

PRESS RELEASE

BNP PARIBAS REAL ESTATE APPOINTS A NEW GENERATION OF MEMBERS TO ITS MANAGEMENT BOARD

On the proposal of Thierry Laroue-Pont, Chairman and Chief Executive Officer, BNP Paribas Real Estate has integrated a new generation of managers from business lines and strategic support functions into its Management Board appointing six new members.

Three of them represents the business lines of BNP Paribas Real Estate:

- **Csongor Csukás**, Global Head of the Property Management
- **Jean-Maxime Jouis**, Global Head of the Investment Management
- **Caroline Sainderichin**, Deputy Managing Director at BNP Paribas Real Estate Property Development.

Three other members, heads of strategic support functions, join the Management Board also:

- **Catherine Papillon**, Global Head of Sustainability / CSR
- **Bertrand Sannier**, Global Head of Human Resources
- **Guillaume Sottit**, Head of Strategy & Corporate Development

“With these appointments, the Executive Board is now made up of 40% of women and 57% of members under the age of 50. It reflects the variety of the teams that drive the company and embody the values of diversity that I cherish. A new generation is in place to lead the company. I congratulate the newcomers to our governance body and count on them, the talents of BNP Paribas Real Estate, to share with employees our vision and our ambitions for responsible and sustainable real estate.” **Thierry Laroue-Pont, Chairman and Chief Executive Officer of BNP Paribas Real Estate.**

BIOGRAPHY

Csongor Csukás, Global Head of the business line Property Management at BNP Paribas Real Estate



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Csongor Csukás, 45, started his career in 2002 at BFM Facility Management, a subsidiary of PBW Hungary (member of the AEW Europe Group). He held the position of Managing Director from 2004 to 2008 and was then appointed Chief Financial Officer and Deputy CEO of PBW Hungary from 2008 to 2010. Following the acquisition of PBW Hungary by BNP Paribas Real Estate, Csongor Csukás joined the Group in 2010 as Managing Director for Hungary and Czech Republic. He then became Head of International Property Management in 2014 and President of BNP Paribas Real Estate Property Management France in December 2018. Since 2022, Csongor is Global Head of the business line Property Management.

Csongor is a graduate of the Budapest University of Technology and Economics and a graduate of Corvinus University of Budapest, He also holds a Master's degree in East-West Industrial Project Management from ENSAM (Arts et Métiers ParisTech).

Csongor Csukás is a member of the RICS (Royal Institution of Chartered Surveyors). He has been president of APROMA (Association of Property Managers) since 2020.

Jean-Maxime Jouis, Global Head of the business line Investment Management at BNP Paribas REIM France



Jean-Maxime Jouis, 38, joined BNP Paribas REIM France in 2007 where he has held the roles of Asset Manager, Fund Manager, Head of Fund Management, Global Head of Fund Management & Private Investors and member of the Executive Board of BNP Paribas REIM France. In 2022, Jean-Maxime became Chairman of BNP Paribas REIM France. Since July 10th, Jean-Maxime Jouis is Global Head of the business line Investment Management.

Jean-Maxime graduated from ESSEC.

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Caroline Sainderichin, Deputy Managing Director at BNP Paribas Paribas Real Estate Property Development



After serving five years in the BNP Paribas' Human Resources sector, Caroline Sainderichin, 44, took advantage of the Group's mobility policy and joined the BNP Paribas Real Estate Promotion teams in 2006, where she held various positions (Head of Programs, Central Director, Deputy Director..) before being appointed Deputy Managing Director at BNP Paribas Paribas Real Estate Property Development.

She is a graduate of the Paris X Universities, a member of the Real Estate Women Circle (Cercle des Femmes de l'Immobilier), the Palladio Foundation, the Choiseul Institute and the French Institute for Building Performance (IFPEB).

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Catherine Papillon, Global Head of Sustainability / CSR at BNP Paribas Real Estate



Catherine Papillon, 59, began her career at Atisreal Auguste-Thouard in 1989, where she held various positions in the Communications and Marketing department before taking over as Director in 1999. In 2005, BNP Paribas Real Estate acquired Atisreal, with Catherine becoming Director of Communications France, followed in 2010 as Director of International Communications and CSR.

She was appointed International Director of Sustainable Development/CSR in 2016, in charge of defining BNP Paribas Real Estate's CSR strategy with the mission to define the CSR policy and the operational roadmaps, in collaboration with all business lines and functions of the company.

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Catherine also represents BNP Paribas Real Estate in various associations and bodies related to sustainable real estate: Alliance HQE-GBC, BBKA, IFPEB, Circolab, CIBI, Construction 21, OID/ESREI... Co-founding member of "Solid'Office l'immobilier tertiaire solidaire", Catherine Papillon is a member of the Real Estate Women Circle (Cercle des Femmes de l'Immobilier), and board member of the association "1 building, 1 art work" (1immeuble 1 œuvre) and the Observatory of the parity charter in real estate (Observatoire de la charte de la parité en immobilier).

Catherine Papillon holds a Master's degree in Modern Literature from Paris IV - La Sorbonne and a post-graduate degree in Information Sciences. She also graduated from the Cambridge Institute for Sustainable Leadership and was auditor of the Palladio Institute of Higher Studies on Real Estate and the City.

Bertrand Sannier, Global Head of Human Resources at BNP Paribas Real Estate

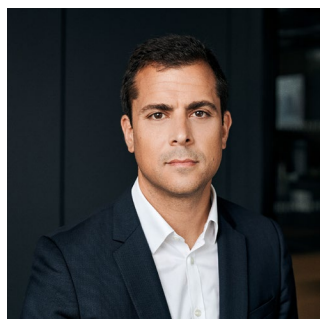


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Bertrand Sannier, 42, started his career at the software company Sage in 2005, as Recruitment Manager and then as a Human Resources Manager. Bertrand joined BNP Paribas Real Estate in 2011 as HR Business Partner for the Property Management business line, then for Transaction, before being appointed Deputy HR Director France in 2015 and HR Director France in 2017.

Bertrand holds a Master's degree in "Human Resources Management/ Personnel Administration, General" from Toulouse Business School.

Guillaume Sottit, Head of Strategy & Corporate Development at BNP Paribas Real Estate



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Guillaume Sottit, 38, started his career in 2009 at Rothschild in London in investment banking. In 2012, he joined the British investment fund Change Capital Partners. Guillaume Sottit joined CBRE in 2015 where he was appointed Director of Corporate Development for the EMEA region. Guillaume Sottit joined BNP Paribas Real Estate in 2018 as Head of the Corporate Development team in charge of steering all of the company's external growth projects and of competitive and strategic intelligence. He also oversees the monitoring of major organic development projects.

In 2020, he became Head of Strategy and Corporate Development and joined the international executive committee. As part of his appointment to the Executive Board, Guillaume will serve as General Secretary.

Guillaume Sottit obtained an MSc in Management from EM Lyon (Lyon School of Management).

EXECUTIVE BOARD OF BNP PARIBAS REAL ESTATE



THIERRY LAROUÉ-PONT

Chairman & Chief Executive Officer



OLIVIER BOKOBZA

Deputy Chief Executive Officer
in charge of Property Development



LAURENT BOUCHER

Deputy Chief Executive Officer in charge
of Advisory France, Italy, Spain, Benelux,
Ireland & Eastern Europe



SANDRINE BRUYAND

Chief Operating Officer (Finance,
Organisation, Purchasing, Tax, IT, Work
Environment and Operational Permanent
Control Departments)



SÉVERINE CHAPUS

Deputy Chief Executive Officer of
Property Development in charge of
Development



CSONGOR CSUKAS

Global Head of Property Management



DOMINIQUE JONES

Senior Advisor



JEAN-MAXIME JOUIS

Global Head of Investment Management



CATHERINE PAPILLON

Global Head of Sustainability/CSR



ETIENNE PRONGUE

Chief Executive Officer of
BNP Paribas Real Estate UK



CAROLINE SAINDERICHIN

Deputy Chief Executive Officer of
Property Development in charge of
Production



BERTRAND SANNIER

Global Head of Human Resources



GUILLAUME SOTTIL

Head of Strategy and Corporate
Development
General Secretary of the Executive
Board



MARCUS ZORN

Chief Executive Officer of
BNP Paribas Real Estate Germany

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**BNP PARIBAS
REAL ESTATE**

Real Estate for a changing world

About BNP Paribas Real Estate

BNP Paribas Real Estate, one of the leading international real estate providers, offers its clients a comprehensive range of services that span the entire real estate lifecycle: Property Development, Transaction, Consulting, Valuation, Property Management and Investment Management. With 5,300 employees, BNP Paribas Real Estate as a one stop shop company, supports owners, leaseholders, investors and communities thanks to its local expertise across 23 countries (through its facilities and its Alliance network) in Europe, the Middle-East and Asia. BNP Paribas Real Estate is a part of the BNP Paribas Group, a global leader in financial services.

As a committed stakeholder in sustainable cities, BNP Paribas Real Estate intends to spearhead the transition to more sustainable real estate: low-carbon, resilient, inclusive and conducive to wellbeing. To achieve this, the company has developed a CSR policy with four objectives: to ethically and responsibly enhance the economic performance and use of buildings; to integrate a low-carbon transition and reduce its environmental footprint; to ensure the development, commitment and well-being of its employees; to be a proactive stakeholder in the real estate sector and to build local initiatives and partnerships.



For more information: www.realestate.bnpparibas.com
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