



sycomore
am

sycomore

europe happy@work

JUNE 2024

Share R

Isin code | LU1301026388

NAV | 171.6€

Assets | 467.2 M€

SFDR 9

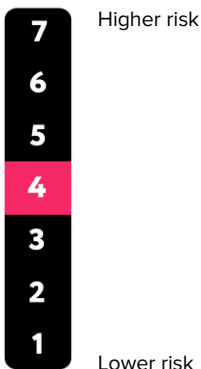
Sustainable Investments

% 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



Cyril CHARLOT
Head of Portfolio Management



Giulia CULOT
Fund Manager



Luca FASAN
Fund Manager



Claire MOUCHOTTE
SRI analyst



France



Belgium



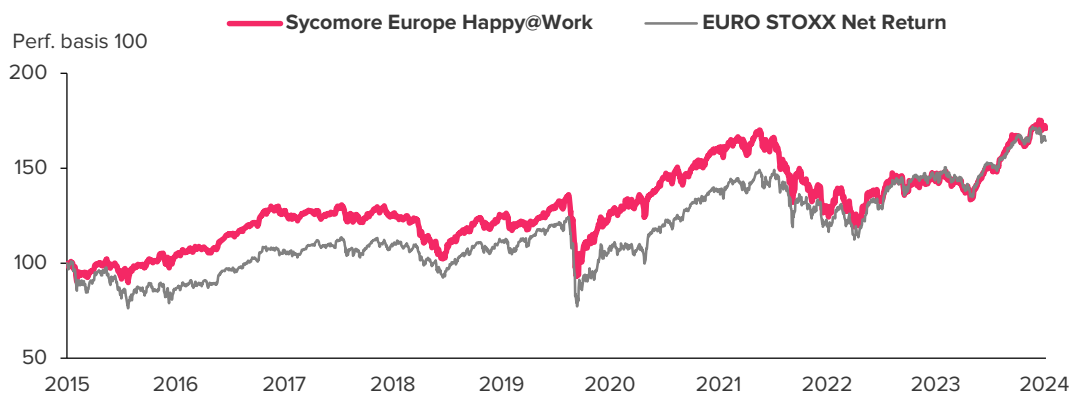
Germany

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 28.06.2024



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

	Jun 2024	1 year	3 yrs	5 yrs	Inc. Annu.	2023	2022	2021	2020		
Fund %	-0.3	13.1	16.0	7.4	38.6	70.9	6.2	13.9	-19.8	14.3	12.4
Index %	-2.7	7.9	11.5	19.5	49.0	64.4	5.7	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	-2.7%	15.5%	16.5%	5.5%	0.0	-0.7	-30.0%	-24.6%
Inception	0.9	0.8	1.7%	14.8%	18.0%	7.3%	0.4	0.1	-31.5%	-37.9%

Fund commentary

During the month of June the performance of European equity markets has been affected by the surprising results of the European elections and the subsequent decision of calling for political election in France. In this environment our strategy has outperformed his benchmark, both asset allocation and stock picking were positive contributors. The strategy benefitted from the overweight in information technology and underweight on financials, specifically French financials were affected by the move in interest rates. At stock level the positive contributions were well spread with Novo Nordisk (health care), RELX (media), Nvda (IT) and MSFT (IT) all having a positive impact. On the negative side Axa and Spie underperformed, we believe that the market overplayed the potential specific negative effect of the French elections on these companies.

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 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 compartiment

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

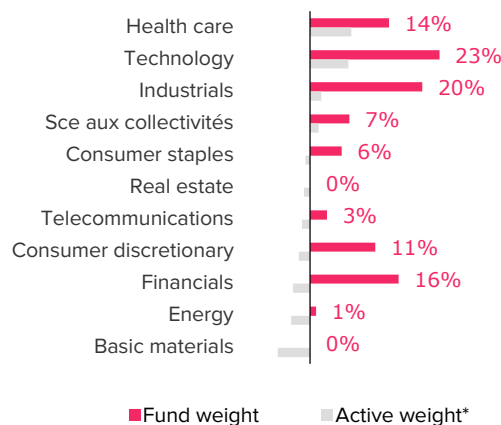
Transaction fees

None

Portfolio

Equity exposure	95%
Overlap with benchmark	29%
Number of holdings	38
Weight of top 20 stocks	72%
Median market cap	75.6 €bn

Sector exposure

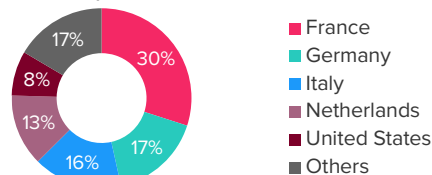


*Fund weight - weight EURO STOXX Net Return

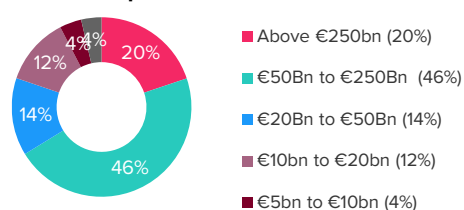
Valuation

	Fund	Index
Ratio P/E 2024	19.0x	13.2x
Croissance bénéficiaire 2024	8.6%	5.1%
Ratio P/BV 2024	3.1x	1.8x
Return on Equity	16.2%	13.6%
Rendement 2024	2.6%	3.5%

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	3.6/5
S score	3.8/5	3.4/5
P score	4.0/5	3.6/5
I score	4.0/5	3.7/5
C score	3.8/5	3.6/5
E score	3.6/5	3.3/5

Top 10

	Weight	SPICE rating	People Score
ASML	9.3%	4.3/5	4.1/5
Munich re	5.3%	3.5/5	3.8/5
Prysmian	4.7%	3.7/5	4.2/5
Schneider	4.5%	4.2/5	4.4/5
Novo nordisk	4.1%	3.8/5	4.0/5
Intesa sanpaolo	4.0%	3.7/5	4.3/5
SAP	3.8%	3.9/5	3.9/5
Axa	3.4%	3.7/5	4.0/5
Michelin	3.2%	4.0/5	4.3/5
Relx	3.2%	3.9/5	3.6/5

Performance contributors

	Avg. weight	Contrib
Positive		
ASML	8.7%	0.84%
SAP	3.4%	0.44%
Nvidia	2.1%	0.36%
Negative		
Spie	1.9%	-0.39%
L'Oreal	4.0%	-0.39%
Axa	4.7%	-0.36%

Portfolio changes

Buy	Reinforcement	Sell	Reduction
Eli lilly	Munich re	Beiersdorf	Nvidia
Asr	Saint gobain	Antin infrastructure partners	Spie
Infineon	Moncler	Rexel	Axa



ESG scores

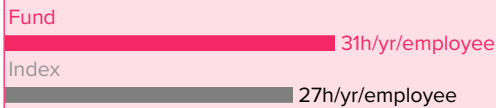
	Fund	Index
ESG*	3.7/5	3.4/5
Environment	3.6/5	3.3/5
Social	3.7/5	3.6/5
Governance	3.7/5	3.6/5

Societal and social analysis

Training number of hours**

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

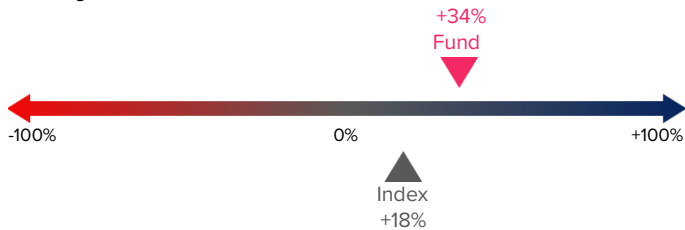
Coverage rate : fund 88% / index 81%



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 99%

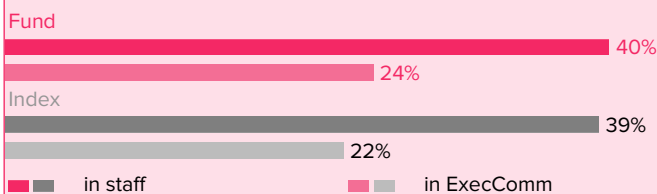


Gender equality ♀/σ***

Percentage of women in total company headcounts and executive committees.

Staff coverage rate : fund 100% / index 92%

Taux de couverture Comex : fund 98% / index 96%

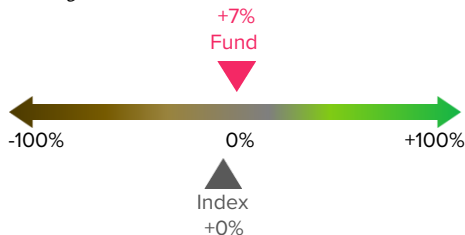


Environmental analysis

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) calculated by Sycomore AM based from 2018 to 2021.

Coverage rate : fund 100% / index 99%



Fossil fuel exposure

Percentage of income derived from the three fossil energies.

Fund

0%

Index



Carbon footprint

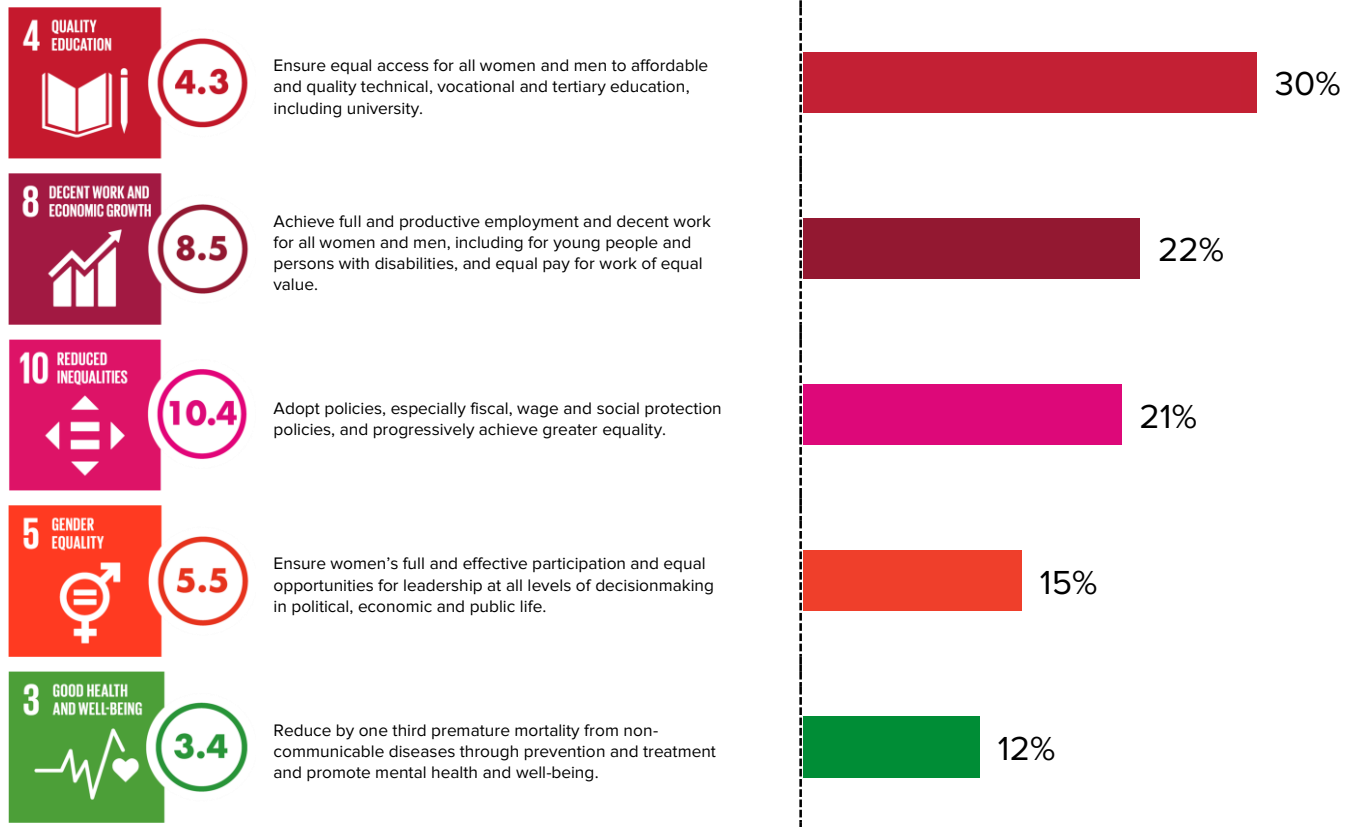
Annual greenhouse gas emissions (GHG Protocol) from upstream scopes 1, 2 and 3 per thousand euros invested***.

Coverage rate : fund 99% / index 99%

	Fund	Index
kg. eq. CO ₂ /year/k€	73	152



Sustainable development goals exposure



ESG follow-up, news and dialogue

Dialogue and engagement

Saint-Gobain

We had a very insightful meeting on gender diversity with Saint Gobain via the 30% Club France. The company is quite transparent on its gender diversity KPIs and targets. Among the good practices we have identified, they have done a lot of work to make "blue collar" jobs accessible to women and support female managers to become non-executive directors at their subsidiaries.

Intesa SanPaolo

We discussed with management the accounts transfers from Intesa Sanpaolo to Isybank. Last year, there were 1,500 claims after the move of 300,000 clients. 350,000 further clients were transferred a few months ago, without any significant number of claims: since then, processes had been improved, with a paper mail sent to all the targeted clients, even though they had indicated that they wanted to have e-mail only notifications. The group targets to transfer a total of 4 million accounts.

ESG controversies

L'Oreal

We held discussions with L'Oréal following the release of a BBC documentary revealing the presence of child labour in its value chain. The documentary claims that children are involved in the harvest of jasmine, used for its essential oil in some of the group's perfumes. The company has highlighted the need for a systemic change to support local communities. L'Oréal is part of a coalition run by the ILO and an NGO that is already working on this issue.

Spie

We contacted Spie after a fire incident on the oil platform of one of its clients in Gabon caused 6 deaths. According to the company, Spie was responsible for at least 3 of these employees via a sub-contracting agreement. We shall continue to engage with Spie, encouraging the group to improve transparency on risk management and the disclosure of health & safety KPIs when using sub-contractors.

Votes

4 / 4 voted general assemblies over the month.

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

ESG commentary

Arverne : We had a pre-AGM dialogue with Arverne to share our voting intentions as well as some recommendations. On the remuneration policy, we recommended to have more transparency on threshold and targets of criteria, and to choose LTI objectives which can be evaluated over 3 years (and not annually). On share issuances we recommended the company to clarify the beneficiaries of each resolution, for us to better assess the stringency of performance criteria when they are attributed to executives.

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.