



sycomore
am

sycomore

europe happy@work

NOVEMBER 2022

Share I

Isin code | LU1301026206

NAV | 145.6€

Assets | 470.6 M€

European Sustainable Classification



SRI

7 Higher risk leads potentially to higher returns

6

5

4

3

2

1 Lower risk leads potentially to lower returns

The fund does not offer any guarantee of return or performance and presents a risk of capital loss

Investment Team



Cyril CHARLOT
Fund Manager



Jessica POON
Fund Manager



France



Belgium



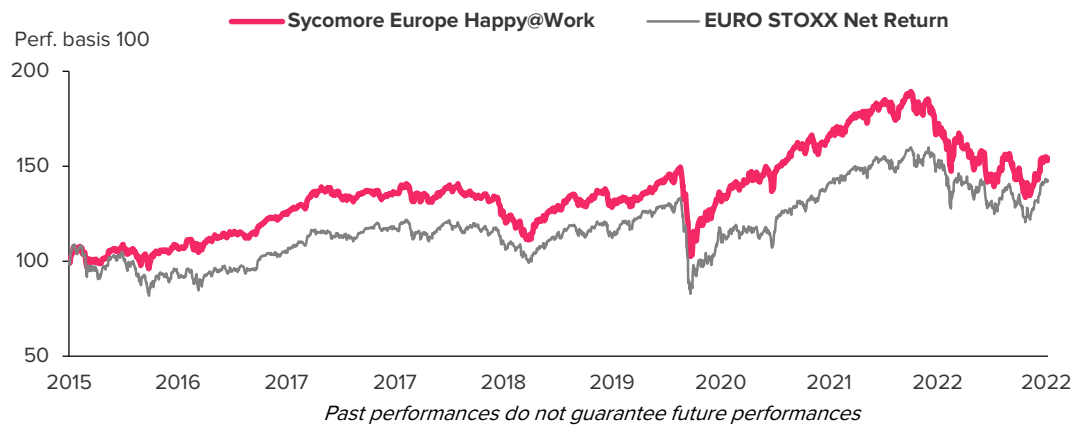
Germany

Investment strategy

A responsible selection of people-driven European companies

Sycomore Europe Happy@Work invests in European companies that pay particular attention to the importance of human capital as a key performance driver. The fund seeks to contribute positively to the human capital issues highlighted in the United Nations' Sustainable Development Goals. Stocks are selected on the basis of rigorous fundamental analysis combined with in-depth ESG research, focusing on a company's ability to promote employee fulfillment and engagement, using a proprietary assessment framework. The analysis draws from the experience and knowledge of field experts, human capital managers and employees. Fund managers also carry out on-site visits. The fund seeks to outperform the Euro Stoxx TR index over 5 years.

Performance as of 30.11.2022



	Nov 2022	1 year	3 yrs	5 yrs	Inc. Annu.	2021	2020	2019	2018		
Fund %	5.6	-16.4	-13.9	11.4	14.2	54.2	6.0	15.5	13.0	23.8	-15.7
Index %	8.1	-9.2	-4.7	13.1	21.8	42.8	4.9	22.7	0.2	26.1	-12.7

Statistics

	Corr.	Beta	Alpha	Vol.	Bench. Vol	Track. Error	Sharpe Ratio	Info Ratio	Draw Down	Bench. DD
3 years	0.9	0.8	0.1%	19.7%	22.8%	8.1%	0.2	-0.1	-31.4%	-37.9%
Inception	0.9	0.7	2.2%	15.2%	18.9%	7.9%	0.4	0.1	-31.4%	-37.9%

Fund commentary

As the market rose sharply, the fund generated positive returns while underperforming the benchmark. ASML and STMicroelectronics surged as their 2023 estimates become more realistic. Saint-Gobain and Schneider Electric also increased after reporting a solid quarter. Conversely, Salesforce and Palo Alto underperformed as the sector shows signs of weakness, although the mid-to-long term trend is solid. Acciona Energia and ERG fell as investors digest the potential price cap impact. During the month, we increased the financial sector weight and reinforced stocks with attractive upsides (BMW, Puma). We also took profits on SAP and ASML which rebounded substantially. We observed several leading indicators pointing to a decline in inflation, which could bode well for the fund that is temporarily penalized by rising interest rates. Furthermore, Happy@Work companies have strong balance sheets and are more resilient if there is a recession.

The labels aim to guide investors in identifying sustainable and responsible investments. The composition of the management team is subject to change without notice. Before investing, first consult the Fund's KIID available on our www.sycomore-am.com website.



Fund Information

Inception date

04/11/2015

ISIN codes

Share I - LU1301026206

Share R - LU1301026388

Bloomberg tickers

Share I - SYCHAWI LX

Share R - SYCHAWR LX

Benchmark

EURO STOXX Net Return

Legal form

SICAV compartment

Domiciliation

Luxembourg

PEA eligibility

Yes

Investment period

5 yrs

Minimum investment

None

UCITS V

Yes

Valuation

Daily

Currency

EUR

Cut-Off

11am CET Paris (BPSS LUX)

Cash Settlement

T+2

Management fees

Share I - 1.00%

Share R - 2.00%

Performance fees

15% > Benchmark

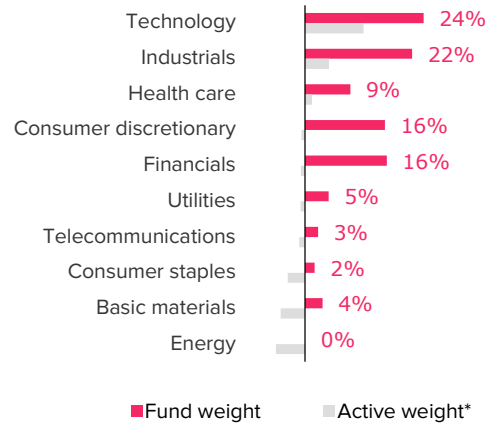
Transaction fees

None

Portfolio

Equity exposure	95%
Overlap with benchmark	23%
Number of holdings	61
Weight of top 20 stocks	55%
Median market cap	22.4 €bn

Sector exposure

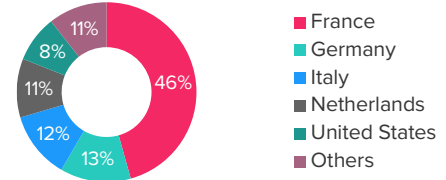


*Fund weight - weight EURO STOXX Net Return

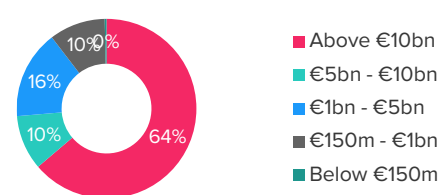
Valuation

	Fund	Index
2022 PER	14.1x	12.0x
2022 EPS growth	14.6%	14.5%
2022 P/BV ratio	1.9x	1.5x
Return on Equity	13.5%	12.7%
2022 Dividend Yield	2.6%	3.4%

Country breakdown



Market cap breakdown



SPICE, for Society & Suppliers, People, Investors, Clients, Environment is our tool for assessing a company's performance on sustainability criteria. This tool incorporates the analysis of economic, governance, environmental, social, and societal risks and opportunities covering both the company's daily operations and its product and service offer.

The analysis process covers 90 criteria and leads to a rating per letter. These 5 ratings are weighted based on the company's most material impacts*.

	Fund	Index
SPICE	3.9/5	3.5/5
S score	3.5/5	3.2/5
P score	4.2/5	3.5/5
I score	3.9/5	3.6/5
C score	3.9/5	3.6/5
E score	3.6/5	3.2/5

Top 10

	Weight	SPICE rating	People Score
ASML	4.8%	4.2/5	4.4/5
Saint Gobain	4.3%	3.9/5	4.1/5
SAP	3.4%	4.2/5	4.4/5
AstraZeneca	3.4%	3.6/5	4.0/5
Air Liquide	3.4%	4.2/5	4.2/5
ESG Core Inv.	3.3%	3.0/5	3.2/5
AXA	3.3%	3.8/5	4.2/5
Christian Dior	3.1%	4.3/5	4.1/5
Schneider E.	3.0%	4.3/5	4.4/5
BMW	2.8%	3.8/5	4.4/5

Performance contributors

	Avg. weight	Contrib
Positive		
ASML	4.3%	0.74%
Christian Dior	2.5%	0.38%
SAP	3.7%	0.29%
Negative		
ERG	1.7%	-0.08%
Palo Alto	1.0%	-0.06%
Salesforce	0.9%	-0.06%

Portfolio changes

Buy

Reinforcement

Intesa S.
Fineco Bank
Nagarro

Sell

Reduction

Sap
Dsm
Air Liquide



ESG scores

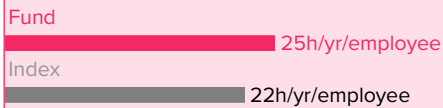
	Fund	Index
ESG*	3.7/5	3.3/5
Environment	3.6/5	3.2/5
Social	3.8/5	3.4/5
Governance	3.8/5	3.5/5

Societal and social analysis

Training number of hours**

Average number of hours of training delivered per employee per year in companies.

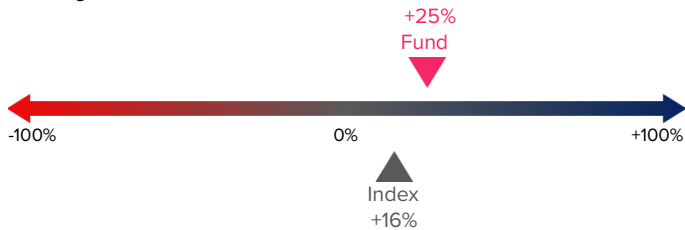
Coverage rate : fund 91% / index 90%



Societal contribution

Contribution of the economic activity of companies to the resolution of major societal issues, on a scale from -100% to +100%.

Coverage rate : fund 99% / index 94%

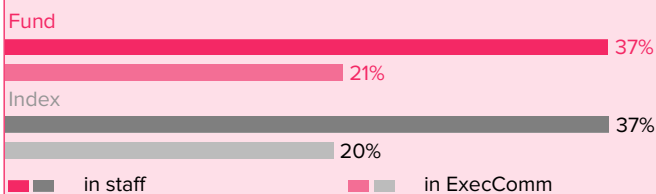


Gender equality ♀/σ***

Percentage of women in total company headcounts and executive committees.

Staff coverage rate : fund 98% / index 97%

ExecComm coverage rate : fund 100% / index 93%

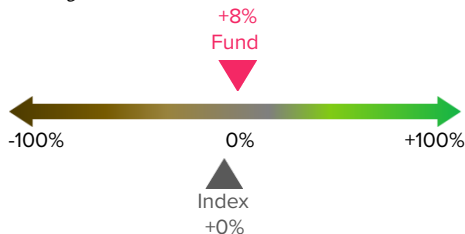


Environmental analysis

Net Environmental Contribution (NEC)

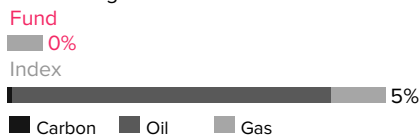
Degree of alignment of the economic models with the ecological transition, integrating biodiversity and climate, on a scale running from -100% for eco-obstruction to +100% for eco-solution, where 0% equates to the average environmental impact of the global economy. The results are expressed in NEC 1.0 (nec-initiative.org) scores calculated by Sycomore Asset Management on the basis of data collected from 2018 to 2021.

Coverage rate : fund 100% / index 97%



Fossil fuel exposure

Percentage of income derived from the three fossil energies.



Carbon footprint

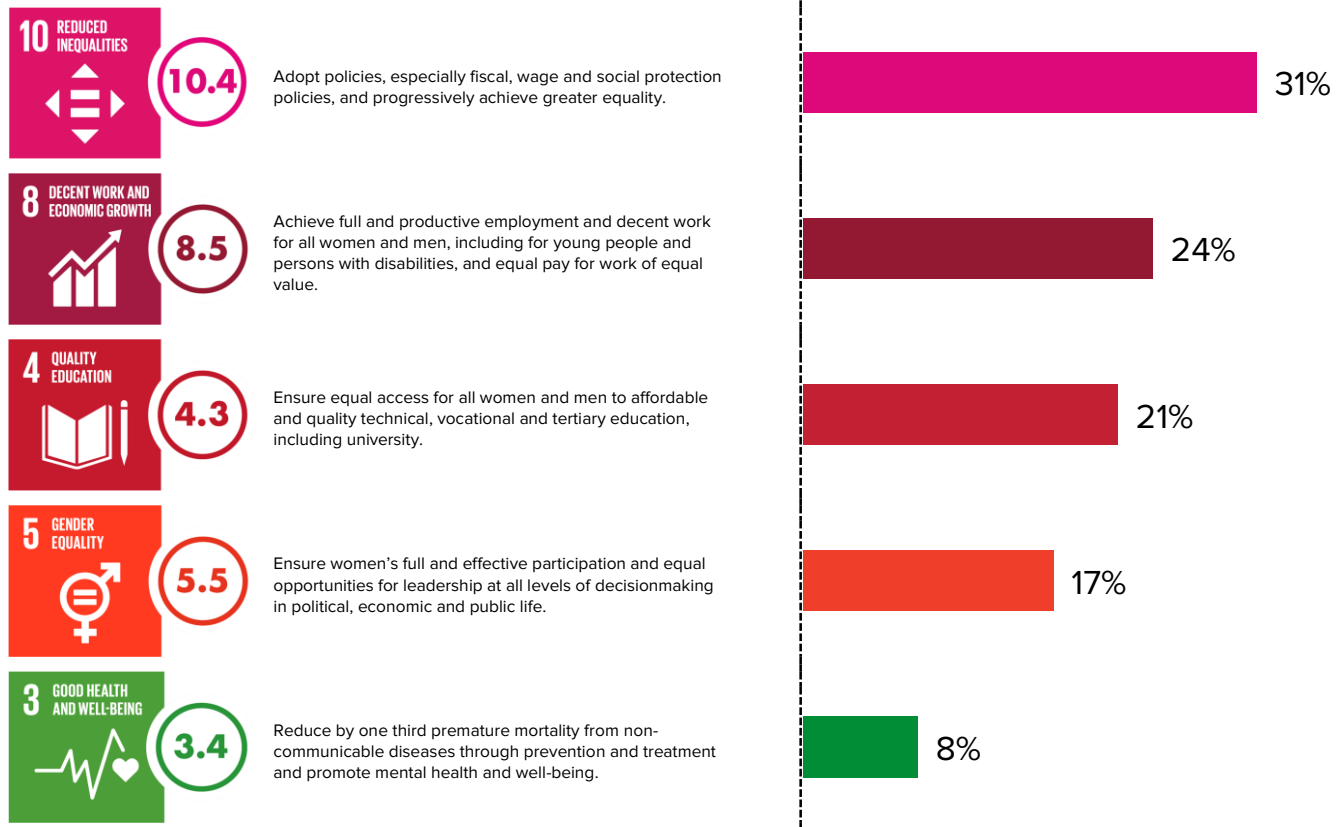
Annual greenhouse gas emissions (GHG Protocol) from upstream scopes 1, 2 and 3 per thousand euros invested***.

Coverage rate : fund 93% / index 98%

kg. eq. CO ₂ /year/k€	Fund	Index
	115	296



Sustainable development goals exposure



ESG follow-up, news and dialogue

Dialogue and engagement

Rexel

Dialogue with the company on the new CEO's arrival in March 2022 and the implications for management and human capital. The company is focusing on internal mobility and diversity. We have encouraged the company to set up an employee satisfaction survey at group level (the initiative is only available in the US for the time being).

Adyen

We engaged with the company on increasing female representation at executive level and on disclosing the annual hours of training received by employees, as well as the results of the employee satisfaction survey, including both satisfaction and participation rates.

ESG controversies

No Comment.

Votes

0 / 0 voted general assembly over the month.

Details on our votes are available here the day following the company's AGM [Here](#).