



sycomore
am

sycomore

europe happy@work

NOVEMBER 2024

Share CS

Isin code | LU1786954369

NAV | 149.4€

Assets | 441.8 M€

SFDR 9

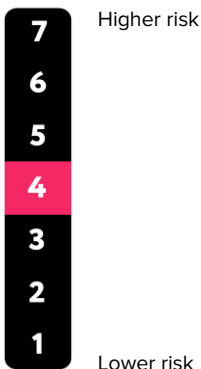
Sustainable Investments

% 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



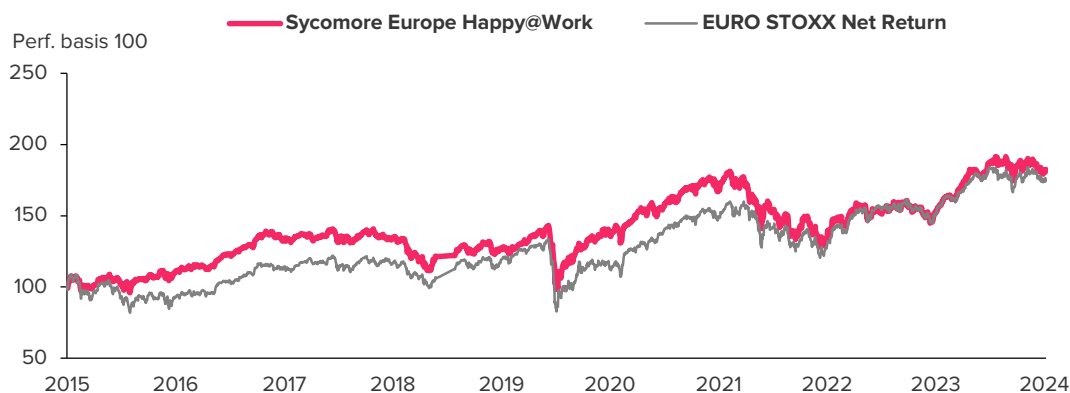
Belgium

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 29.11.2024



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

	Nov 2024	2024 1 year	3 yrs	5 yrs	Inc. Annu.	2023	2022	2021	2020		
Fund %	0.6	11.0	14.9	6.5	37.6	82.6	6.6	15.1	-19.0	15.5	12.8
Index %	0.0	7.8	11.3	17.6	39.5	76.2	6.2	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%	15.7%	16.6%	5.4%	0.0	-0.6	-29.4%	-24.6%
Inception	0.9	0.7	1.8%	14.7%	18.1%	7.7%	0.4	0.1	-31.4%	-37.9%

Fund commentary

Euro zone equity markets delivered a muted performance in the month of November, negatively impacted by the implications on Europe of elections in the United States as well as by political uncertainty in Europe. In this context, the fund outperformed its benchmark, thanks to positive stock-selection (on our portfolio convictions such as Deutsche Telekom and Saint-Gobain, as well as on some of the US technology holdings such as Microsoft and ServiceNow) with a neutral sector allocation. Indeed, we took the decision after the summer to reduce the biases in portfolio in terms of sectors and styles: we are convinced that the weight of political decisions (US, China, Germany, France, among the most relevant) will be more relevant and that it is hard to build a strong scenario on what could happen, moreover, some of the identified 'losers' on some of these themes (such as China exposed or tariff exposed stocks) trade already at discounted levels. In this respect, we prefer to focus on stock selection and to be agile on evolving scenarios.

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 CS - LU1786954369

Share I - LU1301026206

Share R - LU1301026388

Bloomberg tickers

Share CS - SYCHACS LX

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 CS - 1.00%

Share I - 1.00%

Share R - 2.00%

Performance fees

15% > Benchmark

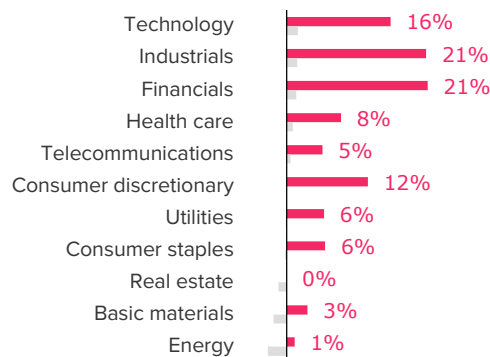
Transaction fees

None

Portfolio

Equity exposure	101%
Overlap with benchmark	31%
Number of holdings	40
Weight of top 20 stocks	75%
Median market cap	83.1 €bn

Sector exposure

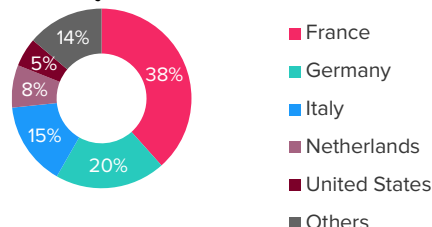


*Fund weight - weight EURO STOXX Net Return

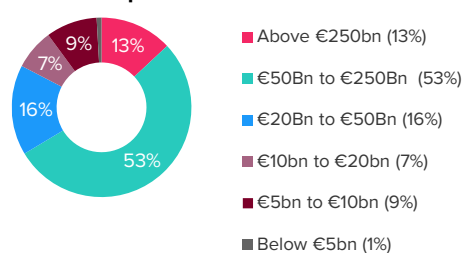
Valuation

	Fund	Index
2024 P/E ratio	17.3x	12.8x
2024 EPS growth	7.2%	4.8%
2024 P/BV ratio	2.8x	1.8x
Return on Equity	16.1%	13.7%
2024 Dividend Yield	3.0%	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	3.8/5	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	3.9/5	3.5/5
E score	3.5/5	3.3/5

Top 10

	Weight	SPICE rating	People Score
ASML	5.5%	4.2/5	4.3/5
Deutsche telekom	5.2%	3.7/5	3.8/5
Axa	4.7%	3.7/5	4.1/5
Hermès	4.4%	4.1/5	4.7/5
Iberdrola	4.4%	4.0/5	3.9/5
Schneider	4.4%	4.2/5	4.6/5
Intesa sanpaolo	4.0%	3.7/5	4.4/5
Danone	4.0%	3.7/5	3.9/5
Michelin	3.8%	4.0/5	4.4/5
Saint gobain	3.7%	3.9/5	4.0/5

Performance contributors

	Avg. weight	Contrib
Positive		
Deutsche telekom	4.9%	0.42%
ASML	5.3%	0.32%
Servicenow	1.4%	0.19%
Negative		
Legrand	2.1%	-0.24%
Intesa sanpaolo	4.7%	-0.23%
Axa	5.0%	-0.23%

Portfolio changes

Buy

Allianz

Reinforcement

Novo Nordisk A/S

Michelin

Air liquide

Sell

Astra zeneca

Arverne Group SA

Reduction

Legrand

KBC Group NV

Intesa sanpaolo



ESG scores

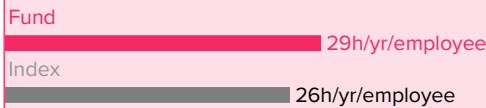
	Fund	Index
ESG*	3.7/5	3.4/5
Environment	3.5/5	3.3/5
Social	3.7/5	3.6/5
Governance	3.7/5	3.6/5

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

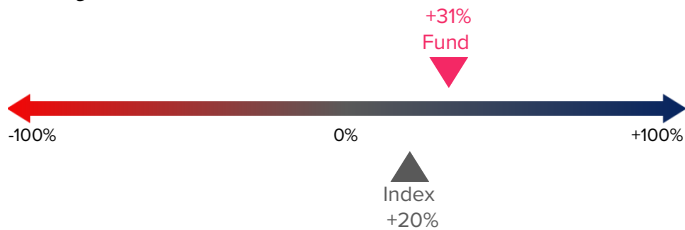
Best 5 P score in portfolio regarding to our fundamental analysis model.

	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 42% / index 26%



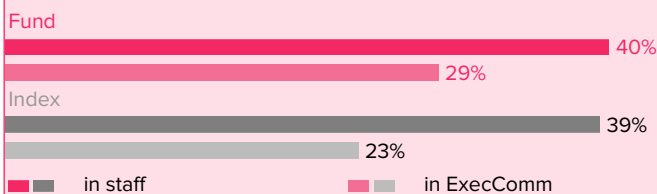
Average turnover rates vary greatly depending on countries and sectors. As a result, while the fund naturally invests in companies displaying a lower turnover relative to their sector and region, the portfolio's sector and regional breakdown may have a bearing on its average turnover.

Gender equality ♀/σ***

Percentage of women in total company headcounts and executive committees.

Staff coverage rate : fund 97% / index 91%

ExecComm coverage rate : fund 97% / index 96%

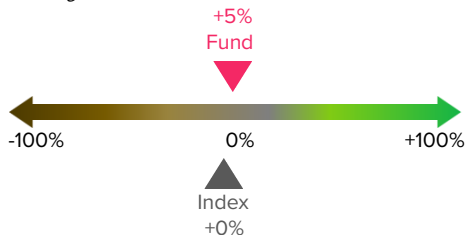


Environmental analysis

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 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

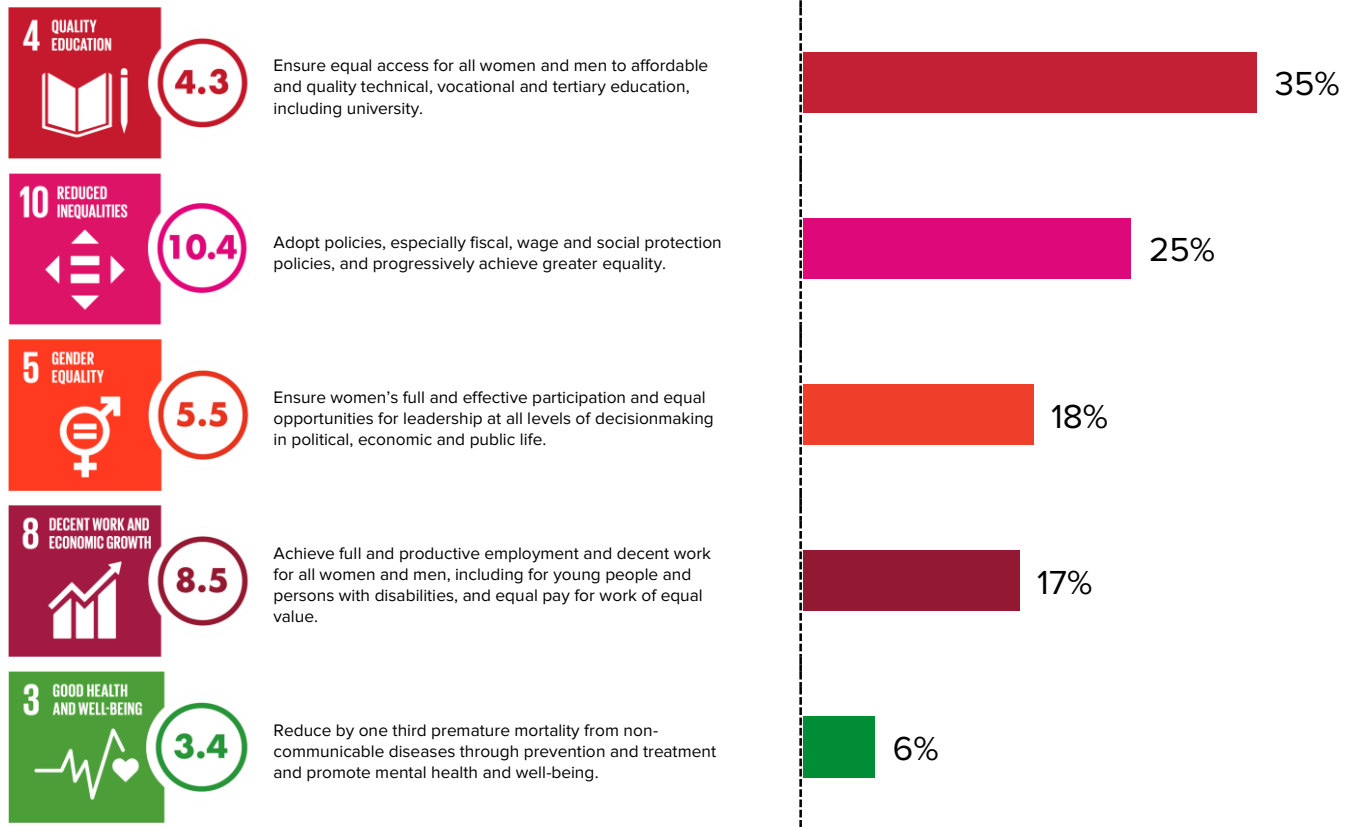
Annual greenhouse gas emissions (GHG Protocol) from upstream scopes 1, 2 and 3 per thousand euros invested, as modelled by MSCI.***.

Coverage rate : fund 95% / index 99%

kg. eq. CO ₂ /year/k€	Fund	Index
	1047	761



Sustainable development goals exposure



ESG follow-up, news and dialogue

Dialogue and engagement

Hermès

We had a follow-up collaborative engagement call with Hermès on Human Rights. Topics covered included : traceability and risk assessment, access to remedy, verification and on-site audits, ethical recruitment. We recommended the company to be more transparent on the tracing and transparency efforts they conduct to share good practices, and to communicate on some KPIs they can monitor on those aspects (eg : % workers paid a living wage, raw materials initiative example, length of audits).

ESG controversies

Michelin

Our talks with Michelin focused on the management of site closures in Cholet and Vannes. In our view, Michelin is managing this restructuring very responsibly, providing individual support services to all employees (psychological, financial, training and/or re-skilling) and has committed to recreating at least the same number of jobs locally.

ERG

We had a reassuring discussion with ERG following the reveal of an Italian Authorities' investigation on several Italian companies for espionage. ERG confirmed it is not under investigation. Its name was in the press because they have worked with Equalize (under investigation) in 2023 to help conduct an internal investigation. Equalize had to sign all ERG's relevant documents such as their code of ethics and data privacy policy and ERG was not aware of their potential wrongdoings at the time.

Votes

0 / 0 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.