



sycomore
am

sycomore inclusive jobs

NOVEMBER 2025

Share RC

Isin code | FR00140001G4

NAV | 90.7€

Asset | 92.6 M€

SFDR 9

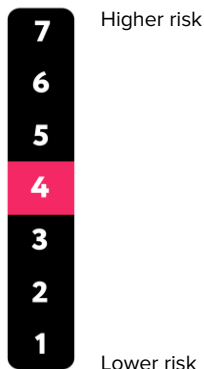
Sustainable Investments

% AUM: ≥ 80%

% Companies*: 100%

*Excluding derivatives, cash & equivalent

Risk indicator

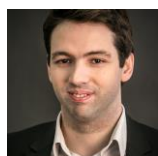


The risk indicator assumes you keep the product for 5 years.

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
Sustainability analyst



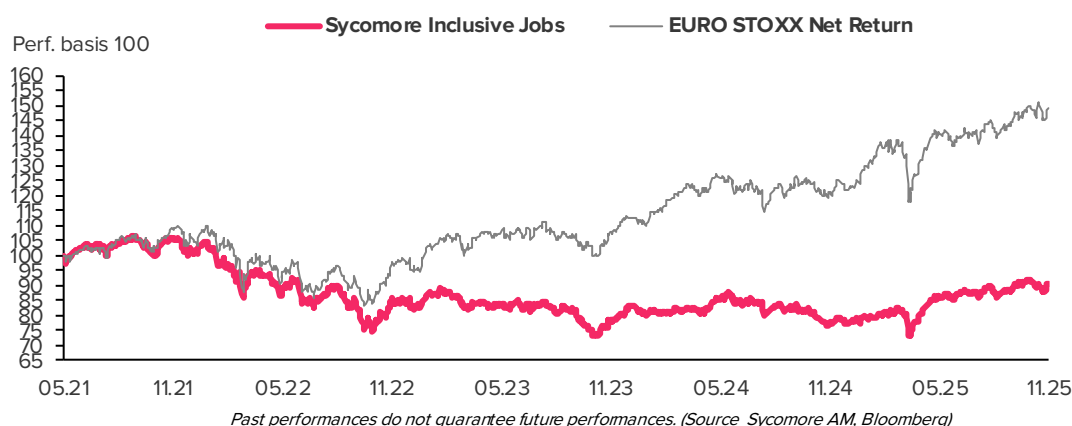
France

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 28.11.2025



	Nov	2025	1 year	3 yrs	Inc.	Annu.	2024	2023	2022	2021
Fund %	-0.4	16.2	16.2	7.2	-9.3	-2.1	-6.3	0.5	-20.6	4.4
Index %	0.4	21.3	22.9	51.6	49.1	9.2	9.3	18.5	-12.3	8.3

Statistics

	Corr.	Beta	Alpha	Vol.	Bench. Vol	Track. Error	Sharpe Ratio	Info Ratio	Draw Down	Bench. DD
1 year	0.9	0.7	0.2%	12.1%	15.7%	6.5%	1.1	-1.0	-31.4%	-15.2%
Inception	0.9	0.8	-8.9%	13.2%	16.1%	6.6%	-0.3	-1.7	-31.4%	-24.6%

Fund commentary

Initially under pressure owing to the fiscal paralysis in the United States, and later by growing fears of a speculative bubble forming on AI, markets struggled to find some momentum in November despite the end of the shutdown and talks aimed at finding a peace deal between Russia and Ukraine. During the period, the fund suffered from Inwit's profit warning but benefited from the relative political stability in France, which allowed Eiffage and Bouygues to rebound. Eiffage reported reassuring Q3 earnings with sales up 8.5% and an order book up 7% - which accounts for 18 months' business for the construction division. Furthermore, the group is part of the consortium that won the €15 billion contract to operate Paris's urban heating network. Bouygues Telecom remained under pressure but could, in the longer term, benefit from the consolidation of the telecoms industry in France following the sale of SFR, while Equans and Bouygues' construction business continued to report decent earnings.



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

Admin and management fees

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

Performance fees

15% > Benchmark

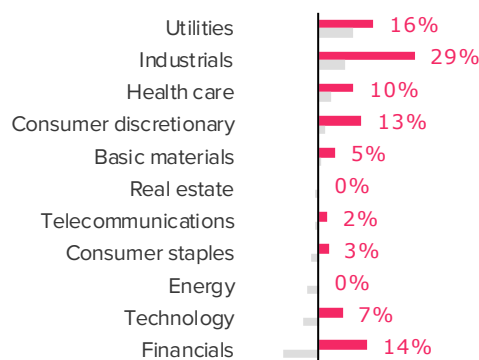
Transaction fees

None

Portfolio

Equity exposure	88%
Overlap with benchmark	16%
Number of holdings	48
Weight of top 20 stocks	59%
Median market cap	12.2 €bn
Solidarity exposure	8%

Sector exposure

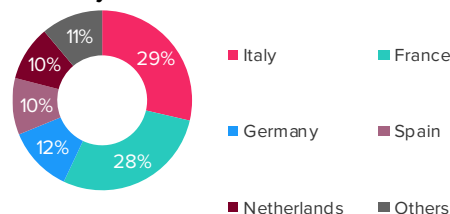


*Fund weight - weight EURO STOXX Net Return

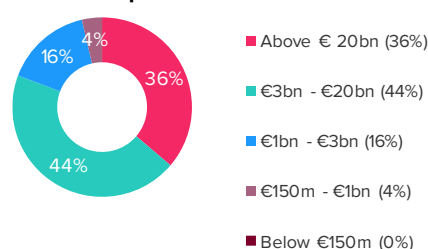
Valuation

	Fund	Index
2025 P/E ratio	16.7x	16.0x
2025 EPS growth	12.1%	8.4%
Ratio P/BV 2025	1.9x	1.9x
Return on Equity	11.3%	12.1%
2025 Dividend Yield	2.9%	3.1%

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	3.7/5	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	3.5/5	3.3/5

Top 10

	Weight	SPICE rating	TGJR
Poste Italiane	5.5%	3.3/5	59
Asml	5.4%	4.3/5	56
Bankinter	4.6%	3.4/5	65
Veolia	4.0%	3.8/5	57
Prysmian	3.7%	3.8/5	47
Biomérieux	3.1%	3.6/5	42
Technogym	2.9%	4.0/5	48
Michelin	2.8%	4.0/5	52
Elia	2.8%	3.8/5	62
Kion Group	2.7%	3.5/5	47

Performance contributors

	Avg. weight	Contrib
Positive		
Bankinter	4.8%	0.27%
Eiffage	2.3%	0.25%
Bouygues	2.3%	0.22%
Negative		
Inwit	2.5%	-0.43%
Edp Renovaveis	1.8%	-0.19%
Siemens	2.4%	-0.17%

Portfolio changes

Buy

Reinforcement

Biomerieux
Clariane
Fielmann Group

Sell

Qiagen

Reduction



ESG scores

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

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).

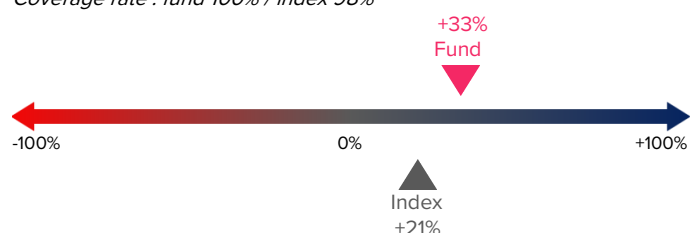
Coverage rate : fund 100% / index 99%



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



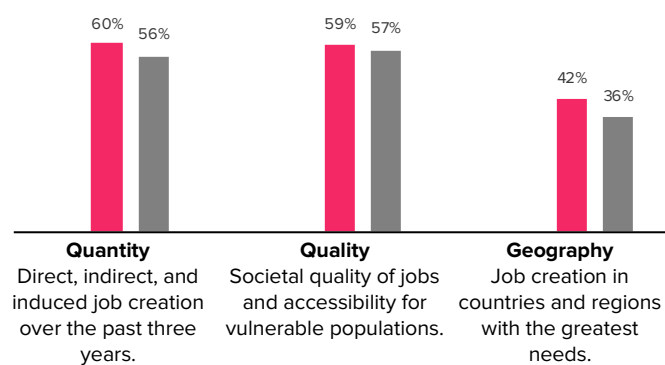
Top 5 – Solidarity holdings – Unlisted shares

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 94%



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

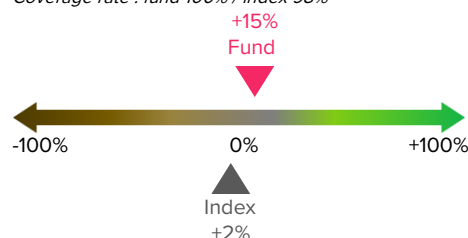
Considerably reduce the proportion of young people not in employment, education or training.

Environmental analysis

Net Environmental Contribution (NEC)

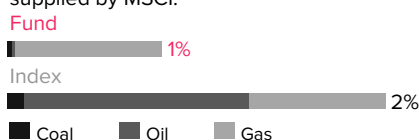
Degree of alignment of economic activities with the ecological transition, integrating biodiversity, climate and resources, on a standard scale from -100% for total misalignment to +100% for complete alignment, where 0% corresponds to the world economy average. The results are calculated by Sycomore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



Carbon intensity of sales

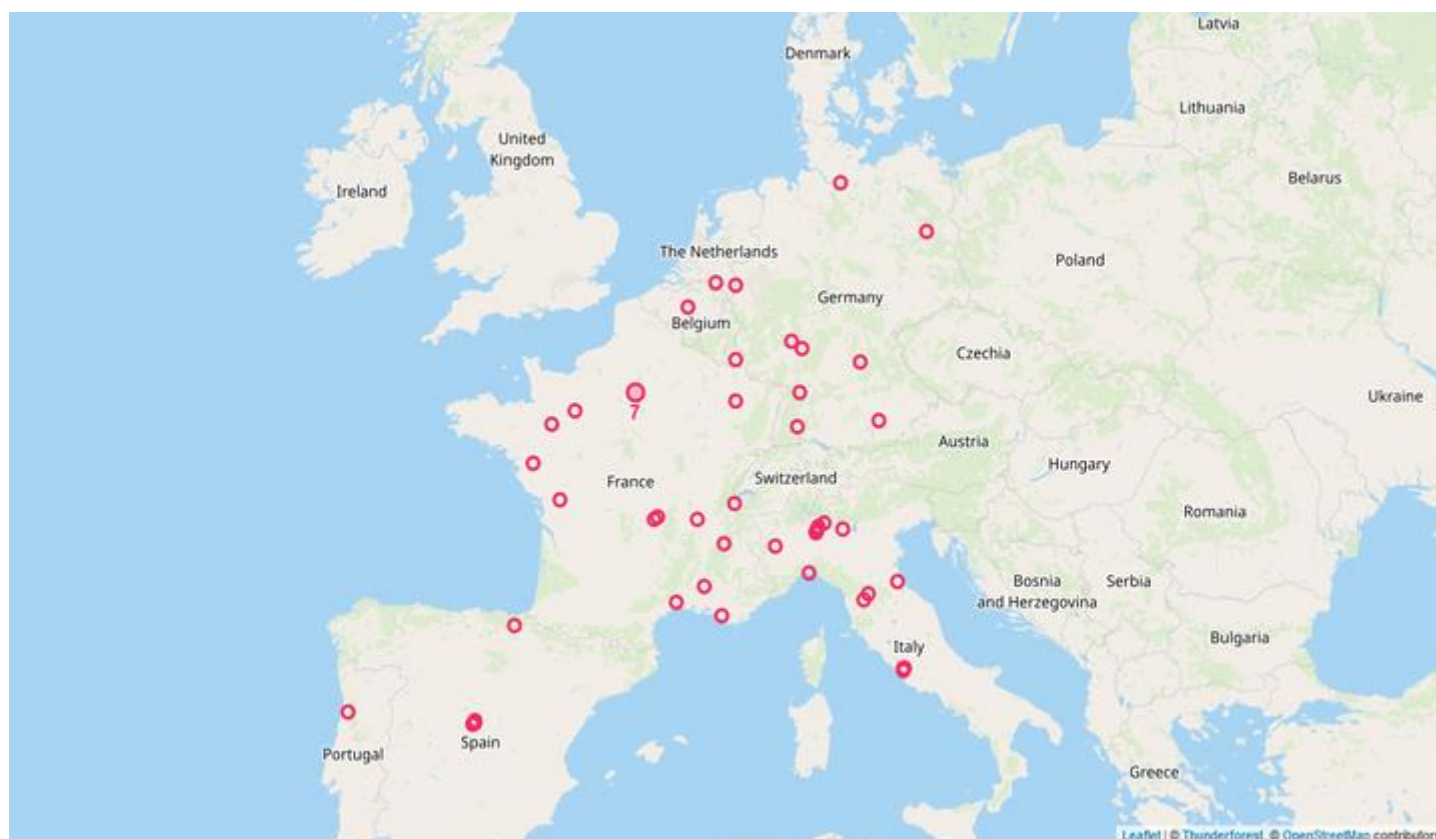
Weighted average of annual greenhouse gas emissions (GHG Protocol) from scopes 1, 2, 3 upstream and downstream as modelled by MSCI per annual sales in k€.

Coverage rate : fund 99% / index 99%

kg. eq. CO₂ / k€ **Fund** 753 **Index** 1012



Map of companies headquarters in portfolio



ESG follow-up, news and dialogue

Dialogue and engagement

No comment

ESG controversies

No comment

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.