

## SYCOMORE AM ACTIVELY PURSUES ITS BUSINESS DEVELOPMENT

Paris, September 9<sup>th</sup>, 2025. As the firm deploys its growth strategy and continues to reinforce its organisation, Sycomore Asset Management is pleased to announce the appointment of Fabien Madar as Head of Business Development, effective from September 1st. He reports to Denis Panel, CEO, and sits on the Executive Committee.

Fabien Madar, 60, will be responsible for steering the sales strategy and driving Sycomore AM's business development in its priority markets. He will coordinate the Distribution, Client Service, Product Development, Marketing and Communication teams. With over 35 years' experience in the asset management industry, Fabien Madar will play a strategic role in implementing Sycomore AM's growth plan, aimed at building up the firm's international footprint and raising its assets under management.

Fabien Madar began his career as a Portfolio Manager at CDC Gestion (Natixis) in 1991. Three years later, he joined Banque Bruxelles Lambert France (NN IP) where he served as Head of Fixed Income. In 2000, he moved to ING IM (NN IP) as Managing Director, France, before joining Pioneer Investments (now owned by Amundi) in 2008 as Head of Sales for Western and Northern Europe. Ten years later, Fabien was appointed Co-Head of Europe and Head of Southern Europe, in charge of Fund Distribution at BNP Paribas Asset Management. From January 2025, he had served as Head of Sales at Groupama Asset Management. Fabien Madar holds a Master's degree in Finance and has a Master's degree in Corporate Finance and Banking Management. He also completed an Executive Programme at Boston University in the United States.

*"We are delighted to welcome Fabien to the team" says Denis Panel, CEO, Sycomore AM. "His arrival is a milestone in Sycomore AM's growth strategy and will support our ambition to grow our assets under management, notably abroad, accelerate product development, and enhance our client experience" he adds.*

*"Joining Sycomore AM is about working side by side with proven professionals driven by their passion for responsible investment, quality investment and client service", says Fabien Madar.*

Concomitant with Fabien Madar's recruitment, Jean-Philippe Abougit, 45, also joined Sycomore AM on September 1st, where he will be responsible for developing institutional and wholesale clientele in France, Belgium and Luxembourg. He will report to Fabien Madar. Jean-Philippe Abougit's mission is to consolidate relationships with existing institutional and distribution partners and contribute to the acquisition of new clients across both segments, in France, Belgium and Luxembourg.

Jean-Philippe Abougit began his career in 2004 at IXIS PCM (Groupe Caisse d'Epargne) as an Account Manager and was later appointed Key Account Manager. From 2007, he served as Head of Sales at NMM (Natixis Group) before moving to Neuflyze Private Assets (ABN Amro Group) in 2010 as a Senior Relationship Manager. Three years later, he joined Mandarine Gestion, where he served as Head of Business Development Distribution, Head of Key Accounts and then Head of Sales, a position he had held since 2021. Jean-Philippe Abougit holds a Master's degree in Corporate Finance and Markets from Grenoble School of Business (member of the IAE network) obtained in 2004.

*"We are greatly looking forward to Jean-Philippe's arrival at Sycomore AM" says Denis Panel. "His valuable expertise and deep knowledge of the market will be instrumental in helping us strengthen our existing relationships and attract new clients" he adds.*

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*"I am delighted to be joining Sycomore AM at this pivotal time for the firm" says Jean-Philippe Abougit. "My focus will be on offering the best service to our clients, to fully address their needs" he adds.*

The recruitments of Fabien Madar and Jean-Philippe Abougit will support Sycomore AM's ambition to rank among Europe's leading responsible investment firms.

**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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