BNP PARIBAS

PRESS RELEASE

BNP Paribas: Appointments within the Group's Executive Committee

Paris, 23rd November 2026 – As part of its upcoming strategic plan, BNP Paribas announces several appointments within its Executive Committee.

Frank Roncey, following 13 years as Group BNP Paribas Chief Risk Officer, is appointed Executive Advisor to the General Management as of 1st July 2027. In this new role, he will continue to bring all his expertise and contribution to the Group. He will report to Jean-Laurent Bonnafé, Director and Chief Executive Officer of BNP Paribas.

Pascal Fischer, currently Group BNP Paribas General Auditor, will succeed Frank Roncey as of 1st July 2027 as Group Chief Risk Officer, following a transition period from 31st December 2026. He will join the Group's Executive Committee from 1st July 2027 and will report to Jean-Laurent Bonnafé.

Anne Pointet, currently Head of Group BNP Paribas Company Engagement, is appointed Group BNP Paribas General Auditor as of 31st December 2026, succeeding Pascal Fischer. She will be member of the Group's Executive Committee and will report to Jean-Laurent Bonnafé.

Sandrine Ferdane, currently Global Head of Financial Institutions Coverage (FIC) within BNP Paribas Corporate & Institutional Banking (CIB), is appointed Head of Group BNP Paribas Company Engagement as of 31st December 2026, succeeding Anne Pointet. She will join the Group's Executive Committee and will report to Jean-Laurent Bonnafé.

Georges Dirani, currently Group General Counsel, is appointed Senior Executive Director to the Chair of the Board and the General Management as of 31st December 2026. He will report to Jean-Laurent Bonnafé.

Alice Bonardi, currently Global Head of Group Dispute Resolution and Legal Risk Anticipation, is appointed Group General Counsel as of 31st December 2026, succeeding Georges Dirani. She will join the Group's Executive Committee and will report to Jean-Laurent Bonnafé.

"*As the European leader in investment banking, corporate financing and long-term savings management, BNP Paribas has all the expertise, industrial and technological platforms and client franchises for its new stage of development. In the context of the Group's transformation and its evolving environment, these appointments will support the business lines in their next growth phase and contribute to consolidating our integrated model. I would like to thank Frank Roncey who, throughout his career at the bank and in his several roles, in particular as Head of the Risk function, has contributed to reinforcing the culture and requirements of risk management within the Group. I would also like to thank Georges Dirani who, as Group General Counsel, extensively contributed to representing and defending the bank's interests. I would also like to thank Pascal Fischer, Anne Pointet, Sandrine Ferdane and Alice Bonardi for their achievements, each in their respective role, in support of BNP Paribas and its clients. I have full confidence in their continued contribution*

to the Group's success in their new roles." said **Jean-Laurent Bonnafé,** Director and Chief Executive Officer of BNP Paribas.

Biographies



Frank Roncey has been Chief Risk Officer since 2014 and member of the Group's Executive Committee. He began his career at Paribas in Paris in 1989 as an options trader and market maker. In 1992, he became Global Head of Bond Options Trading. In 1995, he was appointed Head of Forex and Forex options trading for Paribas, based in London. In 1997, he became Global Head of Market & Liquidity Risk for Paribas. Following the merger with BNP that formed the BNP Paribas Group, he was appointed Global Head of Market and Liquidity Risk as well as Operational Risk for the Group in 2001. In 2004, he became Chief Risk Officer for the Americas. In 2009, he also took on responsibility for risk oversight of BNP Paribas' retail banking activities in the western United States – Bank of the West and First Hawaiian Bank – in which capacity he took a seat on the Board of Directors of BancWest and Bank of the West. In 2011, he became Group Chief Credit Risk Officer and Global Head of Retail and Corporate Risk Management in the Group Risk Management department. He is a graduate of Ecole des Mines and holds an MBA from HEC.



Pascal Fischer has been Group General Auditor and permanent invitee of the BNP Paribas' Executive Committee since September 2022. He began his career within Paribas in 1985 and spent a significant part of his career in market activities and RISK function within several international entities (Asia, United States, Europe). He notably has been Head of Market, Liquidity and Counterparty risks until 2015, when he joined the newly formed entity Global Markets, first in London as Head of EMEA then in Hong Kong as Head of APAC. He joined General Inspection in June 2021 as Deputy General Auditor. Pascal Fischer is a graduate of HEC.



Anne Pointet has been Head of Company Engagement and member of the BNP Paribas' Executive Committee since July 2024. After beginning her career at the French Ministry of Defense and then at the Ministry of the Economy and Finance, she joined BNP Paribas in 2007. She managed the subsidiaries of the Middle East countries and then the network of French overseas territories in 2009. In 2011, she joined BNP Paribas Commercial & Personal Banking in France (CPBF) and held several leadership functions. In 2020, Anne Pointet was appointed Deputy Chief Executive Officer of BNP Paribas Wealth Management, in charge of Wealth Management activities for Domestic Markets and International Retail Banking. She has a degree in Economics and is a graduate of Sciences Po Grenoble and an alumna of Ecole Nationale d'Administration (2003).



Sandrine Ferdane has been, since 2020, Head of Institutional Client Coverage at BNP Paribas, where she leads a franchise dedicated to the world's largest financial institutions – a segment that has experienced strong growth in recent years. Between 2014 and 2020, she served as CEO of BNP Paribas in Brazil, where the Group is one of the leading international banks. Having joined the BNP Paribas Group in 1992, Sandrine Ferdane has held various responsibilities within Structured Finance and client coverage, both in Paris and Brazil. A French-Brazilian national, she holds a Master in Management from EM Lyon.



Georges Dirani has led LEGAL, the BNP Paribas legal function, since October 2010. In his capacity as Group General Counsel, he oversees 1,600 legal professionals in more than 54 countries and serves as a member of the BNP Paribas Supervisory and Control Committee. Earlier in his career, he was General Counsel of Deutsche Bank France and a partner at Linklaters. He subsequently joined Herbert Smith, where he served as Managing Partner and sat on the firm's Global Council. Georges Dirani is a graduate of Paris 1 Panthéon-Sorbonne University, where he earned a master's degree in international business law and a postgraduate degree in Banking and Financial Law.



Alice Bonardi has been Global Head of Group Dispute Resolution and Legal Risk Anticipation at BNP Paribas since 2020. She started her career as a capital markets lawyer at Morgan Stanley in London and subsequently joined Société Générale as Legal Head of Debt Securities. She joined BNP Paribas in 2007 as legal counsel to the Debt Capital Markets and ALMT teams. In 2016, she was appointed Head of Legal for Global Markets in France. In July 2020, she took responsibility for Group Dispute Resolution, overseeing the teams handling the Group's major disputes. Alice Bonardi is a graduate of Paris-Panthéon-Assas University, where she obtained postgraduate degrees in Business Law and Industrial Property Law.

About BNP Paribas

Leader in banking and financial services in Europe, BNP Paribas operates in 64 countries and has over 180,000 employees, including more than 146,000 in Europe. The Group has key positions in its three main fields of activity: Commercial, Personal Banking & Services for the Group's commercial & personal banking and several specialised businesses including BNP Paribas Personal Finance and Arval; Investment & Protection Services for savings, investment and protection solutions; and Corporate & Institutional Banking, focused on corporate and institutional clients. Based on its strong diversified and integrated model, the Group helps all its clients (individuals, community associations, entrepreneurs, SMEs, corporates and institutional clients) to realise their projects through solutions spanning financing, investment, savings and protection insurance. The Group has a historic footprint in four eurozone markets: Belgium, France, Italy and Luxembourg. The Group is rolling out its integrated commercial & personal banking model across several Mediterranean countries, Türkiye, and Eastern Europe. As a key player in international banking, the Group has leading platforms and business lines in Europe, a strong presence in the Americas as well as a solid and fast-growing business in Asia-Pacific. BNP Paribas has implemented a Corporate Social Responsibility approach in all its activities, enabling it to contribute to the construction of a sustainable future, while ensuring the Group's performance and stability.

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