



sycomore
am

sycomore inclusive jobs

JUNE 2024

Share RD

Isin code | FR0014000IH2

NAV | 82.9€

Assets | 86.0 M€

SFDR 9

Sustainable Investments

% AUM: $\geq 80\%$

% Companies*: 100%

*Excluding derivatives, cash & equivalent

Risk indicator

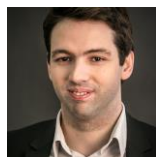


The risk indicator assumes you keep the product for 5 years.

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 PR AUBERT
Fund Manager



Hugo MAS
Fund Manager



Catherine ROLLAND
SRI analyst



France



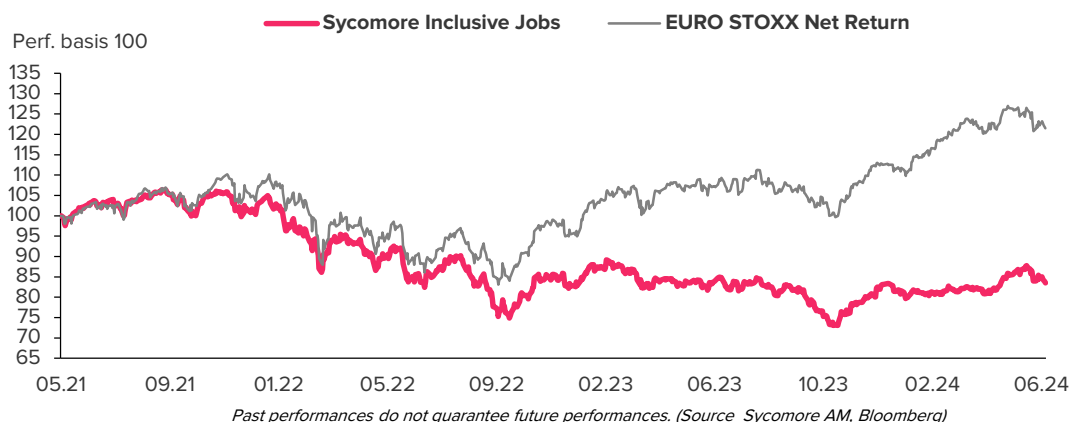
France

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 28.06.2024



	Jun 2024	1 year	3 yrs	Inc.	Annu.	2023	2022
Fund %	-3.7	0.3	-0.4	-18.9	-16.5	-5.6	-20.6
Index %	-2.7	7.9	11.5	19.5	21.5	6.4	-12.3

Statistics

	Corr.	Beta	Alpha	Vol.	Bench. Vol	Track. Error	Sharpe Ratio	Info Ratio	Draw Down	Bench. DD
1 year	0.8	0.8	-8.6%	11.0%	11.6%	6.4%	-0.4	-1.9	-13.8%	-10.4%
Inception	0.9	0.8	-10.6%	13.8%	16.5%	6.7%	-0.5	-1.8	-31.3%	-24.6%

Fund commentary

The far-right's soaring success in the recent European elections added further uncertainty to stock markets, and particularly in France, after Emmanuel Macron dissolved the French Parliament. In this uncertain environment, small and mid-caps – which are overweight in the fund – sold-off, with French stocks particularly affected. Consequently, 6 French companies ranked among top detractors (Bouygues, Eiffage, Equasens, Biom erieux, Veolia, ID Logistics), weakened by the regulatory uncertainties that followed the announcements made by different parties ahead of the general election. In contrast, SeSa and Medios posted two-digit returns during the period. Medios rose having completed its acquisition of Ceban and on the announcement that it had sold stakes to Luxempart, while investors were reassured by SeSa's annual earnings publication suggesting that growth would resume for the VAD segment towards the end of the year.



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

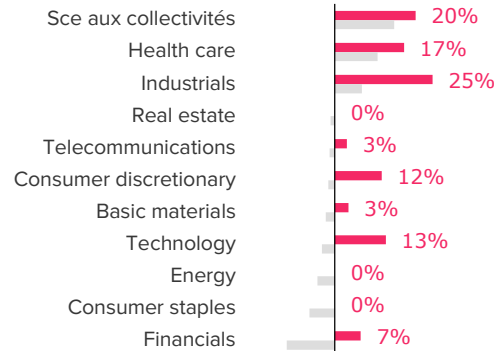
Transaction fees

None

Portfolio

Equity exposure	82%
Overlap with benchmark	10%
Number of holdings	47
Weight of top 20 stocks	54%
Median market cap	7.5 €bn
Solidarity exposure	9%

Sector exposure



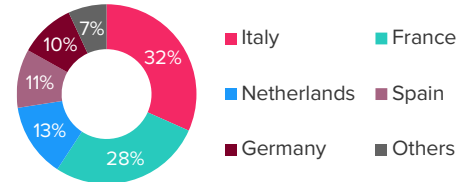
■ Fund weight ■ Active weight*

*Fund weight - weight EURO STOXX Net Return

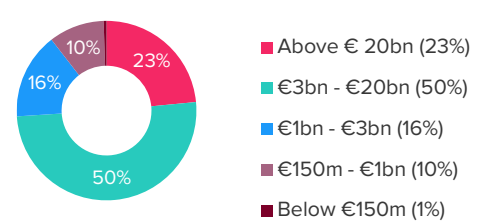
Valuation

	Fund	Index
Ratio P/E 2024	14.9x	13.2x
Croissance bénéficiaire 2024	2.4%	5.1%
Ratio P/BV 2024	1.8x	1.8x
Return on Equity	11.9%	13.6%
Rendement 2024	2.8%	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	3.6/5
S score	3.8/5	3.4/5
P score	3.7/5	3.6/5
I score	3.7/5	3.7/5
C score	3.8/5	3.6/5
E score	3.6/5	3.3/5

Top 10

	Weight	SPICE rating	TGJR
ASML	5.7%	4.3/5	56
Prysmian	4.7%	3.7/5	46
Michelin	4.0%	4.0/5	50
Veolia	3.5%	3.8/5	52
Poste italienne	3.3%	3.4/5	61
Neoen	3.1%	4.0/5	59
Biomérieux	2.7%	3.9/5	47
Inwit	2.5%	3.6/5	69
STMicroElec.	2.2%	3.8/5	56
Erg	2.2%	4.1/5	47

Performance contributors

	Avg. weight	Contrib
Positive		
ASML	607.6%	55.89%
Sesa	172.2%	14.05%
Medios	118.5%	12.28%
Negative		
Veolia	400.4%	-37.14%
Bouygues	206.2%	-36.60%
Eiffage	226.0%	-36.45%

Portfolio changes

Buy	Reinforcement	Sell	Reduction
	Technogym		Id logistics
	Puma		Rovi
	Befesa		



ESG scores

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

Top 5 – Solidarity holdings – Unlisted shares

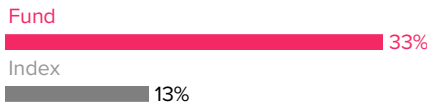
Id EES Interim	Bourgogne-Franche-Comté
La Varappe (Optima)	Provence-Alpes-Côte d'Azur
Ammareal	Ile-de-France
Moulinot	Ile-de-France
Archer	Auvergne-Rhône-Alpes

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).

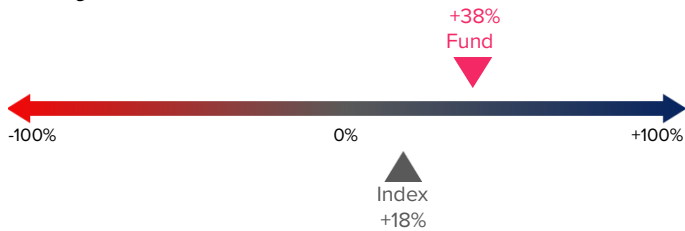
Coverage rate : fund 100% / index 99%



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

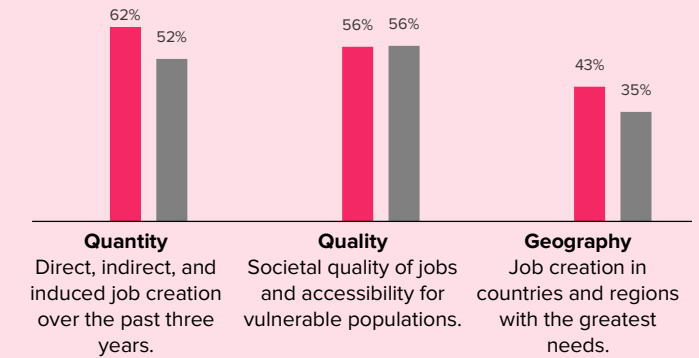
Number of jobs in SSE enterprises financed (+11% since 2020)	15379
Number of persons on reintegration contracts (+17% since 2020)	6966
Dynamic exit rate	70%

Sustainable jobs, transitional jobs and positive exits as defined by the DIRECCTE

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%



8 DECENT WORK AND ECONOMIC GROWTH

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.**

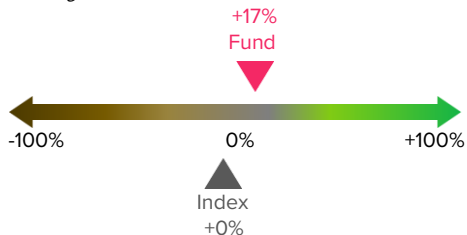
- 8.5** Achieving full and productive employment and guaranteeing that all men and women, including young and disabled people, are offered decent work and equal pay for work of equal value.
- 8.6** Considerably reduce the proportion of young people not in employment, education or training.

Environmental analysis

Net Environmental Contribution (NEC)

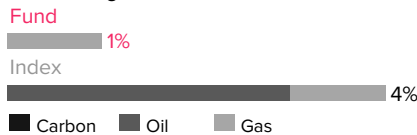
Degree of alignment of the economic models with the ecological transition, integrating biodiversity and climate, on a scale running from -100% for eco-obstruction to +100% for eco-solution, where 0% equates to the average environmental impact of the global economy. The results are expressed in NEC 1.0 (nec-initiative.org) calculated by Sycomore AM based from 2018 to 2021.

Coverage rate : fund 100% / index 99%



Fossil fuel exposure

Percentage of income derived from the three fossil energies.



Carbon footprint

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

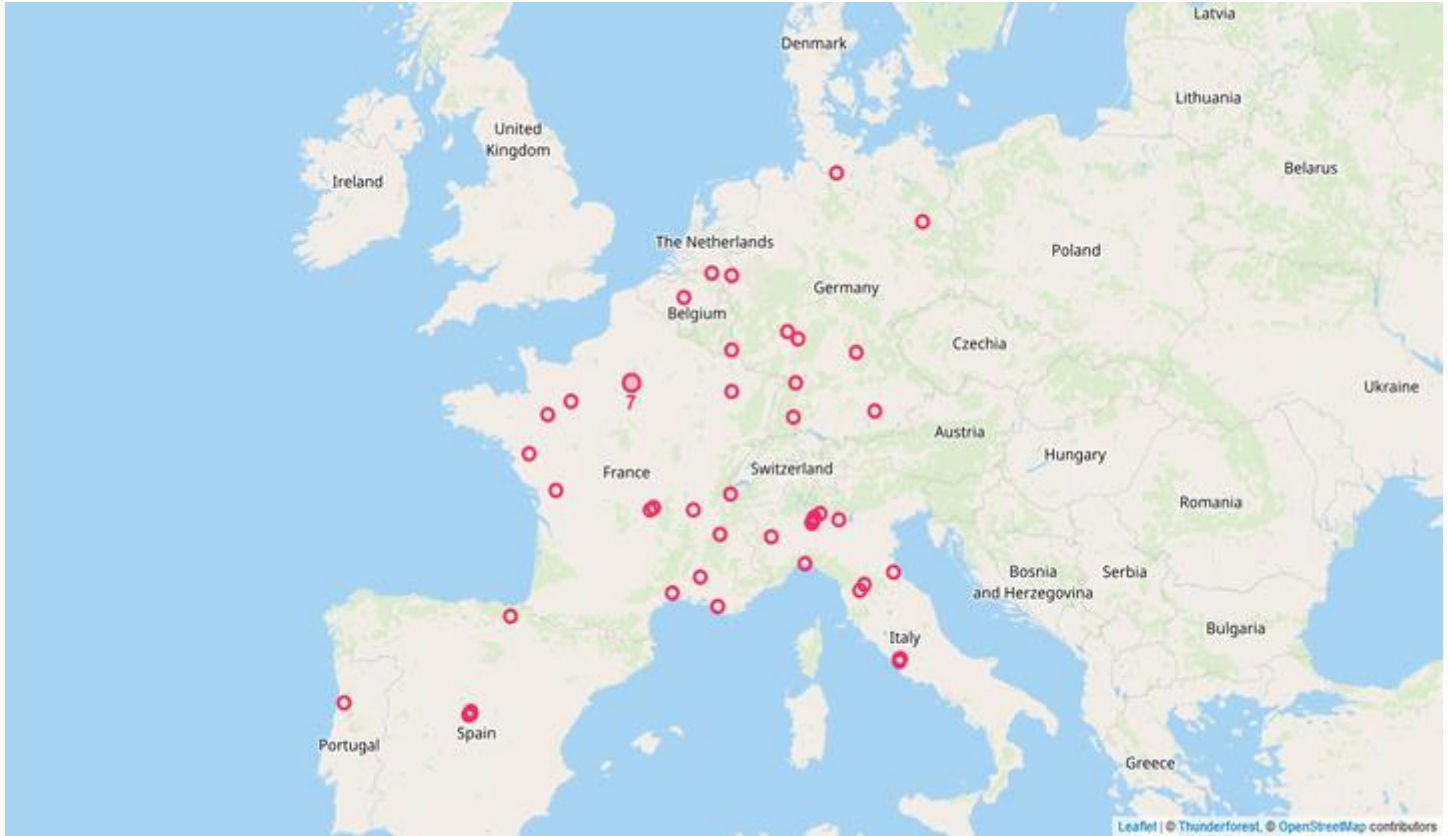
Coverage rate : fund 96% / index 99%

	Fund	Index
kg. eq. CO ₂ /year/k€	210	152

Sources: company data, Sycomore AM, Trucost, Bloomberg, Science Based Targets, Vigeo. Methodologies and approaches may differ between issuers and providers of extra-financial data. Sycomore AM does not guarantee the accuracy, completeness, and exhaustiveness of the extra-financial reports. *ESG-SPICE correspondence: E=E, S=(P+S+C)/3, G is a sub-part of I, which represents 40%. **The fund has committed to outperforming the benchmark on these two indicators. The other indicators are shown for illustrative purposes. ***Footprint allocated prorata to enterprise value, cash included. ****Unlisted Equities. Data provided on an annual basis.



Map of companies headquarters in portfolio



ESG follow-up, news and dialogue

Dialogue and engagement

Befesa

We informed Befesa that we would like the company to disclose the participation rate of its employee engagement survey, the promotion rate, and details on the best and worst feedback received. Our request will be examined by the Human Resources department and by the Board of Directors.

Clariane

We held an in-depth dialogue with the company ahead of the AGM. We voted in favour of the capital increase as we support the company's financial restructuring. We also voted in favour of the remuneration paid to the CEO, Mrs Boissard, for 2023, to support the management team. However, we voted against the 2024 remuneration policy, as we believe that several of the criteria used to determine short-term incentive pay lack precision.

ESG controversies

No comment

Votes

9 / 10 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.