



**sycomore**  
**am**

# sycomore inclusive jobs

JULY 2025

Share RD

Isin code | FR00140001H2

NAV | 86.2€

Assets | 89.0 M€

## SFDR 9

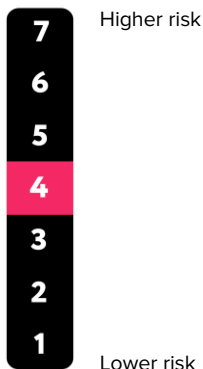
### Sustainable Investments

% AUM: ≥ 80%

% Companies\*: 100%

\*Excluding derivatives, cash & equivalent

### Risk indicator

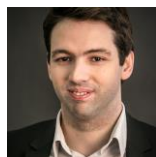


The risk indicator assumes you keep the product for 5 years.

**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



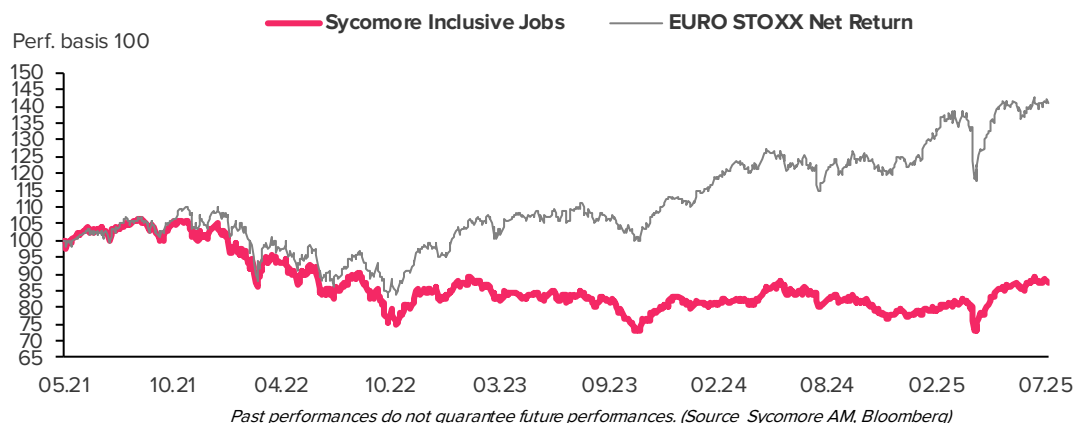
France

### 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 31.07.2025



	Jul	2025	1 year	3 yrs	Inc.	Annu.	2024	2023	2022
Fund %	0.1	11.8	3.3	-2.2	-12.8	-3.2	-6.3	0.5	-20.6
Index %	1.0	14.5	15.2	48.8	40.8	8.4	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	-7.1%	12.5%	16.2%	6.7%	0.0	-1.8	-31.4%	-15.2%
Inception	0.9	0.8	-9.5%	13.4%	16.4%	6.7%	-0.4	-1.7	-31.4%	-24.6%

### Fund commentary

While markets were largely driven by tariff talks and the first half-year earnings publications, indices remained on a positive trend overall, with investors confirming their renewed interest in small and mid-caps - a segment that is overweight in the fund. Nevertheless, several earnings disappointments weighed on the fund's performance. Puma is suffering from competition on its product offering and is now considering an annual loss. Amplifon also lowered its guidance, growth and margin estimates, despite the management's reassuring messages on the group's momentum in recent statements. Finally, we sold our position in Sesa after the company's annual earnings and guidance for 2026 failed to confirm the recovery of organic growth and the improved margins that had been expected (SSI). Conversely, we lowered our financials underweight with the purchase of Munich Re after the company published robust Q2 earnings following its Q1, impacted by the Los Angeles fires. We also initiated a position in Andritz, which has resumed a more positive momentum on order intakes.



## 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

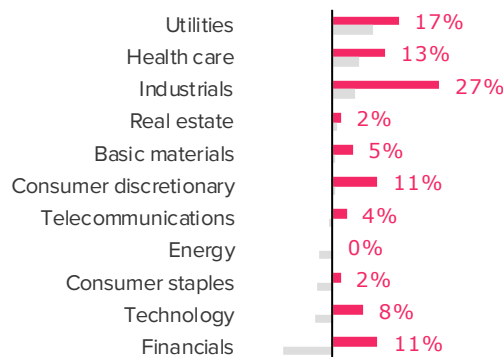
### Transaction fees

None

## Portfolio

Equity exposure	85%
Overlap with benchmark	14%
Number of holdings	47
Weight of top 20 stocks	57%
Median market cap	11.2 €bn
Solidarity exposure	8%

## Sector exposure



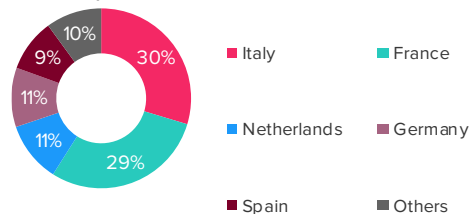
■ Fund weight ■ Active weight\*

\*Fund weight - weight EURO STOXX Net Return

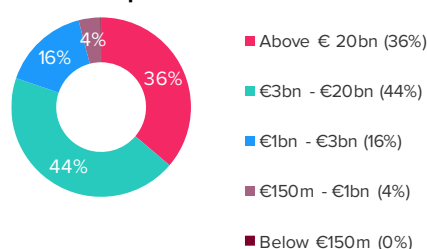
## Valuation

	Fund	Index
2025 P/E ratio	15.5x	15.1x
2025 EPS growth	11.7%	8.2%
Ratio P/BV 2025	1.8x	1.8x
Return on Equity	11.5%	12.1%
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	3.7/5	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 Italianae	5.0%	3.3/5	61
Asml	4.9%	4.2/5	56
Veolia	4.3%	3.8/5	59
Bankinter	3.9%	3.4/5	65
Michelin	3.3%	3.9/5	50
Prysmian	3.1%	3.8/5	46
Biomérieux	3.1%	3.8/5	46
Inwit	3.0%	3.7/5	69
Elia	2.7%	3.8/5	62
Eiffage	2.6%	3.6/5	51

## Performance contributors

	Avg. weight	Contrib
<b>Positive</b>		
Kion Group	2.0%	0.31%
Jungheinrich	2.2%	0.27%
Prysmian	3.2%	0.20%
<b>Negative</b>		
Michelin	3.6%	-0.24%
Danone	1.9%	-0.16%
Poste Italianae	5.9%	-0.11%

## Portfolio changes

### Buy

### Reinforcement

Danieli & C Officine  
Meccanich

### Sell

### Reduction

Poste Italianae  
Elia Group



## ESG scores

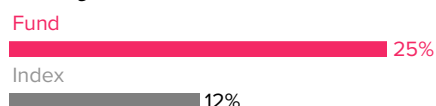
	Fund	Index
<b>ESG*</b>	<b>3.6/5</b>	<b>3.4/5</b>
Environment	3.5/5	3.3/5
Social	3.5/5	3.5/5
Governance	3.5/5	3.5/5

## 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).

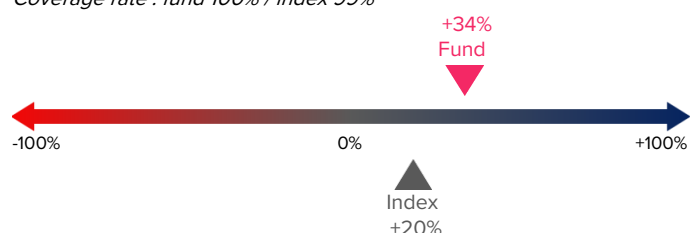
Coverage rate : fund 100% / index 99%



### 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 99%



### 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



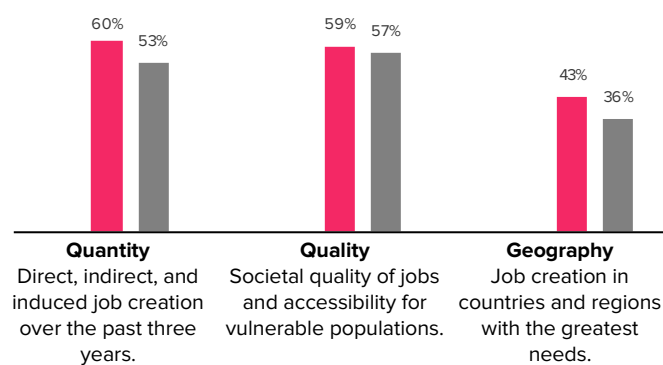
## Top 5 – Solidarity holdings – Unlisted shares

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

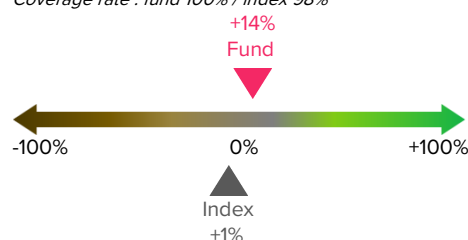
Considerably reduce the proportion of young people not in employment, education or training.

## Environmental analysis

### Net Environmental Contribution (NEC)

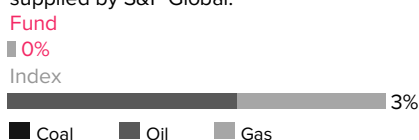
Degree of alignment of economic activities with the ecological transition, integrating biodiversity, climate and resources, on a standard scale from -100% for total misalignment to +100% for complete alignment, where 0% corresponds to the world economy average. The results are calculated by Sycomore AM or by the [initiative.org](https://www.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 98%

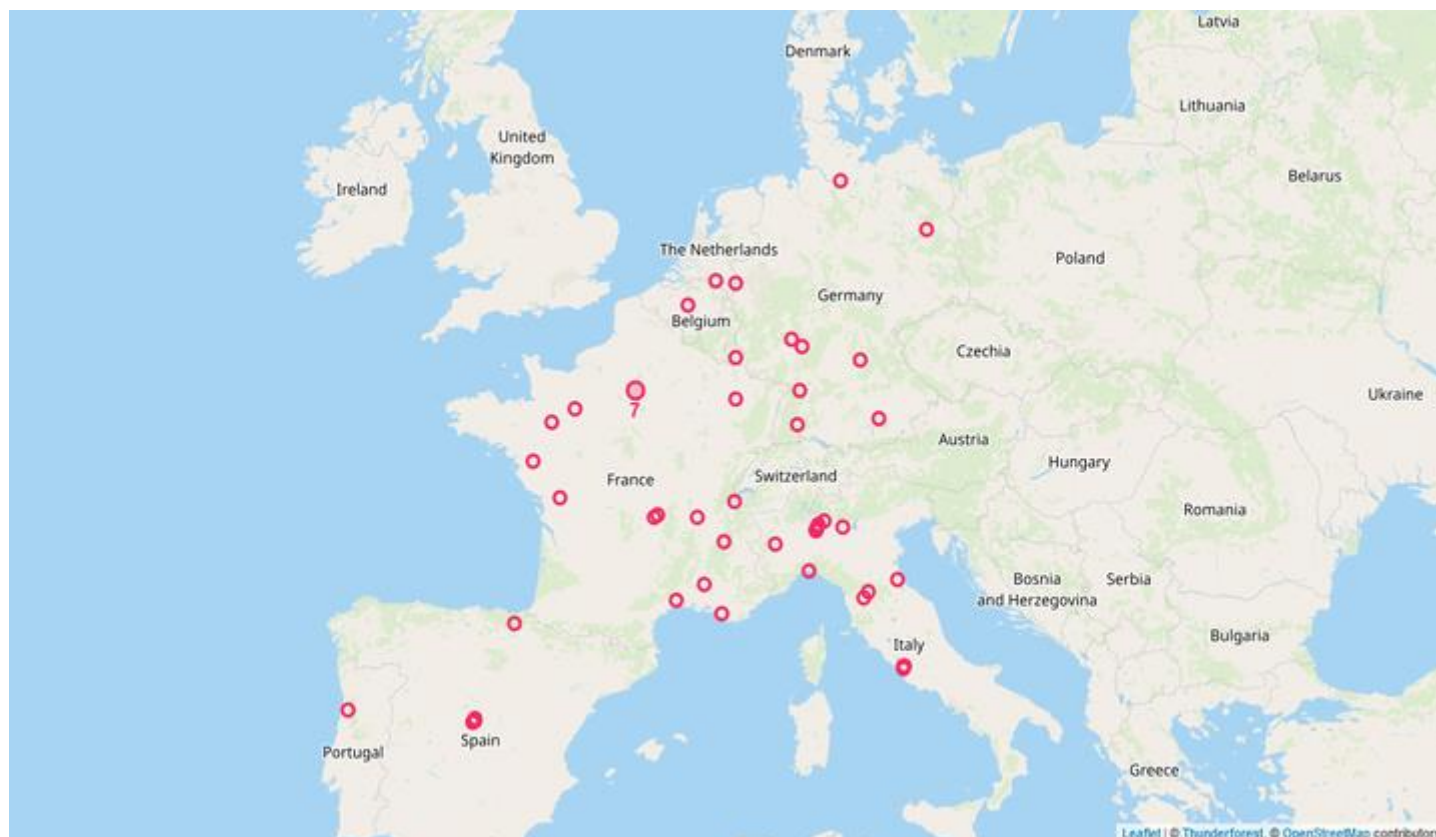
kg. eq. CO<sub>2</sub> / k€

**Fund** 1167

**Index** 1485



## Map of companies headquarters in portfolio



## ESG follow-up, news and dialogue

### Dialogue and engagement

No comment

### ESG controversies

No comment

### Votes

**8 / 8** 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](http://www.sycomore-am.com).