



GENEVIÈVE PICHÉ Head of ESG Solutions *Wells Fargo & Company*

Geneviève Piché is the Head of the Environmental, Social, and Governance (ESG) Solutions Group in Wells Fargo Corporate & Investment Banking (CIB). Geneviève's team is responsible for delivering thought leadership and a full suite of products aimed at helping clients achieve their ESG objectives across Wells Fargo's Commercial Real Estate, Banking, Markets, and International lines of business. She also leads CIB's implementation of Wells Fargo's "net zero," sustainable finance and climate risk integration goals. She collaborates with teams across Wells Fargo and external partners to drive a holistic ESG and climate change strategy, and advance the company's commitment to environmental sustainability and positive social change.

Previously, Geneviève was the head of Asset Management for Corporate & Investment Banking, where she led a team responsible for building and managing relationships with asset management clients and provided segment expertise, global growth strategies, and segment-appropriate product solutions. Before that, Geneviève was a managing director and relationship manager in the Corporate Banking group where she led a team focused on alternative asset management clients and managed relationships with large European insurance companies. She has relationship management and credit experience supporting a range of other industry segments, including broker-dealers, financial technology, specialty finance, and banks, as well as led origination efforts in Emerging Europe, Africa, India, and Middle East for financial institutions clients.

Geneviève chaired Corporate Banking's Wells Fargo Diversity & Inclusion (D&I) Council and served as a member of Wells Fargo's Wholesale Banking's D&I Council. Originally from Montréal, Canada, Geneviève earned her dual bachelor of arts degree in economics and international studies from Macalester College in St. Paul, Minnesota.

She is an avid musician and outdoor enthusiast, and lives in Charlotte, North Carolina, with her husband and son.

How are you personally supporting Gender Equality Today for Sustainable Tomorrow?

I have the privilege of leading the ESG Solutions Group within Wells Fargo's Corporate and Investment Banking (CIB) business. I spend my days working with a dedicated team of amazing people who are committed to supporting various aspects of sustainability, including climate change, socio-economic advancement, and diversity and inclusion efforts. We are developing bespoke business execution strategies, content, new products, and coverage approaches that help our clients achieve their sustainability objectives. CIB's ESG-related efforts focus on alignment with core competencies and growth areas across all CIB, such as our leading commercial real estate platform, strong lending and capital markets execution, middle-market investment banking, M&A, and pre-IPO/IPO efforts. My team is also responsible for leading the operationalization of Wells Fargo's own goals within CIB. Sustainability work globally must engage with women across all facets in order to support economic development and a just transition to a cleaner economy. The ESG field generally attracts a very diverse group of people from all over the world, including so many inspirational women.



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What can companies do to increase the representation of women in finance?

Supporting strong representation in senior leadership roles is key to increasing women in finance. We all benefit from strong role models to whom we can relate, and the success of our day-to-day business relationships are the same. While we often attract a lot of women at the beginning of their careers, we lose many midstream. Good mentoring and sponsorship efforts, frequent performance and career feedback, and stigma-free cross-enterprise mobility, amongst other things, all help retain female talent and ensure representation at all levels.

What inspired you to get into the finance industry?

My entry into the finance industry was not particularly inspired. As I graduated college, I was focused on getting off my parent's payroll and making it on my own. I had two job offers in two different sectors, and picked the job in banking because it was the most attractive. It has really allowed me to develop a tangible set of skills that have been versatile, while presenting me with an ongoing series of interesting career opportunities. Today, those fundamental financial skills have combined with my passions for the environment and DE&I, allowing me to do a job leading our ESG strategy that feels impactful every day. There have also been a series of important people in my professional life that were instrumental at developing and sponsoring me.

What inspires you to continue to grow in this industry?

Finance is a complex, multi-faceted field where skills can be translated into other opportunities for an entire career. We can have an impact on the success of companies, people and communities, help young entrepreneurs get innovative businesses off the ground, use our expertise to help large companies thrive, facilitate the functioning of global markets, and more. There are opportunities to meet interesting people, learn new things every day, and sometimes travel (a fun perk).

Where is your favorite vacation spot?

Traveling has been a passion of mine for a long time – once you start you get hooked. We like all kinds of trips, but since our son was born, we have committed to visiting as many national parks as we can. We do the Junior Ranger programs, which are an amazing way to learn about the country's natural and cultural heritage. We are also big fans of Santa Fe, NM, and Jackson Hole, WY, for their proximity to wilderness, their interesting history, and unique flare.