



**sycomore**  
**am**

# sycomore inclusive jobs

NOVEMBER 2024

Share IC

Isin code | FR00140001E9

NAV | 80.6€

Assets | 79.6 M€

## SFDR 9

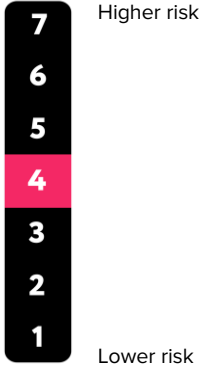
### Sustainable Investments

% AUM: ≥ 80%

% Companies\*: 100%

\*Excluding derivatives, cash & equivalent

### Risk indicator

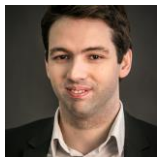


The risk indicator assumes you keep the product for 5 years.

**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



**Alban PRÉAUBERT**  
Fund Manager



**Hugo MAS**  
Fund Manager



**Catherine ROLLAND**  
SRI analyst



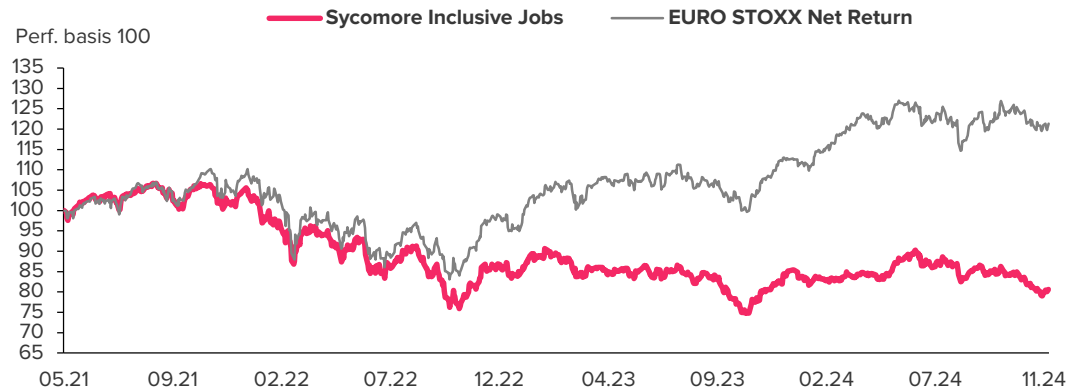
France

### Investment strategy

#### A selection of listed and unlisted European companies supporting the creation of durable, inclusive employment

Sycomore Inclusive Jobs is an inclusive equity fund that invests in companies creating durable, inclusive jobs, according to Sycomore AM's analysis. The fund invests 85 to 95% of its assets in listed European stocks and 5 to 10% in units of FCPR Sycomore Impact Emploi By INCO. The FCPR, managed by INCO Ventures, invests in unlisted companies and associations that are active in creating inclusive employment for people with difficult access to the job market. The main selection metric is the Good Jobs Rating, which employs three key factors to assess a company's contribution towards meeting job-related societal challenges: quantity, quality and geography. The companies in the portfolio must also operate activities aligned with the societal and environmental transitions.

### Performance as of 29.11.2024



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

	Nov	2024	1 year	3 yrs	Inc.	Annu.	2023	2022
Fund %	-1.4	-5.5	-1.0	-20.7	-19.4	-5.9	1.4	-19.9
Index %	0.0	7.8	11.3	17.6	21.4	5.6	18.5	-12.3

### Statistics

	Corr.	Beta	Alpha	Vol.	Bench. Vol	Track. Error	Sharpe Ratio	Info Ratio	Draw Down	Bench. DD
1 year	0.9	0.7	-9.1%	10.2%	11.9%	5.9%	-0.5	-2.1	-25.9%	-9.7%
Inception	0.9	0.8	-10.3%	13.4%	16.2%	6.6%	-0.6	-1.7	-29.9%	-24.6%

### Fund commentary

The massive Republican victory in the United States has plunged Europe into uncertainty and created wide sector dispersion. Stocks exposed to the energy transition (EDP Renovaveis, Prysmian...) - which could suffer if the Inflation Reduction Act is called into question, as well as small caps - potentially affected by interest rate trends, were on the front line and corrected sharply. Muted earnings publications also detracted from performance, including Equasens (struggling to generate growth, notably within the pharmacy business in France, but hopes for a positive momentum at the end of the year), Rovi (robust Q3 but disappointing guidance for 2025 and decision not to market Risvan in the US due to competition from Riva), and CAF (delays with the delivery of Solaris buses, notably due to the flooding in Europe). The growing risk of a vote of non-confidence in France is impacting some players, such as Veolia. However, the portfolio benefited from another public takeover bid: Nexus, which specialises in hospital software in Germany, with a 40% premium on the stock price.



## Fund Information

### Inception date

07/05/2021

### ISIN codes

Share IC - FR0014000IE9  
Share RC - FR0014000IG4  
Share RD - FR0014000IH2

### Bloomberg tickers

Share IC - SYSIJIE FP  
Share RC - SYSIJRC FP  
Share RD - SYSIJRE FP

### Benchmark

EURO STOXX Net Return

### Legal form

FIVG

### Domiciliation

France

### PEA eligibility

Yes

### Investment period

5 yrs

### Minimum investment

None

### UCITS V

No

### Valuation

Daily

### Currency

EUR

### Cut-Off

12pm CET Paris (BPSS)

### Cash Settlement

D+2

### Management fees

Share IC - 1.00%  
Share RC - 2.00%  
Share RD - 2.00%

### Performance fees

15% > Benchmark

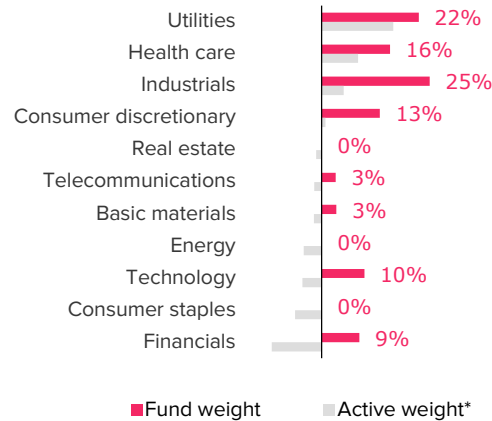
### Transaction fees

None

## Portfolio

Equity exposure	85%
Overlap with benchmark	11%
Number of holdings	48
Weight of top 20 stocks	57%
Median market cap	8.2 €bn
Solidarity exposure	9%

## Sector exposure

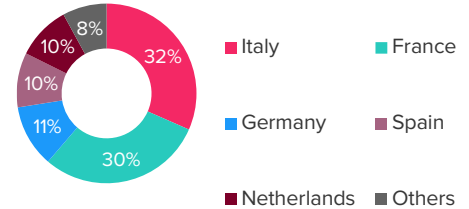


\*Fund weight - weight EURO STOXX Net Return

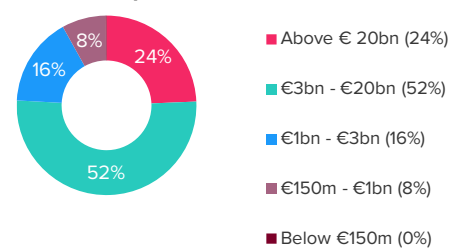
## Valuation

	Fund	Index
2024 P/E ratio	13.8x	12.8x
2024 EPS growth	3.2%	4.8%
2024 P/BV ratio	1.6x	1.8x
Return on Equity	11.5%	13.7%
2024 Dividend Yield	3.1%	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	3.7/5	3.5/5
S score	3.8/5	3.3/5
P score	3.9/5	3.7/5
I score	3.7/5	3.7/5
C score	3.8/5	3.5/5
E score	3.6/5	3.3/5

## Top 10

	Weight	SPICE rating	TGJR
ASML	4.5%	4.2/5	56
Poste italienne	4.4%	3.3/5	61
Prysmian	4.3%	3.8/5	46
Veolia	4.1%	3.9/5	59
Michelin	3.7%	4.0/5	50
Neoen	3.5%	4.0/5	59
Biomérieux	3.3%	3.9/5	47
Bankinter	2.9%	3.4/5	56
A2a	2.7%	3.8/5	57
Inwit	2.7%	3.7/5	69

## Performance contributors

	Avg. weight	Contrib
<b>Positive</b>		
Nexus ag	1.3%	0.38%
ASML	4.6%	0.27%
El.en	1.1%	0.21%
<b>Negative</b>		
Rovi	1.5%	-0.31%
Veolia	4.5%	-0.26%
Caf	2.3%	-0.23%

## Portfolio changes

Buy	Reinforcement	Sell	Reduction
	Bouygues		Prysmian
	Qiagen n.v.		Solaria
	Amplifon		



## ESG scores

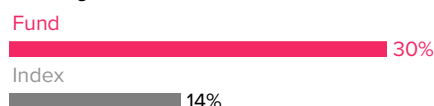
	Fund	Index
<b>ESG*</b>	<b>3.6/5</b>	<b>3.4/5</b>
Environment	3.6/5	3.3/5
Social	3.5/5	3.6/5
Governance	3.5/5	3.6/5

## Societal and social analysis

### Staff growth\*\*

Cumulated growth in company headcounts over the past three financial years (data unadjusted in the event of acquisitions, excluding transformational deals).

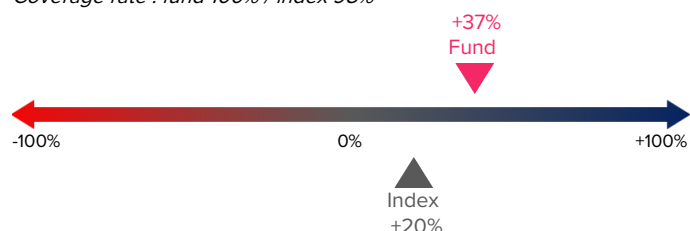
Coverage rate : fund 100% / index 99%



### 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%



### Reintegration through employment criteria.\*\*\*

FCPR Sycomore Impact Emploi by INCO

**Number of jobs in SSE enterprises financed** 15379  
(+11% since 2020)

**Number of persons on reintegration contracts** 6966  
(+17% since 2020)

**Dynamic exit rate** 70%  
Sustainable jobs, transitional jobs and positive exits as defined by the DIRECCTE



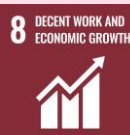
## Top 5 – Solidarity holdings – Unlisted shares

Id EES Interim	Bourgogne-Franche-Comté
La Varappe (Optima)	Provence-Alpes-Côte d'Azur
Ammareal	Ile-de-France
Moulinot	Ile-de-France
Archer	Auvergne-Rhône-Alpes

### The Good Jobs Rating\*\*

Degree to which companies contribute to the creation of sustainable and quality jobs, accessible to the greatest number, particularly in regions, countries or territories most in need.

Coverage rate : fund 100% / index 91%



**The Good Jobs Rating** developed to measure companies alignment with **SDG 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.**

8.5

Achieving full and productive employment and guaranteeing that all men and women, including young and disabled people, are offered decent work and equal pay for work of equal value.

8.6

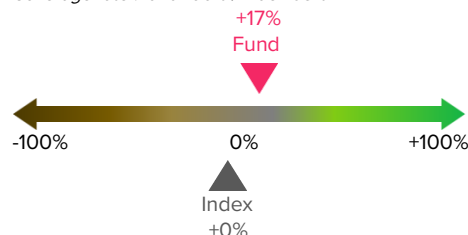
Considerably reduce the proportion of young people not in employment, education or training.

## Environmental analysis

### Net Environmental Contribution (NEC)

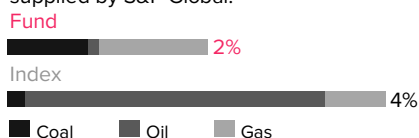
Degree of alignment of economic activities with the ecological transition, integrating biodiversity, climate and resources, on a standard scale from -100% for total misalignment to +100% for complete alignment, where 0% corresponds to the world economy average. The results are calculated by Sycomore 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.



### 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 96% / index 99%

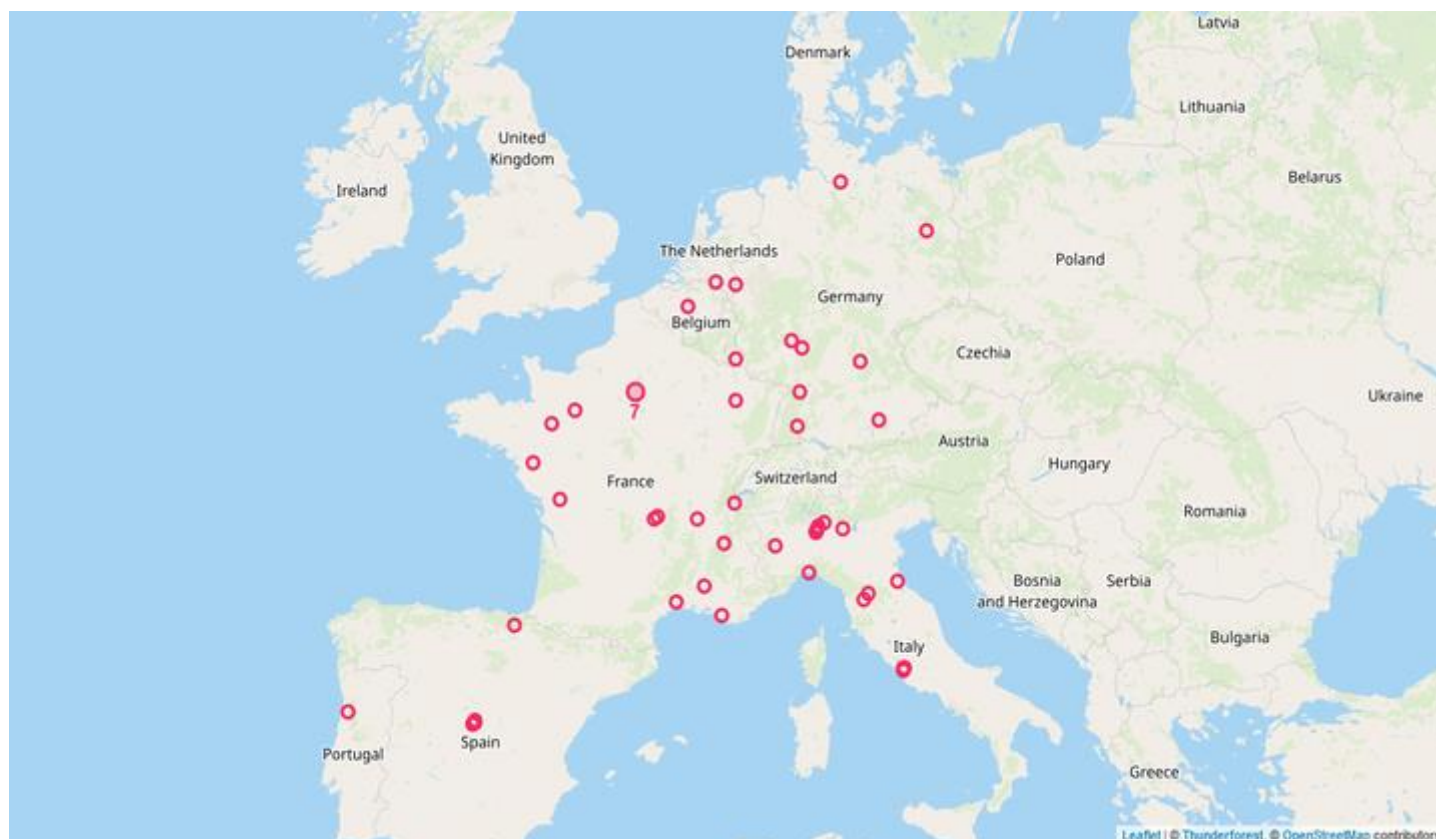
kg. eq. CO<sub>2</sub> /year/k€

Fund 1740

Index 761



## Map of companies headquarters in portfolio



## 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.

### 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](http://www.sycomore-am.com).