



**sycomore  
am**

# sycomore inclusive jobs

JANUARY 2026

Share RD

Isin code | FR0014000IH2

NAV | 95.0€

Asset | 98.2 M€

## SFDR 9

### Sustainable Investments

% AUM: ≥ 80%

% Companies\*: 100%

\*Excluding derivatives, cash & equivalent

### Risk indicator

7
6
5
4
3
2
1

Higher risk

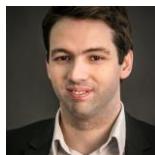
Lower risk

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  
PRÉAUBERT  
Fund Manager



Hugo MAS  
Fund Manager



Catherine  
ROLLAND  
Sustainability  
analyst

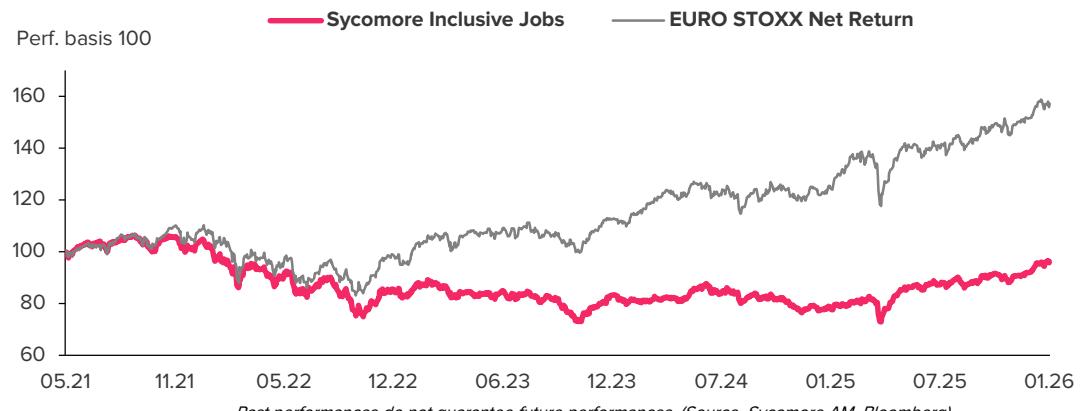


France

### 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 30.01.2026



	Jan	2026	1 year	3 yrs	Inc.	Annu.	2025	2024	2023	2022
<b>Fund %</b>	3.6	3.6	20.1	10.6	-3.9	-0.8	18.9	-6.3	0.5	-20.6
Index %	2.9	2.9	19.2	51.4	57.2	10.0	24.3	9.3	18.5	-12.3

### Statistics

	Corr.	Beta	Alpha	Vol.	Bench.	Track.	Sharpe	Info	Draw	Bench.
				Vol.	Error	Ratio	Ratio	Down	DD	
1 year	0.9	0.7	5.8%	12.0%	15.6%	6.4%	1.5	0.2	-11.8%	-15.2%
<b>Inception</b>	0.9	0.8	-8.2%	13.0%	15.9%	6.5%	-0.2	-1.7	-31.4%	-24.6%

### Fund commentary

Despite heightened geopolitical tensions at the start of the year (Iran, Venezuela, Greenland, Ukraine/Russia), stock market indices began 2025 on a positive trend, supported by macroeconomic indicators that came in rather better than expected both in the United States and Europe, with inflation seemingly under control. The fund outperformed during the period, lifted by our positive stock selection. In particular, Technogym and Danieli continued to enjoy their strong market runs initiated in 2025. We have strengthened our position in Michelin. The stock rose after the company announced a Free Cash Flow for 2025 largely above expectations, on account of strong capex discipline and working capital management. Finally, ASML is rallying on strong demand from memory players going forward (DRAM prices rising sharply) and on announcements by TSMC (investment plans for 2026 are 30% higher than they were in 2025). However, we have trimmed our position in Danone which is impacted by infant formula recalls.



## 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

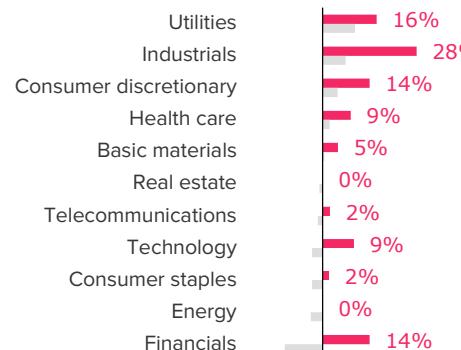
Equity exposure  
Overlap with benchmark  
Number of holdings  
Weight of top 20 stocks  
Median market cap  
Solidarity exposure

## Valuation

2026 P/E ratio  
2026 EPS growth  
Ratio P/BV 2026  
Return on Equity  
2026 Dividend Yield

Fund	Index
17.4x	16.6x
8.6%	8.4%
2.0x	2.0x
11.3%	12.3%
2.8%	2.9%

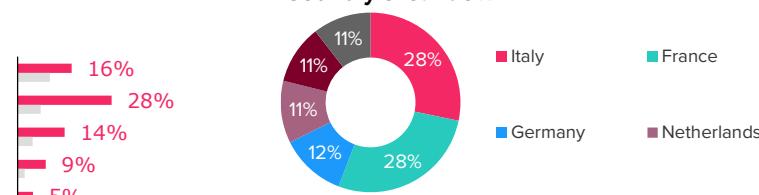
### Sector exposure



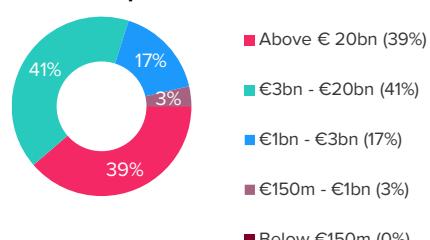
■ Fund weight      ■ Active weight\*

\*Fund weight - weight EURO STOXX Net Return

### 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	3.7/5	3.4/5
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	Performance contributors	Avg. weight	Contrib
Asml	6.9%	4.3/5	56	<b>Positive</b>		
Poste Italiane	5.5%	3.3/5	59	Asml	6.7%	1.80%
Bankinter	4.6%	3.4/5	65	Prysmian	3.9%	0.61%
Veolia	4.1%	3.9/5	57	Danieli	2.1%	0.43%
Prysmian	3.8%	3.8/5	47	<b>Negative</b>		
Michelin	3.3%	4.0/5	52	Danone	2.3%	-0.36%
Technogym	3.0%	4.0/5	48	Biomérieux	3.1%	-0.35%
Elia	2.8%	3.8/5	62	Kion Group	2.7%	-0.35%
Biomérieux	2.7%	3.6/5	42			
Andritz	2.5%	3.4/5	50			

## Portfolio changes

Buy	Reinforcement	Sell	Reduction
	Brembo		Prysmian
	Laboratorios Farmaceuticos Rov		Elia Group
	Cie Generale Des Etablissement		Danone

**The fund offers no guarantee of return or performance and presents a risk of capital loss.** Past performance is not indicative of future performance. Before investing, first consult the FUND's KIID available on our [www.sycomore-am.com](http://www.sycomore-am.com) website. \*To learn more about SPICE, see our [ESG Integration and Shareholder Engagement Policy](#). \*\* FCPR Sycomore Impact Emploi by INCO (FR001400N05) including at least 30% of cash.(NEC = Net Environmental Contribution / CS = Contribution Sociétale / TGJR = The Good Job Rating)



## ESG scores

	Fund	Index
<b>ESG*</b>	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

## 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).

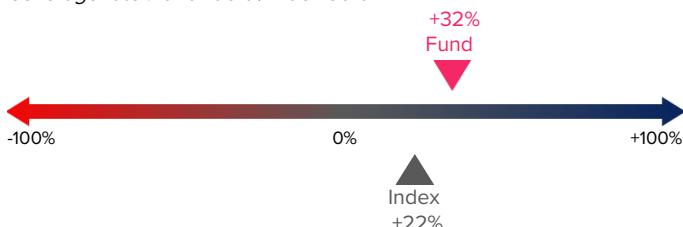
*Coverage rate : fund 100% / index 99%*



### 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%*



### 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 95%*



61% 56%

**Quantity**  
Direct, indirect, and induced job creation over the past three years.

59% 58%

**Quality**  
Societal quality of jobs and accessibility for vulnerable populations.

41% 36%

**Geography**  
Job creation in countries and regions with the greatest needs.

### 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%**

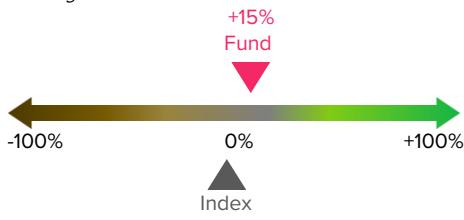
Sustainable jobs, transitional jobs and positive exits as defined by the DIRECCTE

## 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](http://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 99%*



### Fossil fuel exposure

Share of revenues from activities linked to fossil fuels from upstream to energy production, supplied by MSCI.

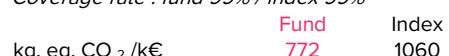


Coal Oil Gas

### 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%*





## Map of companies headquarters in portfolio



## ESG follow-up, news and dialogue

### Dialogue and engagement

No comment

### ESG controversies

No comment

### 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).

Part of

