

PIERRE PICARD IS APPOINTED CHIEF COMPLIANCE OFFICER

Paris, July 8th, 2025. Pierre Picard has joined Sycomore Asset Management as Chief Compliance Officer. Assuming the position from July 7th, 2025, he reports to the CEO, Denis Panel, and will sit on the Management Committee.

Pierre Picard, 59, will be responsible for ensuring Sycomore Asset Management operates in full regulatory compliance. He will also implement and oversee the internal procedures to prevent compliance risks and supervise staff training to safeguard the firm and its clients' interests. He replaces Jean-Baptiste Blanc, who has chosen to pursue new career opportunities after serving at Sycomore Asset Management for over 20 years.

With over 30 years' experience in the financial industry, Pierre Picard held various roles at BNP Paribas Asset Management for 20 years. In his last position, he served as Chief Compliance Officer. From 2011 to 2018, he held the position of Deputy Head of internal sales distribution team and was notably in charge of implementing MiFID 2. Between 2007 and 2011, he also served as Deputy Head of the Multi-Asset and Structured Products team. Earlier, he had been responsible for fund structuring, a position he had also held at the start of his career with CDC IXIS Capital Markets. Pierre Picard is a graduate of Ecole Polytechnique and ENSAE.

"We are delighted to welcome Pierre to the team" says Denis Panel, CEO, Sycomore AM. "The depth of his expertise and his sense of operational excellence are valuable assets for our company". He adds: "We are convinced that under his leadership, our compliance department will continue to thrive and uphold our commitment to applying the highest standards within the industry".

Pierre Picard says: *"I am delighted to be joining Sycomore AM, the firm that has spearheaded responsible investing. I will apply all my energy and determination to strengthening our compliance culture". He adds: "As a team, our efforts will focus on maintaining and elevating the firm's commitment to integrity and excellence".*

About Sycomore Asset Management - Mission-led company

Founded in 2001, Sycomore Asset Management is an asset manager specialised in listed investments and driven by a strong entrepreneurial spirit, part of Generali Investments' ecosystem of asset management firms. Since its creation, Sycomore has been committed to delivering long-term returns by identifying the levers enabling a company to generate sustainable value.

The firm's expertise draws on a fieldwork approach and a proprietary corporate fundamental analysis model, which includes financial and extra-financial criteria. Its investment team of 23 professionals focuses on assessing the overall performance of a company with respect to its stakeholders: shareholders, clients, employees, suppliers, civil society and the environment.

Sycomore AM is a mission-driven company certified B Corp™, thus marking its will to contribute positively to society: "a force for good". Its mission: to invest to develop a more sustainable and inclusive economy for all our stakeholders.

As a reference and key player in responsible investment, Sycomore AM is a member of the FIR, WDI (Workforce Disclosure Initiative) and IIGCC (Institutional Investors Group on Climate Change). It continues to work on the quantification of environmental and social impacts.

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