



sycomore
am

sycomore inclusive jobs

MAY 2025

Share ID

Isin code | FR00140001F6

NAV | 85.7€

Assets | 87.9 M€

SFDR 9

Sustainable Investments

% AUM: ≥ 80%

% Companies*: 100%

*Excluding derivatives, cash & equivalent

Risk indicator

7
6
5
4
3
2
1

Higher risk

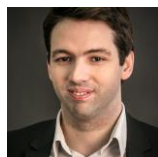
Lower risk

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
PR  AUBERT**
Fund Manager



Hugo MAS
Fund Manager



**Catherine
ROLLAND**
SRI analyst



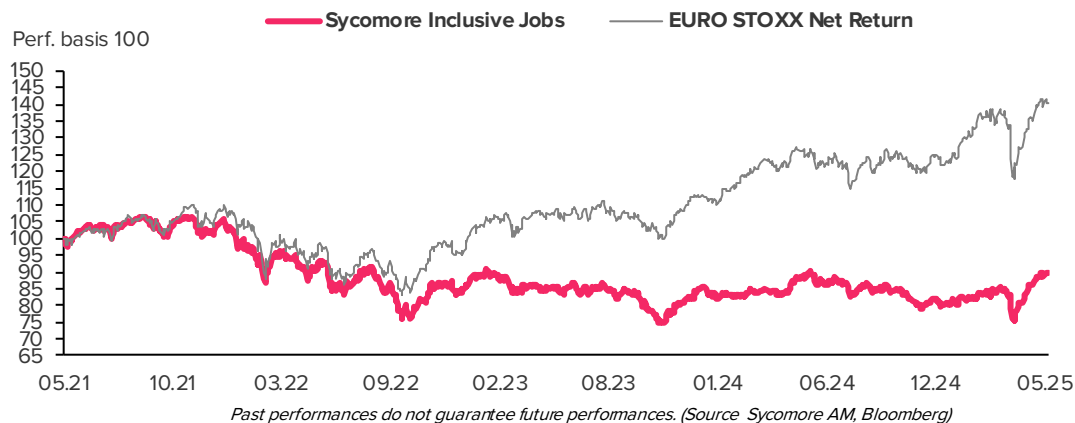
France

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 30.05.2025



	May	2025	1 year	3 yrs	Inc.	Annu.	2024	2023	2022
Fund %	5.6	11.0	0.3	-3.5	-10.5	-2.7	-5.5	1.4	-19.9
Index %	5.7	14.1	12.4	44.2	40.3	8.7	9.3	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	-8.5%	12.9%	16.6%	6.4%	-0.2	-1.9	-29.1%	-15.2%
Inception	0.9	0.8	-9.2%	13.6%	16.5%	6.7%	-0.3	-1.7	-29.9%	-24.6%

Fund commentary

Easing trade tensions, including the agreement signed between the US and the UK and the lowered reciprocal tariffs between China and the US, took precedence over the persisting uncertainty over global economic growth and the US credit rating downgrade in investors' minds. Markets rebounded sharply, as did the fund, which was lifted by the strong performances of Bankinter (robust Q1 earnings published at the end of April and bid for the takeover of Livensa, a student accommodation platform), Amplifon (sales growth due to recover in upcoming quarters thanks to improved key indicators in France and continued margin expansion) and Equasens (organic growth returned in Q1 and should be confirmed for the year with the launch of new products and healthier end-markets). During the month, we sold Merck and Derichebourg, which are now ineligible for the fund. This allowed us to strengthen other positions, such as Metso, Qiagen and Amplifon.



Fund Information

Inception date

07/05/2021

ISIN codes

Share IC - FR0014000IE9
Share ID - FR0014000IF6
Share RC - FR0014000IG4
Share RD - FR0014000IH2

Bloomberg tickers

Share IC - SYSIJIE FP
Share ID - SYSIJEI 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

Admin and management fees

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

Performance fees

15% > Benchmark

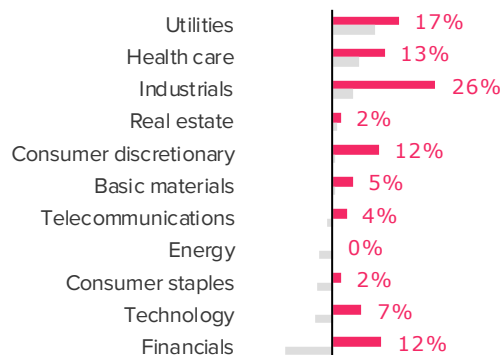
Transaction fees

None

Portfolio

Equity exposure	85%
Overlap with benchmark	14%
Number of holdings	47
Weight of top 20 stocks	58%
Median market cap	11.2 €bn
Solidarity exposure	9%

Sector exposure



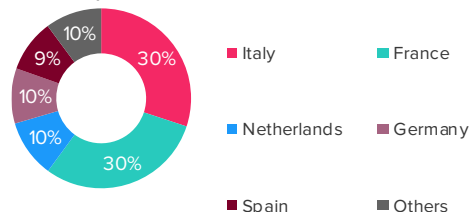
■ Fund weight ■ Active weight*

*Fund weight - weight EURO STOXX Net Return

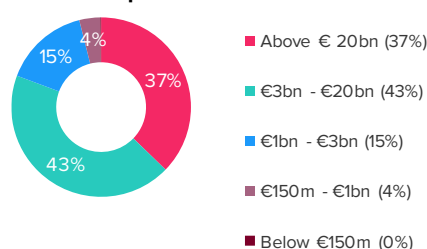
Valuation

	Fund	Index
2025 P/E ratio	14.0x	13.4x
2025 EPS growth	11.7%	8.8%
Ratio P/BV 2025	1.9x	2.0x
Return on Equity	13.3%	14.8%
2025 Dividend Yield	3.1%	3.2%

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	3.7/5	3.5/5
E score	3.5/5	3.3/5

Top 10

	Weight	SPICE rating	TGJR
Poste Italiane	5.7%	3.3/5	61
Asml	4.8%	4.2/5	56
Veolia	4.4%	3.8/5	59
Bankinter	4.0%	3.4/5	63
Michelin	3.6%	3.9/5	50
Biomérieux	3.1%	3.8/5	46
Inwit	3.0%	3.7/5	69
Prysmian	3.0%	3.8/5	46
Elia	2.9%	3.8/5	62
Eiffage	2.7%	3.6/5	51

Performance contributors

	Avg. weight	Contrib
Positive		
Asml	5.1%	0.59%
Prysmian	3.0%	0.48%
Bankinter	4.3%	0.44%
Negative		
Veolia	4.8%	-0.14%
Tokmanni Group	0.3%	-0.12%
Elia	3.1%	-0.08%

Portfolio changes

Buy

Edp Renovaveis

Reinforcement

Qiagen
Infrastrutture Wireless Italia
Tokmanni Group
Metso

Sell

Merck Kgaa
Tokmanni Group

Reduction

Novo Nordisk A/S
Enel
Construcciones Y Auxiliar De F



ESG scores

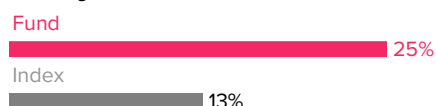
	Fund	Index
ESG*	3.6/5	3.4/5
Environment	3.5/5	3.3/5
Social	3.5/5	3.6/5
Governance	3.5/5	3.6/5

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).

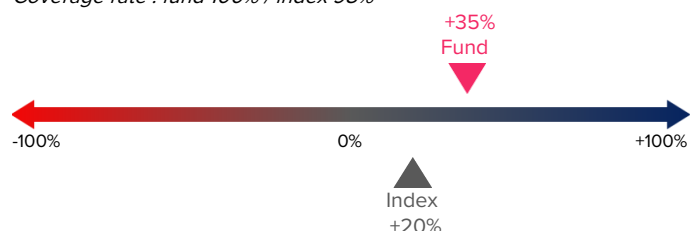
Coverage rate : fund 100% / index 99%



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

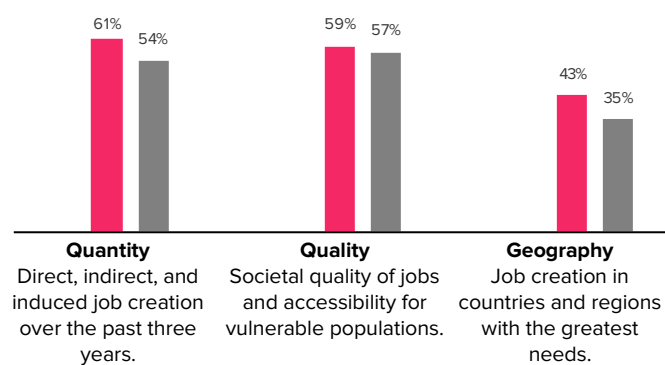
Top 5 – Solidarity holdings – Unlisted shares

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 92%



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

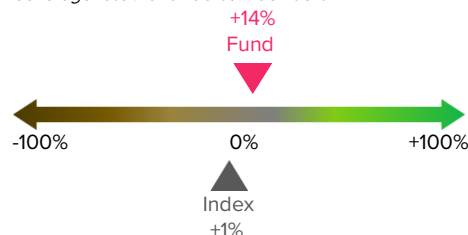
Considerably reduce the proportion of young people not in employment, education or training.

Environmental analysis

Net Environmental Contribution (NEC)

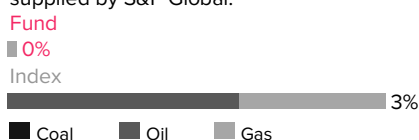
Degree of alignment of economic activities with the ecological transition, integrating biodiversity, climate and resources, on a standard scale from -100% for total misalignment to +100% for complete alignment, where 0% corresponds to the world economy average. The results are calculated by Sycomore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

Weighted average of annual greenhouse gas emissions (GHG Protocol) from scopes 1, 2, 3 upstream and downstream as modelled by MSCI per annual sales in k€.

Coverage rate : fund 99% / index 99%

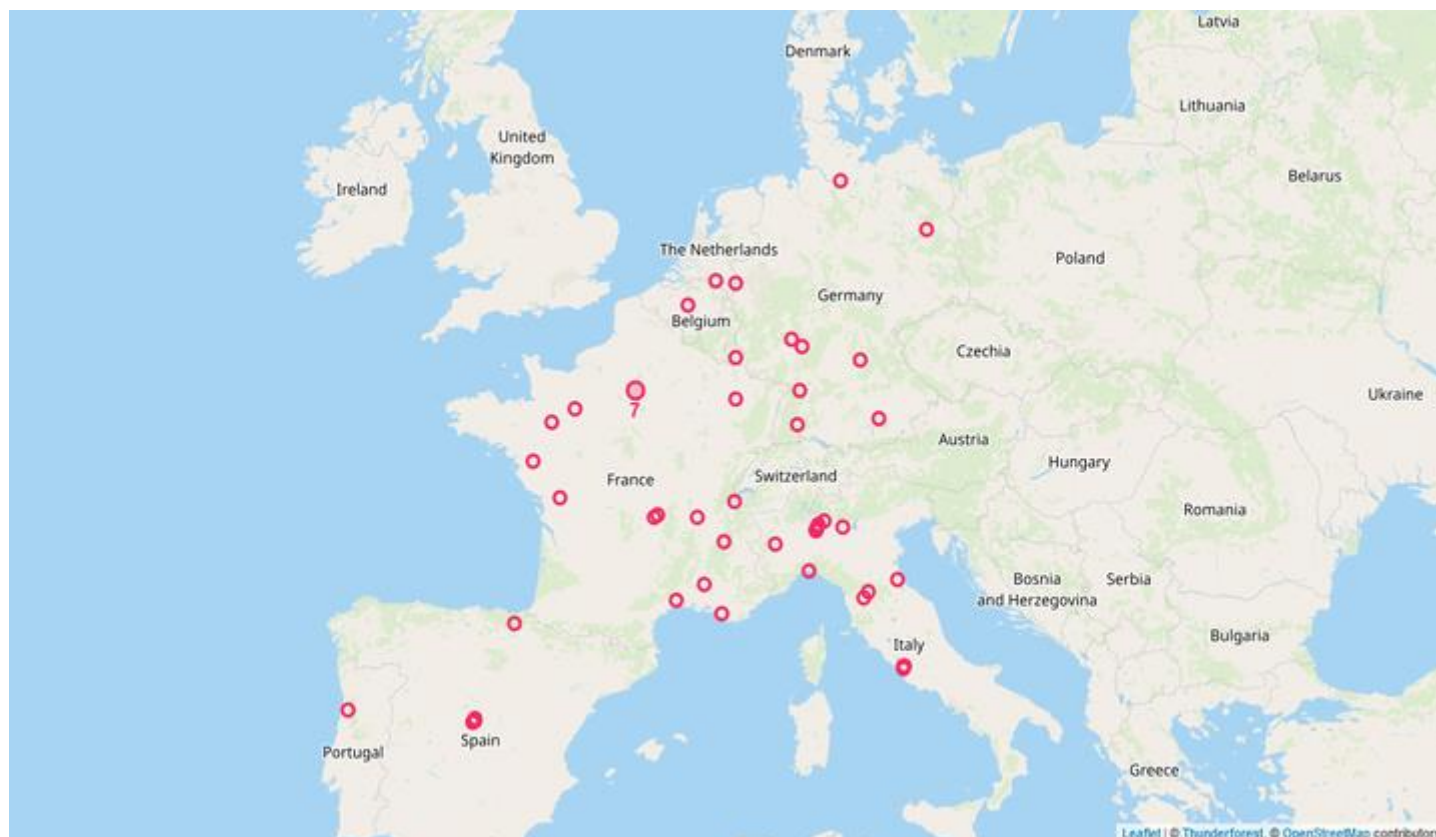
kg. eq. CO₂ / k€

Fund 1111

Index 1394



Map of companies headquarters in portfolio



ESG follow-up, news and dialogue

Dialogue and engagement

No comment

ESG controversies

No comment

Votes

13 / 13 voted general assemblies 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.