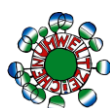


sycomore

Sélection Crédit

Sustainability Performance and Shareholder Engagement Report

This report describes the fund's investment process, its sustainability performance and its shareholder engagement in 2024, as required by the SRI label created and supported by the French Ministry of Economics and Finance.



The FCP fund comes with no guarantee of earnings or performance and carries a risk of loss of principal. Before investing, please see the Key Information Document for the UCITS, available on our website: www.sycomore-am.com. Report pertaining to 2024. To learn more about Sycomore AM's sustainability approach, please see our related policies and strategies on our [website](#) and read the sustainability report published by the asset management company, as required by Article 29 of France's Energy and Climate Law. The indicators are based on companies' most recently published data (2023 or 2024 in most cases). The ESG performance reported in this document is that of companies in which the fund owned securities at 31 December 2024 and does not represent the fund's direct contribution to this performance. SRI labels help retail investors to identify responsible and sustainable investment strategies. These labels serve as a guide for investors but are no guarantee on the capital invested and do not certify the quality of investment management strategies implemented within the fund. ¹ Sustainable Finance Disclosures Regulation – Under the SFDR, an "Article 8" fund is a fund that promotes environmental and/or social objectives.

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01 The fund's investment philosophy

Sycomore Sélection Crédit is an SRI-labelled fund whose objective is to **identify the best opportunities available in the primary and secondary markets, by investing in Euro-denominated bonds** with no market capitalisation or credit rating constraints (Investment Grade, High Yield and Non-Rated).

The selection process aims to **combine attractive yields, regular returns** and the **active management of the fund's modified duration** based on a **socially responsible** investment process. With a maximum 10% exposure to the financial sector, the fund primarily focuses on **non-financial stocks**. The fund has **several objectives**:



It aims to **outperform its benchmark, Barclays Capital Euro Corporate ex-Financials Bond Index, in terms of financial returns** (with dividends reinvested), within a sensitivity range of 0 to +5.



It pledges to **maintain at least 50% of its assets in sustainable investments**, as defined by the SFDR, at all times.



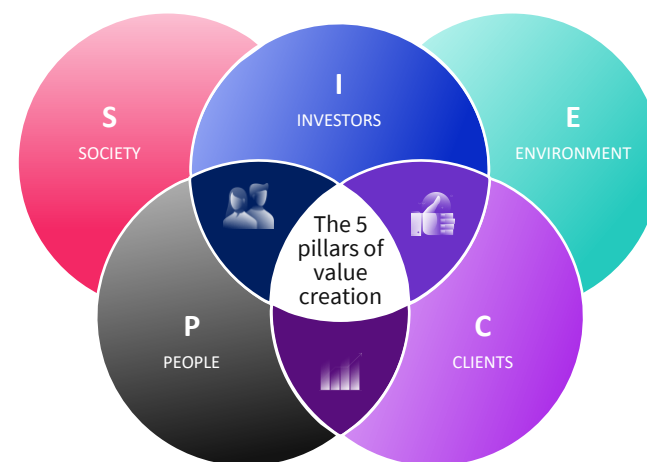
It aims to **outperform its benchmark** at all times with respect to the Net Environmental Contribution (NEC) and **growth in staff at portfolio companies** over the past three years.



As of January 2025, it aims to **outperform its benchmark index in terms of Net Environmental Contribution and Scope 1, 2 and 3 carbon intensity**.

The fund's **responsible investment approach** is based on:

1. A fundamental analysis using **Environmental, Social and Governance (ESG) criteria** and our **SPICE²** model. The analysis applies the European Commission's concept of double materiality: as such, it covers risks that are material to the company's business value, as well as the negative social or environmental impacts of its business activities on its stakeholders.



2. An active shareholder engagement policy, especially with companies undergoing an ESG transformation.
3. Regular monitoring of the fund's sustainability performance, based on both monthly and annual reporting, through this document.

² SPICE stands for Society & Suppliers, People, Investors, Clients and Environment. For details on the information taken into account in our SPICE fundamental analysis model, see our [ESG Integration Policy](#).

1.1

Our definition of a sustainable investment

In anticipation of the entry into force of the SFDR's Regulatory Technical Standards (RTS) on 1 January 2023, Sycomore AM introduced a **common definition of a sustainable investment** to be used for every investment universe. The definition aligns with the one provided in the SFDR³ and has three main components:

1 Identifying investments that make a positive contribution to the environmental and social issues listed in the definition.

- Since 2015, Sycomore AM has rolled out **two metrics** assessing the ability of a company's **products and services** to meet environmental and societal challenges, such as access to renewable energy, effective management of resources, and access to healthcare: the **Net Environmental Contribution** and the **Societal Contribution** of products and services.
- In partnership with The Good Economy, we have also developed a metric called **The Good Jobs Rating**, which assesses a company's ability, across its value chain, to create **long-term, high-quality jobs** that are **accessible to all**, especially in regions where the people need them most.
- Lastly, our **human capital assessment**, Happy@Work, has been in use since 2015 to identify the companies that provide a particularly **favourable environment for employee development**.

An investment is identified as having a positive contribution if it meets the minimum score for **at least one of the four metrics**.

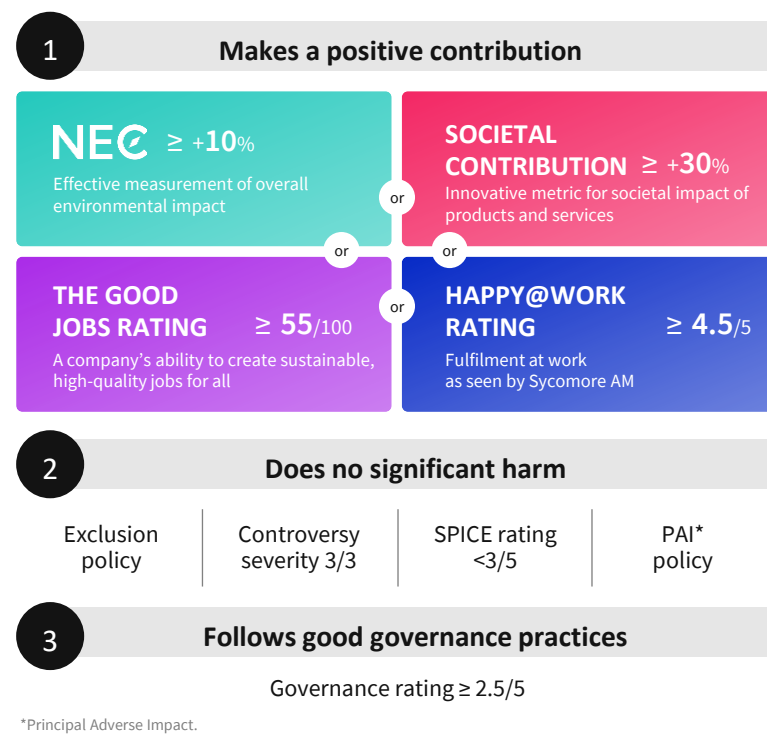
2 Avoiding investments that may cause significant adverse impacts

We rely on our existing **exclusion** and **controversy management policies**, our **SPICE** fundamental analysis model based on **ESG** criteria, and our **Principal Adverse Impact** policy published in 2023.

3 Ensuring the implementation of good governance practices

An investment must meet a minimum score before it can be accepted as sustainable.

This definition can be summarised as follows:



Selectivity

Fewer than 50% of the large European indexes, such as the EuroStoxx, are considered "sustainable" by these criteria. This level of selectivity aligns with the average for French asset management companies, according to a **survey** conducted by the Association Fran aise de Gestion in February 2023⁴.

³ The SFDR defines a "sustainable investment" as follows: "An investment in an economic activity that contributes to an environmental objective, as measured, for example, by key resource efficiency indicators on the use of energy, renewable energy, raw materials, water and land, on the production of waste, and greenhouse gas emissions, or on its impact on biodiversity and the circular economy, or an investment in an economic activity that contributes to a social objective, in particular an investment that contributes to tackling inequality or that fosters social cohesion, social integration and labour relations, or an investment in human capital or economically or socially disadvantaged communities, provided that such investments do not significantly harm any of those objectives and that the investee companies follow good governance practices, in particular with respect to sound management structures, employee relations, remuneration of staff and tax compliance."

⁴ This level of selectivity aligns with the average for the French asset management companies that participated in the survey conducted by the Association Fran aise de Gestion in February 2023.

1.2

Our ESG screening and selection criteria



Exclusion of significant sustainability risks or adverse sustainability impacts

The screening criteria aim to exclude companies with significant sustainability risks or adverse sustainability impacts, based on the European Commission's concept of double materiality. A company is therefore ineligible for the fund in the following circumstances:

- If it deals in activities excluded by our **SRI Exclusion Policy** for its controversial social or environmental impacts
- If its **governance practices are deemed insufficient** according to our exclusion policy
- If its **SPICE** rating is less than 2/5.

The **PAI policy** applies to sustainable investments.



Inclusion of positive social or environmental contributions

Our five selection criteria support companies that provide sustainability solutions:

- **An Environment rating equal to or greater than 2/5**, which assesses the company's exposure to climate-related transition risks and physical risks and how it manages environmental risks associated with its activities;
- **A Happy@Work rating equal to or greater than 2/5**: an evaluation of employees' working conditions, based on corporate culture, employee empowerment, skills development, industrial and union relations, wage policies, work/life balance and the promotion of diversity and equity;
- **A Client Risk rating equal to or greater than 2/5**, reflecting our analysis of brand quality and the reputational risk associated with the company's products and services;
- **A Financial Communication and Accounting Risks rating equal to or greater than 2/5**: an analysis of the transparency and accuracy of financial communication, the independence of statutory auditors and the audit committee, and any history of accounting irregularities;
- **A Bondholder Risk rating equal to or greater than 2/5**, which reflects the company's management of its financial structure and its alignment with bondholder interests.

Sycovalo universe*

ESG screening

SPICE rating

< 2/5

and

SRI Exclusion Policy

Controversy severity 3/3

and

Governance rating ≤ 2.5/5

ESG selection

Environment rating

≥ 2/5

and

Happy@Work rating

≥ 2/5

and

Client Risk rating

≥ 2/5

and

Bondholder Risk rating

≥ 2/5

and

Financial Communication and Accounting Risks rating

≥ 2/5

Sycomore Sélection Cr dit

> 50% sustainable portfolio companies

* Set of more than 3,000 stocks analysed by our team of financial and non-financial analysts.

1.3

Our sustainability risk management



First, to limit the fund's exposure to sustainability risks associated with controversial activities with significant adverse social or environmental impacts, we apply our **SRI Exclusion Policy** and **industry exclusions specific to the fund's label** or certification.

Exclusions include controversial and conventional **weapons, tobacco, pesticides, pornography, violations of UN Global Compact Principles, fossil fuels** (conventional and unconventional coal, oil and gas) and, more broadly, **carbon-based electricity generation**. Most exclusions are determined by applying strict criteria based on the exposure of company revenue.



Next, the fund's exposure to sustainability risks is managed by requiring a **minimum SPICE rating (3/5)**. The SPICE analysis model takes into account the two inextricably linked concepts of **sustainability risks and impacts**. Through its 90 underlying criteria, SPICE analyses the company's exposure to and management of sustainability risks, including risks relating to **business ethics, taxes, human rights, working conditions, the subcontracting chain, environmental disasters, the ecological and energy transition, personal data protection**, and more.

Our SPICE model also covers the **principal adverse impacts**, especially the **SFDR's 14 mandatory PAI indicators** applicable to business organisations, based on their materiality to each company's operations and footprint and the availability of relevant data. For more information, see our **Principal Adverse Impact Policy**.



Lastly, we sometimes manage companies' exposure to sustainability risks **through our Shareholder Engagement Policy**, which consists in encouraging companies to progress in areas considered to be material, in accordance with our additionality principle.

The overall sustainability risk management framework is adjusted as our methodologies evolve and data becomes available. This framework is systematically reviewed no less frequently than every two years.

Focus on managing biodiversity and climate change risks

Environmental sustainability risks are assessed as part of all our fundamental analyses, in the Environment pillar of our SPICE model. A score out of 5 reflects a company's management of transition risks, physical risks, and risks of biodiversity loss. Each of these assessments covers:

- the four main pressures driving biodiversity loss, as stated by the IPBES⁵ in 2019: changes in **land and sea use, direct exploitation of organisms, climate change, and pollution**
- the **entire value chain**, i.e. Scopes 1, 2 and 3, both upstream and downstream, as long as they have a significant impact.

Details on our environmental sustainability risk management are provided in Chapter 3 of our **Natural Capital Strategy**.



⁵ Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES): independent intergovernmental body established in 2012 and institutionally linked to the United Nations Environment Programme (UNEP), the United Nations Development Programme (UNDP), the United Nations Educational, Scientific and Cultural Organization (UNESCO), and the Food and Agriculture Organization of the United Nations (FAO).

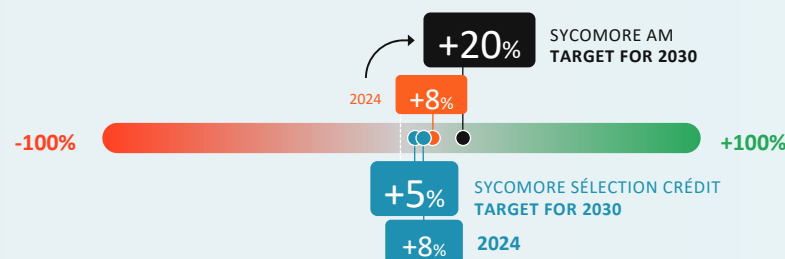
1.4 Our climate and biodiversity alignment strategy

In 2022, we defined a **quantified pathway to 2030** for our **asset management company**. We also set new milestones in terms of climate and biodiversity. Our strategy aligns with three sets of standards: **Article 29** of France's **Energy and Climate Law**, which came into force in 2021; our approach as a certified **B corporation** since 2020; and the commitments we made to the **Science Based Targets initiative** in 2021.

A quantified climate and biodiversity pathway

We defined our pathway using the Net Environmental Contribution (NEC), a holistic environmental indicator covering the **main environmental impacts**: namely, impacts on the **climate**, on **biodiversity** and on **resources**. The NEC is based on a universal standard scale ranging from **-100%** to **+100%**, with 0% representing the average of the world economy. It applies to **all business lines** and **all asset classes**.

To reach our company's mission to **increase our investments' contribution to the ecological transition**, we have set the target for **Sycomore AM** to increase our **NEC to +20% in 2030** (from +8% at the end of 2024).



The alignment strategy for Sycomore Sélection Crédit is to maintain the fund's NEC at +5% or above up to 2030.



The climate component of the NEC represents between 0% and 100% of the metric, depending on the company's operations, for an average weight of 50%. As a complement to the NEC, we also use **two methods** to assess a **company's alignment** with the **Paris Agreement**, especially the target of limiting global warming to below 2°C compared to pre-industrial levels, by 2100:

1. The implied temperature rise calculated using the Science-Based 2°C Alignment method and expressed in degrees Celsius
2. The share of our net assets invested in companies that have set targets approved by the Science Based Targets initiative



Likewise, we are exploring the use of Iceberg Data Lab's Corporate Biodiversity Footprint to quantifiably and more accurately measure the overall absolute impact of our investments on biodiversity. This metric provides a model of companies' biodiversity footprint based on their main **sources of pollution**:

- land use and use of resources
- greenhouse gas (GHG) emissions
- air pollution and water pollution

02 The fund's sustainability performance

The fund's sustainability performance is assessed by several indicators. Some of these are used as **selection criteria in investment decisions** and/or for setting **targets for benchmark outperformance**. Other indicators presented here are not linked to the fund's selection criteria. Their values can fluctuate upwards or downwards from one year to the next, depending on the companies in the portfolio.

OBJECTIVES

Provide an overall view of the fund's ESG positioning

Assess achievement of positive contribution targets and measure ESG performance

INDICATORS TRACKED

Share of sustainable investments 58%
Weighted SPICE rating 3.4/5
Exposure to SDGs 11 (23%); 9 (16%); 3 (14%)

Net Environmental Contribution +8%
SB2A climate alignment 2.74°C
SBTi climate alignment 31% <2°C
Biodiversity footprint (CBF) -63m².MSA/k  invested
Carbon footprint 727 tCO₂e/ M
Carbon intensity 758 tCO₂e/ M
Exposure to fossil fuels 1.7%

Societal Contribution +27%
Growth in staff +16%
Human rights policy 86%

Women on executive committees 25%

Some of these performance indicators were developed by Sycomore AM (Societal Contribution of products and services, The Good Jobs Rating) while others are raw indicators from external sources and companies' annual reports (growth in staff, women on the executive committee, human rights policy, etc.). The NEC was co-developed by Sycomore AM and is currently developed by the NEC Initiative.

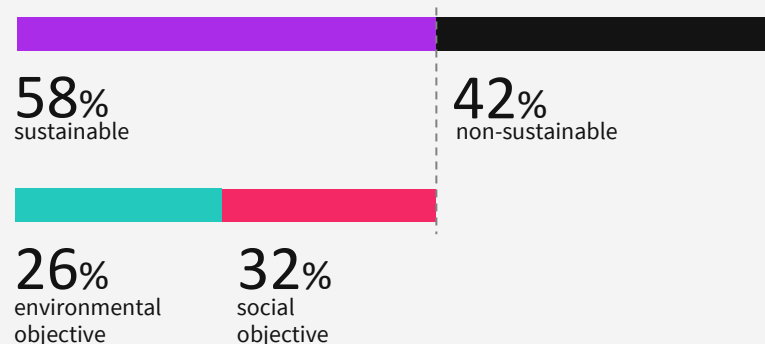
For more information on reporting methodologies and data sources, see our [reporting protocol](#).

2.1 Sustainable investments

At the end of 2024, the share of the Sycomore S lection Cr dit fund in **sustainable investments**⁶ was **58%**, exceeding the minimum share of 50% set in the prospectus. Of these sustainable investments, **26% were focused on environmental issues**, with companies such as **Iberdrola** and **Veolia**, and **32% were focused on social issues**, with companies such as **Afflelou**.

The non-sustainable investments were aligned with the fund's selection criteria described above but did not match the definition of a sustainable investment, either because their current product and service mix did not sufficiently address social and environmental needs or because their ESG practices did not meet with the criteria set. For example, this was the case for **Accor** and **Banijay**.

BREAKDOWN OF SUSTAINABLE INVESTMENTS IN THE FUND AT 31 DECEMBER 2024⁷



Fund exposure of 97% at 31 December 2024

⁶ For more information on our definition of a sustainable investment, see our [ESG Integration Policy](#). Sustainable investments are counted as contributing to only one sustainable objective. Their percentage in funds and indices is calculated in the following order of priority: investments with a positive contribution to the NEC, societal contribution, the Good Jobs Rating, and the Happy@Work rating. Double counting is therefore avoided by giving priority to sustainable investments with an environmental objective.

⁷ For more information on our response to SFDR reporting obligations, see the [appendix](#) to the relevant fund management report.

2.2

SPICE performance

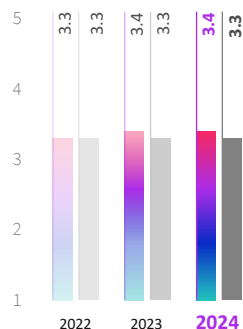
“ The value created by a company is **sustainable** only if it is **shared among all of its stakeholders**: this belief guides our responsible investment approach.”

Because we seek sustainable performance for our clients, our fund manager-analysts examine not only a company's finances but also how the company interacts with all its stakeholders, to evaluate the robustness of its business model and governance, as well as its environmental and social impacts. Our **proprietary fundamental analysis model**, called SPICE⁸, enables us to measure the sustainability performance of our investments.

At the end of 2024, the weighted SPICE rating of investments held in the Sycomore S lection Cr dit fund (3.4/5) was **consistent with ratings for 2023** (3.4/5) and **for its benchmark**, Barclays Capital Euro Corporate ex-Financials Bond Index (3.35/5). The top-rated companies in the portfolio were **ERG, Orsted and Neoen**.

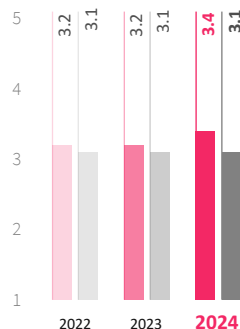
CHANGES IN THE FUND'S SPICE RATINGS COMPARED TO ITS INDEX

SPICE



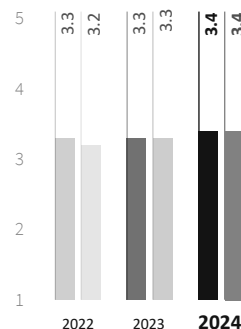
SOCIETY

Societal Contribution of products and services, job creation, corporate citizenship, human rights, control of subcontracting chains



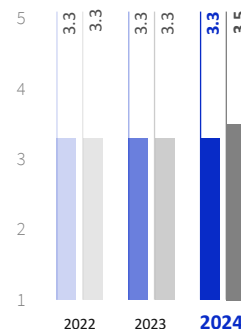
PEOPLE

Efforts to cultivate employee fulfilment and a workplace that promotes talent development, measurements of engagement, diversity and equity



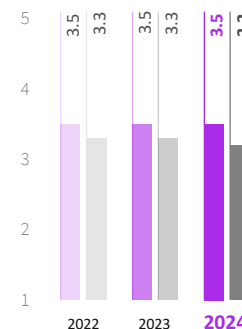
INVESTORS

Robust business model, ability to create value from the opportunities presented by a more sustainable and inclusive economy, good governance, alignment of all stakeholder interests



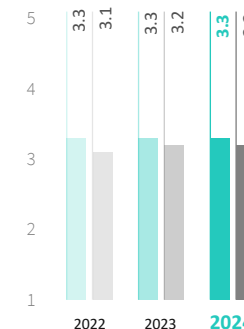
CLIENTS

Relevant, coherent sales strategy, inherent risks in products and services, digital responsibility



ENVIRONMENT

Integration of environmental issues in strategy, direct and indirect environmental impacts, transition risks, physical risks



 Sycomore S lection Cr dit

 Barclays Capital Euro Corporate ex-Financials Bond Index

2024 coverage ratio (weight in the fund): 99% / 2024 coverage ratio (weight in the index): 88%

⁸ The SPICE rating is the weighted sum of the underlying S, P, I, and E ratings with the following default weighting: 15%*S + 15%*P + 40%*I (with 50% of the I rating for the business model and 50% for Governance) + 10%*C + 20%*E. This weighting varies according to the company's business sector.

2.3

Exposure to Sustainable Development Goals

In this section, we show the exposure of portfolio companies to the **17 Sustainable Development Goals** adopted by the United Nations in 2015 and, more specifically, to the **169 underlying targets**. By exposure, we mean the opportunity for each company to **contribute positively to the SDGs** through its products and services⁹.

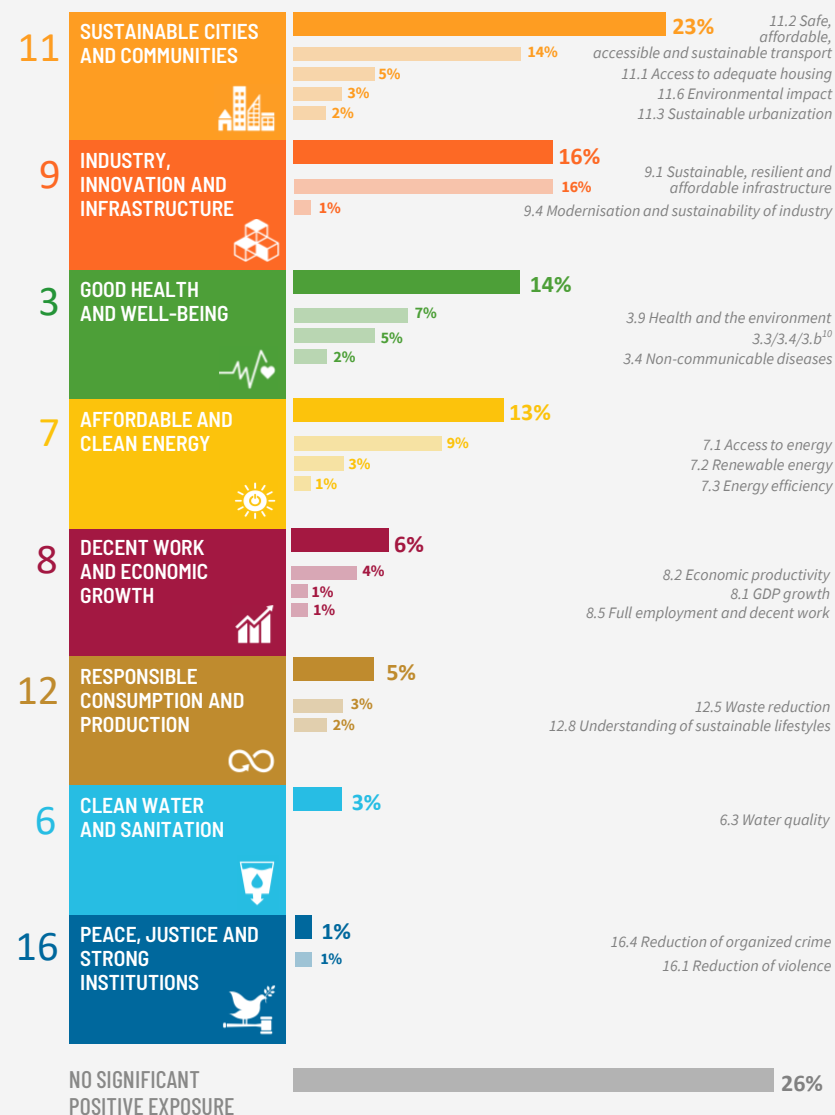
Our analysis is based on a list of activities:



For each activity, we identified **one to three targets the company is most likely to contribute towards positively**, notwithstanding the fact that it may contribute simultaneously to other SDGs or targets. **Each company is then analysed based on the activities it conducts**. Therefore, a company that operates different businesses can be exposed to several targets, in which case the exposure is weight-adjusted according to the percentage of revenue generated by each activity.

We also sought to **differentiate between companies based on their potential contribution**, by looking at how their current portfolio of products and services is effectively positioned. Put simply, the more the products, services and beneficiaries are aligned with those targeted by the SDG, the higher the degree of alignment: high, moderate or low. This analysis is qualitative and draws from information at our disposal, partly thanks to the data we collect when assessing the net societal and environmental contributions (SC and NEC). We have also identified activities, which according to our analysis have no significant positive exposure to the SDGs.

Finally, companies can also **contribute to the SDGs through their own corporate practices and the way in which they run their business**. This factor is not taken into account at this stage, as we focus on the exposure of their products and services to the SDGs.



⁹ This undertaking is not designed to measure the effective contribution of companies to the SDGs – these are assessed by our net environmental contribution (NEC) and societal contribution (SC) metrics.

¹⁰ Communicable diseases / Non-communicable diseases / Research, development and access to medicines

2.4

Sustainability indicators

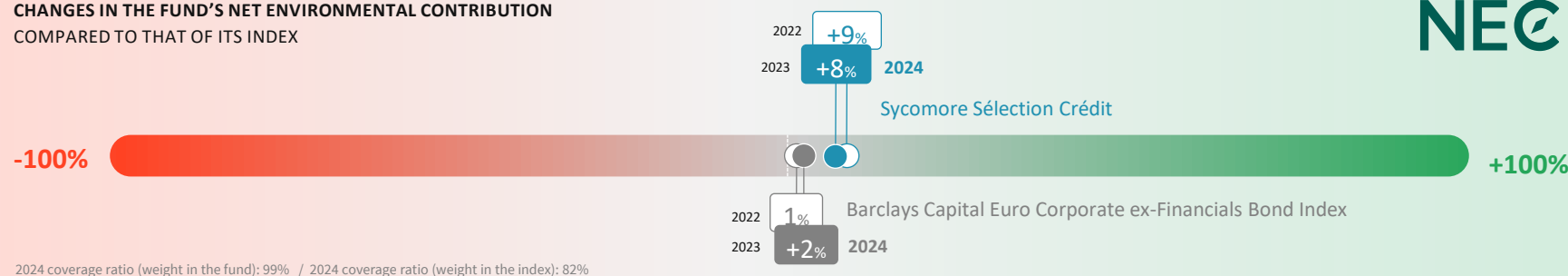
Environment

Net Environmental Contribution

We assess our investments' contribution to the ecological transition using the Net Environmental Contribution (NEC). **The NEC measures how a company's products and services help drive the ecological transition.** It ranges on a scale from **-100%** for activities that are highly destructive of natural capital to **+100%** for activities with a highly positive net environmental impact. In the middle of the scale, **0%** represents the average environmental impact of the world economy¹¹.

At the end of 2024, the NEC of the Sycomore S lection Cr dit fund stood at **+8%**¹² compared to **+2%** for the Barclays Capital Euro Corporate ex-Financials Bond Index. The fund has therefore achieved its target of outperforming the index. **The NEC was unchanged from 2023.**

CHANGES IN THE FUND'S NET ENVIRONMENTAL CONTRIBUTION COMPARED TO THAT OF ITS INDEX



Negative environmental contribution

Evoca (NEC -55%) and **Aeroporti di Roma (NEC -35%)** are two companies with a negative environmental contribution. Evoca manufactures professional coffee machines and its score reflects the carbon footprint of coffee and coffee packaging involved in the use of their products. Aeroporti di Roma operates airports and the negative environmental impacts of airport activities explain its score.

EVOKA
GROUP

ADR
AEROPORTI DI ROMA

Average environmental contribution

Sandoz and **Scor** are two companies whose NEC is **0%**. Sandoz is a Swiss pharmaceutical company. Scor is a reinsurer. These activities are not considered to have material environmental impacts and their NEC is estimated to be 0% (i.e. equal to the economy's average impact) in NEC 1.1.

SANDOZ **SCOR**

Very high environmental contribution

Veolia and **Tornator** are two portfolio companies with a highly positive environmental contribution (**NEC +47% and +100%, respectively**). Veolia specialises in waste and water treatment. Tornator specialises in sustainable forest management.

VEOLIA

TORNATOR
RESPONSIBLE EXPERTISE IN FORESTRY

¹¹ For more information on the Net Environmental Contribution and underlying methodologies, please v

¹² NEC 1.1 calculated by Sycomore AM based on company-sourced data from 2023 and 2024.

2.4

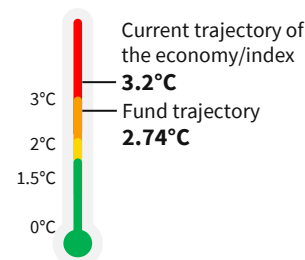
Sustainability indicators

In addition to the Net Environmental Contribution, we measure our investments' alignment with international goals set by the **Paris Agreement** to limit global warming, using two **exclusively climate-based methods**:

Science-Based 2 C Alignment (SB2A)

SB2A is a method developed by I Care and Iceberg Data Lab to measure a company's **alignment with low-carbon benchmark scenarios**, based on its past (since 2010) and future climate performance and on how this performance compares to **decarbonisation pathways** within its industry.

The Sectoral Decarbonization Approach (SDA) allocates a **carbon budget to each sector**, based on 2 C scenarios for the sector established by the International Energy Agency (IEA) – namely, the 2 C Scenario (2DS) and the 1.75 C Scenario (Beyond 2 C or B2DS)¹³. SB2A can therefore take into account **all sectors, while differentiating between companies**. The method then converts the company's performance gap – compared to what it should be in a low-carbon scenario – into an "implied temperature rise". A weighted average of 2100 temperature forecasts for each company, according to weight in the portfolio, is then calculated to generate a temperature pathway for the entire fund.

TEMPERATURE-RISE
TRAJECTORIES TO 2100

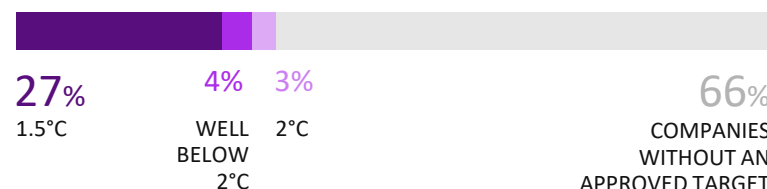
At the end of 2024, the SB2A method covered 78% of the net assets of Sycomore S lection Cr dit. According to the method, the net assets would result in an average temperature increase of **2.74 C** by 2100. Fifteen percent of the net assets (i.e. 29% of the assets covered by the method) would have an implied temperature rise of $\leq 2 C$, and 37% (i.e. 71% of the assets covered) would have an implied temperature rise of more than 2 C.

Science Based Targets initiative (SBTi)

The Science Based Targets initiative (SBTi) was created in 2015 by the CDP, the United Nations Global Compact (UNGC), the World Resources Institute (WRI) and the World Wildlife Fund (WWF). It encourages companies to set **greenhouse gas (GHG) emission reduction targets** that are based on scientific data and **align with a 1.5 C pathway** that would enable the global economy to halve emissions by 2030 and reach net zero by 2050, in accordance with the recommendations of the Intergovernmental Panel on Climate Change (IPCC) and the Paris Agreement.

At the end of 2024, companies whose GHG emission reduction targets were approved by the Science Based Targets initiative accounted for **31% of net assets held**. Based on the SBTi methodology, **27%** of net assets held were aligned with a **1.5 C trajectory**, **4%** with a trajectory "**well below 2 C**" and **3%** with a **2 C trajectory**. The share of companies with an approved SBTi target in the Sycomore S lection Cr dit fund was lower than the average of Sycomore AM's assets under management (48% in 2024 and 2023) and remains limited due to the large number of private companies in the fund, which tend to be less committed to the SBTi than listed companies.

SHARE OF PORTFOLIO COMPANIES HAVING SET AN SBTi TARGET



¹³ For more information, see the [Energy Technology Perspectives 2017 \(ETP 2017\)](#) report, which presents three pathways for energy sector development to 2060 and lays the groundwork to achieve the two scenarios mentioned above.

2.4

Sustainability indicators

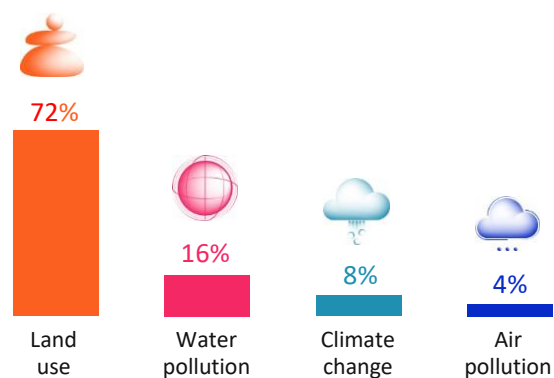
Biodiversity footprint

The Corporate Biodiversity Footprint (CBF) metric was developed by the Iceberg Data Lab to measure a company's impacts on biodiversity, based on its main underlying sources. . The metric **covers impacts throughout the value chain** (Scopes 1, 2 and 3). The measurements are aggregated into a footprint expressed in a unit of surface area, the m².MSA (Mean Species Abundance). One m².MSA represents one square metre of natural land lost due to the company's business activity in year Y. The complete [methodology](#) is available online.

At the end of 2024, the coverage ratio of companies in Sycomore S lection Cr dit was **46%** compared to 72% for its benchmark index and **82%** for all Sycomore AM investments. **The fund's biodiversity footprint stood at -63 m².MSA per thousand euros invested** (compared to -72 m².MSA per thousand euros invested for the benchmark index).

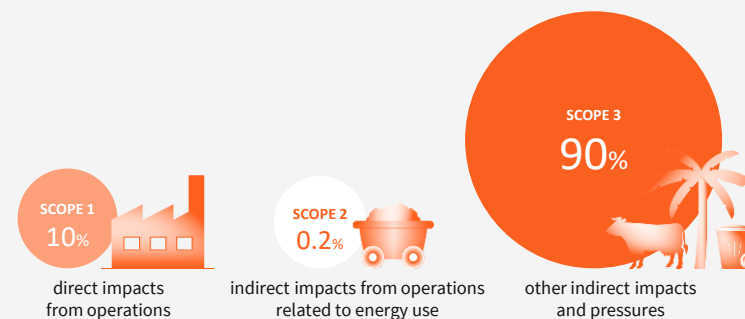
This footprint reflects the impacts of four main pressures on biodiversity **generated by activities in a company's value chain: land use, greenhouse gas emissions, air pollution and water pollution.**

BREAKDOWN OF THE FUND'S BIODIVERSITY FOOTPRINT



The biodiversity footprint makes it possible to identify the sources of these impacts and where they occur in the company's value chain. On average, the impacts of the portfolio companies covered are distributed as follows:

BREAKDOWN OF THE BIODIVERSITY FOOTPRINT BY SCOPE



Like its carbon footprint, the fund's biodiversity footprint **mainly reflects its sectoral allocation**. For Sycomore S lection Cr dit, the biggest-contributing sectors are **commodities**, with the significant contribution of **Eramet**, **Prysmian** and **SNAM**, as well as the **consumer discretionary** and **mobility** sectors, with companies such as **Forvia**, **Stellantis** and **Valeo**, which have a large biodiversity footprint.

Considering the low portfolio coverage of this indicator, along with changes to its methodology (in which we are stakeholders, as a member of the CBF's Steering Committee), we communicate the Corporate Biodiversity Footprint strictly for information purposes only, as part of our continuous efforts to explore different methods for modelling our investments' biodiversity impact.

2.4

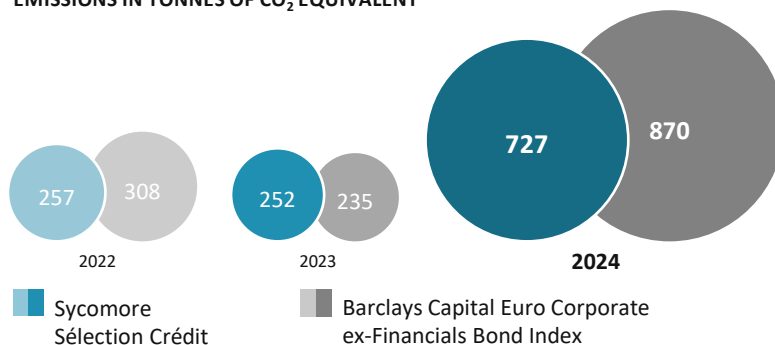
Sustainability indicators

Carbon footprint

Since 2015, it has been our choice to publish the carbon footprint of our funds, exclusively for information purposes. This indicator does not directly influence our investment decisions. While being aware of a company's carbon footprint helps to measure and prioritise its reduction efforts, **the use of an aggregate carbon footprint has many limitations**, as explained in our [Natural Capital Strategy](#).

At the end of 2024, the weighted average carbon footprint of Sycomore Sélection Crédit was **727 tonnes of CO₂ equivalent per million euros of enterprise value (EVIC)**, compared to **870 tCO₂e** per million euros of enterprise value for its benchmark index. The biggest contributors to this footprint were **Stellantis**, **TI Automotive** and **Syensqo** due to their **manufacturing activities**. In contrast, the activities of **Shurgard** (storage solutions) and **Samhallsbyggnadsbolaget** (real-estate property management) are associated with very small carbon footprints.

As of January 2025, the fund aims to maintain its Scope 1, 2 and 3 (upstream and downstream) carbon intensity below that of the benchmark. At the end of 2024, the fund's carbon intensity stood at **758 tCO₂e/€M** of revenue versus **1,171 tCO₂e/€M** of revenue for the benchmark, with a coverage rate of 52% for the fund and 90% for the index.

EMISSIONS IN TONNES OF CO₂ EQUIVALENT

2022 and 2023 source: Trucost/S&P Global covering GHG Protocol Scopes 1, 2 and upstream 3.
 2024 source: source changed to MSCI and downstream Scope 3 added.
 2024 coverage ratio (weight in the fund): 48% / 2024 coverage ratio (weight in the index): 89%.

Exposure to fossil fuels

The share of the Sycomore Sélection Crédit fund's assets in companies active in the fossil fuel industry, within the meaning of the SFDR, was **1.7% at the end of 2024** (0.3% at the end of 2023), **representing €14.1 million**. This exposure was related to investments in **Floene** and **SNAM**. Both of these gas distribution companies have exited the portfolio following the application of new requirements relating to fund names as of 1 January 2025.

Green bonds

Seven percent of the fund is invested in green bonds, which are used to finance projects that contribute to the ecological transition (renewable energy, energy efficiency, sustainable waste and water management, sustainable farming, clean transport, adaptations to climate change, etc.). These instruments play a key role in financing the ecological transition and are complementary to the NEC, which we use to assess the issuer. We use green bonds to channel our investments into **projects that support our climate and biodiversity alignment strategy**.



2.4

Sustainability indicators

Social

Societal Contribution of products and services

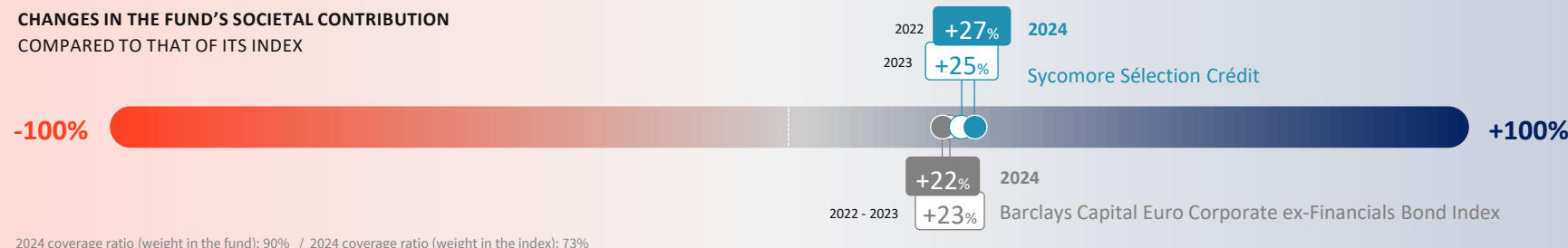
We measure our investments' impact on major societal issues using the Societal Contribution (SC). The SC is a **quantitative metric**, assessed on a scale of **-100%** to **+100%**, that aggregates the positive and negative contributions of a company's activities and weights these contributions relative to revenue. It focuses on **two indicators**:

- Products and/or services **for vulnerable populations**
- Products and/or services that **help to improve quality of life, safety and well-being**

The SC is evaluated using **sector frameworks** defined by our SRI analysts, mainly drawing on the social issues covered by the UN's Sustainable Development Goals¹⁴.

At the end of 2024, the Societal Contribution of products and services for portfolio companies stood at **+27%** compared with **+22%** for the fund's benchmark index. It was slightly higher than in 2023 (+25%). This improvement reflects new investments in businesses making strong societal contributions, such as Amber Finco (+84%), a testing, inspection and certification company; UCB (+81%), a biopharma player; and Pachelbel Bidco (+79%), a provider of training and education services.

CHANGES IN THE FUND'S SOCIETAL CONTRIBUTION COMPARED TO THAT OF ITS INDEX



Negative societal contribution

Two examples of companies in the Sycomore S lection Cr dit fund with a negative Societal Contribution are **Coty (SC -16%)**, a maker of beauty products, and **Owens Illinois (SC -11%)**, a glass packaging specialist positioned in the premium alcoholic beverages market.



Neutral societal contribution

Accor and **Evoca** are two portfolio companies with a neutral SC. Accor is a hotel group supporting tourism, which is not an essential need. As a manufacturer of coffee machines, Evoca also provides services that do not meet essential needs. The SC of these companies is **0%**.



Highly positive societal contribution

Sartorius (SC +63%), and **Iqvia (SC +42%)** are two examples of companies in which we hold bonds and that have a strong societal contribution, as they both provide healthcare solutions. Sartorius engages in biochemical research, while Iqvia specialises in clinical trials and health data management.



¹⁴ For more information, see our [Social Charter](#).

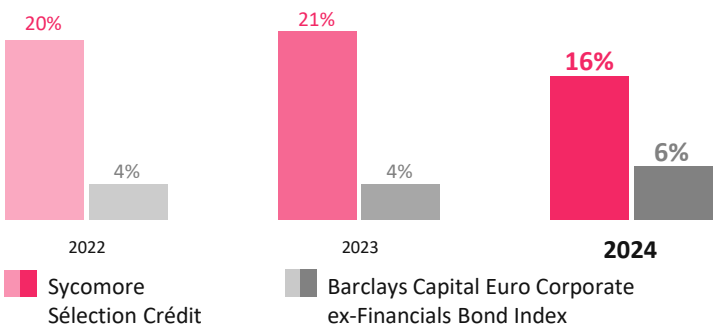
2.4 Sustainability indicators

Growth in staff

We assess a company’s ability to create jobs based on the positive or negative change in total staff numbers over the past three financial years. The indicator shown below includes changes in staff numbers following acquisitions and disposals.

In 2024, the growth in staff numbers at portfolio companies (16% over three years for the fund versus 6% for the benchmark) reflects the momentum enjoyed by some of the companies in which we invest. Job creation has been strong in the attractive telecommunications market, such as at companies like Banijay, a supplier of entertainment programming and Masmovil, a provider of telecoms services in Spain. However, the fund is also invested in large French groups, where growth in staff over the past three years has been sluggish or even negative (such as Stellantis and Renault).

CHANGES IN STAFF NUMBERS OVER THREE YEARS



2024 coverage ratio (weight in the fund): 80% / 2024 coverage ratio (weight in the index): 93%

Human rights policies

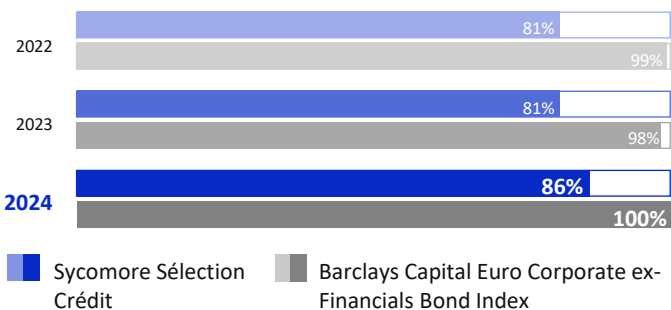
Human rights encompass the rights of employees and, more broadly, those of local communities and members of civil society affected by a company’s operations or activities. Sycomore AM has implemented a dedicated human rights policy since 2020.

In line with the United Nations Guiding Principles (UNGPs), we assess a company’s respect for human rights by considering, in addition to the existence of a human rights policy, its human rights due diligence processes, the salient risks, and its remedy framework.

Since there is no holistic indicator covering all these aspects, we have selected an indicator provided by Bloomberg, which identifies companies that communicate on the implementation of a human rights policy.

In 2024, the percentage of portfolio companies with a formal human rights policy increased (86%). It remained below the benchmark, due to the fund’s overweight in private companies compared with the index. In 2024, we continued to work with the French Sustainable Investment Forum (FIR), in particular through our ongoing collaborative engagement against forced labour and child labour. For example, we authored an op-ed advocating for conflict zones to be taken into account when assessing human rights risks.

PERCENTAGE OF COMPANIES WITH A HUMAN RIGHTS POLICY



2024 coverage ratio (weight in the fund): 85% / 2023 coverage ratio (weight in the index): 97%

2.4

Sustainability indicators

Governance

Gender equality

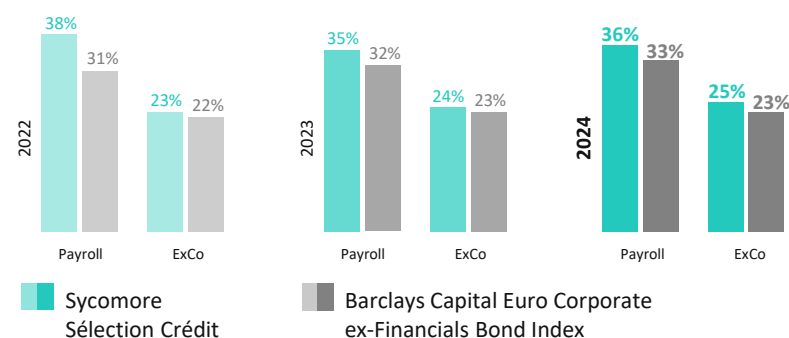
Diversity is a **key success factor of corporate governance** and decision-making. McKinsey Global Institute found that if each company achieved the level of gender equality of the most advanced country in its region, this would add **\$12 trillion** to global GDP by 2025¹⁵. We therefore chose to consider the percentage of women on the executive committee and in the total headcount as an indicator of a company's ability to promote diversity and equal opportunity.



In 2024, the percentage of women on the executive boards of companies in Sycamore S lection Cr dit was **25%**, **slightly higher than the benchmark (23%)**, and the percentage of women on the payroll stood at **36%**, also **above the benchmark (33%)**.

Women make up more than **30% of the management board** at some companies, such as **Coty, Sandoz, Peugeot Invest, Fnac and Eramet**. Other companies show significant gaps between the percentage of women on the payroll and the percentage of women on the executive committee. We have been engaging with companies featured in our investment universe for several years now to promote best practices in gender equality and support for female talent at all company levels.

WOMEN ON THE PAYROLL AND ON THE EXECUTIVE COMMITTEE (ExCo)



2024 coverage ratio (weight in the fund): 71% for the executive committee and 81% for the payroll
2024 coverage ratio (weight in the index): 81% for the executive committee and 97% for the payroll

¹⁵ McKinsey Global Institute, "The Power of Parity: how advancing women's equality can add \$12 trillion to global growth", 2015.

03 Engagement

Shareholder engagement is about driving companies to make **structural improvements to their sustainability practices**, by articulating areas for improvement through constructive dialogue and long-term monitoring.

This is a key feature of putting our mission into action and, above all, achieving our **overarching goal of measuring and increasing the social and environmental contributions of our investments**.

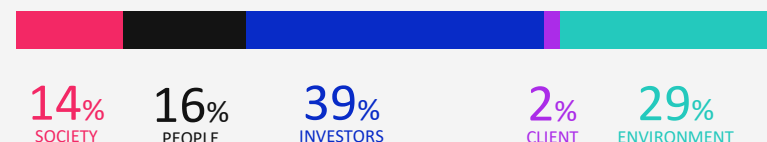
“ We invest to develop an economy that is more sustainable and more inclusive and to generate positive impacts for each of our stakeholders. **Our mission is to give a human dimension to investment.**”

Details on our shareholder engagement are provided in our [ESG Integration Policy](#). It is based on individual dialogue with company executives throughout the year, or with the board of directors ahead of shareholder meetings, as well as collaborative initiatives. For more information on the coalitions in which Sycomore AM is a member, see Sycomore AM's [Sustainability and Shareholder Engagement Report](#).

Once we formally set the areas of engagement, **we monitor company progress** and can employ escalation tools to **increase our chances of successful action**.

3.1 Our engagement initiatives

In 2024, we formally engaged with **16 portfolio companies** (15 in 2023), having identified **56 areas for improvement** during the year (44 in 2023). Of these initiatives, **88% involved individual dialogue**. The remaining **12% were collaborative**. Less than half (41%) of the areas discussed with companies pertained to transparency. The remainder concerned strategy (55%) and performance (4%).



Out of the shareholder engagement initiatives taken in 2024, **39%** directly concerned **corporate governance** (pillar I of the [SPICE](#) analysis). The main issues raised included the **executive compensation**, especially the transparency of compensation reports and the alignment of compensation criteria with the interests of all stakeholders, **financial communication** and **the auditing structures** of the companies in which we are bondholders.

Eight initiatives, accounting for **14% of our actions**, sought to improve our portfolio companies' **impacts on society** and their integration of human rights in the value chain.

Sixteen initiatives, accounting for **29% of our actions**, concerned **environmental issues**, especially companies' climate strategies and alignment with **Paris Agreement** targets. For example, we asked Eramet and Renault for greater transparency regarding their carbon emissions and detailed information on the measures being implemented to reduce them. We took part in a collaborative engagement initiative to urge Renault to publish its CDP Forests questionnaire.

The list of companies in the Sycomore Sélection Crédit portfolio with which we engaged in dialogue in 2024 is available in the [appendix](#).

3.1

Our engagement initiatives

Progress monitoring

29

engagement initiatives
assessed in 2024

34%

improvements observed
following the 29 initiatives

52%

of engagement initiatives
still in progress

We also monitored the advancement of **21 portfolio companies on 29 areas for improvement submitted in 2022**. On 34% of these points, we noted partial progress or achievement of the target. For example, several portfolio companies with a significant environmental impact, such as **Altarea**, have decided to respond to the CDP questionnaires relevant to their activities as a result of the engagement initiatives in which we participated actively. We also encouraged **Erg** to adopt a full life-cycle approach in selecting suppliers and equipment.



3.1

Our engagement initiatives

OUR ENGAGEMENT WITH



In 2024, we spoke with Peugeot Invest about **the value of a clearly articulated and detailed human rights policy, not only for conducting due diligence for an investment, but also for the benefit of Peugeot Invest's employees.** Along with such a policy, the company should conduct an assessment of human rights risks and establish a governance structure to ensure that human rights issues are properly addressed.

We also called for **greater transparency regarding the results of internal employee surveys.** Past surveys have revealed a need to provide training and raise awareness among employees of environmental and business-specific issues. We would like to see the company take these steps, following our discussion.

Lastly, we submitted **three resolutions** to the 2024 shareholder meeting making the following proposals:

- **Oblige board members to own at least 500 shares** to give them a vested interest in the share's value
- **Introduce share price and a reduced discount** compared to a sample of peer companies as criteria for executive compensation, to encourage executives to narrow the trading discount to NAV
- **Distribute a dividend equivalent to 2.5% of NAV**, which would be €5.97/share, versus 3.25 as proposed by the board

These resolutions were not approved, garnering between 3% and 5% of "for" votes. However, during the shareholder meeting, we were able to ask a question regarding the royalty fee paid to Peugeot Invest with respect to its investments, especially **Stellantis**. The board responded positively, making the decision to **eliminate the royalty**.

OUR ENGAGEMENT WITH



2024 shareholder meeting – Focus on remuneration

In 2024, we dialogued with Eramet in the context of their shareholder meeting. In particular, we discussed **the importance of transparency on the performance criteria underlying the chief executive officer's compensation.** We encouraged the company to provide greater detail on criteria underlying the variable components of short- and long-term compensation, especially the target, minimum and maximum values. We would also like the company to disclose a CEO pay ratio covering a more representative group of workers. Currently, less than 10% of employees are included in the calculation.

2024 shareholder meeting – Focus on Say on Climate

In 2024, Eramet submitted its climate strategy to a shareholder vote for the first time. It met with 99.04% shareholder support. We analysed the Say on Climate resolution against the criteria outlined in our voting policy, drawing on the public analysis carried out by the French Sustainable Investment Forum (FIR) and Ademe. While applauding the transparent disclosure of each action's contribution to Scope 1 and 2 targets, we also discussed several improvement opportunities with the company:

- Distinguish and publish carbon footprints product by product, ideally setting specific reduction targets for each
- Set a carbon emissions reduction target for Scope 3
- Establish a link between the intensity reduction targets and the absolute targets for Scopes 1 and 2 by 2035 and specify the planned investments for the various levers being deployed, along with a more detailed timeline
- Submit an updated climate strategy to a shareholder vote within three years.

We therefore voted against the resolution and encourage the group to act on these areas for improvement and revise its climate strategy accordingly.

04 Appendices

PORTFOLIO INVENTORY OF SYCOMORE SÉLECTION CRÉDIT AT 31 DECEMBER 2024

COMPANY	WEIGHT IN PORTFOLIO	NEC ¹⁶	SC ¹⁷	SUSTAINABLE INVESTMENT	ENGAGEMENT BY SPICE ¹⁸ PILLAR
RENAULT	2.45%	15%	34%	Environment and Social	Clients, Environment, Investors
TDF	2.31%	0%	33%	Social	
AUTOSTRADA PER L'ITALIA	2.29%	3%	25%	Non-sustainable	
TEREOS	2.11%	17%	3%	Environment	
LOXAM	1.79%	10%	63%	Environment and Social	
INFOPRO	1.66%	-1%	23%	Non-sustainable	
ALTAREA	1.64%	31%	35%	Environment and Social	
VERISURE	1.57%	0%	50%	Social	
VEOLIA	1.56%	47%	38%	Environment and Social	
AEROPORTI DI ROMA	1.49%	-35%	0%	Non-sustainable	
FCA BANK	1.46%	2%	24%	Social	
ERAMET	1.44%	0%	12%	Non-sustainable	Environment, Investors
EL CORTE INGLES	1.31%	0%	8%	Non-sustainable	
SUEZ	1.29%	43%	44%	Environment and Social	
ACCOR	1.29%	-1%	0%	Non-sustainable	
CRÉDIT AGRICOLE ASSURANCES	1.29%	1%	32%	Non-sustainable	
LKQ CORP	1.28%	-2%	40%	Social	
FORVIA	1.27%	21%	17%	Environment	
SOLVAY	1.27%	0%	6%	Non-sustainable	
BANIJAY	1.25%	-12%	-30%	Non-sustainable	
MASMOVIL	1.24%	3%	40%	Social	
MOBILUX	1.23%	3%	0%	Non-sustainable	
INFINEON	1.21%	17%	32%	Environment and Social	Society & Suppliers
PICARD	1.20%	9%	13%	Social	
ORANGE	1.18%	1%	52%	Social	

¹⁶ The NEC, which stands for Net Environmental Contribution, measures on a scale from -100% to +100% the extent to which a company's products and services help drive the ecological transition. ¹⁷ The SC, which stands for Societal Contribution, measures on a scale from -100% to +100% the extent to which a company's products and services help tackle societal issues. ¹⁸ SPICE, which stands for Society & Suppliers, People, Investors, Clients and Environment, is a fundamental rating that rates how companies address ESG issues, on a scale of 1 to 5, with 5 being the highest score. For details on the information taken into account in our SPICE fundamental analysis model, see our [ESG Integration Policy](#).

Appendices

COMPANY	WEIGHT IN PORTFOLIO	NEC ¹⁶	SC ¹⁷	SUSTAINABLE INVESTMENT	ENGAGEMENT BY SPICE ¹⁸ PILLAR
AZELIS	1.16%	-4%	7%	Non-sustainable	
CDP RETI SPA	1.11%	23%	28%	Non-sustainable	
IBERDROLA	1.09%	35%	36%	Environment and Social	
ILIAD	1.09%	0%	60%	Social	
POSTE ITALIANE	1.05%	-5%	33%	Social	
CELLNEX	1.04%	0%	25%	Social	
ROQUETTE FRERES SA	1.01%	2%	13%	Non-sustainable	
SNAM RETE GAS	0.99%	13%	31%	Non-sustainable	
LUTECH	0.99%	0%	16%	Non-sustainable	
VODAFONE ESPANA SA	0.97%	1%	58%	Social	
ITM ENTREPRISES SASU	0.94%	-22%	9%	Non-sustainable	
TDC NET AS	0.93%	1%	43%	Social	
STADA	0.93%	0%	15%	Non-sustainable	
BELDEN	0.91%	-7%	17%	Non-sustainable	
SCOR	0.88%	0%	27%	Social	
FLOENE ENERGIAS SA	0.87%	8%	25%	Non-sustainable	
COVIVIO HOTELS	0.86%	15%	-9%	Environment	
SCHAEFFLER AG	0.84%	6%	13%	Non-sustainable	
COFACE	0.83%	0%	15%	Social	
EUROPCAR	0.83%	5%	32%	Social	
IQVIA	0.82%	0%	42%	Social	
ELIA	0.79%	43%	25%	Environment and Social	Investors, People
PLASTIC OMNIUM	0.79%	18%	23%	Environment and Social	
Q-PARK	0.79%	-23%	5%	Non-sustainable	
IMA	0.77%	-1%	6%	Non-sustainable	
A2A	0.77%	40%	27%	Environment and Social	
SANDOZ GROUP AG	0.73%	0%	41%	Social	

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COMPANY	WEIGHT IN PORTFOLIO	NEC ¹⁶	SC ¹⁷	SUSTAINABLE INVESTMENT	ENGAGEMENT BY SPICE ¹⁸ PILLAR
MULTIVERSITY	0.73%	5%	79%	Social	
T-MOBILE NETHERLANDS	0.69%	0%	39%	Social	
BOELS TOPHOLDING BV	0.68%	10%	3%	Environment	
ASMODEE GROUP SAS	0.67%	0%	25%	Non-sustainable	
DS SMITH	0.66%	81%	-11%	Environment	
MOTEL ONE GMBH	0.64%	27%	0%	Non-sustainable	
WENDEL INVESTISSEMENT	0.64%	1%	18%	Social	
EVOCA	0.63%	-55%	0%	Non-sustainable	
FNAC	0.62%	1%	14%	Non-sustainable	
KILOUTOU	0.62%	10%	45%	Social	
TEAMSYSTEM	0.62%	0%	21%	Social	
ALD	0.61%	0%	52%	Non-sustainable	Investors
PRYSMIAN	0.61%	31%	24%	Environment and Social	
TELEFONICA	0.58%	0%	51%	Social	
NEXITY	0.57%	59%	30%	Environment and Social	Environment, Society & Suppliers
NEOPHARMED GENTILI SPA	0.56%	0%	19%	Non-sustainable	
GUALA CLOSURES	0.56%	-33%	-48%	Non-sustainable	
INDIGO GROUP SAS	0.53%	-4%	25%	Non-sustainable	
TERNA	0.53%	43%	25%	Environment and Social	
TRATON AG	0.51%	1%	33%	Social	
CRITERIA CAIXA SA	0.50%	8%	26%	Social	Environment, Investors, People
STELLANTIS	0.48%	8%	23%	Non-sustainable	
EIRCOM	0.48%	0%	50%	Social	
NORSK HYDRO	0.48%	-6%	13%	Non-sustainable	
EAST JAPAN RAILWAY	0.48%	60%	42%	Environment and Social	
ASSEMBLIN	0.46%	21%	46%	Non-sustainable	
CARMILA	0.46%	33%	28%	Environment and Social	

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COMPANY	WEIGHT IN PORTFOLIO	NEC ¹⁶	SC ¹⁷	SUSTAINABLE INVESTMENT	ENGAGEMENT BY SPICE ¹⁸ PILLAR
ORGANON	0.45%	0%	54%	Social	
ORSTED	0.44%	88%	45%	Environment and Social	
P3 GROUP	0.43%	1%	2%	Non-sustainable	
MANDATUM OYJ	0.42%	-1%	1%	Social	
EMPARK	0.42%	-6%	15%	Non-sustainable	
AVANTOR	0.41%	0%	38%	Social	
PEUGEOT INVEST	0.41%	1%	6%	Social	Investors, People, Society&Suppliers
SHURGARD SELF STORAGE SA	0.41%	49%	0%	Environment	
PIAGGIO	0.40%	46%	40%	Social	
SYNLAB	0.40%	0%	51%	Social	
ARCADIS	0.40%	22%	30%	Environment	Environment, People
ARVAL SERVICE LEASE	0.39%	-1%	8%	Non-sustainable	
COTY	0.39%	2%	-16%	Social	
IMERYS	0.39%	-4%	39%	Social	
ERG	0.39%	94%	51%	Environment and Social	
ZF FRIEDRICHSHAFEN	0.39%	7%	33%	Social	
MACIF	0.37%	-12%	21%	Non-sustainable	
ASSURANCES CRÉDIT MUTUEL	0.36%	1%	39%	Non-sustainable	
TENNET	0.36%	42%	26%	Environment and Social	
SARTORIUS	0.36%	0%	63%	Social	
CROWN HOLDINGS	0.35%	-11%	12%	Non-sustainable	
KINGSPAN	0.35%	42%	22%	Environment and Social	
TELIA	0.33%	1%	46%	Social	
INPOST	0.30%	-7%	X	Non-sustainable	
UNIBAIL	0.30%	38%	38%	Environment and Social	
BITÈ	0.30%	X	X	Non-sustainable	
MUNDYS	0.28%	-22%	10%	Non-sustainable	

¹⁶ The NEC, which stands for Net Environmental Contribution, measures on a scale from -100% to +100% the extent to which a company's products and services help drive the ecological transition. ¹⁷ The SC, which stands for Societal Contribution, measures on a scale from -100% to +100% the extent to which a company's products and services help tackle societal issues. ¹⁸ SPICE, which stands for Society & Suppliers, People, Investors, Clients and Environment, is a fundamental rating that rates how companies address ESG issues, on a scale of 1 to 5, with 5 being the highest score. For details on the information taken into account in our SPICE fundamental analysis model, see our [ESG Integration Policy](#).

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COMPANY	WEIGHT IN PORTFOLIO	NEC ¹⁶	SC ¹⁷	SUSTAINABLE INVESTMENT	ENGAGEMENT BY SPICE ¹⁸ PILLAR
ADECCO	0.27%	0%	X	Non-sustainable	
VALEO	0.27%	2%	23%	Non-sustainable	
KPN	0.27%	5%	60%	Social	
WIENERBERGER	0.26%	17%	0%	Environment and Social	
UCB	0.26%	0%	81%	Social	
TELECOM ITALIA	0.26%	3%	40%	Non-sustainable	
FROMAGERIE BEL	0.26%	-2%	45%	Social	
PROGROUP	0.26%	X	X	Non-sustainable	
SAUR	0.26%	43%	44%	Environment and Social	
TORNATOR OYJ	0.25%	100%	0%	Environment	Society & Suppliers
ITELYUM	0.25%	99%	50%	Environment and Social	
NEMAK	0.25%	X	X	Non-sustainable	
RECORDATI	0.24%	0%	74%	Social	
CERBA	0.23%	0%	50%	Social	
WORLDLINE	0.23%	4%	52%	Social	Investors
AUTOLIV	0.23%	3%	35%	Social	
CREDIT LOGEMENT S.A.	0.23%	0%	35%	Social	
TIKEHAU CAPITAL	0.22%	8%	6%	Social	
COPELAND LP	0.22%	X	X	Non-sustainable	
QUADIENT	0.19%	-11%	37%	Social	
SAPPI	0.19%	29%	X	Environment	
ABERTIS	0.18%	-18%	24%	Non-sustainable	
REXEL	0.18%	11%	27%	Environment and Social	
SPCM	0.17%	-5%	7%	Non-sustainable	Investors
GRÜNENTHAL	0.16%	-2%	56%	Social	
ARKEMA	0.14%	9%	3%	Non-sustainable	
SAGAX AB	0.14%	8%	4%	Non-sustainable	

¹⁶ The NEC, which stands for Net Environmental Contribution, measures on a scale from -100% to +100% the extent to which a company's products and services help drive the ecological transition. ¹⁷ The SC, which stands for Societal Contribution, measures on a scale from -100% to +100% the extent to which a company's products and services help tackle societal issues. ¹⁸ SPICE, which stands for Society & Suppliers, People, Investors, Clients and Environment, is a fundamental rating that rates how companies address ESG issues, on a scale of 1 to 5, with 5 being the highest score. For details on the information taken into account in our SPICE fundamental analysis model, see our [ESG Integration Policy](#).

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COMPANY	WEIGHT IN PORTFOLIO	NEC ¹⁶	SC ¹⁷	SUSTAINABLE INVESTMENT	ENGAGEMENT BY SPICE ¹⁸ PILLAR
WABTEC	0.14%	100%	54%	Environment and Social	
FIRMENICH	0.14%	-3%	9%	Social	
JC DECAUX	0.14%	12%	17%	Environment	
INTERMEDIATE CAPITAL GROUP	0.13%	0%	0%	Non-sustainable	
O-I GLASS INC	0.13%	-55%	-11%	Non-sustainable	
TRIVIUM	0.12%	0%	18%	Non-sustainable	
TI FLUID	0.12%	9%	X	Non-sustainable	
AFFLELOU	0.12%	X	50%	Social	
GOODYEAR	0.12%	-3%	25%	Non-sustainable	
DRAX GROUP	0.11%	36%	55%	Environment and Social	
NEXI SPA	0.11%	0%	31%	Social	
APPLUS	0.11%	-4%	84%	Social	
NEOEN	0.11%	81%	53%	Environment and Social	Society & Suppliers
DANISH RAILROAD CO	0.10%	65%	46%	Environment and Social	
DOMETIC GROUP	0.09%	6%	13%	Non-sustainable	
SAMHALLSBYGGNADSBOLAGET	0.07%	5%	44%	Social	
PIERRE VACANCES	0.00%	4%	X	Non-sustainable	

INVENTORY OF COMPANIES HAVING ENTERED AND EXITED THE PORTFOLIO IN 2024

COMPANY	ENGAGEMENT BY SPICE ¹⁸ PILLAR
ALD	Investors
ENEL	Environment, Investors
NEXANS	Environment, Investors, People
RENAULT	Clients, Environment, Investors

¹⁶ The NEC, which stands for Net Environmental Contribution, measures on a scale from -100% to +100% the extent to which a company's products and services help drive the ecological transition. ¹⁷ The SC, which stands for Societal Contribution, measures on a scale from -100% to +100% the extent to which a company's products and services help tackle societal issues. ¹⁸ SPICE, which stands for Society & Suppliers, People, Investors, Clients and Environment, is a fundamental rating that rates how companies address ESG issues, on a scale of 1 to 5, with 5 being the highest score. For details on the information taken into account in our SPICE fundamental analysis model, see our [ESG Integration Policy](#).

Appendices

PRINCIPAL ADVERSE IMPACT INDICATORS AS DEFINED BY THE SUSTAINABLE FINANCE DISCLOSURES REGULATION (SFDR), AT 31 DECEMBER 2024

Principal adverse impact (PAI) indicators are consolidated at the fund level. Benchmark index data are provided for comparison. These results should be interpreted with caution, due to the varying maturity of the reported or estimated data and the low coverage ratio of some indicators. They are provided for informational purposes to meet the reporting requirements of the SRI label and are not tied to specific performance criteria for the fund.

PAI INDICATOR	UNIT	FUND	INDEX	FUND COVERAGE	INDEX COVERAGE
CARBON EMISSIONS	tCO ₂ e	585,493	713,740	48%	89%
CARBON FOOTPRINT	tCO ₂ e/�M	727	871	48%	89%
CARBON INTENSITY	tCO ₂ e/�M	758	1172	52%	90%
EXPOSURE TO FOSSIL FUELS	%	1.7%	6.2%	44%	74%
SHARE OF NON-RENEWABLE ENERGY CONS & PROD	%	39%	53%	53%	72%
ENERGY CONSUMPTION INTENSITY PER HIGH IMPACT CLIMATE SECTOR	GWh/�M	43%	47%	49%	76%
ACTIVITIES NEGATIVELY AFFECTING BIODIVERSITY	%	10%	24%	87%	83%
WATER POLLUTION	tonnes/�M	23.89	10.75	9%	3%
HAZARDOUS WASTE PRODUCTION	tonnes/�M	566.40	718.08	52%	51%
VIOLATIONS OF UN GLOBAL COMPACT PRINCIPLES AND OECD GUIDELINES	%	0%	0%	71%	82%
LACK OF PROCESSES AND COMPLIANCE MECHANISMS TO MONITOR COMPLIANCE WITH UN GLOBAL COMPACT PRINCIPLES	%	0%	0%	87%	83%
UNADJUSTED GENDER PAY GAP	%	6%	9%	51%	75%
BOARD GENDER DIVERSITY	%	24%	31%	67%	82%
EXPOSURE TO CONTROVERSIAL WEAPONS	%	0%	1%	87%	83%

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PRINCIPAL ADVERSE IMPACT INDICATORS AS DEFINED BY THE SUSTAINABLE FINANCE DISCLOSURES REGULATION (SFDR), AT 31 DECEMBER 2024

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PAI INDICATOR	DEFINITION
CARBON EMISSIONS	Scope 1, 2 and 3 greenhouse gas emissions
CARBON FOOTPRINT	Scope 1, 2 and 3 carbon footprint
CARBON INTENSITY	Scope 1, 2 and 3 carbon intensity
EXPOSURE TO FOSSIL FUELS	Share of investments in companies active in the fossil fuel sector
SHARE OF NON-RENEWABLE ENERGY CONS & PROD	Share of non-renewable energy consumption and non-renewable energy production
ENERGY CONSUMPTION INTENSITY PER HIGH IMPACT CLIMATE SECTOR	Energy consumption in GWh per million EUR of revenue of investee companies
ACTIVITIES NEGATIVELY AFFECTING BIODIVERSITY	Share of investments in companies with activities that can negatively affect biodiversity and that are located in or near biodiversity-sensitive areas
WATER POLLUTION	Tonnes of emissions to water generated by investee companies per million EUR invested
HAZARDOUS WASTE PRODUCTION	Tonnes of hazardous waste generated by investee companies per million EUR invested
VIOLATIONS OF UN GLOBAL COMPACT PRINCIPLES AND OECD GUIDELINES	Share of investments in companies that have violated the UN Global Compact principles or the OECD Guidelines for Multinational Enterprises
LACK OF PROCESSES AND COMPLIANCE MECHANISMS TO MONITOR COMPLIANCE WITH UN GLOBAL COMPACT PRINCIPLES	Share of investments in companies without policies to monitor compliance with the UN Global Compact principles or the OECD Guidelines for Multinational Enterprises or without grievance/complaints handling mechanisms to address violations of these principles
UNADJUSTED GENDER PAY GAP	Average unadjusted gender pay gap of investee companies
BOARD GENDER DIVERSITY	Average percentage of female board members in investee companies
EXPOSURE TO CONTROVERSIAL WEAPONS	Share of investments in companies involved in the manufacture or selling of controversial weapons



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