



## Deborah Shire

Deputy Head of Alts, BNP Paribas Asset Management Alts  
Member of Management Board of BNP Paribas Asset  
Management Alts

Deborah is the Deputy Head of Alts, BNP Paribas Asset Management alternatives investment platform of BNP Paribas Asset Management. She has been in this role since 2020 (at AXA IM Alts, which later became BNPP AM Alts following the acquisition of AXA IM by BNP Paribas in July 2025), in charge of alternative credit and impact private equity. In 2025, she expanded her responsibilities to lead the Client Group functions, which includes the Sales and Product Management teams, as well as Marketing and Communications.

BNP Paribas Asset Management Alts (BNPP AM Alts) is the largest alternatives asset manager in Europe and a global leader, with approximately €300 billion in assets under management across Real Estate, Infrastructure, Alternative Credit and Private Equity. With a 30+ year track record, BNPP AM Alts has built a reputation as a pioneering and innovative asset manager, combining an entrepreneurial investment culture with strategic discipline.

Since 2014 Deborah had the responsibility of the alternative credit, impact and private equity businesses. She joined the Management Board of CAPZA, a leading European Private Debt and Private Equity firm, in 2019, where she successfully guided the partnership through various stages until the full acquisition was completed in 2024.

Between 2011 to 2014, Deborah served as a Global Head of Business Development within the Real Assets team, in this role she was responsible for Corporate Finance, Investor Relations, Marketing & Communication and Business Development. Deborah was also a member of the Management Board of the real assets and was instrumental in the creation of the CRE debt platform, now firmly established as a global leader in its field today.

In 2000, Deborah founded the Alternative Credit platform, growing it from a €3.5bn business to one of the largest managers of alternative credit assets in Europe today. In her role, Deborah led the development and launch of a performing and diversified product range including leveraged loans, ABS, CLOs, ILS, Mortgages, Regulatory Capital and Impact investment.

Deborah joined AXA in 1996 and held various positions both in the AXA Group Corporate Finance, in charge of AXA Group M&A and Treasury and AXA IM Quantitative Management departments before moving to AXA IM Structured Finance in 2000.

She has over 30 years of experience.