



**sycomore**  
am

sycomore

europa happy@work

DECEMBER 2024

Share R

Isin code | LU1301026388

NAV | 169.0€

Assets | 400.2 M€

**SFDR 9**

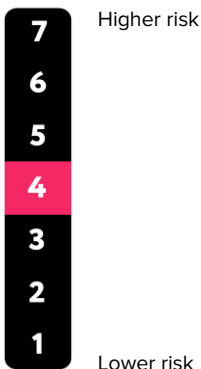
**Sustainable Investments**

% AUM: ≥ 80%

% Companies\*: 100%

\*Excluding derivatives, cash & equivalent

**Risk indicator**



The risk indicator assumes you keep the product for 5 years.

**Warning :** the actual risk can vary significantly if you cash in at an early stage and you may get back less.

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

**Investment Team**



**Giulia CULOT**  
Fund Manager



**Luca FASAN**  
Fund Manager



**Claire MOUCHOTTE**  
SRI analyst



France



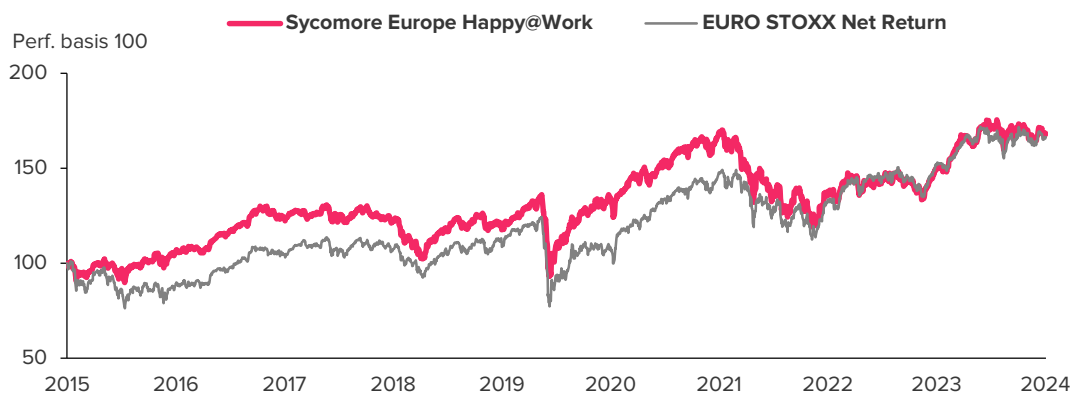
Belgium

**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 31.12.2024**



Past performances do not guarantee future performances. (Source: Sycomore AM, Bloomberg)

	Dec 2024	1 year	3 yrs	5 yrs	Inc. Annu.	2023	2022	2021	2020		
Fund %	1.2	11.3	11.3	1.7	30.7	68.3	5.7	13.9	-19.8	14.3	12.4
Index %	1.3	9.3	9.3	13.6	39.7	66.5	5.5	18.5	-12.3	22.7	0.2

Performance prior to 11/04/2015 was achieved by an identical French fund created on 07/06/2015, which was liquidated in favour of the Luxembourg sub-fund.

**Statistics**

	Corr.	Beta	Alpha	Vol.	Bench. Vol	Track. Error	Sharpe Ratio	Info Ratio	Draw Down	Bench. DD
3 years	0.9	0.9	-3.3%	15.5%	16.4%	5.4%	-0.1	-0.7	-30.0%	-24.6%
Inception	0.9	0.8	1.3%	14.7%	17.8%	7.2%	0.4	0.0	-31.5%	-37.9%

**Fund commentary**

December 2024 has been an eventful month for global equity markets. The Federal Reserve's recent decision to cut interest rates by 25 basis points in December 2024 has had a notable impact on global equity markets. This move, which lowered the target interest rate range to 4.25%-4.5%, was aimed at supporting the labor market and achieving price stability. Initially, the markets reacted negatively, with a nearly 3% drop following the announcement. However, this correction was short-lived, and markets began to recover as investors adjusted to the new rate environment. The Fed's indication of a slower pace of future rate cuts in 2025 has also added a layer of uncertainty, influencing market sentiment. In this environment the fund has outperformed the relevant index, on the positive side the fund performance benefited from our exposure to the luxury and financial sectors.

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 KID available on our [www.sycomore-am.com](http://www.sycomore-am.com) website.



## Fund Information

### Inception date

06/07/2015

### 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

D+2

### Management fees

Share I - 1.00%

Share R - 2.00%

### Performance fees

15% > Benchmark

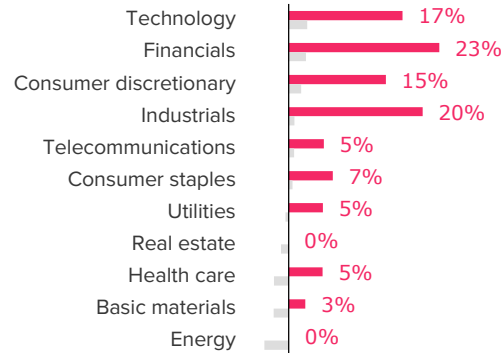
### Transaction fees

None

## Portfolio

Equity exposure	95%
Overlap with benchmark	31%
Number of holdings	37
Weight of top 20 stocks	77%
Median market cap	81.8 €bn

## Sector exposure

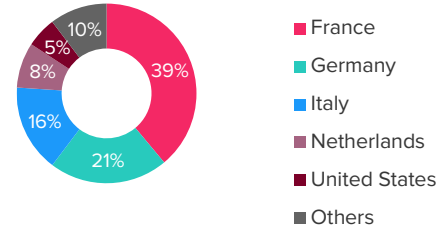


\*Fund weight - weight EURO STOXX Net Return

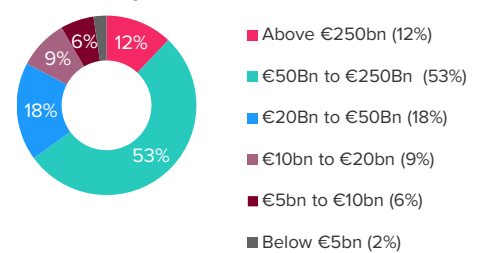
## Valuation

	Fund	Index
2024 P/E ratio	18.0x	13.3x
2024 EPS growth	7.2%	5.0%
2024 P/BV ratio	2.9x	1.8x
Return on Equity	15.8%	13.8%
2024 Dividend Yield	2.9%	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	3.8/5	3.5/5
S score	3.7/5	3.3/5
P score	4.1/5	3.7/5
I score	3.9/5	3.7/5
C score	4.0/5	3.5/5
E score	3.5/5	3.3/5

## Top 10

	Weight	SPICE rating	People Score
ASML	5.9%	4.2/5	4.3/5
Hermès	5.2%	4.1/5	4.7/5
Axa	5.1%	3.7/5	4.1/5
Deutsche telekom	5.0%	3.7/5	3.8/5
Schneider	4.5%	4.2/5	4.6/5
Intesa sanpaolo	4.5%	3.7/5	4.4/5
Iberdrola	4.3%	4.0/5	3.9/5
Danone	4.2%	3.7/5	3.9/5
Michelin	4.1%	3.9/5	4.4/5
Allianz	4.0%	3.7/5	3.9/5

## Performance contributors

	Avg. weight	Contrib
<b>Positive</b>		
Hermès	4.7%	0.53%
Brunello cucinelli	3.3%	0.38%
Finacobank	2.9%	0.29%
<b>Negative</b>		
Deutsche telekom	4.9%	-0.22%
Novo nordisk	0.9%	-0.13%
Eli lilly	0.9%	-0.05%

## Portfolio changes

Buy	Reinforcement	Sell	Reduction
Intuitive Surg. Inc	Infineon Technologies AG	Novo Nordisk A/S	Gaztransport Et Technigaz SA
	Allianz SE	Novartis AG	Prysmian SpA
	L'Oreal SA	ERG SpA	Roche Holding AG



## ESG scores

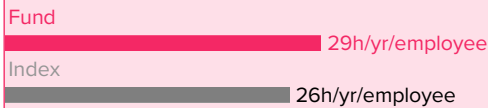
	Fund	Index
<b>ESG*</b>	<b>3.7/5</b>	<b>3.4/5</b>
Environment	3.5/5	3.3/5
Social	3.7/5	3.6/5
Governance	3.7/5	3.6/5

## Societal and social analysis

### Training number of hours\*\*

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

Coverage rate : fund 94% / index 81%



### Best People score

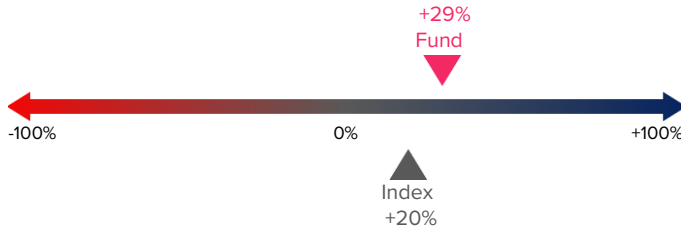
Best 5 P score in portfolio regarding to our fundamental analysis model.

	People Score
Hermès	4.7/5
Schneider	4.6/5
Intesa sanpaolo	4.4/5
Michelin	4.4/5
Brunello cucinelli	4.5/5

### 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 100% / index 98%



### Staff turnover

Average employee exits and recruitments divided by the company's headcount at the start of the period.

Coverage rate : fund 36% / index 23%



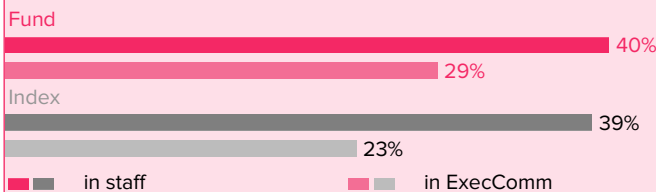
Average turnover rates vary greatly depending on countries and sectors. As a result, while the fund naturally invests in companies displaying a lower turnover relative to their sector and region, the portfolio's sector and regional breakdown may have a bearing on its average turnover.

### Gender equality ♀/σ\*\*\*

Percentage of women in total company headcounts and executive committees.

Staff coverage rate : fund 97% / index 91%

ExecComm coverage rate : fund 96% / index 96%

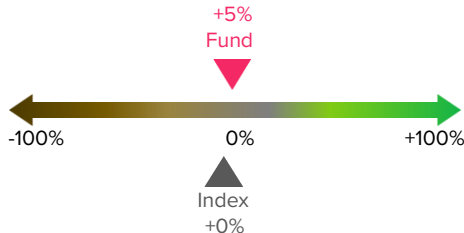


## Environmental analysis

### Net Environmental Contribution (NEC)

Degree of alignment of economic activities with the ecological transition, integrating biodiversity, climate and resources, on a standard scale from -100% for total misalignment to +100% for complete alignment, where 0% corresponds to the world economy average. The results are calculated by Sycomore AM or by the [nec-initiative.org](https://nec-initiative.org) based on data for the years 2022 to 2024 according to NEC 1.0 or 1.1.

Coverage rate : fund 100% / index 98%



### Fossil fuel exposure

Share of revenues from activities linked to fossil fuels from upstream to energy production, supplied by S&P Global.

Fund

0%

Index



■ Coal ■ Oil ■ Gas

### Carbon footprint

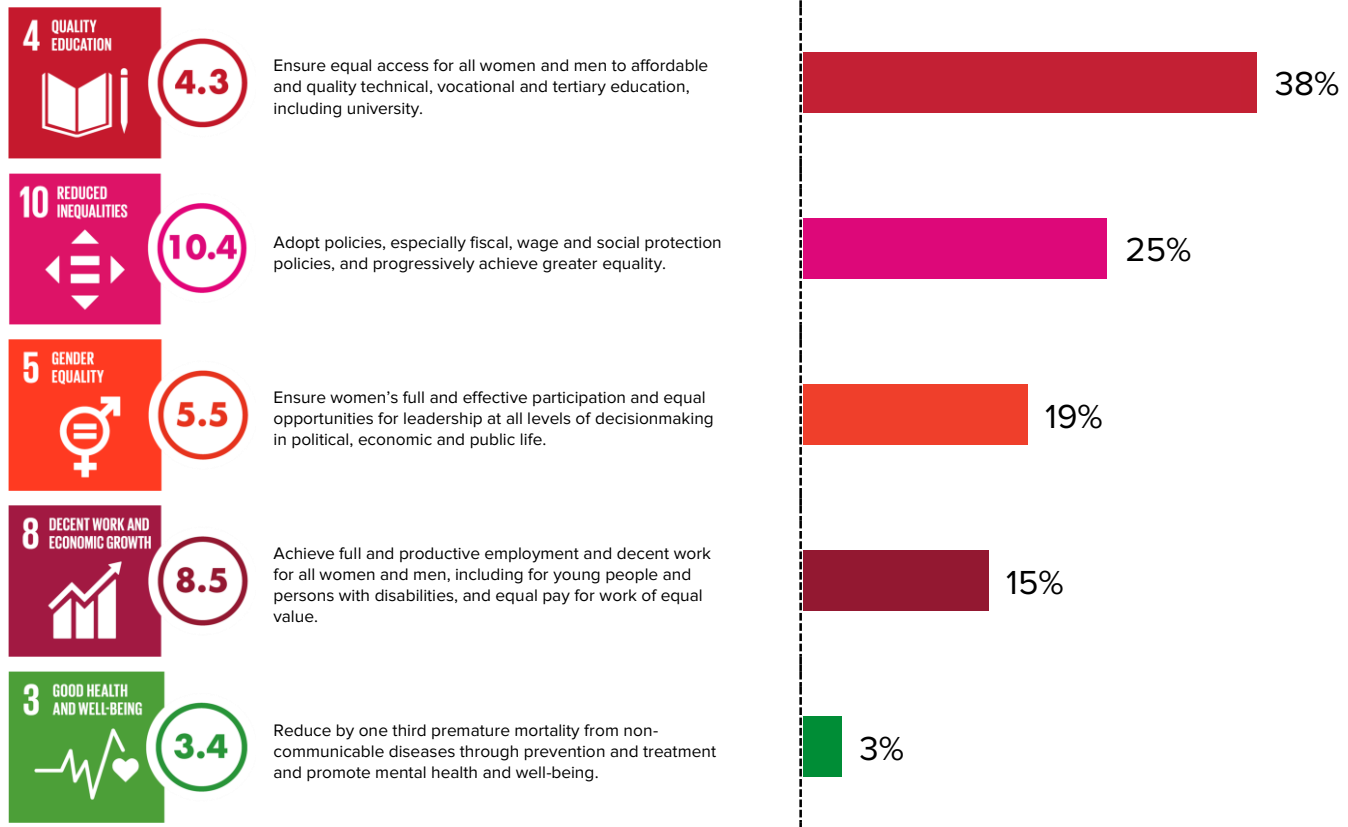
Annual greenhouse gas emissions (GHG Protocol) from upstream scopes 1, 2 and 3 per thousand euros invested, as modelled by MSCI.\*\*\*.

Coverage rate : fund 93% / index 99%

	Fund	Index
kg. eq. CO <sub>2</sub> /year/k€	302	675



## Sustainable development goals exposure



## ESG follow-up, news and dialogue

### Dialogue and engagement

#### Prysmian

We were contacted by Prysmian for feedback on their double materiality assessment. We made recommendations in the following areas: health and safety indicators, circular economy, measures in place to prevent violent behaviour and harassment at work, as well as materiality, the calculation, reporting and definition of scope 3-related targets.

#### Nvidia

We participated to Nvidia's quarterly Human Rights investor call during which they mentioned they were finishing their Human Right Impact Assessment. However they don't seem to be able to track the end-users (including in conflict areas) of their products at the moment. The company shall publish more elements on this aspect in June 2025.

### ESG controversies

#### Microsoft

In the United States, the Federal Trade Commission is investigating Microsoft in a wide-ranging probe into the company's products, from Cloud to AI, after several cybersecurity incidents involving the group.

#### Prysmian

The Italian Competition Authority has announced the opening of an antitrust investigation targeting the main manufacturers of copper cables operating in Italy. The investigation was prompted by a leniency application submitted by one of the involved companies. These companies had allegedly coordinated pricing practices, aligning list prices and initial distributor discounts since 2005.

### Votes

1/1 voted general assembly over the month.

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

Additional disclaimers: although the fund's performances are partly driven by the ESG indicators of portfolio holdings, these are not the sole determining factor. Marketing communication. This information has not been prepared in accordance with legal requirements designed to promote the independence of investment research. Sycomore AM is not banned from trading on these securities prior to the dissemination of this information. Before investing, please read the fund's KID available on our website: [www.sycomore-am.com](http://www.sycomore-am.com).