



sycomore
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sycomore

europe happy@work

MARCH 2024

Share I

Isin code | LU1301026206

NAV | 179.8€

Assets | 463.6 M€

SFDR 9

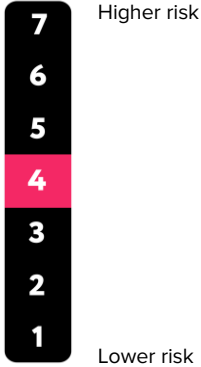
Sustainable Investments

% 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



Cyril CHARLOT
Head of Portfolio Management



Giulia CULOT
Fund Manager



Luca FASAN
Fund Manager



Claire MOUCHOTTE
SRI analyst



France



Belgium



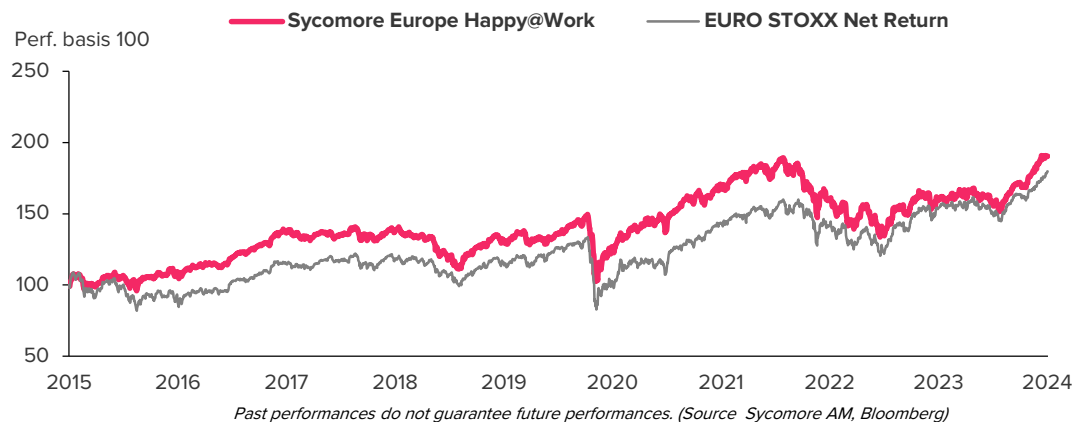
Germany

Investment strategy

A responsible selection of people-driven European companies

Sycomore Europe Happy@Work invests in European companies that pay particular attention to the importance of human capital as a key performance driver. The fund seeks to contribute positively to the human capital issues highlighted in the United Nations' Sustainable Development Goals. Stocks are selected on the basis of rigorous fundamental analysis combined with in-depth ESG research, focusing on a company's ability to promote employee fulfillment and engagement, using a proprietary assessment framework. The analysis draws from the experience and knowledge of field experts, human capital managers and employees. Fund managers also carry out on-site visits. The fund seeks to outperform the Euro Stoxx TR index over 5 years.

Performance as of 28.03.2024



	Mar	2024	1 year	3 yrs	5 yrs	Inc.	Annu.	2023	2022	2021	2020
Fund %	2.5	10.8	17.7	16.3	48.2	90.5	7.7	15.1	-19.0	15.5	13.0
Index %	4.5	10.0	16.6	28.8	58.3	79.8	6.9	18.5	-12.3	22.7	0.2

Performance prior to 11/04/2015 was achieved by an identical French fund created on 07/06/2015, which was liquidated in favour of the Luxembourg sub-fund.

Statistics

	Corr.	Beta	Alpha	Vol.	Bench. Vol	Track. Error	Sharpe Ratio	Info Ratio	Draw Down	Bench. DD
3 years	0.9	0.9	-2.4%	15.5%	16.5%	5.5%	0.3	-0.7	-29.4%	-24.6%
Inception	0.9	0.7	2.3%	14.8%	18.2%	7.6%	0.5	0.1	-31.4%	-37.9%

Fund commentary

March has been another positive month for the European equity market but characterized by the overperformance of the sectors that lagged year today. Financial, Energy and Basic Materials led the asset class, while Consumer Discretionary and Technology underperformed. In this environment the performance of the fund has suffered due to our underweight on Financials and lack of exposure on Energy. On the positive side our stock picking on Technology (where we have a sizable exposure to AI) and Industrials (where we have an exposure to electrification) contributed positively. In terms of specific stocks the fund benefited from the position on NVDA (Information Technology) SPIE (industrial) and Novo Nordisk (health care) while Brunello Cuccinelli contributed negatively, for the Italian luxury company results were solid but the guidance didn't surprise positively investors.



Fund Information

Inception date

04/11/2015

ISIN codes

Share I - LU1301026206

Share R - LU1301026388

Bloomberg tickers

Share I - SYCHAWI LX

Share R - SYCHAWR LX

Benchmark

EURO STOXX Net Return

Legal form

SICAV compartiment

Domiciliation

Luxembourg

PEA eligibility

Yes

Investment period

5 yrs

Minimum investment

None

UCITS V

Yes

Valuation

Daily

Currency

EUR

Cut-Off

11am CET Paris (BPSS LUX)

Cash Settlement

D+2

Management fees

Share I - 1.00%

Share R - 2.00%

Performance fees

15% > Benchmark

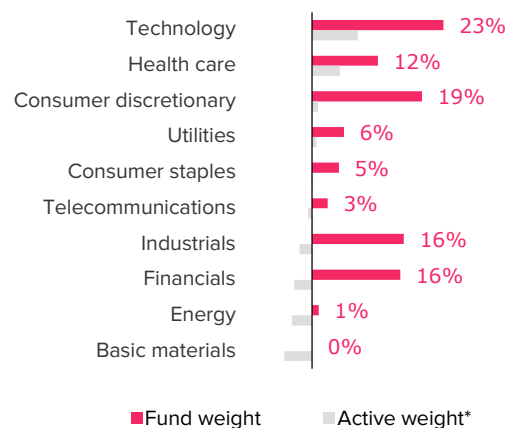
Transaction fees

None

Portfolio

Equity exposure	97%
Overlap with benchmark	27%
Number of holdings	39
Weight of top 20 stocks	72%
Median market cap	72.8 €bn

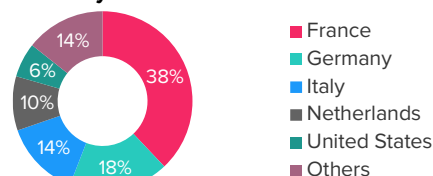
Sector exposure



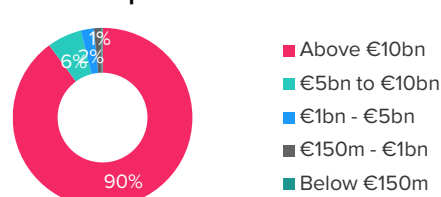
Valuation

	Fund	Index
Ratio P/E 2024	18.2x	12.8x
Croissance bénéficiaire 2024	9.9%	6.0%
Ratio P/BV 2024	3.1x	1.8x
Return on Equity	16.9%	13.7%
Rendement 2024	2.1%	2.9%

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	3.9/5	3.6/5
S score	3.5/5	3.2/5
P score	4.0/5	3.5/5
I score	4.0/5	3.7/5
C score	3.8/5	3.6/5
E score	3.6/5	3.2/5

Top 10

	Weight	SPICE rating	People Score
ASML	9.4%	4.3/5	4.4/5
AXA	5.3%	3.6/5	4.0/5
SAP	4.7%	3.9/5	4.0/5
Munich Re.	4.4%	3.4/5	3.9/5
L'Oreal	4.3%	4.0/5	4.2/5
Schneider E.	4.2%	4.2/5	4.4/5
Prysmian	3.7%	3.8/5	4.2/5
Novo Nordisk	3.4%	3.8/5	4.1/5
RELX	3.1%	3.9/5	3.6/5
BioMérieux	3.1%	3.9/5	4.2/5

Performance contributors

	Avg. weight	Contrib
Positive		
Intesa Sanpaolo	2.8%	0.37%
SPIE	2.3%	0.27%
Novo Nordisk	3.3%	0.25%
Negative		
ERG	1.6%	-0.12%
Brunello C.	2.0%	-0.09%
STMicroelec.	2.0%	-0.08%

Portfolio changes

Buy

Reinforcement

Intesa S.
Kbc Holdings
Servicenow

Sell

Reduction

Asml
Adv Micro
Nvidia



ESG scores

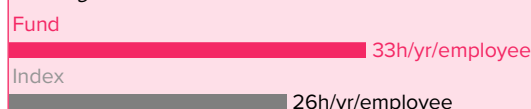
	Fund	Index
ESG*	3.7/5	3.4/5
Environment	3.6/5	3.2/5
Social	3.8/5	3.4/5
Governance	3.8/5	3.5/5

Societal and social analysis

Training number of hours**

Average number of hours of training delivered per employee per year in companies.

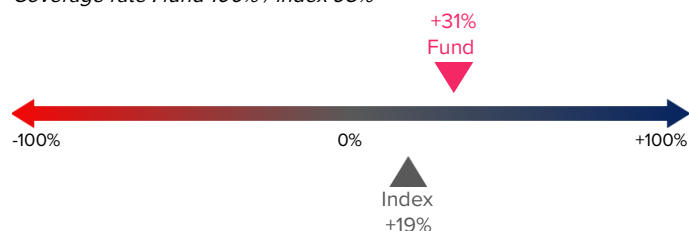
Coverage rate : fund 92% / index 91%



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 95%

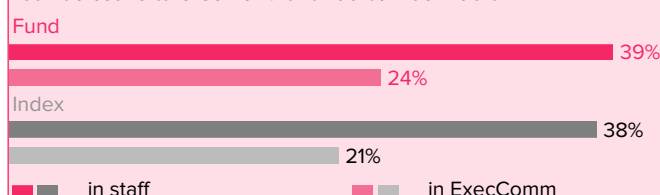


Gender equality ♀/σ***

Percentage of women in total company headcounts and executive committees.

Staff coverage rate : fund 100% / index 99%

Taux de couverture Comex : fund 100% / index 100%

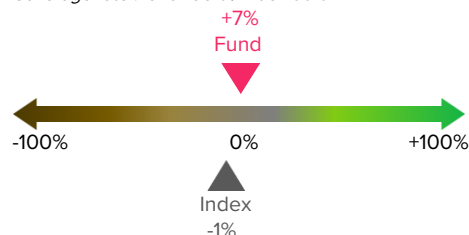


Environmental analysis

Net Environmental Contribution (NEC)

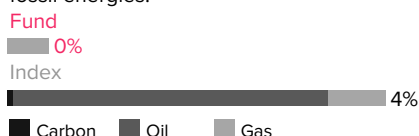
Degree of alignment of the economic models with the ecological transition, integrating biodiversity and climate, on a scale running from -100% for eco-obstruction to +100% for eco-solution, where 0% equates to the average environmental impact of the global economy. The results are expressed in NEC 1.0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

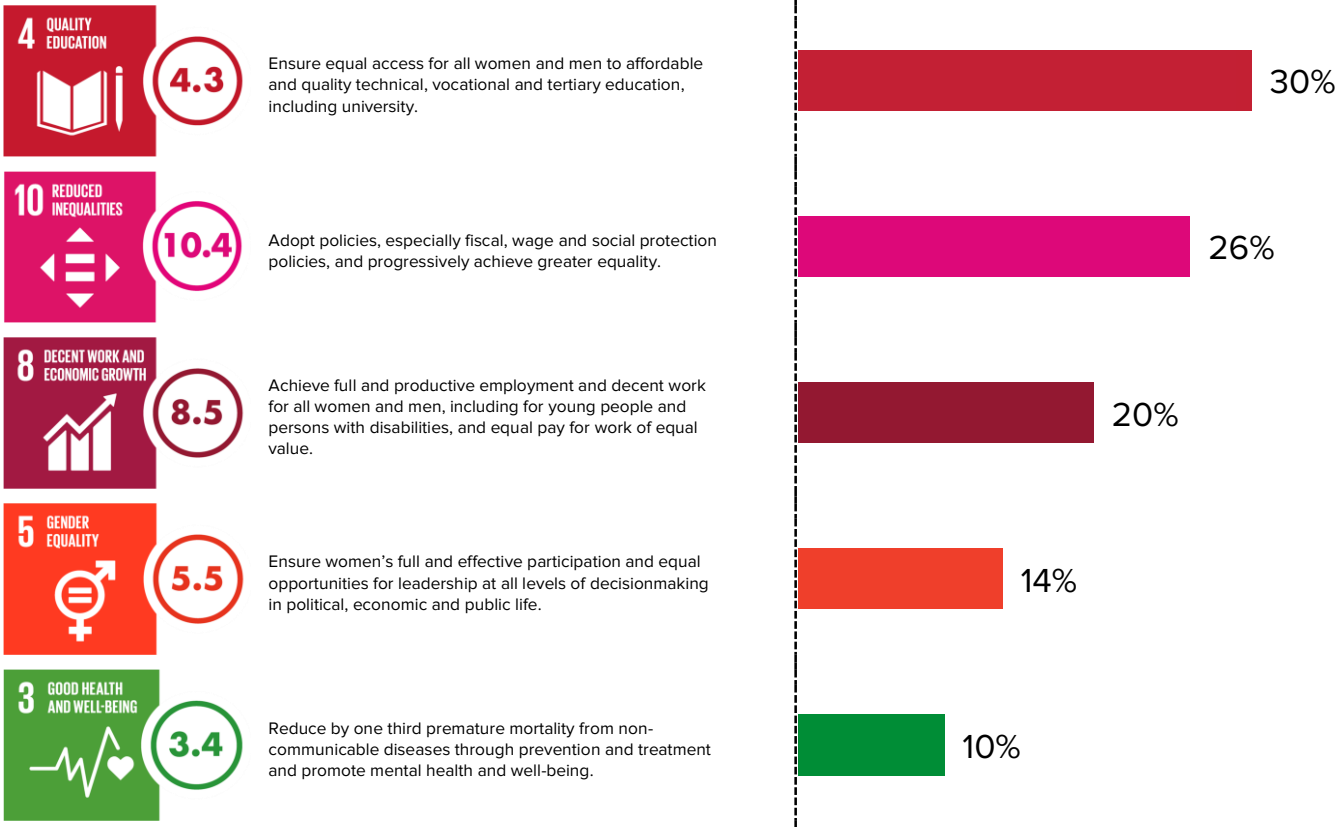
Annual greenhouse gas emissions (GHG Protocol) from upstream scopes 1, 2 and 3 per thousand euros invested***.

Coverage rate : fund 99% / index 100%

	Fund	Index
kg. eq. CO ₂ /year/k€	73	155



Sustainable development goals exposure



ESG follow-up, news and dialogue

Dialogue and engagement

SAP

We followed-up on our engagements regarding the responsible management of the reorganisation, change of culture, management changes and impact of AI on employees at SAP. We understand that the back to the office policy and the new performance system will be discussed with employee representatives. Target for the reorganisation is one third voluntary departure / early retirement / upskilling. We also discussed the departure of the expected 2024 Chair : SAP plans to appoint a temporary chair.

ESG controversies

Hermès

Hermès is facing a lawsuit in the United States over the 'selective process' applied for the purchase of its Birkin bags. The brand is accused of unfair business practices and violating US antitrust laws. At this stage, we consider that the controversy has no material impact. So far, two buyers are suing the company in a class action. It is known and understood within the industry that the direct purchase of a Birkin handbag is both exclusive and rare and is a feature of Hermès' business model.

Votes

1 / 2 voted general assembly over the month.

Details on our votes are available here the day following the company's AGM [Here](#).

Deutsche Telekom

Ahead of the AGM, we have shared our voting intentions with DT. In particular, this was an opportunity to discuss : the executive compensation packages (quantum, transparency, ESG criteria), director independence, and the new organisation of the company with different committees. The company also shared with us that it does not plan to publish a CEO pay ratio as this is not required by the European Shareholder Rights Directive and there are no common calculation standards.

SAP

Following a meeting with SAP's compliance team, we reviewed our assessment of business ethics more positively, as the DOJ praised SAP for its top-notch compliance program and in depth collaboration in the investigations. Following the bribery controversies and to support the growth of the company, SAP increased the compliance team to 160-170 people early 2024.

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.