Evolution of IT Transversal & Functions department

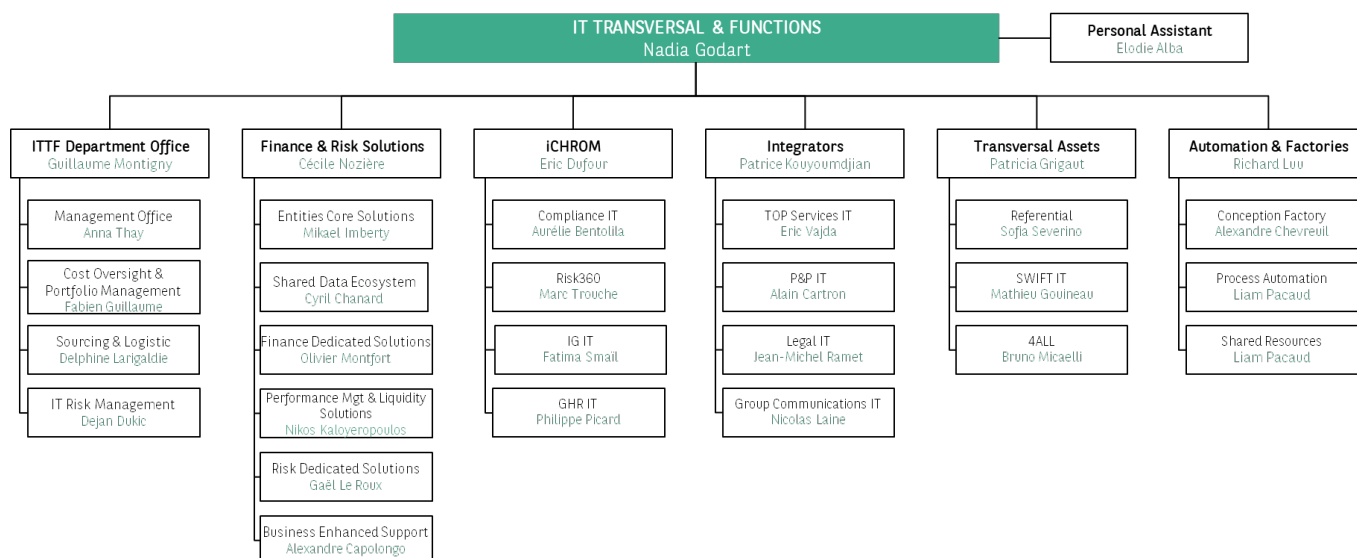**Effective date:** December 2nd, 2024

The new IT GROUP organisation is effective as of 1st July 2024 and has been officially communicated to all Group employees.

As explained in this **note**, **IT GROUP's major challenges** include notably:
- Adopting innovative solutions on data and artificial intelligence,
- Ensuring interoperability and security of Information Systems.

For *IT Transversal & Function*'s department, these **key challenges imply certain evolutions** to better **support the Group's overcoming challenges.**

Organisation of *IT Transversal & Functions* department:

The creation of the *IT Transversal & Functions* department, in 2021, has enabled to successfully accompany the first milestones of the 2025 GTS plan for Group Functions.

To successfully address the second phase of the plan and to lead the upcoming challenges, the organisation of the department is evolving in link with the new phase implemented by the IT of BNP Paribas Group as part of the acceleration of its 2022-2025 strategic plan.

This new organisation, effective as of December 2nd, 2024, will ensure operational excellence of IT services while further gaining in efficiency.

> ➤ **Nadia GODART** is confirmed as Head of the *IT Transversal & Functions* department. She still reports hierarchically to the Group Chief Information Officer (CIO).

This department is composed of:

A. Finance & Risk Solutions

As a continuation to the accomplishments of FRESH, the Finance & Risk Solutions division ensures IT support dedicated to the Filiere Unique, Finance & Strategy, and RISK (credit risk), for the entire Group.

> ➤ **Cécile NOZIERE** remains the Head of *Finance & Risk Solutions* division. She hierarchically reports to the Head of *IT Transversal & Functions*.

This division is responsible for tools, engines, solutions and support for financial and regulatory reporting, credit risk calculation and monitoring, accounting management control and liquidity reporting.

This division is composed of:

- The *Entities Core Solutions* team, under the responsibility of **Mikael IMBERTY**, is in charge of delivering solutions for financial data collection, controls, and processing platforms at local level i.e. the group standard OFS and the local general ledgers,

- The *Shared Data Ecosystem* team, under the responsibility of **Cyril CHANARD**, is in charge of delivering solutions for Filiere Unique and participates in the new regulatory reporting implementation,

- The *Finance Dedicated Solutions team*, under the responsibility of **Olivier MONTFORT**, is in charge of delivering solutions for Financial Local Regulatory Reporting, Tax, controls, and certification,

- The *Performance Management & Liquidity Solutions team*, under the responsibility of **Nikos Kaloyeropoulos**, is in charge of delivering solutions to management control and liquidity,

- The *Risk Dedicated Solutions team*, under the responsibility of **Gael LE ROUX**, is in charge of delivering solutions for credit risk monitoring, stress testing, modeling, and reporting,

- The *Business Enhanced Support team*, under the responsibility of **Alexandre CAPOLONGO**, is in charge of monitoring figures production processes on a daily basis and supporting users, especially during closing periods.

The managers of the above teams report hierarchically to the Head of *Finance & Risk Solutions* division.

B. iCHROM (Inspection Générale, Compliance, Human Resources and RISK ORM)

The IT dedicated to Compliance, RISK ORM, Inspection Générale (IG) and Group HR are composed of internal developments together with external softwares, with more and more common topics and disruptive transformation in progress.

> ➢ **Eric DUFOUR** remains the Head of *iCHROM* division. He hierarchically reports to the Head of *IT Transversal & Functions*.

This division handles the development and maintenance of Group applications for the Inspection Générale, the Human Resources, the Compliance, and the Operational Risks.

This consolidation facilitates the IT connections between assets supporting these functions which often address similar topics.

This division is composed of:

- The *Compliance IT* team, under the responsibility of **Aurélie BENTOLILA**, is in charge of the maintenance and development of the application sets necessary for the fundamental Group Compliance mechanisms,

- The *ORM (Operational Risk Management) IT* team, under the responsibility of **Marc TROUCHE,** is in charge of the maintenance and development of the application sets necessary for the 1st and 2nd line of defense,

- The *IG IT* team, under the responsibility of **Fatima SMAIL**, is in charge of the maintenance and development of applications dedicated to the Inspection Générale function,

- The *GHR IT* team, under the responsibility of **Philippe PICARD**, is in charge of the maintenance and development of the application packages necessary for the Group Human Resources, in its recruitment, career monitoring and development, training and remuneration monitoring dimensions.

The managers of the above teams report hierarchically to the Head of *iCHROM* division.

C. Integrators

The IT dedicated to Procurement & Performance (P&P), IMEX, People and Property Security (PPS), Business Partner Group (BPG), Group Legal and Group Communication are mainly composed of external softwares, on-premises or in SaaS, integrated to our global IT ecosystem.

> **Patrice KOUYOUMDJIAN** remains the Head confirmed as Head of *Integrators* division. He hierarchically reports to the Head of *IT Transversal & Functions*.

This division encompasses the maintenance and the development of IMEX, PPS, BPG, and P&P applications', operated by IT GROUP centrally and by Brussels SSC, as well as the centralized applications of the Legal and Group Communication functions.

This division is composed of:

- The *TOP Services IT* team, under the responsibility of **Eric VAJDA**, is in charge of the maintenance and development of IMEX, PPS & BPG applications,

- The *P&P IT* team, under the responsibility of **Alain CARTRON**, is in charge of the maintenance and development of P&P applications,

- The *Legal IT* team, under the responsibility of **Jean-Michel RAMET**, is in charge of the maintenance and IT development of the Legal function,

- The *Group Communications IT* team, under the responsibility of **Nicolas LAINE**, is in charge of the maintenance and development of the centralized applications of the Group Communication function.

The managers of the above teams report hierarchically to the Head of *Integrators* division.

D. Transversal Assets

The referential systems and SWIFT IT, serving the entire Group including Functions and Businesses, are gathered around a newly created division: Transversal Assets.

> **Patricia GRIGAUT** remains the Head of *Transversal Assets* division. She hierarchically reports to the Head of *IT Transversal & Functions*.

This division includes all Group referential systems, including organizational, personal, third party, […], to respond to the challenges surrounding the structuring of these referentials as well as data quality.

This division also encompasses IT SWIFT services, essential for processing financial flows for the entire Group, in their current context of transformation and with a constant concern for operational excellence.

This division is composed of:

- The *Referential team*, under the responsibility of **Sofia SEVERINO**, is in charge of the maintenance and development of Group referential systems, including organization, people, third party referential, etc.

- The *SWIFT IT team*, under the responsibility of **Mathieu GOUINEAU**, is in charge of the maintenance and development of financial flow exchanges platforms,

- The *4ALL team*, under the responsibility of **Bruno MICAELLI**, is in charge of the program aiming at reshaping the ecosystem of third parties (legal entities) within BNP Paribas, in order to federate third-party data sources (internal and external) and allow for better sharing within the Group.

The managers of the above teams report hierarchically to the Head of *Transversal Assets* division.

E. Automation & Factories

During the 1st phase of GTS plan, the Group Functions and Businesses have benefited from new capabilities in terms of automation and industrialization of their processes, with, by example, the creation of new robots and implementation of workflows.

The division will carry these creations through their evolution and will offer the essential capacity for the realization of new requests while relying on the Group's platforms and the strategy defined by the Artificial Intelligence & IT Innovation department.

The division also has the mission to support the entire department in the design and architecture of applications provided to the Group Functions.

> **Richard LUU** remains the Head of *Automation & Factories* division. He hierarchically reports to the Head of *IT Transversal & Functions*.

This division is composed of:

- The *Conception Factory* team, under the responsibility of **Alexandre CHEVREUIL**, is in charge of providing expert architecture services that enable the development of innovative, scalable and reliable IT solutions.

- The *Process Automation team*, under the responsibility of **Liam PACAUD,** is in charge of supporting the Functions to achieve maximum efficiency and productivity through the development of customized robotic and automated workflow solutions.

- The *Shared Resources team*, under the responsibility of **Liam PACAUD,** is in charge of supporting projects across the organization by providing expert project management, UI/UX design, and development services.

The managers of the above teams report hierarchically to the Head of *Automation & Factories* division.

F. ITTF Department Office

The ITTF Department Office division ensures the operational support for the entire department in structuring dimensions such as budget, sourcing, project portfolio management, and IT risk management. The division is also responsible for defining and coordinating governance, developing and monitoring the department's IT strategy, as well as handling ad-hoc missions.

The setup also includes the assistants of the *IT Transversal & Functions* department.

> ➢ **Guillaume MONTIGNY** remains the Head of *ITTF Department Office* division and acts as *Chief of Staff* to the Head of the department. He hierarchically reports to the Head of *IT Transversal & Functions.*

This division is composed of:

- The *Management Office* team, under the responsibility of **Anna THAY,** is in charge of implementing and monitoring governance within ITTF, contributing to strategic committees and to the IT GROUP and T&OP initiatives, as well as coordinating Engagement and Sustainability initiatives. The executive assistants, in charge of day-to-day secretarial support for division management, are also part of the team.

- The *Cost Oversight & Portfolio Management* team, under the responsibility of **Fabien GUILLAUME** is in charge of supervising the budget, managing the projects/programs portfolio for the department, while ensuring compliance with the governance framework (e.g., Investment Committee),

- The *Sourcing & Logistic* team, under the responsibility of **Delphine LARIGALDIE**, is in charge of the sourcing strategy for the department, its implementation, and ensuring compliance with the associated requirements,

- The *IT Risk Management* team, under the responsibility of **Dejan DUKIC**, is in charge of managing IT risks, globally and aggregately monitoring risk exposure, ensuring business continuity/crisis management, and ensuring compliance with IT Governance requirements for all divisions of the IT Transversal & Functions department.

The managers of the above teams report hierarchically to the Head of *ITTF Department Office* division.

New Composition of *IT Transversal & Functions's* Executive Committees:

This evolution is part of the new IT GROUP organization.

The following are members of *IT Transversal & Functions's Executive Committee*:

- ➢ ***Nadia GODART***   Head of IT Transversal & Functions
- ➢ ***Cécile NOZIERE***   Head of Finance & Risk Solutions
- ➢ ***Eric DUFOUR***   Head of iCHROM
- ➢ ***Patrice KOUYOUMDJIAN***   Head of Integrators
- ➢ ***Patricia GRIGAUT***   Head of Transversal Assets
- ➢ ***Richard LUU***   Head of Automation & Factories
- ➢ ***Guillaume MONTIGNY***   Head of ITTF Department Office and
  Chief of Staff to the Head of IT Transversal & Functions