
Empowering the Asian American community to succeed financially



Diversity is a part of our business

We build and sustain a diverse and inclusive culture for all Wells Fargo team members — one where individuals feel valued and respected for who they are and their unique skills and experiences. This commitment helps us better understand our customers, recognize new business opportunities, and succeed in serving the needs of our communities and expanding customer base.

Working together to help strengthen the Asian American community

Support for small business. The Wells Fargo Works for Small Business®: Diverse Community Capital program has provided grants and debt capital to Community Development Financial Institutions (CDFIs) that empower diverse entrepreneurs. During 2018, the company exceeded its initial \$75 million commitment to grow diverse small businesses and began to invest an additional \$100 million in grant capital.

According to Opportunity Finance Network's latest report, program awardees closed more than \$55 million in loans to Asian American entrepreneurs in 2018.

Asian American suppliers. Wells Fargo pursues opportunities to engage the diverse supplier community, increase diverse spend, and build capacity and expertise for high-potential diverse suppliers.

In 2018, the company achieved \$1.36 billion in diverse supplier spend, representing 11.7% of its total procurement spend. More than \$381 million was spent with certified Asian-owned businesses in 2018.

In addition, Wells Fargo works with the U.S. Pan Asian American Chamber of Commerce (USPAACC), which plays an important role in helping the company integrate diverse suppliers as strategic partners in our supply chain.

Sustainable housing. In 2018, and for the 10th straight year, Wells Fargo was one of the top bank financiers of home loans to Asian Americans, African Americans, Hispanics, Native Americans, and overall, according to Home Mortgage Disclosure Act data. Additionally, Wells Fargo is the number one bank funder of home loans to low- and moderate-income borrowers and residents of low- and moderate-income neighborhoods. In 2018, the company funded \$15.3 billion in new purchase loans to low- and moderate-income households.

LIFT programs. In 2018, the NeighborhoodLIFT program, Wells Fargo's signature sustainable housing collaboration with NeighborWorks® America, expanded to nine additional communities with a \$75 million philanthropic commitment to boost homeownership and strengthen neighborhoods. The company created 3,900 homeowners through the program last year — bringing the total number of homeowners helped to nearly 20,000 since the LIFT programs (NeighborhoodLIFT, CityLIFT®, and HomeLIFT®) were launched in 2012.

Corporate philanthropy. In 2018, Wells Fargo contributed \$16 million to nonprofit organizations, educational programs and schools that serve Asian American communities.

Providing access, convenience, and value to the Asian American community

In-language communications. Wells Fargo currently offers bilingual brochures in Chinese, Korean, and Vietnamese to inform Asian American consumers about products and services available to meet their needs. Many of its stores have in-language signs and informational materials, as well as bilingual staff. The company has ATMs available in multiple Asian languages, including Chinese, Korean, and Vietnamese.

ExpressSend® remittance services. Wells Fargo has the largest number of payout locations for a U.S. bank-managed remittance service, creating an economical, convenient, and dependable way for our customers to send money back home to their families and friends. Wells Fargo provides multiple channels for sending money to China, India, Vietnam, and the Philippines, including online at wells Fargo.com, by phone (1-800-556-0605 or 1-800-TO-WELLS), and at any Wells Fargo branch.

A place for Asian team members to thrive

Team Member Networks. Many of our team members are passionately committed to diversity and participate in one of the company's 10 Team Member Networks, including our Asian Connection Team Member Network. With more than 13,500 members represented by 38 chapters across the country and around the world, Asian Connection offers team members personal and professional development, mentorship, leadership engagement, networking and community outreach opportunities, and more. Wells Fargo's Team Member Networks align with the company's market segments and business strategies, and serve as a resource to champion diversity and inclusion throughout the organization.

Asian American Leaders Programs. Participants practice and model leadership skills necessary for success in a diverse business environment, gain a working knowledge of leadership styles and skills, become conscious of what they already do well, and raise their awareness of areas and opportunities for personal development. Participants learn how to bridge the gap with mainstream American business cultures while retaining Asian culture and values.



Living out our commitment to diversity and inclusion

Bloomberg Gender Equality Index:

Top Companies Committed to Advancing Women in the Workplace (2019)

Disability Equality Index (DEI): Perfect score of 100% Best Places to Work (2018), 4th consecutive year

DiversityInc: 13th Top Companies for Diversity (2019); Top Companies for LGBTQ Employees (2019); 16th Top Companies for Veterans (2019); and, Top Companies for Talent Acquisition for Women of Color (2019)

Human Rights Campaign: Perfect Score of 100 on Corporate Equality Index (2019), 16th consecutive year

United Way Worldwide: Largest workplace employee giving campaign in the U.S. for 10th consecutive year, based on 2018 donations (2019)

2019 Top 50 Military Friendly Employers® and Top 50 Military Spouse Friendly Employer®

