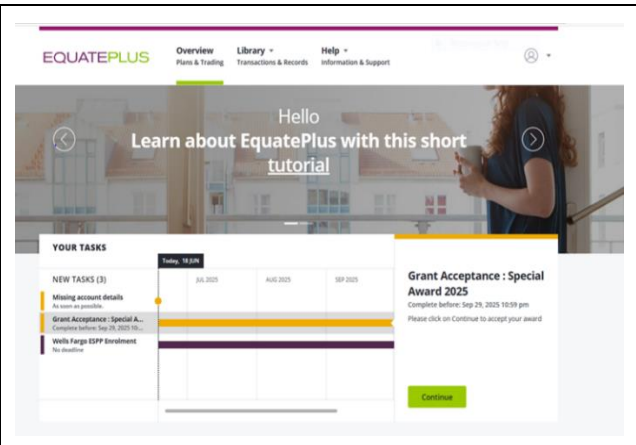
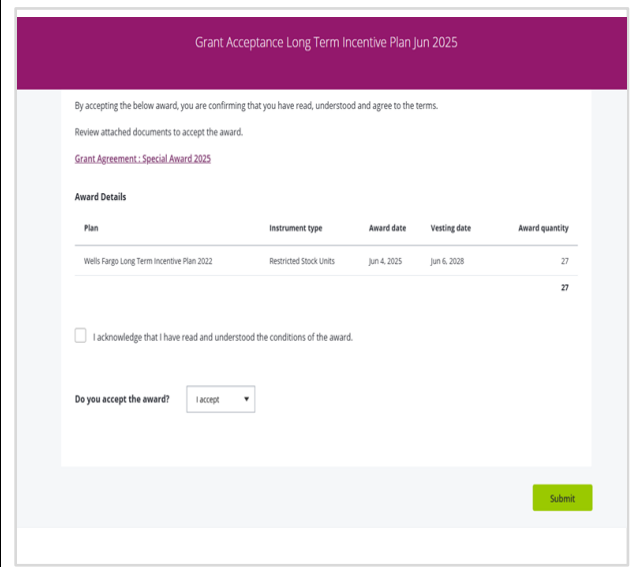


- > Once you have logged into your account, you will see a task within 'Your Task' for your award acceptance.
- > Click on the task, then click on 'Continue'.



- > You will be presented with the Grant Acceptance page which provides a summary of the grant details and vesting schedule.
- > Click on the grant document link to access the corresponding grant agreement.



- > You will be presented with an electronic version of the grant agreement. It is important that you read the agreement carefully.
- > Click on 'Download' if you wish to save a copy.
- > Click on 'X' on the tab to close this web page and return to the Grant Acceptance page.

PLEASE NOTE: Receipt of this Award is subject to your electronic signature on the current plan administrator's website acknowledging and accepting all the terms and conditions of this Award Agreement and the Plan, including the exhibits to this Award Agreement. You must accept the terms and conditions of this Award Agreement on or before September 29, 2025. Failure to do so within this time period may result in forfeiture of this Award in accordance with administrative procedures adopted under the Plan.

WELLS FARGO & COMPANY  
2022 LONG-TERM INCENTIVE PLAN  
RESTRICTED SHARE RIGHTS AWARD AGREEMENT

Grant Date: June 4, 2025

- Award.** To encourage your continued employment with the Company or any Affiliate and to motivate you to help the Company increase stockholder value over the long term, Wells Fargo & Company (the "Company") has awarded you the number of Restricted Share Rights as set forth on the acknowledgment screen for your grant on this website (the "Award"). Each Restricted Share Right entitles you to receive one share of Wells Fargo & Company common stock ("Common Stock") contingent upon vesting and subject to the other terms and conditions set forth in the Company's 2022 Long-Term Incentive Plan, as may be amended from time to time (the "Plan") and this Award Agreement.
- Vesting.** Except as otherwise provided in this Award Agreement, and subject to the Company's right to recoup or forfeit all or any portion of this Award and other conditions as provided in this Award Agreement, the Restricted Share Rights will vest according to the vesting schedule set forth in the "Award Details" portion of the notice of grant of the Award (the "Grant Notice") provided to you via the web portal of the third-party service provider assisting the Company with the administration of the Plan, which Grant Notice is incorporated herein by reference.

Shares of Common Stock in settlement of the Restricted Share Rights will be issued to you or, in case of your death, your Beneficiary determined in accordance with the Plan. Although you may receive dividend equivalents as provided below, you will have no rights as a stockholder of the Company with respect to your Restricted Share Rights until settlement. Upon the vesting dates set forth in the Grant Notice, but in any case no later than December 31 of the taxable year in which the applicable vesting date occurs (for each such date, the "Settlement Period"), each Restricted Share Right will be settled and distributed as one share of Common Stock, subject to the Clawback Policy and the other terms of paragraph 3 and the restrictions in paragraphs 8 and 9 below. Notwithstanding the foregoing, in the event that the Company determines that a Performance Condition (as defined in the Clawback Policy) or other clawback event under paragraph 3 below has occurred prior to settlement of your Restricted Share Rights, your Restricted Share Rights are subject to forfeiture. You acknowledge that your transactions in any shares of Common Stock you may acquire pursuant to this Award are subject to your compliance with the Company's Personal Trading Policy, including with respect to certain blackout trading restrictions and preclearance requirements, to the extent applicable to you.

- Clawback Policy.** The Award is fully conditioned on and subject to the Performance Conditions (as defined in the Clawback Policy) to vesting and the other clawback, forfeiture and cancellation provisions described in the Wells Fargo & Company Clawback and Forfeiture Policy attached hereto as Exhibit B, as it may be amended from time to time (the "Clawback Policy"). If you are an "officer" of the Company within the meaning of Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended (the "Exchange Act"), the Award may also be impacted by application of the Wells Fargo & Company Mandatory Clawback Policy. The Award is also subject to any other applicable reduction, recoupment, "malus" or "clawback" policies, practices or provisions of the Company and its Affiliates, as in effect from time to time, and any applicable reduction, recoupment, malus or clawback requirements imposed under laws, rules and regulations.

In the event that you are subject to additional award payout criteria under the Wells Fargo Bonus Plan or a line-of-business incentive plan, then the Award is also fully conditioned on and subject to your risk performance, as described in such plan and determined by the Plan Administrator of such plan or his or her delegate (the "Plan Administrator"). The Plan Administrator may cancel all or any unpaid portion of the Award for negative risk or compliance outcomes at the individual level based on consideration of actual losses (as specified in the given plan), compliance, or risk infractions that occurred during any year this Award or a portion thereof is outstanding.

- Termination.**
  - The definitions of the terms "Separation from Service", "Disability", "Change in Control", "Cause" and "Retirement" are set forth on Exhibit A to this Award Agreement, which definitions are incorporated by reference herein.

- > Once you have read the agreement, click on the box to acknowledge that you have read the document.
- > To accept the grant, select 'I accept', then click on 'Submit'.

Grant Acceptance Long Term Incentive Plan Jun 2025

Congratulations A\*\*\*\*\*son, you have been selected to participate in the Wells Fargo Long Term Incentive Plan 2022.

By accepting the below award, you are confirming that you have read, understood and agree to the terms.

Review attached documents to accept the award.

[Grant Agreement - Special Award 2025](#)

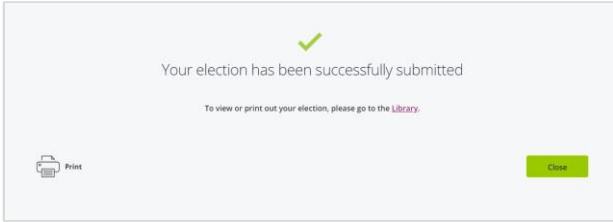
Award Details

Plan	Instrument type	Award date	Vesting date	Award quantity
Wells Fargo Long Term Incentive Plan 2022	Restricted Stock Units	Jun 4, 2025	Jun 6, 2028	27
				27

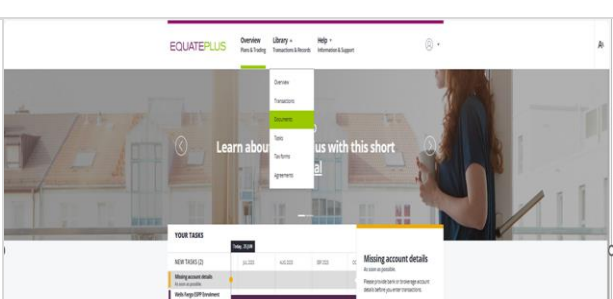
☒ I acknowledge that I have read and understood the conditions of the award.

Do you accept the award?

- > You will be presented with a confirmation on your screen.
- > Click on “Print” if you wish to save a copy.
- > Click on “Close”.



- > To view the confirmation or grant agreement, click on 'Library' at the top of the 'Overview' page, then select 'Documents' in the dropdown.



- > Under 'Completed Agreements' you will see the date that you have accepted the grant agreement.
- > Click on the date link to view the document.

