

South Korea - Wells Fargo Bank, N.A. Seoul Branch

Employee Consent to Processing of Personal Information

Effective: June 10 2025

Wells Fargo Bank N.A. Seoul Branch (“**WF Korea**”) intends to collect, use, provide, monitor, etc. (collectively, “**Process**”) individually identifiable information directly or indirectly identifying you or individuals relating to you, including Personal Credit Information, Unique Identification Information and Sensitive Information (collectively, “**Personal Information**”). WF Korea seeks your consent for the Personal Information Processing activities described in this document (the “**Employee Consent**”) and the Employee Privacy Notice for South Korea (the “**Notice**”). The Notice is available in English and Korean at this [site](#), and provides further information about WF Korea’s privacy practices and your rights in your Personal Information.

Please review the Sections below and mark the relevant tick-boxes in each Section to provide your consent to WF Korea's Processing of your Personal Information.

1. Collection and Use of General Personal (Credit) Information

Please review this Section and mark the relevant tick-boxes below to provide your consent to WF Korea's collection and use of your General (Credit) Personal Information (which includes Personal Credit Information).

Purpose of Collection and Use	Required Items	General Personal (Credit) Information is collected and used for the following purposes relating to your employment (collectively, “Employment Purposes”): • Personnel Management – such as: recruitment; retirement; promotion; evaluation; remuneration; reward & punishment; relocation; assignment; transfer; etc. • Career Management – such as: issuance of certificates regarding employment including certificate of employment; certificate of career and certificate of retirement and verification of relevant facts, etc. • Wage Management – such as: payment of basic salary; allowance; bonus; incentive; severance payment (or retirement pension), etc. • Employee Benefits – such as: group insurance (including insurance and benefits for family members and legal dependents); medical benefits; pension benefits; loan interest subsidy; leave; parking if provided; congratulation and condolence payment and leave administration, etc. • Tax/Insurance – such as: subscription to legally required insurance policies including the major 4 public insurances, payment and deduction of taxes including income tax, etc. • Compliance/Legal/Risk – such as: performance of employment contract; ensuring compliance with any and all laws, regulations, guidelines and regulatory guidance or expectations worldwide relating to Wells Fargo and its customers, prospects and counterparties; ensuring compliance with Wells Fargo policies, procedures or rules;
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		ensuring compliance with collective agreements; facilitating fair treatment and provision of opportunities among officers and employees; confirmation of persons subject to veterans compensation and provision of treatment; ensuring compliance with obligations, requests or expectations arising from any laws, regulations, guidance, regulator, court or other authority; handling any actual or potential legal, regulatory or other claim or proceedings involving any Wells Fargo entity; managing and mitigating risk; preventing fraud and other illegal activities; supporting the conduct of audits and investigations; handling any potential complaints or other claims; engaging in disciplinary actions and terminations, etc. • Workforce Administration – such as: assigning projects and tasks; making business travel arrangements; managing business expenses and reimbursements; managing and administering vacation and leave time, and office time; conducting workforce analysis; administering project costing and estimates; facilitating and managing work activities relating to customers and other third parties dealing with the Company and other Wells Fargo entities; providing performance evaluations and promotions; conducting talent management and career development; succession planning; designing employee retention programs; providing references as requested (if permitted by Company policy); administering learning and development training (including approaching you to suggest specific training or gauge your interest in participating in a mentoring programme); providing workplace disability support; supporting veteran initiatives; supporting business continuity and recovery and resolution planning efforts; supporting alternative and/or flexible work arrangements; providing management and security of facilities, worksites and systems; and verifying identity for security purposes, etc. • Corporate Platforms – such as to maintain a corporate directory and offer platforms for sharing information, including populating such directories and platforms, making contact details available, and making intranet websites accessible by Company staff, in order to facilitate staff communication and sharing of information internally. • Technology Management – such as: implementing, maintaining and upgrading information, cloud, artificial intelligence and other technology systems, applications, features or services; providing IT support and asset management; maintaining business continuity and recovery plans and processes; supporting the adoption of alternative and/or flexible work arrangements; managing security services; managing employee access to systems and equipment; compiling of audit trails and other reporting tools; and identifying patterns in the use of technology systems and information entrusted to us to protect Company, people and property, etc. • Security and Monitoring – such as: protection of information processed by company; maintenance, improvement, and inspection of security systems; prevention of unauthorized, unfair and illegal activities which may occur within company and collection of evidence; monitoring use of equipment, systems and property (including email, instant or text messaging, telephonic communications, voice recordings, voicemail, internet use, computer use activity, office access data, and CCTV) in order to administer IT access, provide IT support, prevent and detect loss or unauthorized access to Wells Fargo's data, manage and mitigate risk, manage security services and employee authorizations, and ensure compliance with any law, regulation or guidance worldwide, the Wells Fargo Code of Ethics and
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		Business Conduct, Wells Fargo HR and Return to Office policies, and any other Wells Fargo policies, rules and procedures, etc. • Emergency Contacts – such as: processing and sharing of contact information and establishment of network of emergency contacts, etc. • Corporate Dealings – such as: supporting business dealings and marketing to customers and third parties which Wells Fargo deals or intends to deal with; supporting mergers, acquisitions, combinations, restructuring, dissolutions, business transfers, and similar or related corporate activities, etc. • Workplace Health and Safety – such as: to promote public health and to ensure workplace health and safety, such as in connection with the COVID-19 pandemic, where permitted or required by applicable law, etc. • Other Specified Purposes: all other Employment Purposes specified in Section 2 of the Notice (found at this site).
	Optional Items	• Supporting the employee's requests or their voluntary participation in activities, e.g. requests to receive optional employee or company benefits, employee participation in optional Wells Fargo initiatives, facilitating the conduct of employee surveys that employees choose to participate in, etc. • Supporting the employee's choice to engage or participate in diversity monitoring activities – i.e., monitoring and reporting of equality of opportunity and treatment generally among staff, including in relation to: facilitating diversity, equality and inclusion efforts, reviewing processes concerning the promotion of staff and appointment of senior personnel within the business, reviewing interviewing and hiring processes including in order to take action when someone with a specific characteristic suffers a disadvantage, and reviewing pay and conditions ("Diversity Monitoring Activities").
Information To Be Collected and Used	Required Items	WF Korea may collect the types of General Personal (Credit) Information below, except where such information constitutes Unique Identification Information (specified below), Sensitive Information (specified below), and General Personal (Credit) Information specified below as optional. Your consent will be separately requested in other sections/parts of this Employee Consent for such information. • Master data: such as current and former name, personal contact details (home and mobile telephone numbers, email addresses, and home address), date and place of birth, citizenship, marital status, sex (male/female), tax, and/or social benefits, housing fund and/or insurance number, information required for tax reporting and withholding, health insurance information, death information (i.e. death certification information) of employees or dependents, photograph, bank account details, government-issued identification information that does not constitute Unique Identification Information, etc. • Background data: such as credit history, professional qualifications, previous addresses, prior employment history, previous and current ownership and/or proprietorship current and past directorships held by you and members of your immediate family, education history, and professional or personal references, educational background (college, university, location, major, year of entrance and year of graduation, graduation status, GPA, etc.), career (company, title, responsible duties, service period), resume, qualifications, history of awards, disciplinary

		actions, date of employment, department, title, duties, etc. • Visa and work permit data: such as existing and expired visa(s) and other permit details, copies of birth certificates, and all such information for relevant members of your family (such as your parents, spouse, domestic/civil partner, children and/or other dependents), etc. • Emergency contact information: such as name and contact information of a family member or other person to be contacted in an emergency, etc. • Work contact details: such as name, work address, work phone numbers, fax numbers, work email address, etc. • Contract data: such as terms and conditions of your contract, salary or pay, and other contractual benefits such as car, educational or housing allowances; stock, incentive or bonus awards; and changes to the terms and conditions of your employment or work relationship, etc. • Organizational data: such as title, job position, function, employee ID, department, business unit, supervisor's name and higher level supervisor(s), cost center, signing authority, skills, work experience at the Company, user ID, information technology access rights, etc. • Employment data: such as data that may be collected in the course of employment including business travel, business expenses, use of Company facilities, training activity, attendance at Company events, etc. • Performance data: such as performance evaluations, appraisals, promotions, assessments of performance, etc. • Disciplinary data: such as information about conduct, investigations, and disciplinary notices, if any. • Absence data: such as dates of absence and reasons for absence (such as medical leave) to the extent these apply to you. • Benefits information: such as car, mobile device, gym/fitness and housing allowance, contribution to health insurance, stock option plan details, pension contribution, and the name, address, gender, and date of birth of your spouse or domestic civil/partner, and/or dependents or children who are beneficiaries (if provided by you), etc. • Bonus and incentive information: such as details of applicable bonus, incentives and commission plans, etc. • Third party data: such as the name, title, employer, contact details, and location of any individual who you are related to or have a close personal relationship with who: (i) provided you with a reference for employment with Wells Fargo; (ii) is a U.S. or non-U.S. government official; or (iii) has decision making authority/capability over any matters affecting Wells Fargo; and any other Personal Data relating to another individual which you may provide or disclose directly/indirectly to the Company. • Financial information: such as data related to financial or investment accounts held by you, your spouse/domestic/civil partner, your respective children (including financially independent minors) or other dependents as well as any other accounts you control, including copies of account statements and transaction details for such
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		accounts (such as brokerage statements or other information regarding securities transactions), etc. • Surveillance and usage data: such as data about when and how you use and interact with equipment, electronic communications systems, software (including those you install), and property, such as computers, mobile devices, email, internet, geolocation, calendar invitations, shared files, instant message or chat, video and/or audio calls, recordings and transcriptions, internet, SharePoint, shared drives and other data repositories and voicemail, and how your use of the above compares to others to create benchmarks and risk-rating scores based on such use; images and voices about you that may be captured by closed-circuit television (CCTV) video and audio surveillance equipment installed according to local law onto the Company's business premises; office access data; device data relating to personal electronic devices or other equipment used for any Bring Your Own Device program, e.g. device OS or mode, etc. • Personal Data contained in communications: such as the types of Personal Data listed above that may be contained in emails, phone calls, video calls, and/or instant messages or chats made or received on any business telephone or any Company device or other means of communication that are reviewed in the course of risk management, compliance, and other employment or business activities. • Diversity-related data required for legal, compliance, tax reporting, employment administration or insurance related purposes, such as veteran/military status.
	Optional Items	• Personal career interests, personal hobbies, personal skills that are not prerequisites for employment, car registration number (but not driver's license number), and other General Personal (Credit) Information disclosed by the employee at their voluntary discretion, or collected by Wells Fargo on an optional basis, in order to support the employee's requests or their voluntary participation in activities. • General Personal (Credit) Information to support or participate in Diversity Monitoring Activities.
Period of Retention and Use	The General Personal (Credit) Information collected by this consent continues to be retained and used until all of the above purposes of collection and use have been achieved, in accordance with Wells Fargo's records retention periods. The information will be destroyed when these purposes have been achieved, unless such information is required to be retained for exceptional reasons such as complying with any legal or regulatory requirements or in response to an audit, investigation, or other legal matter. For employees leaving the company, the information will be retained for 5 years after their final day of employment unless required to be retained for exceptional reasons such as those stated above.	
Right to Refuse & Disadvantages	Required Items. The types of General Personal (Credit) Information classified as required items of collection and use may be collected and used without your consent if necessary to implement measures requested by you during the process of entering into or performing an employment contract with WF Korea, pursuant to Article 15(1) and (4) of the Personal Information Protection Act of Korea ("PIPA"). In addition, if you do not consent to the collection and use of such required items, an employment contract may not be executed and maintained with you. Optional Items. You have a right not to consent to the collection and use of the General Personal (Credit) Information classified as optional items of collection and use. However, if you do not consent,	

	you may not be able to enjoy optional employee or other company benefits, or participate in optional employee initiatives.
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I agree that WF Korea may collect and use my General Personal (Credit) Information as above.

Required Items	
☐ I agree	☐ I do not agree
Optional Items	
☐ I agree	☐ I do not agree

2. Collection and Use of Unique Identification Information

Unique Identification Information refers to Individual Identification Numbers (i.e. resident/foreigner registration numbers), passport numbers, and driver's license numbers. **Please review this Section and mark the relevant tick-boxes below to provide your consent to WF Korea's collection and use of your Unique Identification Information (including Individual Identification Numbers).**

Types and Purpose of Information being Collected and Used	Required Items	• Types of Information – where required for the purposes below, resident registration number, foreigner registration number and/or passport numbers. • Purposes of Collection and Use – to the extent permitted by law, Unique Identification Information may be collected and used for purposes such as: registration with the Financial Service Supervisory if required; verification of identity; provision of benefits including subscription to insurance policies and tax-related purposes including income tax withholding; supporting Visa applications or requirements; Employment Purposes described in Section 1 above relating to personnel management, career management, wage management, employee benefits, tax/insurance, compliance/legal/risk, workforce administration, corporate platforms, technology management, security and monitoring, emergency contacts, corporate dealings, workplace health and safety, and other Employment Purposes specified in Section 2 of the Notice (found at this site).
	Optional Items	• Types of Information – where required for the purposes below, your driver's license number, Unique Identification Information of your family members and dependents. • Purposes of Collection and Use – vehicle support necessary in the course of business; overseas business trip support; supporting claims for persons related to you (e.g. family members or dependents) under corporate insurance and other company benefits.
Period of Retention and Use	The Unique Identification Information collected by this consent will be retained and used until all of the above purposes of collection and use have been achieved, in accordance with Wells Fargo's records retention periods. The information will be destroyed when these purposes have been achieved, unless such information is required to be retained for exceptional reasons such as complying with any legal or regulatory requirements or in response to an audit, investigation, or other legal matter. For employees leaving the company, the information will be retained for 5 years after their final day of employment unless required to be retained for exceptional reasons such as those stated above.	

Right to Refuse & Disadvantages	Required Items. The types of Unique Identification Information classified as required items of collection and use above are items that may be processed under a specific legal requirement or permission, without your consent, under relevant law pursuant to Article 24(1)(ii) of the PIPA. In addition, if you do not consent to the collection and use of such required items, an employment contract may not be executed and maintained with you. Optional Items. You have the right not to consent to the collection and use of the types of Unique Identification Information classified as optional items of collection and use. However, if you do not consent, you may not be able to enjoy company benefits or support, such as vehicles support necessary for business, overseas business trip support, and company benefits for persons related to you (e.g. family members or dependents).
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I agree that WF Korea may collect and use my Unique Identification Information (including Individual Identification Numbers) as above.

Required Items	
☐ I agree	☐ I do not agree
Optional Items	
☐ I agree	☐ I do not agree

3. Collection and Use of Sensitive Information

Sensitive Information is 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 information likely to markedly threaten their privacy. **Please review this Section and mark the relevant tick-boxes below to provide your consent to WF Korea's collection and use of your Sensitive Information.**

Types and Purpose of Information being Collected and Used	Required Items	• Types of Information – criminal records; results of inquiry into grounds for disqualification etc.; health-related information where required or requested by law, regulation or regulators (for example, in connection to managing health pandemics like COVID-19); health-related information about you in connection with processing and management of leave, absence, tax, workplace illness and accidents, workplace health and safety, disability access; biometric data such as fingerprints, keystrokes, hand scans, biometric algorithms or voice prints. • Purposes of Collection and Use – Sensitive Information may be collected and used for purposes such as: performing employment background checks; confirmation of disqualifications related to licenses/permits and qualifications under applicable laws and regulations; Employment Purposes described in Section 1 above relating to personnel management, career management, wage management, employee benefits, tax/insurance, compliance/legal/risk, workforce administration, corporate platforms, technology management, security and monitoring, emergency contacts, corporate dealings, workplace health and safety, and other Employment Purposes specified in Section 2 of the Notice (found at this site).
	Optional Items	• Types of Information – diversity-related data such as race, ethnicity, gender identity, disabilities, sexual orientation, religion, and personal pronouns; health-related information about you or persons related to you (e.g. family members or

		dependents) in connection with obtaining medical, insurance reimbursement or other corporate benefits. • Purposes of Collection and Use – Sensitive Information may be collected and used for purposes such as: personnel management and improvement of work environment; provision of medical benefits (including the administration of medical examinations by third party provider where required); insurance payment reimbursement; condolence payment; supporting your choice to engage or participate in Diversity Monitoring Activities.
Period of Retention and Use	Your Sensitive Information collected by this consent continues to be retained and used until all of the above purposes of collection and use have been achieved, in accordance with Wells Fargo's records retention periods. The information will be destroyed when these purposes have been achieved, unless such information is required to be retained for exceptional reasons such as complying with any legal or regulatory requirements or in response to an audit, investigation, or other legal matter. For employees leaving the company, the information will be retained for 5 years after their final day of employment unless required to be retained for exceptional reasons such as those stated above.	
Right to Refuse & Disadvantages	Required Items. The types of Sensitive Information classified as required items of collection and use above are items that may be processed under relevant legal requirement or permission, without your consent, pursuant to Article 23(1)-(2) of the PIPA. In addition, if you do not consent to the collection and use of such required items, an employment contract may not be executed and maintained with you. Optional Items. You have the right not to consent to the collection and use of the types of Sensitive Information classified as optional items of collection and use above. However, if you do not consent, you may not be able to enjoy medical, employee welfare and other company benefits.	

I agree that WF Korea may collect and use my Sensitive Information as above.

Required Items

☐ I agree

☐ I do not agree

Optional Items

☐ I agree

☐ I do not agree

4. Provision of General Personal (Credit) Information

Please review this Section and mark the relevant tick-boxes below to provide your consent to WF Korea's provision of your General Personal (Credit) Information (which includes Personal Credit Information) to third parties.

Provision of General Personal (Credit) Information – Required Items			
Recipient	Recipient's Purpose of Use	Items To Be Provided	Date and Method of Transfer to, and Period of Retention and Use by, Recipient
Wells Fargo Affiliates	Please refer to the Appendix appended to this Employee Consent, which is also available on this site .		Date and Method of Transfer. By electronic transfer (e.g. by IT network, etc.) and/or by physical transfer (e.g. by courier, post,
Financial Supervisory Authority			
Labor Authority			
Government Insurance			

Tax Office		etc.). Data may be transferred during the employee's employment with WF Korea, and/or within the period of retention and use below.
Patriot and Veterans Affair		
Stationery Supplier		
IT Room Maintenance		
Telecom Company		
Payroll Vendor		
External Accounting Firm		
HR Survey Firm		
HR Consulting Firm		
Medical Center		
Technology Service Provider		
Customers or third parties having business dealings with Wells Fargo		
Authorities, government agencies, dispute resolution bodies, and other third parties such as law firms, legal disputants, consultants, external advisors, industry consortiums and their members		
Entities involved or connected to business transfers, combinations, restructuring, dissolutions or similar activities relating to Wells Fargo		

Period of Retention and Use.
Until the purpose of provision is achieved, except where the personal information is required to be retained by the recipient for reasons such as complying with any legal or regulatory requirements or in response to an audit, investigation, or other legal matter.

Provision of General Personal (Credit) Information – Optional Items			
Recipient	Recipient's Purpose of Use	Items To Be Provided	Date and Method of Transfer to, and Period of Retention and Use by, Recipient
Wells Fargo Affiliates	Please refer to the Appendix appended to this Employee Consent, which is also available on this site .		Date and Method of Transfer. By electronic transfer (e.g. by IT network, etc.) and/or by physical transfer (e.g. by courier, post, etc.). Data may be transferred during the employee's employment with WF Korea, and/or within the period of retention and use below.
External Accounting Firm			
Office Parking Vendor			
Golf Country Club			
Driving Service Vendor			
Insurance Broker			
Insurance Company			

		Period of Retention and Use. Until the purpose of provision is achieved, except where the personal information is required to be retained by the recipient for reasons such as complying with any legal or regulatory requirements or in response to an audit, investigation, or other legal matter.
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Right to Refuse & Disadvantages	Required Items. You have the right not to consent to the provision of your General Personal (Credit) Information. However, if you do not consent to the provision of such required items, an employment contract with you may not be executed and maintained. Optional Items. You have the right not to consent to the provision of your General Personal (Credit) Information classified as optional items of provision above. However, if you do not consent, you may not be able to enjoy employee or other company benefits.
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I acknowledge the details of the provision of my General Personal (Credit) Information to third parties in the Appendix appended to this Employee Consent (which is also available on this [site](#)), and I agree that WF Korea may provide my General Personal (Credit) Information to third parties as above.

Required Items

☐ I agree

☐ I do not agree

Optional Items

☐ I agree

☐ I do not agree

5. Provision of Unique Identification Information

Please review this Section and mark the relevant tick-boxes below to provide your consent to WF Korea's provision of your Unique Identification Information (including [Individual Identification Numbers](#)) to third parties.

Provision of Unique Identification Information – Required Items			
Recipient	Recipient's Purpose of Use	Items To Be Provided	Date and Method of Transfer to, and Period of Retention and Use by, Recipient
Wells Fargo Affiliates	Please refer to the Appendix appended to this Employee Consent, which is also available on this site .		Date and Method of Transfer. By electronic transfer (e.g. by IT network, etc.) and/or by physical transfer (e.g. by courier, post, etc.). Data may be transferred during the employee's employment with WF Korea,
Financial Supervisory Authority			
Telecom Company			
Payroll Vendor			
Government Insurance			
Tax Office			

Patriot and Veterans Affair		and/or within the period of retention and use below.
Technology Service Provider		
Customers or third parties having business dealings with Wells Fargo		
Authorities, government agencies, dispute resolution bodies, and other third parties such as law firms, legal disputants, consultants, external advisors, industry consortiums and their members		
Entities involved or connected to business transfers, combinations, restructuring, dissolutions or similar activities relating to Wells Fargo		Period of Retention and Use. Until the purpose of provision is achieved, except where the personal information is required to be retained by the recipient for reasons such as complying with any legal or regulatory requirements or in response to an audit, investigation, or other legal matter.

Provision of Unique Identification Information – Optional Items			
Recipient	Recipient's Purpose of Use	Items To Be Provided	Date and Method of Transfer to, and Period of Retention and Use by, Recipient
Wells Fargo Affiliates	Please refer to the Appendix appended to this Employee Consent, which is also available on this site .		Date and Method of Transfer. By electronic transfer (e.g. by IT network, etc.) and/or by physical transfer (e.g. by courier, post, etc.). Data may be transferred during the employee's employment with WF Korea, and/or within the period of retention and use below. Period of Retention and Use. Until the purpose of provision is achieved, except where the personal information is required to be retained by the recipient for reasons such as complying with any legal or regulatory requirements or in response to an audit,
External Accounting Firm			
Insurance Broker			
Insurance Company			

		investigation, or other legal matter.
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Right to Refuse & Disadvantages	Required Items. The items of Unique Identification Information classified as required items of provision above are items that may be processed under relevant legal requirement or permission, without your consent, pursuant to Article 24(1)(ii) of the PIPA. In addition, if you do not consent to the provision of such required items, an employment contract with you may not be executed and maintained. Optional Items. You have the right not to consent to the provision of your Unique Identification Information classified as optional items of provision above. However, if you do not consent, you may not be able to enjoy employee or other company benefits.
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I acknowledge the details of the provision of my Unique Identification Information to third parties in the Appendix appended to this Employee Consent (which is also available on this site), and I agree that WF Korea may provide my Unique Identification Information (including Individual identification Numbers) to third parties as above.

Required Items

☐ I agree ☐ I do not agree

Optional Items

☐ I agree ☐ I do not agree

6. Provision of Sensitive Information

Please review this Section and mark the relevant tick-boxes below to provide your consent to WF Korea's provision of your Sensitive Information (defined above) to third parties.

Provision of Sensitive Information – Required Items			
Recipient	Recipient's Purpose of Use	Items To Be Provided	Date and Method of Transfer to, and Period of Retention and Use by, Recipient
Wells Fargo Affiliates	Please refer to the Appendix appended to this Employee Consent, which is also available on this site .		Date and Method of Transfer. By electronic transfer (e.g. by IT network, etc.) and/or by physical transfer (e.g. by courier, post, etc.). Data may be transferred during the employee's employment with WF Korea, and/or within the period of retention and use below. Period of Retention and Use. Until the purpose of provision is achieved, except where the personal information is required to be retained by the
Financial Supervisory Authority			
Technology Service Provider			
Customers or third parties having business dealings with Wells Fargo			
Authorities, government agencies, and dispute resolution bodies			
Entities involved or connected to business transfers, combinations, restructuring, dissolutions			

or similar activities relating to Wells Fargo		recipient for reasons such as complying with any legal or regulatory requirements or in response to an audit, investigation, or other legal matter.
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Provision of Sensitive Information – Optional Items			
Recipient	Recipient's Purpose of Use	Items To Be Provided	Date and Method of Transfer to, and Period of Retention and Use by, Recipient
Wells Fargo Affiliates Insurance Company Insurance Broker	Please refer to the Appendix appended to this Employee Consent, which is also available on this site .		Date and Method of Transfer. By electronic transfer (e.g. by IT network, etc.) and/or by physical transfer (e.g. by courier, post, etc.). Data may be transferred during the employee's employment with WF Korea, and/or within the period of retention and use below. Period of Retention and Use. Until the purpose of provision is achieved, except where the personal information is required to be retained by the recipient for reasons such as complying with any legal or regulatory requirements or in response to an audit, investigation, or other legal matter.

Right to Refuse & Disadvantages	Required Items. The items of Sensitive Information classified as required items of provision above are items that may be processed under relevant legal requirement or permission, without your consent, pursuant to Article 23(1)(ii) of the PIPA. In addition, if you do not consent to the provision of such required items, an employment contract with you may not be executed and maintained. Optional Items. You have the right not to consent to the provision of your Sensitive Information classified as optional items of provision above. However, if you do not consent, you may not be able to enjoy employee or other company benefits.
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I acknowledge the details of the provision of my Sensitive Information to third parties in the Appendix appended to this Employee Consent (which is also available on this [site](#)), and I agree that WF Korea may provide my Sensitive Identification Information to third parties as above.

Required Items

☐ I agree ☐ I do not agree

Optional Items

☐ I agree ☐ I do not agree

7. Overseas Transfer of Personal Information

Please review this Section and mark the relevant tick-boxes below to provide your consent to WF Korea’s provision of your Personal Information (including Personal Credit Information, Unique Identification Information and Sensitive Information) to overseas recipients outside of South Korea.

Recipient	Recipient’s Country and Contact Details	Recipient’s Purpose of Use	Items To Be Provided	Date and Method of Transfer to, and Period of Retention and Use by, Recipient
Wells Fargo Affiliates [Note: Non-exhaustive lists of Wells Fargo Affiliate entities may be found in the two lists in the footnote ¹ .]	Wells Fargo Affiliates operate worldwide and may be contacted using the contact details found in the Employee Privacy Notice for South Korea found at this site .	Required purposes of use described in Section 1 , Section 2 , and Section 3 for Required Items of Personal Information. Optional purposes of use described in Section 1 , Section 2 , or Section 3 , if you separately consented to the collection and use of Optional Items of Personal Information in each of the respective Sections above.	General Personal (Credit) Information. Required Items described in Section 1 ; Optional Items described in Section 1 if you separately consented to their collection and use. Unique Identification Information (excluding Individual Identification Numbers). Required Items described in Section 2 ; Optional Items described in Section 2 if you separately consented their collection and use. Sensitive Information. Required Items	Date and Method of Transfer. By electronic transfer (e.g. by IT network, etc.) and/or by physical transfer (e.g. by courier, post, etc.). Data may be transferred during the employee’s employment with WF Korea, and/or within the period of retention and use below. Period of Retention and Use. Until the purpose of provision is achieved, except where the personal information is required to be retained by the recipient for reasons such as complying with any legal or regulatory requirements or in response to an audit, investigation, or other legal matter.

¹ (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>

			described in Section 3 ; Optional Items described in Section 3 if you separately consented their collection and use.	
Customers or third parties having business dealings with Wells Fargo	Worldwide For queries relating to customers or third parties having dealings with Wells Fargo, please contact WF Korea using the contact details on the Employee Privacy Notice for South Korea found at this site .	To enable the recipient to conduct business with or receive services from Wells Fargo; to enable the recipient to comply with legal or regulatory obligations and requests (e.g. AML/KYC regulations).	General Personal (Credit) Information. Required Items described in Section 1 necessary to achieve the purposes of use. Unique Identification Information (excluding Individual Identification Numbers). Required Items described in Section 2 necessary to achieve the purposes of use. Sensitive Information. Required Items described in Section 3 necessary to achieve the purposes of use.	
Authorities, government agencies, dispute resolution bodies, and other third parties such as law firms, legal disputants, consultants, external advisors, industry consortiums and their members	Worldwide For queries relating to Wells Fargo's dealings with authorities, governmental agencies, dispute resolution bodies, and other third parties, please contact WF Korea using the contact details on the Employee Privacy Notice for South Korea found at this site .	Complying with legal obligations, regulations, or requests from any regulator/authority; facilitating any legal claim, defense or proceeding to protect Wells Fargo's business, rights or property; combating fraud and other illegal activities.		
Entities involved or connected to business transfers, combinations, restructuring, dissolutions or similar activities relating to Wells Fargo	Worldwide For queries relating to corporate activities of Wells Fargo, please contact WF Korea using the contact details on the Employee Privacy Notice for South	Supporting mergers, acquisitions, combinations, restructuring, dissolutions, business transfers, and similar or related corporate activities, etc.		

	Korea found at this site .			
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Method, Procedures and Effect of Refusing Consent to Overseas Transfer of your Personal Information	You may refuse to provide consent for the overseas transfer of your Personal Information by checking the “I do not agree” box below, or by separately contacting the APAC Regional Privacy Officer (Email: privacy.apac@wellsfargo.com ; Telephone: +65 6395 6900). However, if you do not provide consent to such overseas transfer, an employment contract may not be executed and maintained with you, and you may not be able to enjoy employee or other company benefits.
Right to Refuse & Disadvantages	You have the right not to consent to the overseas transfer of your Personal Information. However, if you do not consent, an employment contract may not be executed and maintained with you, and you may not be able to enjoy employee or other company benefits.

I agree that WF Korea may provide my Personal Information (including Personal Credit Information, Unique Identification Information and Sensitive Information) overseas.

☐ I agree

☐ I do not agree

8. Inquiries for Personal (Credit) Information

Please review this Section and mark the relevant tick-boxes below to provide your consent to WF Korea making inquiries as to your Personal Information (including Personal Credit Information, Unique Identification Information and/or Sensitive Information) with credit bureaus and credit information collection agencies.

Provider of Personal Credit Information	Credit bureau – SCI Information Service Inc., NICE Information Service Co., Ltd., Korea Credit Bureau. Credit information collection agency – Korea Federation of Banks, Credit Finance Association.
Purpose of Provision/Inquiry	Compliance/Legal/Risk purposes – such as ensuring compliance with laws, regulations, regulatory requests or expectations, internal Wells Fargo policies, procedures or rules, managing and mitigating risk, preventing financial, fraud, illegal or other detrimental incidents.
Items of Personal Information to be Provided	WF Korea may provide your Personal Information below to the above providers of personal credit information to obtain my Personal Information for review: Individual identifiers, such as name, date of birth, address, phone number, etc. Unique Identification Information, such as Individual Identification Numbers (i.e. resident/foreigner registration numbers), passport numbers, and driver’s license numbers, etc.
Items of Personal Information to be Reviewed	Personal Information (including Personal Credit Information) relating to you that WF Korea seeks to obtain from the above providers of personal credit information include Personal Information such as: individual identifiers (name, contact information, etc.), credit rating

	information (default history, information regarding subrogation and subrogation payments, etc.), credit transaction information (loans (including cash advances), debt guarantees, etc.), etc.
Validity Period of Consent	Until the later of the following periods: (i) the date on which the purpose of provision is achieved; or (ii) such period prescribed under Wells Fargo's records retention policies.
Right to Refuse & Disadvantages	You have the right not to consent to the provision or review of your Personal Information. However, in the absence of consent, an employment contract may not be executed and maintained with you.

I agree to WF Korea's provision and review of my Personal Information (including Personal Credit Information) as described above.

☐ I agree

☐ I do not agree

I agree to WF Korea's provision and review of my Unique Identification Information (including Individual Identification Numbers) as described above.

☐ I agree

☐ I do not agree

9. Monitoring of Employees and Personal Information

Please review this Section and mark the relevant tick-boxes below to provide your consent to employee monitoring conducted in relation to Wells Fargo equipment, systems and property.

You acknowledge and agree that all electronic and physical data such as email, computer files, surveillance and usage data², paper or physical records, and Personal Information contained in the foregoing types of data, etc. (collectively, "**Corporate Data**"), that are processed or transmitted through Wells Fargo's electronic or physical equipment, systems and property (including without limitation, corporate and Wells Fargo-approved systems, equipment and devices handling information processing, storage or communications³, etc.) (collectively, "**Corporate Systems**"), that WF Korea has granted you the right to use, are the property of Wells Fargo. You further acknowledge and agree that WF Korea or a third party authorized by WF Korea may review the Corporate Data, information assets and documents, etc. in the Corporate Systems, office space and tools that you use in connection with your duties or employment for the purposes of protecting the legitimate and lawful interests of Wells Fargo (such as confirmation of compliance with the standards for use of the electronic media system, prevention of problems that may arise in connection with WF Korea's business, and collection of relevant materials) and for the Employment Purposes described in [Section 1](#) above relating to personnel management, career management, wage management, employee benefits, tax/insurance, compliance/legal/risk, workforce administration, corporate platforms, technology management, security and monitoring, emergency contacts, corporate dealings, workplace health and safety and other Employment Purposes specified in Section 2 of the Notice (found at this [site](#)). You further acknowledge and agree that such review may include access to log records (including the user of business-purpose means of communication, hours

² This includes (without limitation) information such as data about when and how you use and interact with equipment, electronic communications systems, software (including those you install), and property, such as computers, mobile devices, email, internet, geolocation, calendar invitations, shared files, instant message or chat, video and/or audio calls, recordings and transcriptions, internet, SharePoint, shared drives and other data repositories and voicemail, and how your use of the above compares to others to create benchmarks and risk-rating scores based on such use; images and voices about you that may be captured by closed-circuit television (CCTV) video and audio surveillance equipment installed according to local law onto the Company's business premises; office access data; device data relating to personal electronic devices or other equipment used for any Bring Your Own Device program, e.g. device OS or model, etc.

³ This includes (without limitation): original and backup copies of emails and email accounts; instant and text messaging or chats; video and telephonic communications; voice recordings; video call recordings; voicemail; internet use; office access data; usage activity relating to computers, devices and other systems, equipment and property; CCTV recordings; and data relating to computer or device memory, CD-ROM, DVD, USB memory, external HDD, and cloud storage; data relating to virtual desktops, BYOD (Bring-Your-Own-Device) and similar programs, etc.

of use, contents of information sent and received, attachments, etc.), as well as access, search, extraction, restriction, control, copying or forwarding of information, in relation to any Corporate Data or Corporate Systems.

I agree to WF Korea's conduct of employee monitoring in relation to Wells Fargo equipment, systems and property, which may involve monitoring and/or Processing of my Personal Information, as described above.

☐ I agree

☐ I do not agree

***** PLEASE TURN OVER TO THE NEXT PAGE *****

OVERALL ACKNOWLEDGMENT AND ACCEPTANCE

You hereby confirm that you have provided / will provide WF Korea with correct and accurate Personal Information (including General Personal Information, Personal Credit Information, Unique Identification Information, and Sensitive Information) for the items of Personal Information you consent to WF Korea Processing, and that you will immediately inform WF Korea of any change or error in the relevant Personal Information during the period of its Processing.

You hereby confirm that where you provide the Personal Information of any third party individual (e.g. Personal Information family members, etc.) ("**Information Principal**") to WF Korea / Wells Fargo for any purpose (e.g. to receive welfare benefits, etc.), that you will explain to the Information Principal prior to such provision, what Personal Information will be Processed, the purpose of Processing, the period of collection and use, the fact that the Information Principal has a right to refuse and disadvantages when refusing (in addition, if such information is transferred to a third party again, then the Personal Information being transferred, the recipient, the recipient's purpose of use, the recipient's period of retention, right to refuse and disadvantages) and obtain the Information Principal's separate and informed consent. **By signing this Employee Consent or providing your consent via other means, you hereby confirm** that you have explained the above to the relevant Information Principal and have obtained their separate and informed consent as described above.

You hereby confirm that you have carefully read and sufficiently understood this Employee Consent and hereby submit this document with your signature affixed hereto at your own discretion.

Name (Print)

Date

Signature or (Seal)