
Wells Fargo International Job Applicant Privacy Notice

This Notice applies to all countries except for the following: China, the United States, European Union countries, the United Kingdom, and the Dubai International Financial Centre.

Effective: 05 January 2026

The Wells Fargo entity which you are seeking or expressing interest in employment with (referred to as “**we**”, “**us**”, “**our**” or “**the Company**”) provides this privacy notice (“**Notice**”) to describe its practices regarding the collection, storage, use, disclosure, and other processing of individually identifiable information collected from you or other sources, including third-party providers of recruitment services, career or professional social networking sites, and publicly available sources (“**Personal Data**”). For the avoidance of doubt, reference to the Company should be read to include a bank branch, a company, or a company branch.

Wells Fargo is one of the largest financial institutions operating globally. In order to carry out operations in connection with your application or expression of interest for employment, we need to process certain Personal Data. When you as the job applicant, or an employment agency on your behalf, submit Personal Data to us in order to apply for or express interest in an actual or potential job vacancy, the Company will act as the data controller regarding the processing of that Personal Data in accordance with this Notice.

If you are seeking or expressing interest in employment with a Wells Fargo entity in any of the excluded countries listed above, a different privacy notice available on Wells Fargo’s website (<https://www.wellsfargojobs.com/en/international-privacy-notice-for-applicants/>) will govern that entity’s Personal Data collection and processing activities. In the event this Notice is provided to you in a language other than English, any discrepancy, conflict, or inconsistency between the two language versions shall be resolved in favor of the English version, subject to applicable law.

By submitting information, or authorizing information to be submitted on your behalf, in connection with seeking or expressing interest in employment (including a service engagement) at Wells Fargo, you consent to our processing of your Personal Data as described in this Notice.

1. What Personal Data We Collect

We may collect the following categories of Personal Data:

- **General Data:** such as name (given, middle, and last name/surname), home address, telephone number, cellular telephone number, email address, legal gender (male/female), date of birth;
- **Visa, Work Permit, and Work Authorization Data:** such as preferred location(s), desired compensation and currency, country of residence, information about work eligibility status and required visa support;
- **Authentication Data:** such as identification numbers or documents issued by a governmental authority;
- **Background Check Data:** such as background check information including credit and criminal checks and screening, to the extent required or permitted by local law, educational background, prior employment history, professional or

personal references, data associated with verification of politically exposed persons, Personal Data that you make publicly available on social media and other websites (e.g., professional networking sites like LinkedIn), information obtained via data enrichment tools from Wells Fargo's service providers to enhance the accuracy and completeness of your talent profile with Wells Fargo, and other information contained in your Curriculum Vitae or resume you provide to us;

- **Third-party data:** name, title, employer, and location of any individual who you are related to or have a close personal relationship with and who: (a) provides you with a reference; (b) is a U.S. or non-U.S. government official; or (c) has decision-making authority/capability over any matters affecting Wells Fargo;
- **Electronic and voice communications data:** such as recordings, transcriptions and data (including IP address and session data) relating to your voice, image, statements, content, event or meeting sessions arising from your interactions with Wells Fargo via any electronic or physical means, including calls, emails, texts, chats, interviews, CCTV footage (such as those captured from visits to our offices), participation in Wells Fargo events, etc.;
- **Position description:** such as employer, title, position held, duties, terms and conditions of any offer of employment, if applicable;
- **Diversity-related data:** such as race, ethnicity, gender identity, sexual orientation, veteran/military status, disabilities, and personal pronouns; and
- **Other information you may provide at the pre-employment stage:** such as referrals or employment agency representation, and any information relating to your expression of interest or application for employment with Wells Fargo (e.g., academic and educational record, professional qualifications, memberships, certifications, licenses, skills, employment history, voluntarily provided links to your social media like LinkedIn, etc.).

Any information you submit to us must be true, complete and non-misleading. Submitting inaccurate, incomplete, or misleading information may lead to rejection of your application during the application process or disciplinary action, including immediate termination of your employment with us. In addition, it is your responsibility to ensure that the information you submit does not violate the rights of third parties.

We may also collect certain types of Personal Data that may be deemed by the privacy laws of the countries to be sensitive. We collect sensitive Personal Data from public sources or background check companies, as permitted by local law and based on the position. For example, sensitive Personal Data may include Personal Data relating to one or more of the following types of information (list is non-exhaustive): (i) an individual's health, education, genetic traits, or sexual life; (ii) sexual orientation; (iii) medical records and history; (iv) biometric information; (v) race, ethnic origin, marital status, age, colour, and religious, philosophical, or political affiliations (vi) criminal records, offenses (alleged or actual) and proceedings; (vii) information issued by government agencies peculiar to an individual such as social security numbers; (viii) passwords; (ix) financial information such as details of bank account/credit card/debit card/other payment instruments; (x) other information expressly designated by applicable privacy laws to be constitute sensitive Personal Data. The processing of your sensitive Personal Data is necessary to achieve the purposes described in [Section 2](#), and will be conducted in a way that would have the least impact on personal rights and interests. Unless stated otherwise, references to Personal Data in this Notice include sensitive Personal Data.

Where you directly or indirectly provide any Wells Fargo entity with the Personal Data of any individuals, you must inform such individuals about our data privacy practices by providing them with a copy of this Notice and obtain all required informed consents (including separate consents) from such individuals to permit the activities described in this Notice, before providing their Personal Data to Wells Fargo.

2. Why We Process Personal Data

We may use or process Personal Data for the following purposes in relation to your expression of interest or application for employment ("**Pre-Employment Purposes**"):

- **Evaluating and screening job applicants.** For example: evaluating qualifications for employment with Wells Fargo, including whether an applicant is eligible to work in the employment location, reviewing prior work history with Wells Fargo, or meet other eligibility requirements; completing pre-employment screening and verification of information provided by applicants.
- **Managing and enhancing recruitment processes.** For example: communicating with applicants regarding their job application, including conducting interviews; populating a database of candidate information and distributing applicants' Personal Data to appropriate Wells Fargo recruiting and hiring managers globally; supporting improvement of the candidate experience in making job applications or joining our talent communities, including conducting surveys; creating records of applicant status and disposition, including details of employment offers.
- **Facilitating recruitment and job interests expressed by prospective or actual applicants.** For example: to improve productivity in identifying and sourcing talent for job opportunities; identifying, connecting and communicating with these applicants about applicable job openings which meet their expressed interests.
- **Legal, Risk and Compliance.** For example: complying with requirements, obligations and rights under any law, regulation, regulatory guidance and expectations, or code of practice; monitoring or facilitating compliance with Wells Fargo's internal policies; preventing fraud and other illegal activities; avoiding actual or perceived conflicts of interest; to the extent permitted by applicable law, complying with requests from any regulator or other authority to the extent permitted by applicable law.
- **Claims and proceedings.** For example: handling any potential or actual legal, regulatory or other claims or proceedings relating to your application for work for Wells Fargo.
- **Managing technology and data.** For example: implementing, managing and/or upgrading the technology, data, systems, applications, cloud computing and services, artificial intelligence-based capabilities or features, or security controls that relate to hiring or job applicants.
- **Diversity.** For example: reviewing, monitoring and reporting of equality of opportunity or treatment generally amongst job applicants such as in relation to facilitating diversity, equality, and inclusion efforts including during the interview and hiring process in order to take action when someone with a specific characteristic suffers a disadvantage, and reviewing our interviewing and hiring processes and our pay and conditions. Where we seek to collect diversity-related data for diversity purposes, the provision of such data to us is voluntary. We use diversity-related data to monitor and report on diversity in relation to our interviewing and hiring processes. This analysis is done on an aggregate basis and is not used to make direct decisions about you. For example, we use diversity-related data to identify, monitor, and report on the demographics of existing applicants but we always ensure that applicants are considered fairly based on merit for employment with Wells Fargo.
- **Changes to business organization.** For example: supporting business transfers, combinations, restructuring, dissolutions, or similar activities relating to any Wells Fargo entity, that have an impact on hiring or job applicants.

Wells Fargo will not use or process Personal Data for any purpose incompatible with the above purposes unless it is required or authorized by law or as authorized by you.

3. Transfers of Personal Data to Other Recipients

Your Personal Data described in [Section 1](#) may be transferred to the following recipients for the Pre-Employment Purposes described in [Section 2](#):

- **Affiliated Entities.** The Company has Affiliated entities operating in the United States and around the world ("**Affiliated Entities**"), including the group parent in the United States, Wells Fargo & Company (collectively, the Company and our Affiliated Entities are the "**Wells Fargo Group**"). The Company may disclose Personal Data to our Affiliated Entities on a worldwide basis. Non-exhaustive lists of Affiliated Entities can be found in the following Wells Fargo & Company 10-K filings (Exhibits 21) made with the US Securities and Exchange Commission, available at the

following hyperlinks:

- <https://www.sec.gov/Archives/edgar/data/72971/000007297125000066/wfc-1231x2024xex21.htm>
- <https://www.sec.gov/Archives/edgar/data/72971/000007297115000449/wfc-12312014xex21.htm>

- **Regulators, authorities, and other third parties.** To the extent permitted by applicable law, Personal Data may be transferred by the Wells Fargo Group worldwide to regulators, courts, dispute resolution bodies, authorities (e.g., tax and law enforcement authorities), and other third parties such as law firms, legal disputants, consultants, external advisors, industry consortiums and their members (e.g., in efforts to combat fraud and other illegal activities), and other third parties whom you authorize (e.g., your cited professional references).
- **Service Providers.** Personal Data may be shared or entrusted by the Wells Fargo Group entities with one or more parties, whether affiliated or unaffiliated, to process Personal Data under appropriate instructions (“**Data Processors**”). Such Data Processors will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard Personal Data, and to process Personal Data only as instructed. Data Processors may carry out instructions related to information technology (IT) system support, training, cloud computing or services, on-boarding engagements, compliance, other legitimate activities, or supporting the Pre-Employment Purposes. These Data Processors will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard the Personal Data, and to process the Personal Data only as permitted by the contract. In addition, to the extent that Personal Data is disclosed to independent external auditors or other service providers that may not be acting solely as a Data Processor (but also as a data controller), such service providers will be subject to any necessary contractual obligations regarding the protection and processing of such information.
- **Sale or business transaction.** As we develop our business, the Wells Fargo Group might sell, buy, acquire, obtain, exchange, restructure or reorganize businesses or assets. In the event of any actual or proposed sale, merger, reorganization, transaction, restructuring, dissolution, or any similar event involving our business or assets, Personal Data may be shared with the relevant entity or may be part of the transferred assets and will be subject to any necessary contractual obligations to ensure the protection of Personal Data.

The recipients of Personal Data identified in this [Section 3](#) may be in the United States or other jurisdictions outside the countries where you are based. As such, these overseas recipients may not be required to comply with and provide you with comparable levels of data protection or redress under, the data protection laws where you are based. Some of these recipients may also act as data controllers (rather than Entrusted Persons) with respect to your Personal Data. We have provided a list of the offshore recipients which the Company directly transfers Personal Data to in [Section 11](#).

Notwithstanding the above, where required by applicable data protection laws, the Company will: (i) address any applicable requirement to ensure an adequate level of data protection before transferring Personal Data by ensuring the execution of appropriate data transfer agreements or confirming other reasonable safeguards are in place to meet transfer requirements; and (ii) establish that Personal Data will be made available to recipients on a need-to-know basis only for the Pre-Employment Purposes described in [Section 2](#) above.

4. How Your Personal Data is Safeguarded

The Personal Data will be safely stored in the databases of the Company. The Company has implemented appropriate technical, physical and organizational security measures to safeguard Personal Data in accordance with security requirements of applicable law. When we retain a non-affiliated entity or service provider to perform a function, that entity will be required to protect your Personal Data in accordance with our standards.

5. How Your Personal Data is Retained

Your Personal Data is retained in a manner consistent with applicable law and for as long as necessary to fulfil the Pre-Employment Purposes described in [Section 2](#). Records are kept by Wells Fargo and its third-party service providers for varying periods generally ranging from 1 year to 10 years (and for longer in some cases) depending on the legal, regulatory or business requirements for the particular record. The criteria used to determine these retention periods include but are not limited to the following:

- The length of time we have an ongoing relationship with you (for example, for as long as you are applying or expressing your interest in employment with us);
- Whether there is a legal obligation to which we are subject (for example, certain laws require us to maintain business records for a certain period of time);
- Whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations); and/or
- Whether our operational needs require maintaining your Personal Data (for example, for the internal audit of bank operations, systems administration, or fraud prevention).

6. Use of Cookies or Similar Technologies

We and our service providers use cookies and similar technologies on the Wells Fargo career site: www.wellsfargojobs.com. For more information, please see Wells Fargo's Digital Privacy and Cookies Policy at: <https://www.wellsfargo.com/privacy-security/>.

7. Weblinks to Third-Party Websites

This Notice does not address, and we are not responsible for, the privacy, information, or other practices of any third parties, including any third party operating any website or service which the Wells Fargo career website or this Notice links to. The inclusion of a link on the Wells Fargo career website does not imply endorsement of the linked site or service by the Company or our Affiliated Entities.

8. Changes to this Privacy Notice

Any material changes to Wells Fargo's Personal Data collection, use and disclosure practices with respect to International applicant data will be posted on applicable job application sites.

9. Children

The Wells Fargo career website is not intended for minors under the age of 18.

10. Your Rights in relation to Personal Data

You may have certain rights over your Personal Data. Depending on the data protection law applicable to where you are seeking employment, you may have the following rights as a data subject:

- Right to obtain an explanation of processing activities relating to your Personal Data.
- Right to access or to be provided with a copy of your Personal Data.
- Right to correct, complete or update your Personal Data.

- Right to suspend, restrict or object to processing of your Personal Data.
- Right to delete or erase your Personal Data.
- Right to portability of your Personal Data.
- Right to consent to processing of your Personal Data, and to withdraw any consent previously given. Note that such withdrawal will not affect the lawfulness of Personal Data processing performed prior to the withdrawal request, or processing based on lawful grounds other than consent.
- Right to seek relief from data protection authorities, claim damages, seek self-defense, or commence legal proceedings for violations of your rights and interests over your Personal Data under applicable data protection laws where you are seeking employment.
- Right to refuse and request for explanations on automated decision-making using your Personal Data (if any).
- If you are seeking employment with Wells Fargo in Japan, rights to:
 - obtain information about transfer safeguards implemented with respect to overseas transfers of your Personal Data by the Company;
 - be provided with information about security measures implemented to protect your Personal Data; and
 - be informed of the name of the Data Privacy Officer.
- If you are seeking employment with Wells Fargo in India, rights to:
 - request for a summary of personal data processed and the processing activities undertaken by the Company;
 - request for the identities of data recipients with whom personal data has been shared and a description of the personal data shared with such recipients;
 - have your grievances redressed;
 - nominate any other individual who, in the event of your death or incapacity, can exercise your data subject rights; and
 - request for the contents of this Notice to be provided in any language specified in the Eight Schedule to the Constitution of India.

The abovementioned rights may not be absolute and may vary or be subject to exceptions or limitations depending on the applicable data protection law where you are seeking employment. If the Company is not able to accommodate your request, you will be provided with reasons for the denial. If you have questions about or wish to exercise your Personal Data rights, please contact the regional Data Privacy Officer using the contact information below. You have the right to lodge a complaint with the local supervisory authority if you feel actions taken by us violate your rights under applicable data protection laws and you are not satisfied with the resolution we provide.

Canada, Latin America, and Caribbean

Americas Regional Privacy Officer
23rd Floor, 22 Adelaide Street West
Toronto, Ontario
Canada M5H-4E3
Telephone: (416) 607-2900
canadaprivacyinfo@wellsfargo.com

Asia-Pacific

APAC Regional Data Privacy Officer
138 Market Street
#30-01 CapitaGreen
Singapore, 048946
Telephone: (65) 6395 6900
privacy.apac@wellsfargo.com

South Korea Data Privacy Officer
Youngmi Kim
Wells Fargo Bank, N.A. Seoul Branch
21/F, D1, D Tower, 17 Jong-ro 3-gil, Jongno-gu
Seoul, 03155, Korea
Telephone: (82) 2-3706-3187
Email: Youngmi.Kim@wellsfargo.com

India Grievance Officers

Wells Fargo Bank N.A. Mumbai Representative Office
Peter Tan
peter.tan@wellsfargo.com

Wells Fargo International Solutions Private Limited
Vijayalakshmi Kannan
IP.Privacy@wellsfargo.com

Philippines Data Protection Officer

Wells Fargo International Solutions LLC – Philippines
Wells Fargo Center
1180 Wells Fargo Drive
McKinley Hill, Cyberpark, Taguig City
IP.Privacy@wellsfargo.com

Wells Fargo International Clearing Support Services, LLC –
Philippine Branch
17th Floor, Five Neo Building, E-Square IT Park
31st St., Zamora Circle
Bonifacio Global City, Fort Bonifacio, Taguig City
WFICSS.privacy@wellsfargo.com

Contact information for the Data Protection Authority in the Philippines is available at: <https://www.privacy.gov.ph/>.

11. Other Country-Specific Information

If you are applying for a job with Wells Fargo in any of the countries listed below, please see additional country-specific privacy information for the relevant countries below.

Australia

Our employing Wells Fargo entities in Australia covered by this Notice are as follows:

Entity Name	Address
Wells Fargo Bank, N.A. – Sydney, Australia	Level 8, 88 Phillip Street, Aurora Place, Sydney, NSW 2000
Wells Fargo International Finance (Australia) Pty Ltd	Private Office 10.07, Level 7, 80 Collins Street, Melbourne, VIC 3000

Japan

Our employing Wells Fargo entities in Japan covered by this Notice are as follows:

Entity Name and Representative	Address
Wells Fargo Bank, N.A. – Tokyo Branch Entity Representative in Japan: Suzuki, Ryota	24 th Floor, Marunouchi Trust Tower Main, 8-3, Marunouchi 1-chome, Chiyoda-ku, Tokyo 100-0005

Wells Fargo Securities (Japan) Co., Ltd.
Entity Representative in Japan: Kikuchi, Tomomi

24th Floor, Marunouchi Trust Tower Main, 8-3, Marunouchi
1-chome, Chiyoda-ku, Tokyo 100-0005

To the extent that the sharing of Personal Data with the recipients listed in [Section 3](#) is subject to any Japanese data protection laws, where applicable, the Wells Fargo Japan entity above which you are seeking employing with may jointly use Personal Data with those recipients such as its Affiliated Entities. That entity is responsible for the management of Personal Data shared with such recipients, and the name of the Company's representative is listed above. At your request, we will also provide you with additional information about the abovementioned transfer safeguards where required by Japanese protection laws. You may contact the APAC Regional Privacy Officer using the contact information in [Section 10](#) to request additional information about these safeguards.


New Zealand

Our employing Wells Fargo entity in New Zealand covered by this Notice is as follows:

Entity Name	Address
Wells Fargo International Finance (New Zealand) Limited	North Lobby, Level 1, Office #108, 293 Durham Street, Christchurch, 8013, New Zealand

Philippines

In compliance with the Philippines Data Privacy Act of 2012, its implementing rules and regulations, and other relevant issuances, Wells Fargo International Solutions LLC – Philippines (WFIS) and Wells Fargo International Clearing Support Services, LLC – Philippine Branch (WFICSS) were registered with the NPC, along with its Data Processing Systems and appointed Data Protection Officer. These entities have been issued seals of registration by the NPC displayed below.

Wells Fargo International Solutions LLC – Philippines	Wells Fargo International Clearing Support Services, LLC – Philippine Branch
	

South Korea

A summary of what and how your Personal Data is processed is found below and is further detailed in the Notice:

S/N	Processing Activity	Details														
1	Ordinary Personal Data Processed	The types of Personal Data stated in Section 1 of the Notice except the types of data listed in Items 2 and 3 below.														
2	Unique Identification Information ¹ Processed	Government-issued identity numbers or documents (e.g., ID cards) for the final job candidate(s) being selected.														
3	Sensitive Information Processed ²	Political affiliations; criminal records; diversity-related data in Section 1 of the Notice where you voluntarily choose to provide such diversity-related data to Wells Fargo (e.g., in your CV/resume that you upload in a job application)														
4	Purposes of Processing Personal Data	Your Personal Data may be processed for one or more of the purposes listed in Section 2 of the Notice.														
5	Period of Processing and Retention	Processing (including transfer) of Personal Data may be via electronic or physical means. Processing and retention of Personal Data will commence from the time you apply for a job, create a candidate account, or join a talent community of Wells Fargo and will continue until the purposes of processing are achieved, except where further retention and processing is required for exceptional reasons, such as to comply with laws or regulatory requests, or to respond to an audit, investigation or legal matter.														
6	Transfer of Personal Data to Third Party Recipients	<table border="1"> <thead> <tr> <th>Transferor</th> <th>Recipient</th> <th>Data Transferred</th> <th>Purpose of Processing</th> <th>Location of Recipient</th> <th>Period of Processing</th> <th>Contact Details</th> </tr> </thead> <tbody> <tr> <td>Wells Fargo Bank, N.A. – Seoul Branch</td> <td>Wells Fargo & Company and other Wells Fargo affiliates³</td> <td>Per Items 1 to 3 above</td> <td>Per Item 4 above</td> <td>Worldwide</td> <td>Per Item 5 above</td> <td>For queries relating to Wells Fargo affiliates, please contact the South Korea Data Privacy Offer using the details in Section 10 of the Notice</td> </tr> </tbody> </table>	Transferor	Recipient	Data Transferred	Purpose of Processing	Location of Recipient	Period of Processing	Contact Details	Wells Fargo Bank, N.A. – Seoul Branch	Wells Fargo & Company and other Wells Fargo affiliates ³	Per Items 1 to 3 above	Per Item 4 above	Worldwide	Per Item 5 above	For queries relating to Wells Fargo affiliates, please contact the South Korea Data Privacy Offer using the details in Section 10 of the Notice
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Wells Fargo Bank, N.A. – Seoul Branch	Wells Fargo & Company and other Wells Fargo affiliates ³	Per Items 1 to 3 above	Per Item 4 above	Worldwide	Per Item 5 above	For queries relating to Wells Fargo affiliates, please contact the South Korea Data Privacy Offer using the details in Section 10 of the Notice										

¹ Unique Identification Information refers to resident/foreigner registration numbers, passport numbers, and driver's license numbers.

² Sensitive Information refers to information relating to an individual's race, ethnicity, ideology, belief, political opinions, admission to or withdrawal from a trade union or political party, health, sex life, DNA, criminal records, identifying physical, physiological or behavioral characteristics, and other Personal Data likely to markedly threaten their privacy.

³ Wells Fargo has affiliated entities operating in the United States (US) and around the world, including the Wells Fargo group parent in the US, Wells Fargo & Company. Non-exhaustive lists of affiliated entities can be found in the Wells Fargo & Company 10-K filings made with the US Securities and Exchange Commission, found at the following hyperlinks:

(List 1) <https://www.sec.gov/Archives/edgar/data/72971/000007297125000066/wfc-1231x2024xex21.htm>; and

(List 2) <https://www.sec.gov/Archives/edgar/data/72971/000007297115000449/wfc-12312014xex21.htm>

Taiwan

Our employing Wells Fargo entity in Taiwan covered by this Notice is as follows:

Entity Name	Address
Wells Fargo Bank, N.A. – Taipei Branch	39F-1, 77, Songgao Rd., Xinyi Dist., Taipei 110, Taiwan

Vietnam

Our employing Wells Fargo entity in Vietnam covered by this Notice is as follows:

Entity Name	Address
Wells Fargo Bank N.A. Hanoi Representative Office	No. 16, Phan Chu Trinh Street, Unit 1410, Cornerstone Building, Hoan Kiem District, Hanoi