

PRESS RELEASE

BNP PARIBAS REAL ESTATE ANNOUNCES A NEW GOVERNANCE STRUCTURE TO SUPPORT ITS DEVELOPMENT STRATEGY

Thierry Laroue-Pont has been appointed Executive Chairman and Jean-Maxime Jouis Chief Executive Officer (CEO) of BNP Paribas Real Estate

Amid significant change within the property sector, BNP Paribas Real Estate has announced updates to its governance and organisational structure, set to come into force from **1 March 2026**.

Jean-Maxime Jouis has been appointed CEO of BNP Paribas Real Estate, working alongside Thierry Laroue-Pont, Executive Chairman.

Thierry Laroue-Pont will retain operational management of the Property Development, a key business line in BNP Paribas Real Estate's strategic roadmap.

Jean-Maxime Jouis will lead the strategic and operational management of BNP Paribas Real Estate, with a particular focus on the **Advisory** and **Property Management** business lines, which he has been managing since January 1st.

Three Deputy Chief Executive Officers complete this new executive management team:

- **Molka Langar** is joining BNP Paribas Real Estate as Deputy Chief Executive Officer of the company, in charge of Corporate Functions and the company's Transformation.
- **Laurent Boucher** retains his position as Deputy Chief Executive Officer of BNP Paribas Real Estate, in charge of the Advisory business line (Transaction, Consulting, Valuation).
- **Csongor Csukas** is now Deputy Chief Executive Officer of BNP Paribas Real Estate, in charge of Property Management.

This Executive Management team will carry out its duties in close coordination with the Board of Directors, which will include representatives from BNP Paribas' three major business lines.

Thierry Laroue-Pont says: "This new governance is tasked with ensuring the implementation and success of BNP Paribas Real Estate's new strategic and transformation plan. With these experienced and respected managers, supported by the BNP Paribas Group, with whom we are eager to further develop our synergies, BNP Paribas Real Estate is strengthening itself to achieve the ambitious objectives we have set for 2030. I am convinced that we are on the right track!"



BIOGRAPHIES:



Thierry Laroue-Pont is the Executive Chairman of BNP Paribas Real Estate and the CEO of BNP Paribas Real Estate Property Development.

After starting his career at Jones Lang LaSalle (JLL) in 1987, Thierry Laroue-Pont joined BNP Paribas Real Estate in 2004. He went on to become Head of the Ile-de-France office division, then vice-chairman and then chairman of BNP Paribas Real Estate Advisory France. In 2012, he was appointed Deputy General Manager of BNP Paribas Real Estate in charge of Advisory (Transactions, Consulting and Valuation) before becoming CEO of BNP Paribas Real Estate in 2014.

Since October 2024, Thierry Laroue-Pont has also been the CEO of the Property Development business line.

Thierry Laroue-Pont is a graduate of the Institut d'Etudes Politiques de Lyon and has a master's degree in law and a postgraduate degree in international law.



Jean-Maxime Jouis is the Chief Executive Officer (CEO) of BNP Paribas Real Estate, responsible for the strategic and operational leadership of the company and for supervision of the Advisory and Property Management business lines. Jean-Maxime Jouis has spent his career at BNP Paribas Real Estate. He joined BNP Paribas REIM France in 2007 when it was a subsidiary of BNP Paribas Real Estate. There, he worked successively as Asset Manager, Fund Manager, Head of Fund Management, Global Head of Fund Management & Private Investors, and member of the Management Board of BNP Paribas REIM France.

In 2022, Jean-Maxime Jouis became Chairman of the Management Board of BNP Paribas REIM France, then, in July 2023, Global Head of Investment Management until its transfer to BNP Paribas Asset Management on 1 January 2026.

Jean-Maxime Jouis is an ESSEC graduate.



Molka Langar is Deputy Chief Executive Officer of BNP Paribas Real Estate, in charge of Corporate Functions and the company's Transformation.

After starting her career with Crédit Agricole's General Inspection Department in 2007, Molka Langar joined the BNP Paribas Group in 2011. She first worked in the Strategic Planning Department on proprietary acquisitions, then in the Group Finance Department, where she headed Group Financial Management for the IPS division. She joined BNP Paribas Cardif in 2018, where she had various roles in Corporate Strategy, then in Financial Management as part of Finance, Actuarial and Capital (FAC), before becoming head of Strategic Management and Development at BNP Paribas Cardif France from February 2022 to

October 2024. From late 2024 to the end of 2025, Molka was Head of Programmes for the IPS division, where she was in charge of transferring asset management from BNP Paribas Cardif to BNP Paribas Asset Management and helping BNP Paribas Real Estate develop its strategic plan. She joined BNP Paribas Real Estate last January.

Molka Langar is a graduate of the ESCP-EAP European School of Management.



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Laurent Boucher is Deputy Chief Executive Officer of BNP Paribas Real Estate, responsible for the Advisory business lines (Transaction, Consulting, Valuation) in Europe.

Since joining Auguste-Thouard in 1988 as a consultant and later a director, Laurent Boucher has spent his career at BNP Paribas Real Estate, where he was appointed Deputy Managing Director of BNP Paribas Real Estate Transaction France in 2008, then Vice-Chairman in 2011 and Chief Executive Officer in 2014.

In October 2020, Laurent Boucher was appointed Deputy Chief Executive Officer of BNP Paribas Real Estate, responsible for Advisory business lines in France, Benelux, Spain, Ireland, Italy and Poland. Since January 1, 2026, his responsibilities have been extended to Germany and the United Kingdom.



Csongor Csukas is Deputy Chief Executive Officer of BNP Paribas Real Estate, in charge of the Property Management business lines.

Csongor Csukas began his career in 2002 at BFM Facility Management, a subsidiary of PBW Hungary, as Managing Director from 2004 to 2008, before being appointed Head of Administration and Finance, then Deputy CEO of PBW Hungary. Following BNP Paribas Real Estate's acquisition of PBW Hungary in 2010, Csongor Csukas became General Manager for Hungary and the Czech Republic. In 2014, Csongor was made Head of International Property Management. He also became Chairman of BNP Paribas Real Estate Property Management France in December 2018.

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

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 and Property Management. BNP Paribas Real Estate as a one stop shop company, supports owners, leaseholders, investors and communities thanks to its local expertise across 23 countries, spanning Europe (direct presence and Alliance network), Asia (platforms) and North America (Alliance network). 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.

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