

PRESS RELEASE

## **BNP Paribas in Switzerland partners with Advance to promote gender equality**

BNP Paribas in Switzerland announces a new partnership with Advance, a Swiss association that brings together a network of over 150 companies committed to actively promoting women in leadership roles. As part of this partnership, BNP Paribas in Switzerland commits to:

- Appointing a member of its executive team to oversee gender diversity and monitor progress.
- Setting internal gender balance objectives and ensuring their achievement.
- Engaging in regular dialogue with Advance to share progress, challenges, and best practices.
- Promoting equal opportunities and pay equity between women and men.

This partnership aligns with BNP Paribas Group's broader commitment to increasing female representation in leadership. The Group now counts 42% women on its Executive Committee, surpassing its 2025 target of 40%. Several initiatives support this ambition, including the MixCity program—an internal network active in over 20 countries—designed to support female talent in career advancement and raise awareness among all employees about gender equality.

Enna Pariset, CEO and Head of Territory BNP Paribas in Switzerland, commented «Promoting gender diversity is not only a matter of fairness—it's a driver of positive transformation for both business and society. By joining the Advance network, we reaffirm our commitment to fostering an inclusive culture and a more balanced leadership.»

Alkistis Petropaki, General Manager Advance, added «With demographic shifts and evolving workforce expectations, ensuring that all talent – regardless of gender – is fully included and has equal opportunities to advance is no longer just the right thing to do; it is the best move leaders can make to build businesses that are smarter, stronger, and future-ready. Having leading companies like BNP Paribas in Switzerland partnering with our mission sends a strong signal, and I am delighted to welcome them to our association.»

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### About BNP Paribas in Switzerland

*With approximately 1,200 employees, BNP Paribas in Switzerland operates through two branches located in Zurich and Geneva, with Lugano serving as an agency of the Zurich branch. As a leading European bank in Switzerland for corporate, institutional, and private clients, BNP Paribas has been established in the country since 1872. We pursue a tailored strategy for each business line: to be the preferred partner for companies and financial institutions, supporting their growth across Europe and internationally through our “One Bank for Corporates” initiative; and to be a benchmark in wealth management, offering expertise and high-quality service to private clients and entrepreneurs.*

*The integrated model of the BNP Paribas Group enables us to provide our clients with the financial stability of a top-tier European bank, global reach, and a comprehensive range of products and investment solutions. By fostering long-term, trusted relationships with our clients, we aim to contribute to sustainable and responsible growth.*



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