports informed decisions, page 45</p> <p>Wells Fargo Goals and Reporting</p> <p>Wells Fargo Responsible Lending Principles For Education Financing</p>
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GRI 417: Fair and responsible lending and pricing

417-1	Marketing and Labeling	Requirements for product and service information and labeling	Wells Fargo ESG Report (PDF) , Responsible marketing supports informed decisions, page 45
417-2	Marketing and Labeling	Incidents of non-compliance concerning product and service information and labeling	Wells Fargo 2020 Annual Report (PDF) , Note 15, Legal actions, pages 186-189
417-3	Marketing and Labeling	Incidents of non-compliance concerning marketing communications	Wells Fargo 2020 Annual Report (PDF) , Note 15, Legal actions, pages 186-189

GRI standard	Title	GRI standards disclosure	Disclosure location
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Additional topic-specific disclosures

GRI 201: Economic performance

201-3	Economic Performance	Defined benefit plan obligations and other retirement plans	Wells Fargo 2020 Annual Report (PDF) , Note 21, Employee benefits and other expenses, pages 219-224
203-2	Indirect Economic Impacts	Significant indirect economic impacts	Wells Fargo ESG Report (PDF) , Financial health programs, page 31; Expanding financial inclusion, page 38; Community engagement, page 71 Wells Fargo Stories

GRI 207: Tax

207-1	Tax	Approach to tax	Wells Fargo ESG Report (PDF) , Tax overview, page 30 Wells Fargo 2020 Annual Report (PDF) , Note 23, Income taxes, pages 226-227
207-4	Tax	Country by country reporting	Wells Fargo 2020 Annual Report (PDF) , Note 23, Income taxes, pages 226-227

GRI 301: Materials

301-1	Materials	Materials used by weight or volume	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Paper consumption, Waste, page 34
301-2	Materials	Recycled input materials used	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Paper consumption, Waste, page 34
301-3	Materials	Reclaimed products and their packaging materials	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Paper consumption, Waste, page 34

GRI 303: Water and Effluents

303-5	Water and Effluents	Water consumption	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Water, page 34
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GRI 306: Waste

306-2	Effluents and Waste	Waste by type and disposal method	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Waste, page 34
306-4	Effluents and Waste	Transport of hazardous waste	Wells Fargo ESG Goals and Performance Data (PDF) , Advancing environmental sustainability, Waste, page 34

GRI standard	Title	GRI standards disclosure	Disclosure location
GRI 403: Health and Safety			
403-1	Occupational Health and Safety	Occupational health and safety management system	Wells Fargo ESG Report (PDF) , Safety and health, page 65
403-2	Occupational Health and Safety	Hazard identification, risk assessment, and incident investigation	Wells Fargo ESG Report (PDF) , Safety and health, page 65; Environmental risk and compliance, page 90
403-3	Occupational Health and Safety	Occupational health services	Wells Fargo ESG Report (PDF) , Safety and health, page 65
403-4	Occupational Health and Safety	Worker participation, consultation, and communication on occupational health and safety	Wells Fargo ESG Report (PDF) , Safety and health, page 65
403-5	Occupational Health and Safety	Worker training on occupational health and safety	Wells Fargo ESG Report (PDF) , Safety and health, page 65
403-6	Occupational Health and Safety	Promotion of worker health	Wells Fargo ESG Report (PDF) , Safety and health, page 65
GRI 415: Public Policy			
415-1	Public Policy	Political contributions	Wells Fargo ESG Report (PDF) , Public policy and political contributions, page 28 Wells Fargo ESG Goals and Performance Data (PDF) , Corporate governance and ethics, Public policy lobbying and corporate PAC spending, page 9