

Wells Fargo International Job Applicant Privacy Notice – Mainland China

This Notice applies to the mainland of the People’s Republic of China (“**China**”).

Effective: 17 June 2025

The Wells Fargo entity in [Section 13](#) 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 (if such entity is an eligible hiring entity in China, whether or not having separate legal personality).

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 job vacancies, the Company will act as the data controller regarding the processing of that Personal Data in accordance with this privacy notice.

If you are seeking or expressing interest in employment with a Wells Fargo entity in any country other than China, a different privacy notice available at 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 in connection with your application or expression of interest for employment:

- **General Data:** such as name (given, middle, and family name/surname), home address, telephone numbers, 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, other information contained in your Curriculum Vitae or resume you provide to us, professional memberships, certifications, skills such as languages, and professional qualifications; Personal Data relating to you that you have chosen to make publicly available on social media and other websites (e.g., professional networking sites like LinkedIn) obtained via data enrichment tools from Wells Fargo’s service providers to enhance the accuracy and completeness of your talent profile with 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 and memberships/licensees, skills, employment history, voluntarily-provided link 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 if you are employed, 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 (including some of the types listed above) that may be deemed by privacy laws in China to constitute sensitive Personal Data. 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 information revealing the aspects of specific identity (e.g., governmental identity documents), financial information, the commission or alleged commission of any offences, related proceedings and the disposition or the sentence in such proceedings, lawfully obtained credit checks, and others. 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 in connection with your expression of interest or application for employment for the following purposes (“**Pre-Employment Purposes**”):

- **Evaluating and screening job applicants.** For example: evaluating your qualifications for employment with Wells Fargo, including whether you are eligible to work in the employment location or meet other eligibility requirements; completing pre-employment screening and verification of information provided by you.
- **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 arising out of your application for work with 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.

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 in efforts to combat fraud and other illegal activities).

- **Service Providers.** Personal Data may be shared by the Wells Fargo Group with one or more parties, whether affiliated or unaffiliated, to process Personal Data under appropriate instructions from the Wells Fargo Group (“**Entrusted Persons**”). Such Entrusted Persons will be subject to contractual obligations to implement appropriate administrative, technical, physical, and organizational security measures to safeguard Personal Data, and to process Personal Data only as instructed. Entrusted Persons may carry out instructions related to information technology (IT) system support, training, compliance, and other legitimate activities, and 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 instructed. In addition, to the extent that Personal Data is disclosed to independent external auditors, benefits providers, insurance carriers, or other service providers that may not be acting solely as an Entrusted Person 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 onshore and offshore recipients which the Company directly transfers Personal Data to in [Section 14](#).

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.

Where required by China’s privacy laws, we enter into Standard Contract(s) issued by China’s cyberspace authority with offshore recipients to comply with legal requirements concerning transfers of Personal Data out of China. You could be a third-party beneficiary to such Standard Contract(s), unless you expressly object within 30 days from the date of this Notice. At your request, we may provide you with a copy of such Standard Contract(s) to the extent required by law. Requests or questions concerning these Standard Contract(s) may be directed to us using the contact details in [Section 12](#).

4. Grounds on which Personal Data is Collected and Processed

The Company may, to the extent permissible by applicable law, rely on the following legal bases to collect and process your Personal Data:

- your consent (including separate consent where required by applicable law);
- when necessary for the conclusion or performance of an employment or service contract with you;
- when necessary for the implementation of human resources management in accordance with lawfully formulated employment policies and rules;
- when necessary for the performance of a statutory duty or obligation;

- when necessary for responding to a public health emergency, or for protecting the life, health, or property safety of a natural person in an emergency; and/or
- any other legal basis as may be provided under applicable law.

5. How Your Personal Data is Safeguarded

Wells Fargo takes appropriate technical, physical, and organizational security measures to protect your Personal Data.

- Wells Fargo's cybersecurity team, which is part of the broader technology team, provides Front Line information security risk assessment and management and is responsible for protecting the Company's information systems, networks, and data, including customer and employee data, through the design, execution, and oversight of our information security program.
- Wells Fargo has processes designed to prevent, detect, mitigate, escalate, and remediate cybersecurity incidents, including monitoring of the Company's networks for actual or potential attacks or breaches. The Company's incident response program includes notification, escalation, and remediation protocols for cybersecurity incidents, including to our Head of Technology and CISO. In addition, to help monitor and assess our exposure to ongoing and evolving risks in these areas, the Company has a cyber and information security focused risk committee led by the CISO and a technology risk committee led by the Head of Technology.
- Additional components of Wells Fargo's information security program include: (i) enhancing and strengthening of our practices, policies, and procedures in response to the evolving information security landscape; (ii) designing our information security program to align with regulatory and industry standards; (iii) investing in emerging technologies to proactively monitor new vulnerabilities and reduce risk; (iv) conducting periodic internal and third-party assessments to test our information security systems and controls; (v) leveraging third-party specialists and advisors to review and strengthen our information security program; (vi) evaluating and updating our incident response planning and protocols; and (vii) requiring employees and third-party service providers who have access to our systems to complete annual information security training modules designed to provide guidance for identifying and avoiding information security risks.
- Wells Fargo's third-party risk management program also has processes to incorporate information security and cybersecurity incident notification requirements into contracts with third-party service providers, require third parties to adhere to defined information security and control standards, and perform periodic third-party risk assessments.

Despite our best endeavors, unfortunately no data transmission or storage system can be guaranteed to be absolutely secure. If you have reason to believe that your interaction or Personal Data with us is no longer secure, please immediately notify us using the contact information in [Section 12](#).

6. 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).

7. 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/>.

8. 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 or this Notice does not imply endorsement of the linked site or service by the Company or our Affiliated Entities.

9. 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.

10. Children

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

11. Your Rights in relation to Personal Data

To submit a question or request to access, supplement, correct, obtain a copy of, or delete your Personal Data, or to restrict or object to any processing of your Personal Data, you or your legal representative may make a written request to the address below to the extent permitted by applicable law. You may have other rights under the laws applicable to our collection of your Personal Data, such as requesting for explanation of our rules of processing your Personal Data, requesting for the transfer of your Personal Data to another entity where relevant requirements are met, revoking your consent, and the right to refuse and request for explanations on automated decision-making using your Personal Data (if any). In addition, you may also have the right to request for an overview of entities involved in the processing of your Personal Data, including the identity of certain recipients of your Personal Data and/or the countries where your Personal Data is being processed. The abovementioned rights may not be absolute, and exceptions may be applicable. If the Company is not able to accommodate your request, you will be provided with reasons for the denial. Please note that if you choose not to consent or revoke your consent, it could affect Wells Fargo's ability to consider your application for employment. Revoking your consent will also not affect the lawfulness of processing done prior to your withdrawal, or processing conducted on legal bases other than consent.

12. Requests and Exercising Rights Over Your Personal Data

You may have a right under applicable law to make a complaint about this Notice. If you would like to make a complaint, please submit your complaint in writing to the contact details below. If you feel actions taken by us violate your rights under applicable law and you are not satisfied with the resolution we provide, you may be able to pursue your complaint with the data protection authorities in China, such as the Cyberspace Administration of China (whose website is available [here](#)).

APAC Regional Privacy Officer

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

13. Wells Fargo Entities in China Covered by this Notice

Entity Name	Address
Wells Fargo Bank, National Association Beijing Branch	Units F722-F723, 7/F, 7 Jinrong Street, Winland International Finance Center, Xicheng District, Beijing, People's Republic of China
Wells Fargo Bank, National Association Shanghai Branch	Unit 30, 32F, Shanghai World Financial Centre, 100 Century Avenue Pudong New Area Shanghai, People's Republic of China
Wells Fargo CDF Commercial Factoring Company Limited Shanghai Branch	Unit 1501-3, 1501-4, 1501-5, 15/F Capital Square No. 268 Hengtong Road, Jing'an District, Shanghai

14. List of Recipients of Personal Data

Information relating to the direct transfer of Personal Data by Wells Fargo entities in China to data controllers (also known as 'personal information handlers') *located onshore in China* is found below:

Data Controller Recipient in China	Contact Details	Personal Data Transferred	Processing Purpose	Processing Means	Retention Period	Method and Procedure to Exercise Rights
The Company's Affiliated Entities in China such as those listed in Section 13	They may be contacted through the APAC Regional Privacy Officer using the contact details in Section 12 above	Types of Personal Data listed in Section 1 above	Purposes listed in Section 2 above	Collection, storage, use, processing, transfer, and deletion	As specified in Section 6 above	Data subject rights can be exercised by contacting us using the details in Section 12 above

Information relating to the direct transfer of Personal Data by Wells Fargo entities in China to *offshore recipients* is found below:

Name of the Offshore Recipient	Contact Details	Type of Personal Data Transferred	Processing Purpose	Processing Means	Retention Period	Method/Procedure to Exercise Rights
The Company's Affiliated Entities outside China such as Wells Fargo & Company, etc.	Offshore recipients can be contacted through the APAC Regional Privacy Officer using the contact details in Section 12 above	Types of Personal Data listed in Section 1 above	Purposes listed in Section 2 above	Collection, storage, use, processing, transfer and deletion	As specified in Section 6 above	Data subject rights can be exercised by contacting us using the details in Section 12 above.