

## BNP PARIBAS REAL ESTATE EVOLVES THE GOVERNANCE OF ITS BUSINESS LINES

Always striving to better respond to the new service-related challenges in real estate and to develop synergies for the benefit of the company's clients, BNP Paribas Real Estate announces new appointments effective as of January 1<sup>st</sup>, 2026.



**Jean-Maxime Jouis**, currently Global Head of Investment Management (REIM), will become **Deputy CEO of BNP Paribas Real Estate**, with responsibility for supervising the **Advisory and Property Management business lines**. He will report to **Thierry Laroue-Pont**, CEO of BNP Paribas Real Estate.

**Timothée Raully** and **John O'Driscoll**, currently **Global Co-Heads of Real Estate at AXA IM Alts**, will **jointly assume the responsibilities of Global Head of Investment Management (REIM)** on an interim basis. This transition is part of the **legal merger** between BNP Paribas Asset Management, AXA Investment Managers and BNP Paribas REIM, and will continue **until the definition of the target common operating model**.



"I congratulate Jean-Maxime on this new step in his journey at BNP Paribas Real Estate, which he joined 18 years ago. Building on his investor experience and the expertise of the Advisory and Property Management teams, he will contribute to the development of BNP Paribas Real Estate's offering. His outstanding professional qualities and leadership will be undeniable assets in meeting the challenges faced by our sector and our clients," says Thierry Laroue-

Pont.

### Evolution of Advisory Governance for Enhanced European Coordination

**Laurent Boucher**, currently **CEO of BNP Paribas Real Estate Advisory France** and in charge of Advisory 7\*, will supervise all these activities in every country where the company operates, including the United Kingdom and Germany.

**Brice de Germay**, currently Head of Capital Market, will be appointed **Deputy CEO of BNP Paribas Real Estate Advisory France**, which includes Transaction, Valuation, and Consulting activities. He will report directly to Laurent Boucher.

At the same time, **Eric Siesse**, currently **Deputy CEO in charge of the Office Leasing Division for the Paris region**, will assist Brice de Germay in supervising Advisory France, thereby strengthening the management team.





**Laurent Boucher**



**Brice de Germay**



**Eric Siesse**

“The appointment of Brice reflects BNP Paribas Real Estate’s commitment to relying on experienced profiles recognized by our clients to lead the future of our business lines. With Eric, they share both our vision and our ambition to offer our clients premium services tailored to current challenges,” says Laurent Boucher.

**In the United Kingdom, Mark England, previously COO, is appointed CEO of BNP Paribas Real Estate UK. He succeeds Etienne Prongue, who becomes Head of the International Investment Group (IIG) at BNP Paribas Real Estate. Both appointments have been effective since October 1, 2025.**



**Mark England**



**Etienne Prongue**

“Mark has my full confidence to strengthen our services and open this new chapter of our presence in the United Kingdom, building on the work undertaken by Etienne in recent years. As Head of IIG, Etienne will be tasked with developing our global Capital Market offering (Offices, Logistics, Retail, and Hotels), notably by consolidating synergies within the BNP Paribas group, especially between BNP Paribas Real Estate, BNP Paribas CIB, BNP Paribas Asset Management, and BNP Paribas Wealth Management,” adds Thierry Laroue-Pont.

\*Belgium, Spain, Ireland, Italy, Luxembourg, Netherlands, Poland.

#### 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 4,000 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.

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