2024

sycomore

Global
Éco Solutions

Sustainability Performance and Shareholder Engagement Report

This report describes the fund's investment process, its sustainability performance and its shareholder engagement in 2023, as required by the SRI label created and supported by the French Ministry of Economics and Finance.

SFDR[1] 9

Label ISR — INVESTISSEMENT SOCIALEMENT RESPONSABLE

The FCP fund comes with no guarantee of earnings or performance and carries a risk of loss of principal. Before investing, please see the Key Information Document for the UCITS, available on our website: www.sycomore-am.com. Report pertaining to 2023. To learn more about Sycomore AM's sustainability approach, please see our related policies and strategies on our website and read the sustainability report published by the asset management company, as required by Article 29 of France's Energy and Climate Law. The indicators are based on companies' most recently published data (2023 or 2022 in most cases). The ESG performance reported in this document is that of companies in which the fund owned shares at 29 December 2023 and does not represent the fund's direct contribution to this performance. SRI labels help retail investors to identify responsible and sustainable investment strategies. These labels serve as a guide for investors but are no guarantee on the capital invested and do not certify the quality of investment management strategies implemented within the fund. The fund was awarded the SRI label from the French government on 21 June 2023. [1] Sustainable Finance Disclosures Regulation – Under the SFDR, an "Article 9" fund is a fund that has a sustainable investment objective.

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01 The fund's **investment philosophy**

The **Sycomore Global Éco Solutions** fund is invested in international listed companies of all capitalisation sizes. It only includes those whose **business models contribute to the ecological transition**, which is assessed based on their Net Environmental Contribution (NEC).

The fund can invest in a **wide range of areas**: **renewable energy**, energy efficiency and **electrification**, **mobility**, natural resources, renovation and construction, **circular** economy, **food**, and **eco-services**. It excludes companies whose activities significantly destroy biodiversity or contribute to global warming or whose environmental, social and governance rating is too low.

The fund has **several objectives**:

- It aims to **outperform the MSCI AC World Net Total Return EUR index** (with dividends reinvested) over an investment horizon of five years.
- It pledges to **remain exclusively invested in sustainable companies,** as defined by the SFDR, at all times (i.e. 100% of sustainable shares in the invested portion of the fund).
- It aims to **outperform its benchmark index** at all times in terms of Net Environmental Contribution (NEC) and green share.

Eligible companies are subjected to a rigorous selection process based on a **fundamental analysis using Environmental, Social and Governance (ESG) criteria** and our **SPICE**[2] model. The analysis applies the European Commission's concept of double materiality: as such, it covers risks that are material to the company's business value, as well as the negative social or environmental impacts of its business activities on its stakeholders.

The fund's sustainability objective is to **seek positive social and environmental impacts** by supporting portfolio companies. This takes place at three levels:

1. **Intentionality**: The stock selection and portfolio construction processes described below draw on the Net Environmental Contribution (NEC), which measures the financed **business models' contribution to the ecological transition**, including climate and biodiversity issues. The fund aims to outperform its benchmark index for this indicator by selecting issuers with an NEC of +10% or higher. Both the selection criteria and the environmental indicators to outperform directly reflect the intention of the fund.

2. **Additionality**: Promoting best practices, through our **shareholder engagement**, drives companies to improve their performance. Furthermore, the development of the NEC helps to channel more capital towards solutions that support the ecological transition, a segment of the economy that still lacks significant investment[3].

3. **Measurement**: The NEC **measures the positive or negative environmental contribution of individual businesses compared to the average environmental impact of each activity**. A positive NEC indicates a contribution to a lower-carbon world and a greater respect for natural capital. This indicator measures the alignment of our investments with the fund intention and positions them against the benchmark index. Chapter 2 presents the portfolio's Net Environmental Contribution, along with other indicators of the fund's sustainability performance, and our investments' exposure to SDGs.

[2] SPICE stands for Society & Suppliers, People, Investors, Clients and Environment. For details on the information taken into account in our SPICE fundamental analysis model, see our ESG Integration Policy.
[3] See the International Energy Agency (IEA) and Intergovernmental Panel on Climate Change (IPCC).

1.1 Our definition of a sustainable investment

In anticipation of the entry into force of the SFDR's Regulatory Technical Standards (RTS) on 1 January 2023, Sycomore AM introduced a **common definition of a sustainable investment** to be used for every investment universe. The definition aligns with the one provided in the SFDR[4] and has three main components:

1 Identifying investments that make a positive contribution to the environmental and social issues listed in the definition.

- Since 2015, Sycomore AM has rolled out **two metrics** assessing the ability of a company's **products and services** to meet environmental and societal challenges, such as access to renewable energy, effective management of resources, and access to healthcare: the Net Environmental Contribution and the Societal Contribution of products and services.
- In partnership with The Good Economy, we have also developed a metric called The Good Jobs Rating, which assesses a company's ability to create **long-term, high-quality jobs that are accessible to all, especially in regions where the people need them most.**
- Lastly, our **human capital assessment**, Happy@Work, has been in use since 2015 to identify the companies that provide a particularly **favourable environment for employee fulfilment**.

An investment is identified as having a positive contribution if it meets the minimum score for **at least one of the four metrics**.

2 Avoiding investments that may cause significant adverse impacts

We rely on our existing exclusion and controversy management **policies**, our SPICE fundamental analysis model based on **ESG** criteria, and our Principal Adverse Impact policy published in 2023.

3 Ensuring the implementation of good governance practices

An investment must meet a minimum score before it can be accepted as sustainable.

This definition can be summarised as follows:

1 Makes a positive contribution

- **NEC** ≥ +10% — Effective measurement of overall environmental impact
- or **SOCIETAL CONTRIBUTION** ≥ +30% — Innovative metric for societal impact of products and services
- or **THE GOOD JOBS RATING** ≥ 55/100 — A company's ability to create sustainable, high-quality jobs for all
- or **HAPPY@WORK SCORE** ≥ 4.5/5 — Fulfilment at work as seen by Sycomore AM

2 Does no significant harm

Exclusion policy	Controversy severity 3/3	SPICE rating < 3/5	PAI* policy

3 Follows good governance practices

Governance rating ≥ 2.5/5

*Principal Adverse Impact.

Selectivity

In accordance with the strategy adopted for Sycomore Global Éco Solutions, only those investments that meet an environmental objective are considered to be sustainable.

[4] The SFDR defines a "sustainable investment" as follows: "An investment in an economic activity that contributes to an environmental objective, as measured, for example, by key resource efficiency indicators on the use of energy, renewable energy, raw materials, water and land, on the production of waste, and greenhouse gas emissions, or on its impact on biodiversity and the circular economy, or an investment in an economic activity that contributes to a social objective, in particular an investment that contributes to tackling inequality or that fosters social cohesion, social integration and labour relations, or an investment in human capital or economically or socially disadvantaged communities, provided that such investments do not significantly harm any of those objectives and that the investee companies follow good governance practices, in particular with respect to sound management structures, employee relations, remuneration of staff and tax compliance."

1.2 Our ESG **screening** and **selection** criteria

Exclusion of significant sustainability risks or adverse sustainability impacts

The screening criteria aim to exclude companies with significant sustainability risks or adverse sustainability impacts, based on the European Commission's concept of double materiality. A company is therefore ineligible for the fund in the following circumstances:

- If it deals in activities excluded by our **SRI Exclusion Policy** for its controversial social or environmental impacts
- If its **governance practices** are deemed insufficient according to our exclusion policy
- If it has been excluded according to our **PAI policy**
- If its **SPICE** rating is less than **3/5**.

Inclusion of positive environmental contributions

Our stock selection process is aimed at identifying companies whose **products and services make a positive contribution to the ecological transition, which is measured by an NEC of +10% or higher** for each individual stock in the portfolio. This criterion supports companies that provide sustainability solutions through a positive environmental contribution in line with the SDGs, the Paris Agreement, and the EU Taxonomy.

The NEC is a holistic environmental indicator that measures how a company's business model, products and services drive the ecological transition by meeting challenges regarding the climate, biodiversity, waste and resource management, water and air quality. It ranges on a scale from -100% for activities that are highly destructive of natural capital to +100% for activities with a highly positive net environmental impact. In the middle of the scale, **0%** represents the average environmental impact of the world economy[5].

Sycovalo universe*

ESG screening

SRI Exclusion Policy

Controversy severity 3/3 and **Governance rating** ≤ 2.5/5

Environmental selection

Net Environmental Contribution ≥ +10%

NEC

ESG eligibility

SPICE rating ≥ 3/5

Sycomore Global Éco Solutions

100% sustainable portfolio companies

[5]For more information on the Net Environmental Contribution, visit the NEC Initiative website.

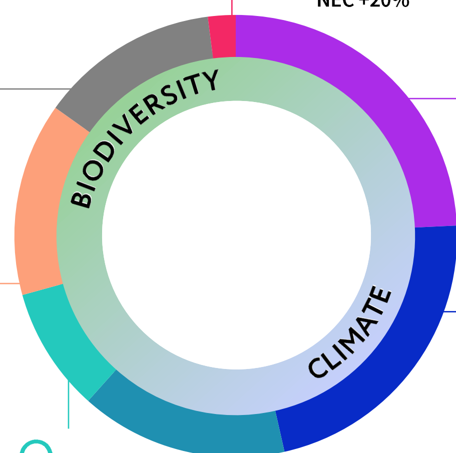
* Set of more than 3,000 stocks analysed by our team of financial and non-financial analysts.

1.3 An investment universe with **multiple themes**

Ecological and energy transition players

The investment universe is made up of a **vast ecosystem of companies** offering products and/or services that drive the **changes needed** to meet the many challenges associated with the ecological and energy transition. These issues are inter-related – **climate**, **biodiversity**, **water**, **waste** and **resource** management, **air** quality – and affect the way we spend, travel, produce and live together.

An entire value chain is at work for each major project. This value chain is made up of the players that design sustainable and responsible solutions, but also those that contribute to implementing these solutions and their long-term operation.



SUSTAINABLE FOOD & RESPONSIBLE CONSUMPTION 0%

2% **ECO-SERVICES**

Arcadis, sustainable design, engineering and consultancy solutions for natural and built assets.
NEC +20%

SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES 13%

SCA, specialist in forest management and producer of wood-based materials.
NEC +64%

24% **RENEWABLE ENERGY**

First Solar, provider of solar power modules.
NEC +75%

CIRCULAR ECONOMY 14%

Republic Services, second-largest provider of hazardous and non-hazardous waste services in the United States.
NEC +44%

22% **ENERGY EFFICIENCY AND ELECTRIFICATION**

Quanta Services, provider of infrastructure services for the Energy and renewables sectors.
NEC +16%

SUSTAINABLE CONSTRUCTION 9%

Owens Corning, producer of insulation materials for the construction sector in the United States.
NEC +21%

15% **GREEN MOBILITY**

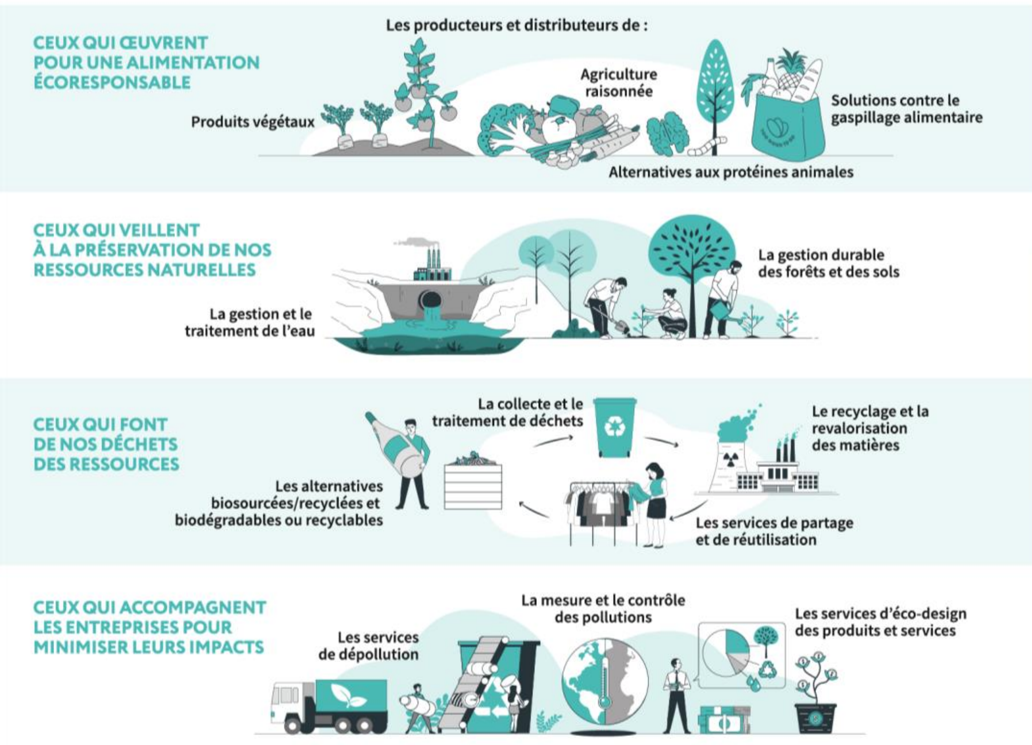
Wabtec, rail equipment manufacturer.
NEC +100%

Source: Sycomore AM and Factset at 29 December 2023.

1.3 An investment universe with **multiple themes**

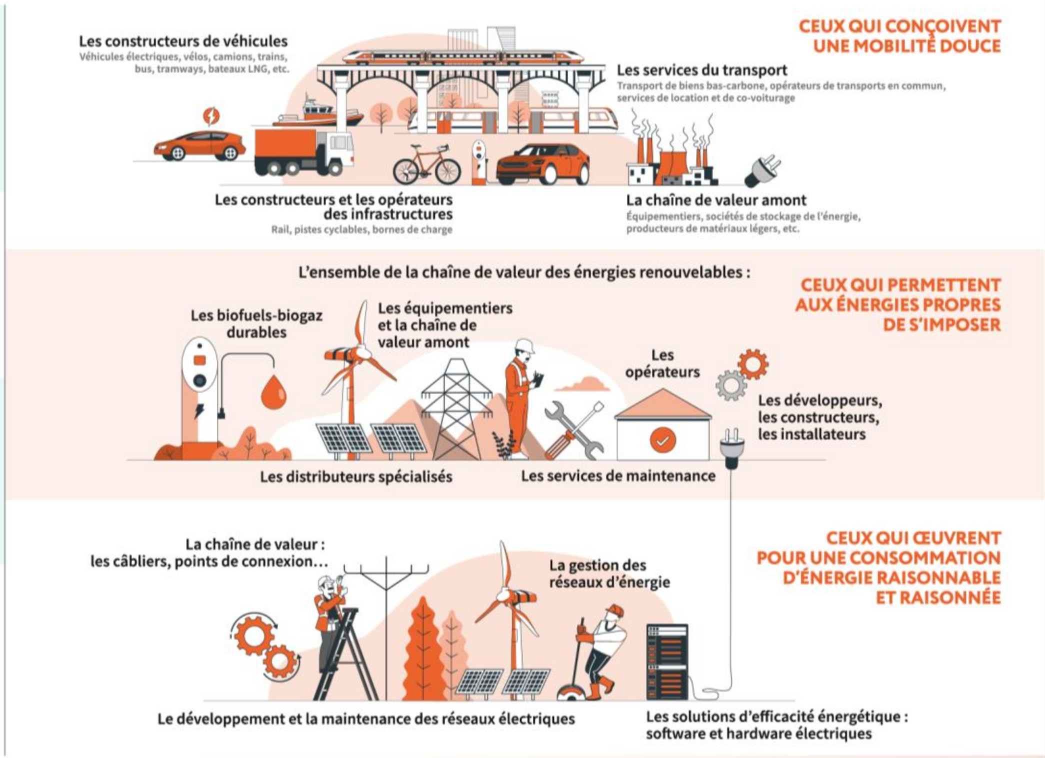
SUSTAINABLE RESOURCE MANAGEMENT

A growing number of companies are now taking action to improve the management of our natural resources and to encourage a more rational use of this natural capital.



ENERGY TRANSITION

The energy transition requires reasonable and efficient energy consumption and greater reliance on clean and renewable energy sources, as well as power grids able to incorporate and manage these energy sources and optimise energy flows.



1.4 Our sustainability risk **management**

First, to limit the fund's exposure to sustainability risks associated with controversial activities with significant adverse social or environmental impacts, we apply our **SRI Exclusion Policy** and **industry exclusions specific to the fund's label** or certification.

Exclusions include controversial and conventional **weapons**, **tobacco**, **pesticides**, **pornography**, **violations of UN Global Compact Principles**, **fossil fuels** (conventional and unconventional coal, oil and gas) and, more broadly, **carbon-based electricity generation**. Most exclusions are determined by applying strict criteria based on the exposure of company revenue.

Next, the fund's exposure to sustainability risks is managed by requiring a **minimum SPICE rating (3/5).** The SPICE analysis model takes into account the two inextricably linked concepts of **sustainability risks and impacts**. Through its 90 underlying criteria, SPICE analyses the company's exposure to and management of sustainability risks, including risks relating to **business ethics**, **taxes**, **human rights**, **working conditions**, the **subcontracting** chain, environmental disasters, the **ecological and energy** transition, **personal data protection**, and more.

Our SPICE model also covers the **principal adverse impacts**, especially the **SFDR's 14 mandatory PAI indicators** applicable to business organisations, based on their materiality to each company's operations and footprint and the availability of relevant data. For more information, see our Principal Adverse Impact Policy.

Lastly, we sometimes manage companies' exposure to sustainability risks **through our Shareholder Engagement Policy**, which consists in encouraging companies to progress in areas considered to be material, in accordance with our additionality principle.

The overall sustainability risk management framework is adjusted as our methodologies evolve and data becomes available. This framework is systematically reviewed no less frequently than every two years.

Focus on managing biodiversity and climate change risks

Environmental sustainability risks are assessed as part of all our fundamental analyses, in the Environment pillar of our SPICE model. A score out of 5 reflects a company's management of transition risks, physical risks, and risks of biodiversity loss. Each of these assessments covers:

- the four main pressures driving biodiversity loss, as stated by the IPBES[6] in 2019: changes in **land and sea use**, **direct exploitation of organisms**, **climate change**, and **pollution**
- the **entire value chain**, i.e. Scopes 1, 2 and 3, both upstream and downstream, as long as they have a significant impact.

Details on our environmental sustainability risk management are provided in Chapter 3 of our **Natural Capital Strategy**.

[6] Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES): an independent body established in 2012 and institutionally linked to the United Nations Environment Programme (UNEP), the United Nations Development Programme (UNDP), the United Nations Educational, Scientific and Cultural Organization (UNESCO), and the Food and Agriculture Organization of the United Nations (FAO).

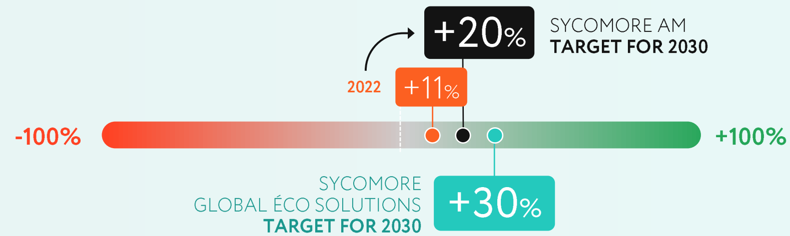
1.5 Our **climate and biodiversity alignment strategy**

In 2022, we defined a **quantified pathway to 2030 for our asset management company**. We also set new milestones in terms of climate and biodiversity. Our strategy aligns with three sets of standards: **Article 29** of France's **Energy and Climate Law**, which came into force in 2021; our approach as a certified **B corporation** since 2020; and the commitments we made to the **Science Based Targets initiative** in 2021.

A quantified climate and biodiversity pathway

We defined our pathway using the **Net Environmental Contribution** (NEC), a holistic environmental indicator covering the **main environmental impacts**: namely, impacts on the **climate**, on **biodiversity** and on **resources**. The NEC is based on a universal standard scale ranging from -100% to +100%, with 0% representing the average of the world economy. It applies to **all business lines** and **all asset classes**.

To reach our company's mission to increase our investment's contribution to the ecological transition, we have set the target for **Sycomore AM** to increase our **NEC to +20% by 2030** (from +11% in 2022).



The alignment strategy for **Sycomore Global Éco Solutions** is to maintain the fund's NEC **at +30% or higher** until 2030.

The climate component of the NEC represents between 0% and 100% of the metric, depending on the company's operations, for an average weight of 50%. As a complement to the NEC, we use **two methods** to assess **a company's alignment** with the **Paris Agreement**, especially the target of limiting global warming to well below 2°C compared to pre-industrial levels, by 2100:

1. **The implied temperature rise calculated using the Science-Based 2°C Alignment method and expressed in degrees Celsius**
2. **The share of our net assets invested in companies that have set targets approved by the Science Based Targets initiative**

We are exploring the use of Iceberg Data Lab's Corporate Biodiversity Footprint to quantifiably and more accurately measure the overall absolute impact of our investments on biodiversity. This metric provides a model of companies' biodiversity footprint based on their main **sources of pollution**:

- **land use**
- **greenhouse gas (GHG) emissions**
- **air pollution** and **water pollution**

02 The fund's sustainability performance

The fund's sustainability performance is assessed by several indicators. Some of these are used as **selection criteria in investment decisions** and/or for setting **targets for benchmark outperformance**. Other indicators presented here are not linked to the fund's selection criteria. Their values can fluctuate upwards or downwards from one year to the next, depending on the companies in the portfolio.

OBJECTIVES		INDICATORS TRACKED	
Provide an overall view of the fund's ESG positioning		Share of sustainable investments	96%
		Weighted SPICE rating	3.7/5
		Exposure to SDGs	7 (42%); 11 (17%); 9 (20%)
Assess achievement of positive contribution targets and measure ESG performance	E	Net Environmental Contribution	+42%
	E	Green share	87%
	E	EU Taxonomy	34%
	E	SB2A climate alignment	1.73°C
	E	SBTi climate alignment	50% <2°C
	E	Carbon intensity of electricity	48 gCO_2/kWh
	E	Exposure to fossil fuels	3%
	E	Carbon footprint	181 tCO_2e/€M
	E	Biodiversity footprint	-47 m^2.MSA/k€ invested
	S	Societal Contribution	+35%
	S	Growth in staff	16%
	S	Human rights policy	95%
	G	Women on executive committees	21%

Some of these performance indicators were developed by Sycomore AM (Societal Contribution of products and services, The Good Jobs Rating), while others are raw indicators from external sources and companies' annual reports (growth in staff, women on the executive committee, human rights policy, etc.). The NEC was co-developed by Sycomore AM and is currently developed by the NEC Initiative.

For more information on reporting methodologies and data sources, see our reporting protocol.

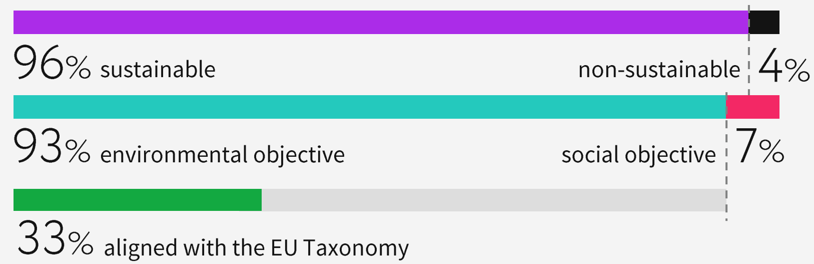
2.1 Sustainable investments

At the end of 2023, sustainable investments[7] accounted for 96% of the Sycomore Global Éco Solutions fund's net assets and **100% of the fund's investee companies**, in line with the target set in the prospectus as of 1 January 2023. In preparation for Level 2 of the SFDR, we established a common definition of a sustainable investment to be applied to all our funds, and as of 1 January 2023, we require that all our Article 9 funds hold only sustainable investments. The sustainable investment percentages presented below do not necessarily reflect the current percentages, which may have **evolved since the entry into force of the pre-contractual documentation**, which was revised accordingly.

The non-sustainable investments satisfy the fund's selection criteria but do not meet the definition of a sustainable investment that was implemented on 1 January 2023. This was the case for **Generac Holdings**, an energy technology solutions company, which has since exited the portfolio.

Of these sustainable investments, **92% related to environmental issues**. **Autodesk**, a provider of computer-aided design and digital content creation software, was the sole company in the portfolio with only a **social objective**. Since 1 January 2023, the fund's selection rules have been updated to exclusively include companies with an environmental objective and an NEC of at least +10%. The shares in Autodesk were therefore sold to meet the fund's updated objective.

BREAKDOWN OF SUSTAINABLE INVESTMENTS IN THE FUND AT 29 DECEMBER 2023[8]



Fund exposure of 95% at 29 December 2023

[7] For more information on our definition of a sustainable investment, see our Principal Adverse Impact Policy. [8] For more information on our response to SFDR reporting obligations, see the appendix to the relevant fund management report.

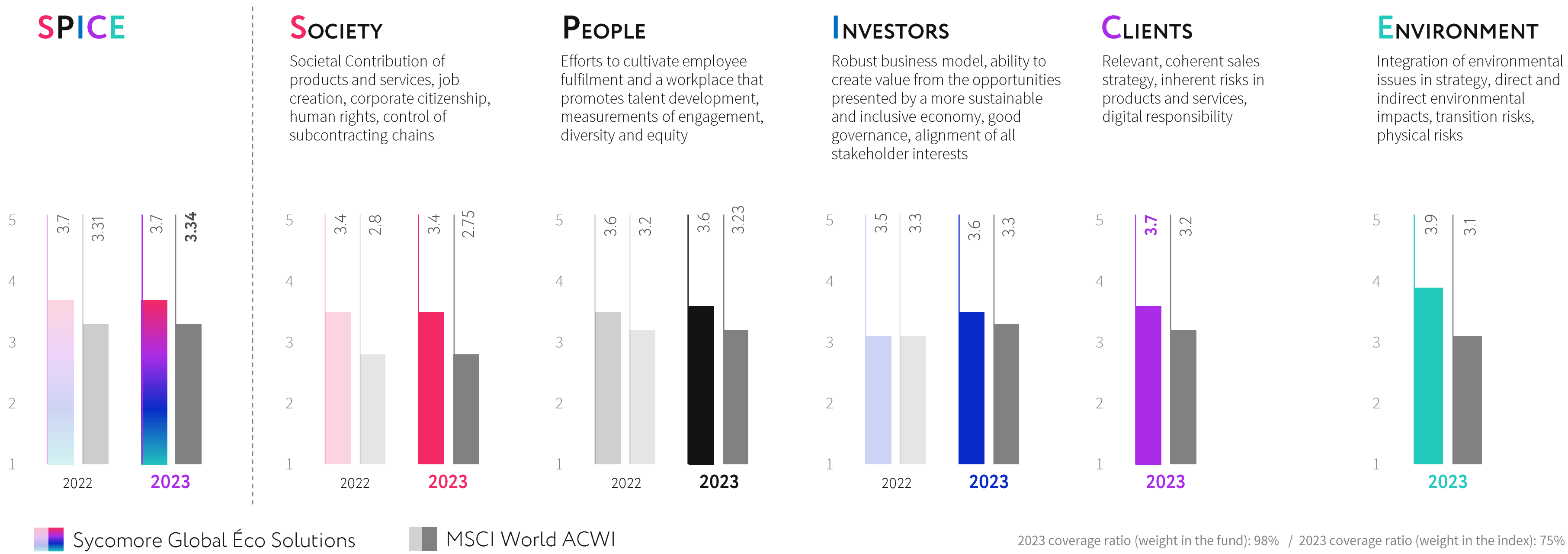
2.2 SPICE performance

> **"The value created by a company is sustainable only if it is shared among all of its stakeholders: this belief guides our responsible investment approach."**

Because we seek sustainable performance for our clients, our fund manager-analysts examine not only a company's finances but also how the company interacts with all its stakeholders, to evaluate the robustness of its business model and governance, as well as its environmental and social impacts. Our **proprietary fundamental analysis model**, called SPICE[9], enables us to measure the sustainability performance of our investments.

At the end of 2023, the weighted SPICE rating of investments held in the Sycomore Global Éco Solutions (**3.7/5**) was **unchanged from the 2022 rating** (**3.7/5**) and was **higher than that of the MSCI World ACWI index** (3.34/5). The top-rated companies in the portfolio were **Schneider Electric**, a specialist in digital energy solutions, **Orsted**, a producer of renewable energy, and **SCA**, a manufacturer of paper and wood-based products.

CHANGES IN THE FUND'S SPICE RATINGS COMPARED TO ITS INDEX



2023 coverage ratio (weight in the fund): 98% / 2023 coverage ratio (weight in the index): 75%

[9] The SPICE rating is the weighted sum of the underlying S, P, I, C and E ratings with the following default weighting: 10%*S + 15%*P + 50%*I (with 60% of the I rating for the business model and 40% for Governance) + 10%*C + 15%*E. This weighting varies according to the company's business sector.

2.3 Exposure to **Sustainable** Development Goals

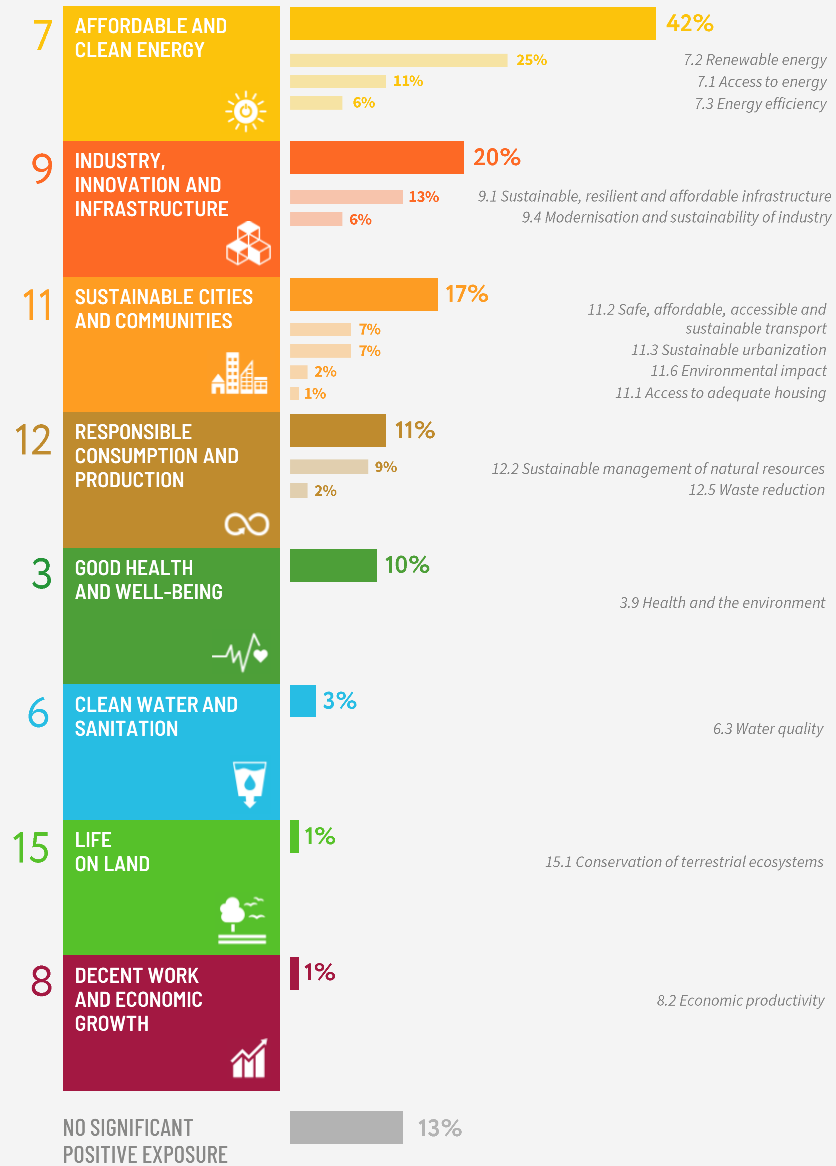
In this section, we show the exposure of portfolio companies to the 17 Sustainable Development Goals adopted by the United Nations in 2015 and, more specifically, to the 169 underlying targets. By exposure, we mean the opportunity for each company to contribute positively to the SDGs through its products and services[10].

Our analysis is based on a list of activities:

For each activity, we identified **one to three targets the company is most likely to contribute towards positively,** notwithstanding the fact that it may contribute simultaneously to other SDGs or targets. **Each company is then analysed based on the activities it conducts**. Therefore, a company that operates different businesses can be exposed to several targets, in which case the exposure is weight-adjusted according to the percentage of revenue generated by each activity.

We also sought to **differentiate between companies based on their potential contribution**, by looking at how their current portfolio of products and services is effectively positioned. Put simply, the more the products, services and beneficiaries are aligned with those targeted by the SDG, the higher the degree of alignment: high, moderate or low. This analysis is qualitative and draws from information at our disposal, partly thanks to the data we collect when assessing the net societal and environmental contributions (SC and NEC). We have also identified activities, which according to our analysis have no significant positive exposure to the SDGs.

Finally, companies can also **contribute to the SDGs through their own corporate practices and the way in which they run their business**. This factor is not taken into account at this stage, as we focus on the exposure of their products and services to the SDGs.



[10] This undertaking is not designed to measure the effective contribution of companies to the SDGs – these are assessed by our net environmental contribution (NEC) and societal contribution (SC) metrics.

2.3 Exposure to Sustainable Development Goals

SDG 13: Take urgent action to combat climate change and its impacts

The thirteenth Sustainable Development Goal adopted by the United Nations aims to **strengthen all countries' resilience and adaptive capacity to climate-related hazards and natural disasters**, with a focus on building capacity in least developed countries and small island developing States.

The wording of the goal is formulated for countries and their definition of national policy, strategy and planning, as well as negotiations between countries[11]. **It cannot be applied to corporate activities**.

For this reason, SDG 13 Climate Action **does not appear explicitly in our classification**. However, it remains one of the cornerstones of the investment strategy of Sycomore Global Éco Solutions and an **issue that is systematically integrated and assessed** in terms of both stock selection and impact measurement.

13 CLIMATE ACTION

TITLE	DESCRIPTION OF THE TARGET
Resilience and adaptive capacity	13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.
Climate change policies	13.2: Integrate climate change measures into national policies, strategies and planning.
Education and capacity for action	13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.
Green Climate Fund	13.a: Implement the commitment undertaken by developed-country parties to the United Nations Framework Convention on Climate Change to a goal of mobilising jointly $100 billion annually by 2020 from all sources to address the needs of developing countries in the context of meaningful mitigation actions and transparency on implementation and fully operationalise the Green Climate Fund through its capitalisation as soon as possible.
Capacity-building	13.b: Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing states, including focusing on women, youth and local and marginalised communities.

[11] https://www.un.org/sustainabledevelopment/climate-change/

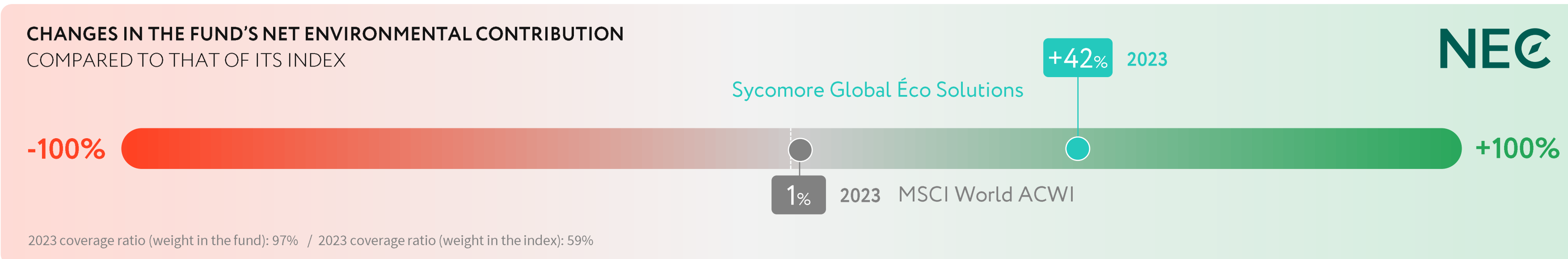
2.4 Sustainability indicators

Environment

Net Environmental Contribution

We assess our investments' contribution to the ecological transition using the Net Environmental Contribution (NEC). **The NEC measures how a company's products and services help drive the ecological transition**. It ranges on a scale from -100% for activities that are highly destructive of natural capital to +100% for activities with a highly positive net environmental impact. In the middle of the scale, **0%** represents the average environmental impact of the world economy[12].

At the end of 2023, the NEC of the Sycomore Global Éco Solutions fund stood at **+42%[13] compared to 0% for the MSCI World ACWI index**. This strong environmental contribution surpasses the fund's NEC target of +30% and is mainly attributable to its very high exposure to renewable energies, to the green mobility provided by bicycles, and to electric infrastructure.



Moderate environmental contribution

Procore Technology (NEC +10) provides cloud-based construction management software for managing projects such as factories and residential complexes. Its suite of award-winning project management tools is used by hundreds of thousands of users worldwide. **Saint Gobain (NEC +16%)** manufactures and distributes materials and solutions that contribute to sustainability and energy efficiency in construction, providing more ecological and economical habitats.

Significant environmental contribution

Shoals Technologies (NEC +62%) designs systems to connect solar farms to grids and therefore facilitates the large-scale development of solar energy. **UPM-Kymmene Oyj (NEC +69%)** is a Finnish company that produces paper, pulp, biofuels and timber-related products. **SCA (NEC +64%)** is a Swedish company specialised in sustainable forest management and in paper and wood-based products. It emphasises the renewability and recyclability of its products and takes steps to reduce its carbon footprint while actively contributing to a circular economy, with a commitment to achieve net zero emissions by 2050.

Very high environmental contribution

Wabtec (NEC +100%), due to its rail activities, **Giant (NEC +100%)**, as a leading bicycle brand, and renewable energy equipment manufacturers **Vestas Wind Systems AS (NEC +100%)** and **Nextracker (NEC +71%)** are all companies that significantly contribute to transforming means of transportation (non-motorised and low-carbon alternatives) and the energy mix.

[12] For more information on the Net Environmental Contribution and underlying methodologies, please visit the NEC Initiative website. [13] NEC 1.0 calculated by Sycomore AM based on company-sourced data from 2020 to 2023.

2.4 Sustainability indicators

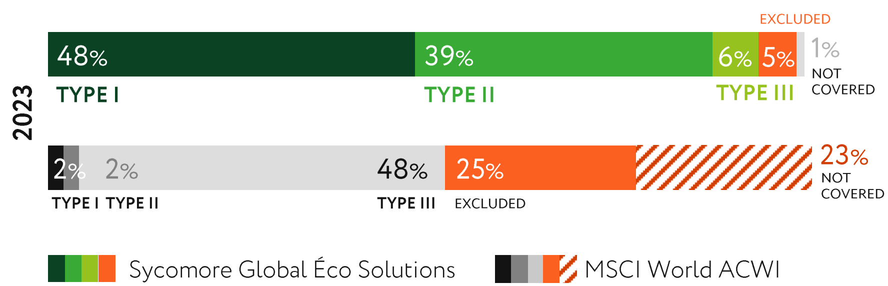
Green share according to the Greenfin label

GREENFIN LABEL
FRANCE FINANCE VERTE

The Sycomore Global Éco Solutions fund aims to **maintain a larger share of its portfolio invested in issuers operating in eco-activities than its benchmark index**. This "green share" is defined based on the Greenfin label's classification of **eight categories of eco-activities** potentially contributing to the energy transition and climate action. The categories are energy, building, circular economy (waste management and pollution control), industry, transport, information and communications technology, agriculture and forestry, and climate change adaptation.

Below we report the share of the portfolio invested in **type I** issuers (companies generating **more than 50% of their revenue from eco-activities**) and **type II** issuers (companies generating **10% to 50% of their revenue from eco-activities**). As it is based on the Greenfin label classification, this breakdown includes issuers that generate at least 10% of their revenue from eco-activities.

EXPOSURE BY TYPE OF ISSUER ACCORDING TO THE GREENFIN LABEL



At the end of 2023, the fund's green share was **87%** – meaning that, on average, 87% of the revenue of companies in which it invests comes from eco-activities, as defined by the Greenfin classification, **compared to 4% for the benchmark**. The fund has met its target of **outperforming** the benchmark.

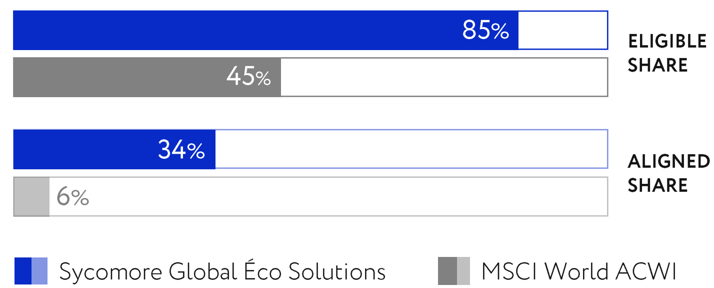
2022 coverage ratio (weight in the fund): 100% / 2022 coverage ratio (weight in the index): 73%

EU Taxonomy

The EU Taxonomy has established a **list of environmentally sustainable activities** to direct investments toward companies contributing to a low-carbon, resilient and resource-efficient economy. To align with the taxonomy, eligible economic activities must **substantially contribute to at least one of six environmental objectives**[14] without doing any significant harm to any of the other objectives.

At the end of 2023 **85%** of business activities by companies in the Sycomore Global Éco Solutions fund were **Taxonomy-eligible** and **34%** were **Taxonomy-aligned**, versus 6% for the benchmark index.

TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED SHARES



2022 coverage ratio (weight in the fund): 99% / 99%
2022 coverage ratio (weight in the index): 100% / 99%

Because of the technical nature of the criteria related to each objective, a current lack of data published by companies, and the recent addition of the final four objectives, our assessments of aligned shares are only estimates. Results will vary from one year to the next, as companies report more comprehensive Taxonomy data, as required by the Corporate Sustainability Reporting Directive (CSRD), starting 1 January 2024.

[14] Climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, protection and restoration of biodiversity and ecosystems.

2.4 Sustainability indicators

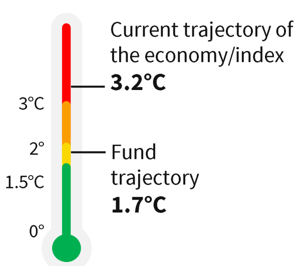
In addition to the Net Environmental Contribution, we measure our investments' alignment with international goals set by the **Paris Agreement** to limit global warming, using two **exclusively climate-based methods**:

Science-Based 2°C Alignment (SB2A)

SB2A is a method developed by I Care and Iceberg Data Lab to measure a company's **alignment** with **low-carbon benchmark scenarios**, based on its past (since 2010) and future climate performance and on how this performance compares to **decarbonisation pathways** within its industry.

The Sectoral Decarbonization Approach (SDA) allocates a **carbon budget to each sector**, based on 2°C scenarios for the sector established by the International Energy Agency (IEA) – namely, the 2°C Scenario (2DS) and the 1.75°C Scenario (Beyond 2°C or B2DS)[15]. SB2A can therefore take into account **all sectors, while differentiating between companies**. The method then converts the company's performance gap – compared to what it should be in a low-carbon scenario – into an "implied temperature rise". A weighted average of 2100 temperature forecasts for each company, according to weight in the portfolio, is then calculated to generate a temperature pathway for the entire fund.

TEMPERATURE-RISE TRAJECTORIES TO 2100



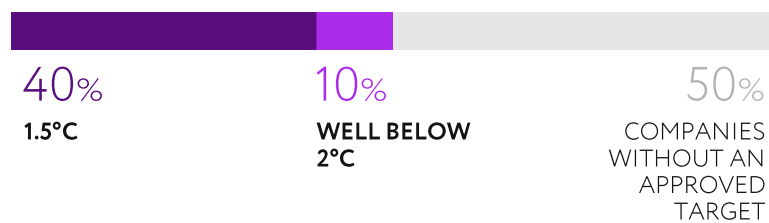
At the end of 2023, the SB2A method covered 89% of the net assets of Sycomore Global Éco Solutions. According to the method, the net assets would result in an average temperature increase of **1.7°C** by 2100. Thirty-five percent of the net assets (i.e. 49% of the assets covered by the method) would have an implied temperature rise of ≤1.5°C, while 35% (49% of the assets covered) would have an implied temperature rise of between 1.5°C and 2°C, and 32% (51% of the assets covered) would have an implied temperature rise of more than 2°C.

Science Based Targets initiative (SBTi)

The Science-Based Targets initiative (SBTi) was created in 2015 by the CDP, the United Nations Global Compact (UNGC), the World Resources Institute (WRI) and the World Wildlife Fund (WWF). It encourages companies to set **greenhouse gas (GHG) emission reduction targets** that are based on scientific data and **align with a 1.5°C pathway** that would enable the global economy to halve emissions by 2030 and reach net zero by 2050, in accordance with the recommendations of the Intergovernmental Panel on Climate Change (IPCC) and the Paris Agreement.

At the end of 2023, companies whose GHG emission reduction targets were approved by the Science Based Targets initiative accounted for **50% of net assets held**. Based on the SBTi methodology, 40% of net assets held are aligned with a **1.5°C trajectory** and **10%** with a trajectory "**well below 2°C**". Companies having initiated but not completed an SBTi target-setting process or for which the outcome was still pending accounted for **15%** of net assets held. The share of companies with an approved SBTi target in the Sycomore Global Éco Solutions fund was **below the average of** Sycomore AM's **assets under management** (49%). This difference can be attributed to the geographic positioning and market capitalisation of the fund, since small and medium-sized companies and pure players in the ecological transition have a low participation rate in SBTi approaches.

SHARE OF PORTFOLIO COMPANIES HAVING SET AN SBTi TARGET



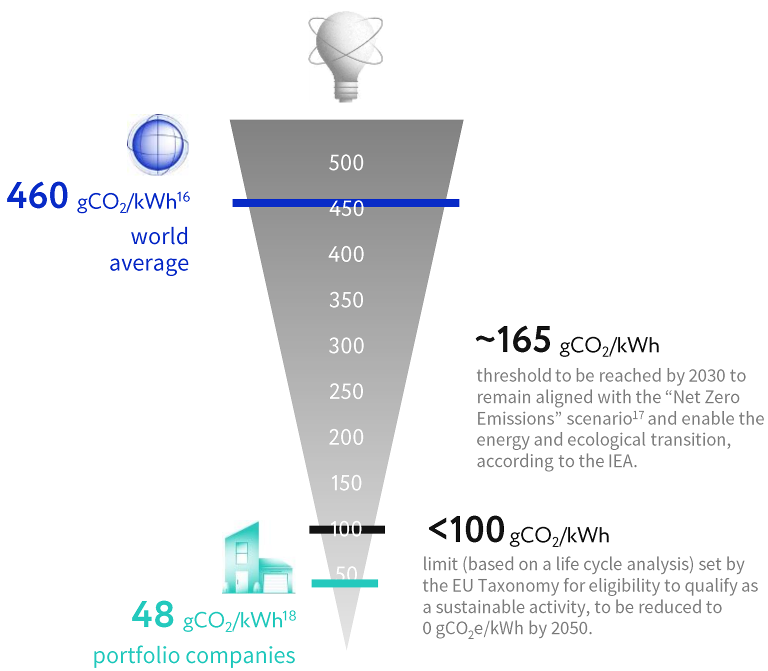
[15] For more information, see the Energy Technology Perspectives 2017 (ETP 2017) report, which presents three pathways for energy sector development to 2060 and lays the groundwork to achieve the two scenarios mentioned above.

2.4 Sustainability indicators

Carbon intensity of the electricity generation mix

The consolidated impact indicator below shows the **specific carbon intensity of electricity-producing companies within the portfolio**, in proportion to their weight out of total net assets. These results confirm that the portfolio is aligned with a **trajectory that is well below 2°C** in this particular area.

CARBON INTENSITY OF ELECTRICITY PRODUCERS



[16] 2022. https://www.iea.org/reports/world-energy-outlook-2023

[17] Average worldwide carbon intensity of electricity generation for commercial purposes by companies held in the portfolio at 29 December 2023. This was calculated on the basis of 100% of electricity production companies accounting for 12.5% of total net assets at 29 December 2023.

Exposure to fossil fuels

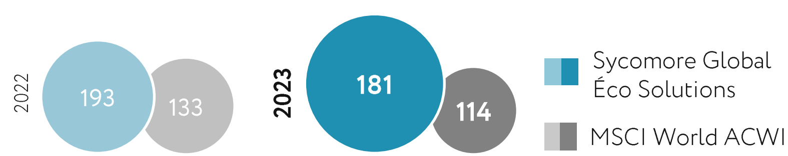
Sycomore Global Éco Solutions **automatically excludes exploration, extraction, refining, electricity and heat generation involving fossil fuels** (coal, oil and gas). Nevertheless, residual exposure of companies to some fossil fuels is tolerated as long as it represents a marginal activity or is being discontinued. The share of the fund's assets in companies active in the fossil fuel industry, within the meaning of the SFDR, was **3% at the end of 2023, representing €2.1 million**. This exposure is related to investments in **Neste** (former oil refiner that has become a leader in renewable biodiesel), **Nextera Energy** (US leader in renewable energy with a residual exposure to gas) and **Veolia Environnement** (waste treatment and water management, with district heating management activities partially using gas and coal). In addition to our investment, we also engage with these companies, as described in Chapter 3.

Carbon footprint

Since 2015, it has been our choice to publish the carbon footprint of our funds, exclusively for information purposes. This indicator does not directly influence our investment decisions. While being aware of a company's carbon footprint helps to measure and prioritise its reduction efforts, **the use of an aggregate carbon footprint has many limitations**, as explained in our Natural Capital Strategy.

At the end of 2023, the weighted average carbon footprint of Sycomore Global Éco Solutions was **181 tonnes of CO_2 equivalent per million euros of enterprise value**, compared with 114 tCO_2e/€M for its benchmark index. The biggest contributors to this footprint were **Owens Corning** and **Veolia Environnement**. The smallest contributors were **Solaria** and **Autodesk**, due to the low carbon intensity of their operations.

EMISSIONS IN TONNES OF CO_2 EQUIVALENT



Source: Trucost/S&P Global covering GHG Protocol Scopes 1, 2 and upstream 3.
2023 coverage ratio (weight in the fund): 98% / 2023 coverage ratio (weight in the index): 98%

2.4 Sustainability indicators

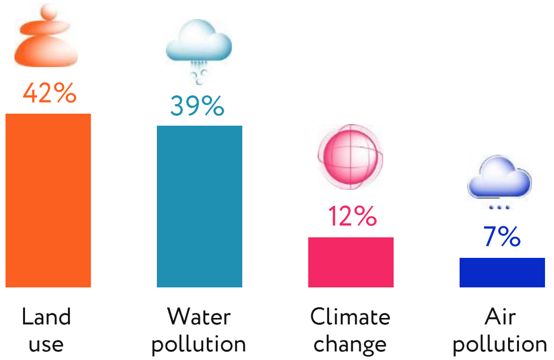
Biodiversity footprint

The Corporate Biodiversity Footprint (CBF) metric was developed by the Iceberg Data Lab to measure a company's impacts on biodiversity, based on their main underlying sources. The metric **covers impacts throughout the value chain** (Scopes 1, 2 and 3). The measurements are aggregated into a footprint expressed in a unit of surface area, the m2.MSA (Mean Species Abundance). One m2.MSA represents one square metre of natural land lost due to the company's business activity in year Y. The complete methodology is available online.

At the end of 2023, the coverage ratio of companies in Sycomore Global Éco Solutions was **81%**, compared to 38% for its benchmark and **76%** for all Sycomore AM investments. **The fund's biodiversity footprint stood at -47 m^2.MSA per thousand euros invested** (compared to -26 m^2.MSA per thousand euros invested for its benchmark).

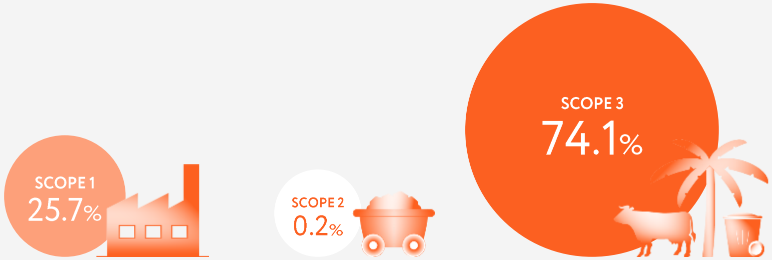
This footprint reflects the impacts of four main pressures on biodiversity **generated by activities in a company's** value chain: **land use**, **greenhouse gas emissions**, **air pollution** and **water pollution**.

BREAKDOWN OF THE FUND'S BIODIVERSITY FOOTPRINT



The biodiversity footprint makes it possible to identify the sources of these impacts and where they occur in the company's value chain. On average, the impacts of the portfolio companies covered are distributed as follows:

BREAKDOWN OF THE BIODIVERSITY FOOTPRINT BY SCOPE



Like its carbon footprint, the fund's biodiversity footprint **mainly reflects its sectoral allocation**. For Sycomore Global Éco Solutions, the biggest-contributing sectors are **manufacturing**, with the significant contribution of **Prysmian**, **Nexans**, **Saint-Gobain**, **ABB** and **Eaton**, as well as the **raw materials** sector, with **SCA** and **MP Materials**, and mobility companies such as Wabtec, whose biodiversity footprint is large.

Considering the low portfolio coverage of this indicator, along with changes to its methodology (in which we are stakeholders, as a member of the CBF's steering committee), we communicate the Corporate Biodiversity Footprint strictly for information purposes only, as part of our continuous efforts to explore different methods for modelling our portfolio's biodiversity impact.

2.4 Sustainability indicators

Social

Societal Contribution of products and services

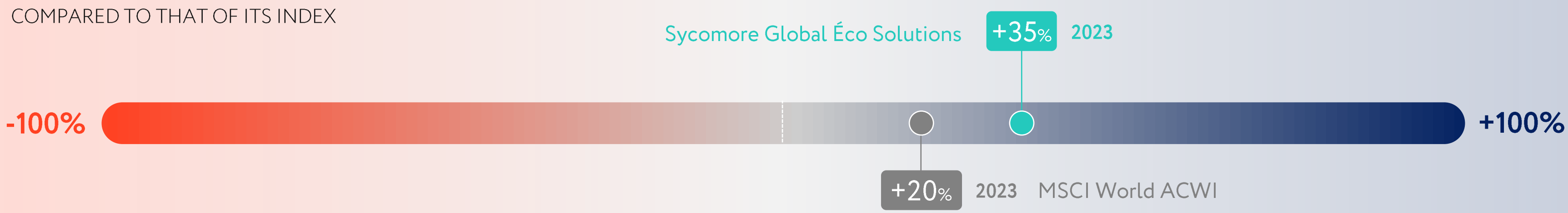
We measure our investments' alignment with major societal issues using the Societal Contribution of products and services (SC). The SC is a **quantitative metric**, assessed on a scale of -100% to **+100%,** that aggregates the positive and negative contributions of a given business. It focuses on **three pillars**: **Access & Inclusion, Health & Safety** and **Economic & Human Progress**.

The SC is evaluated using sector frameworks defined by our SRI analysts, mainly drawing on the social issues covered by the UN's Sustainable Development Goals[18].

At the end of 2023, the Societal Contribution of products and services for portfolio companies stood at **+35% compared with +20% for the fund's benchmark index**. This positive contribution can be attributed to the high exposure to basic services in waste management, water management, and energy, which are heavily weighted in the portfolio.

As of 1 January 2023, **the Societal Contribution of products and services is no longer a selection criterion** for the fund to invest, as the fund's sustainable investment objective is now exclusively environmental.

CHANGES IN THE FUND'S SOCIETAL CONTRIBUTION
COMPARED TO THAT OF ITS INDEX



2023 coverage ratio (weight in the fund): 99% / 2023 coverage ratio (weight in the index): 52%

Neutral societal contribution

Smurfit Kappa (SC 0%) is a world leader in paper-based packaging solutions that emphasises sustainable practices by using renewable resources and recycled materials. The company focuses on designing innovative eco-friendly packaging to reduce the environmental impact and promote circular economy principles. **UPM-Kymmene Oyj (SC -1%)** is a Finnish company that produces paper, pulp, biofuels and timber-related products.

Highly positive societal contribution

Vestas Wind Systems AS (SC +60%) is a world energy leader in manufacturing, installing and maintaining wind turbines. The company focuses on sustainable energy solutions to promote the transition towards renewable energy sources. **Shimano (SC +67%)**: Bicycles make a very positive contribution to health (Health & Safety) and also provide affordable transportation for all (Access & Inclusion). **Xylem (SC +65%)** opens access to clean water and offers treatment services, which makes a positive contribution to Health & Safety and Access & Inclusion.

[18] More information on the methodology is available in our Societal Capital Strategy.

2.4 Sustainability indicators

Human rights policies

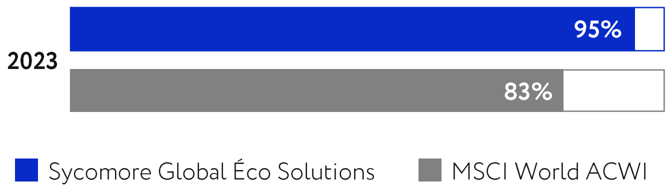
Human rights encompass **the rights of employees** and, more broadly, those of local communities and members of civil society **affected by a company's operations or activities**. Sycomore AM has implemented a dedicated **human rights policy** since 2020.

In line with the United Nations Guiding Principles (UNGPs), we assess a company's respect for human rights by considering, in addition to the existence of a human rights policy, its **human rights due diligence processes**, the **salient risks**, and its **remedy framework.**

Since there is no holistic indicator covering all these aspects, we have selected an indicator provided by **Bloomberg**, which identifies companies that communicate on the implementation of a human rights policy.

In 2023, the percentage of portfolio companies with a formal human rights policy was **95%, above the benchmark** (83%). During the year, through the **French Sustainable Investment Forum (FIR)**, we helped to build a set of criteria for use in quickly analysing a company's exposure to forced labour and child labour. Engagement initiatives are conducted on a case-by-case basis.

PERCENTAGE OF COMPANIES WITH A HUMAN RIGHTS POLICY



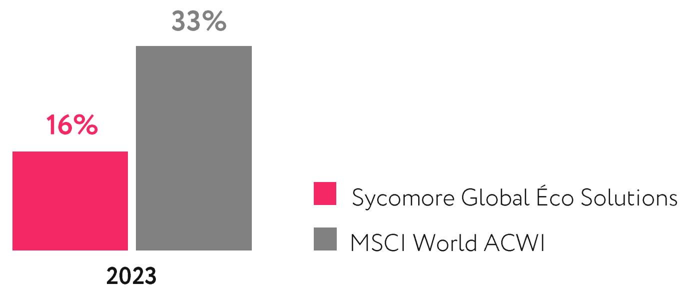
2023 coverage ratio (weight in the fund): 98% / 2023 coverage ratio (weight in the index): 94%

Growth in staff

We assess **a company's ability to create jobs** based on the positive or negative change in total staff numbers over the past three financial years. The indicator shown below includes changes in staff numbers following acquisitions and disposals.

In 2023, **the growth in staff numbers** at portfolio companies (16% over three years for the fund versus 33% for the benchmark) reflects the strong **momentum** enjoyed by some of the companies in which we invest. We also observed strong employment growth in transition technologies, an attractive market. For example, jobs were created by renewable electricity producers (**Solaria** and **EDP Renovaveis**) and electric vehicle charging station providers such as **Alfen**. The fund is also invested in large groups, where growth in staff has been sluggish over the past three years (**Prysmian, Shimano, STMicroelectronics NV**), or even negative (**ABB LTD, SCA**).

CHANGES IN STAFF NUMBERS OVER THREE YEARS



2023 coverage ratio (weight in the fund): 93% / 2023 coverage ratio (weight in the index): 76%

As of 1 January 2023, these indicators are no longer selection criteria for the fund to invest, as the fund's sustainable investment objective is now exclusively environmental.

2.4 Sustainability indicators

Governance

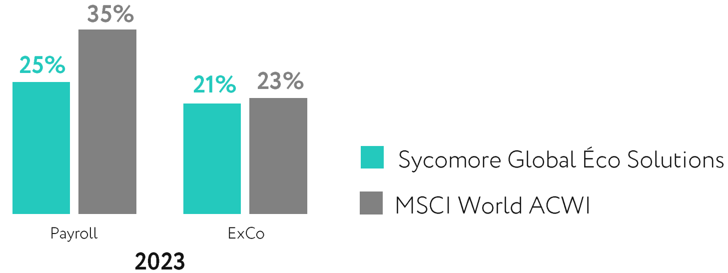
Gender equality

Diversity is a **key success factor of corporate governance** and decision-making. McKinsey Global Institute found that if each company achieved the level of gender equality of the most advanced country in its region, this would add **$12 trillion** to global GDP by 2025[19]. We therefore chose to consider the percentage of women on the executive committee and in the total headcount as an indicator of a company's ability to promote diversity and equal opportunity.

In 2023, the percentage of women on the executive committee at companies held by Sycomore Global Éco Solutions was **21%, close to the benchmark** (23%), while the percentage of women out of total staff stood at **25%, lower than the benchmark index** (35%). This gap reflects the difference in sectoral allocation between the index and the fund, the latter being more exposed to manufacturing companies, which tend to employ fewer women. It nonetheless shows that gender balance in executive positions has improved.

Women make up more than 30% of the management board at nine companies: American Water Works, Arcadis, Republic Services, Boralex, Schneider Electric, Procore Technology, Saint Gobain, Alfen, SIG Group AG. Other companies show significant gaps between the percentage of women on the payroll and the percentage of women on the executive committee. We have been engaging with companies featured in our investment universe for several years now to promote best practices in gender equality and support for female talent at all company levels.

WOMEN ON THE PAYROLL AND ON THE EXECUTIVE COMMITTEE (ExCo)



2023 coverage ratio (weight in the fund): 89% for the executive committee and 83% for the payroll
2023 coverage ratio (weight in the index): 81% for the executive committee and 72% for the payroll

[19] McKinsey Global Institute, "The Power of Parity: how advancing women's equality can add $12 trillion to global growth", 2015.

03 **Engagement** and **voting**

Shareholder engagement is about driving companies to make **structural improvements to their sustainability practices**, by articulating areas for improvement through constructive dialogue
and long-term monitoring.

This is a key feature of putting our mission into action and, above all, achieving our **overarching goal** of **measuring and increasing the social and environmental contributions of our investments**.

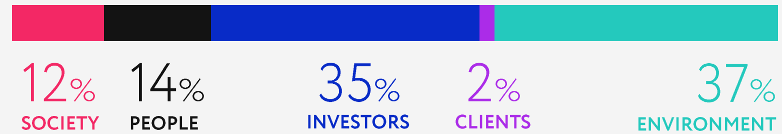
> "We invest to develop an economy that is more sustainable and more inclusive and to generate positive impacts for each of our stakeholders. **Our mission is to give a human dimension to investment.**"

Details on our shareholder engagement are provided in our ESG Integration and Shareholder Engagement Policy. It is based on individual dialogue with company executives throughout the year, or with the board of directors ahead of shareholder meetings, as well as collaborative initiatives. For more information on the coalitions in which Sycomore AM is a member, see Sycomore AM's Sustainability and Shareholder Engagement report.

Once we formally set the areas of engagement, **we monitor company progress** and can employ escalation tools to **increase our chances of successful action**.

3.1 Our engagement initiatives

In 2023, we formally engaged with **13 portfolio companies**, having identified **43 areas for improvement** during the year. Nearly 81% oof these initiatives involved individual dialogue, while the remaining 19% were part of collaborative initiatives.



Out of the shareholder engagement initiatives taken in 2023, **35%** directly concerned **corporate governance** (pillar I of the SPICE analysis). The main issues raised included the **structure, procedures and practices of the board of directors** and **executive compensation**, especially the **transparency** of compensation reports and the alignment of compensation criteria with the interests of all stakeholders.

Six initiatives, accounting for **14% of our actions**, concerned **human capital management** within portfolio companies. Most of the dialogue aimed to improve gender equality at all levels of the organisation. Other initiatives involved employee training and safety. **Twelve percent of initiatives** were related to the **Society** pillar.

Sixteen initiatives, accounting for **37% of our actions**, concerned **environmental issues**, especially companies' climate strategies and alignment with Paris Agreement targets, as well as greater transparency in ESG reports. These initiatives included individual dialogue, such as with **Véolia Environnement**, as well as collaborative initiatives. As part of a campaign with the Net Zero Engagement Initiative (NZEI), we engaged with **UPM and Neste** to encourage the companies to develop a climate plan aligned with a 1.5°C trajectory.

The list of companies in the Sycomore Global Éco Solutions portfolio with which we engaged in dialogue in 2023 is available in the appendix.

3.1 Our engagement initiatives

Controversies and engagement

No serious controversy arose for any of the stocks in our portfolio in 2023. We therefore had no need to initiate engagement action during the year.

Progress monitoring

17 **engagement initiatives** assessed in 2023

53% **improvements observed** following the 17 initiatives

65% of engagement initiatives **still in progress**

We also monitored the advancement of **nine portfolio companies** on **17 areas for improvement submitted in previous years**. On **67%** of these points, we noted partial progress or achievement of the target.

COLLECTIVE ENGAGEMENT NET ZERO ENGAGEMENT INITIATIVE

We decided to take part in the **Net Zero Engagement Initiative** (NZEI), coordinated by IIGCC and launched in March 2023. This initiative enables investors to engage with companies outside the Climate Action 100+ focus list, which includes some of the largest oil and gas operators. The objective is to push firms to devise strategies that will reduce their emissions in line with the **Paris Agreement** and contribute to achieving **collective carbon neutrality**, planet-wide. Through this engagement, we urge companies to develop a net zero transition plan that aligns with the criteria of the Net Zero Investment Framework (NZIF).

The minimum components of these plans are:

- A realistic and comprehensive net zero-aligned commitment
- Short-, medium- and long-term GHG emissions reduction targets
- Tracking of GHG emissions performance
- A credible and coherent decarbonisation strategy

Since its launch, 107 companies have received personalised letters from investors listing their expectations for a credible net zero transition plan. After sending these letters, we led substantial engagement initiatives, as signatories to the NZEI, with each company individually. Sycomore AM engaged with **20 listed companies**. Thirteen of them answered questions and provided additional information about their transition plan.

3.1 Our engagement initiatives

OUR ENGAGEMENT WITH VEOLIA

Sycomore began to dialogue with **Veolia** on environmental issues back in 2020. As a best practice leader, we sought to lend guidance and support to the group for the continuous improvement of its non-financial performance. **In April 2023, ahead of the shareholder meeting, we bolstered our engagement initiatives with Veolia.**

We began our series of actions by asking for the **inclusion of Veolia's purpose in its articles of association**, an amendment that requires shareholder consent. We also asked for environmental commitments, in particular, **the exit from coal**. We communicated our wish for the group to publish a detailed calendar for the phase-out or conversion of coal-fired combined heat and power (CHP) plants in Europe, plant by plant. According to the group, this calendar is tied to incentives given to local and country managers. We also emphasised the importance of planning a withdrawal from coal outside Europe, and asked Veolia to work on an exit plan for the plant still in operation in China. With the same aim, and to ensure consistency with the company's ESG goals, we recommended more transparent communications on **the energy mix for the district heating and cooling networks operated by Veolia**, whether the energy is generated by Veolia or another producer (percentage of coal, gas, other fossil fuels, biomass, waste energy, waste material and non-biomass renewables in purchased energy and in distributed energy). Lastly, we asked for clarification from the group as to the geographical scope of its activities considered to be EU Taxonomy-eligible.

In April 2023, the Responsible Investment team gave us a coal exit calendar indicating the date of closure for each plant still in operation. This is a satisfactory response. We would like this information to be published on the Veolia China website.

However, Veolia does not wish to communicate openly about this calendar, since the dates of closure are dependent on negotiations with the local and state governments with which they work under contract. Local managers are nevertheless given financial incentives to follow a detailed exit plan, to be completed by 2030 at the latest.

We underscored the need for an approximate calendar in order to assess alignment with environmental goals.

On the subject of coal operations outside Europe, the group explained that it had coal-fired CHP plants still in operation in northeast China (Harbin, Manchuria) producing 225 MW (about €400 million in revenue, representing less than 15% of the group's 2% of coal revenue). There is currently no local alternative in the short term and Veolia is not in a position to influence the future of these assets. The group's strategy consists in gradually phasing out its operations in China, but it continues to use ambiguous wording and has not provided any calendar or plan. **After having discussed these issues with operational staff in the group and obtained an initial target date of 2035 for the phase-out, we submitted a written question at the 2023 shareholder meeting, to which a partial response was given, with no commitment regarding the exit date. We would like the group to publicly commit to the 2035 deadline as part of its overall withdrawal strategy.**

3.2 Our voting at **shareholder** meetings

In order to actively support shareholder democracy, we systematically vote at the shareholder meetings of our portfolio companies. In 2023, **we voted at 100% of the shareholder meetings for portfolio companies**:

49 shareholder meetings with **voting rights**

653 **resolutions**

73% of shareholder meetings with **at least one vote against**

17.2% **votes against**

The main topics of disagreement were in relation to:
- Other topics (40%)
- Capital transactions (31%)

Share of votes against	Topics
40%	Other topics
31%	Capital transactions
25%	Executive compensation
13%	Board appointments and compensation
10%	Amendments to articles of association
4%	Formalities
0%	Shareholder resolutions
0%	Approval of financial statements and management
0%	Employee stock ownership

In 2023, Sycomore AM revised the internal categories it uses to classify resolutions, due to the increase in the number of items in the "Other" category, as well as to better align with the classification used by the ISS and thereby reduce the risk of error, while maintaining consistency. Details about these changes can be found in our 2023 Proxy Voting Annual Report.

The average opposition rate was 17.2%. As shown in the graph, the highest rates of opposition were met with by resolutions on other topics (38% of votes against) and capital transactions (31%).

All of the resolutions that we opposed under **Other topics** involved the **appointment of auditors**. We did not support these appointments when their terms of office were more than 10 years old, in accordance with our voting policy. Regarding capital transactions, we defended minority interests when voting on authorisations submitted for shareholder approval. Among the resolutions involving amendments to the articles of association, we voted against Veolia's proposal to grant the board all powers to change the company's purpose and amend the articles of association accordingly. French law extends the power to approve a company's purpose beyond the board and has made it a shareholder right. The resolution was withdrawn ahead of the shareholders' general meeting.

Five resolutions related to sustainability issues. We supported all of these resolutions, except Schneider Electric's first Say on Climate resolution. We opposed this resolution as we felt it was missing some key information, such as absolute reduction targets for Scopes 1 and 2 by 2025, the share of offsets in the Net Zero 2050 goal for Scope 3, and more granular information on capex. Sycomore AM voted in favour of the social responsibility report published by CAF, which we also approved last year.

We supported all resolutions submitted by **shareholders**. Of the three resolutions on which we voted in 2023, two involved **diversity issues** at NextEra Energy and American Water Works Company. The third was a proposal to amend the governing documents of Xylem and adopt as policy the appointment of two separate people to hold the office of Chairman and of Chief Executive Officer. Under this resolution, an independent director would serve as Chairman of the Board whenever possible.

04 Appendices

PORTFOLIO INVENTORY OF SYCOMORE GLOBAL ÉCO SOLUTIONS AT 29 DECEMBER 2023

COMPANY	WEIGHT IN PORTFOLIO	NEC	SBTi target	SC[20]	SUSTAINABLE INVESTMENT	ENGAGEMENT BY SPICE[21] PILLAR
EATON CORP	5.14	11%	1.5°C	30%	Environment and Social	
WASTE CONNECTIONS	4.10	42%	X	50%	Environment and Social	
QUANTA SERVICES	4.00	16%	X	-22%	Environment and Social	
WABTEC	3.80	100%	X	54%	Environment and Social	
VEOLIA	3.61	52%	Well below 2°C	43%	Environment and Social	Environment
CLEAN HARBORS	3.43	53%	X	50%	Environment and Social	
FIRST SOLAR	3.11	75%	1.5°C	50%	Environment and Social	
EDP RENOVAVEIS	2.99	95%	X	26%	Environment and Social	Environment
KURITA WATER INDUSTRIES	2.92	71%	X	47%	Environment and Social	
REPUBLIC SERVICES	2.91	44%	Well below 2°C	50%	Environment and Social	
STMICROELECTRONICS (USD)	2.88	11%	1.5°C	28%	Environment and Social	Environment, Investors, People
INFINEON	2.86	15%	X	32%	Environment and Social	
SAINT-GOBAIN	2.84	16%	1.5°C	32%	Environment and Social	
OWENS CORNING	2.83	21%	1.5°C	37%	Environment and Social	
VESTAS	2.74	100%	1.5°C	55%	Environment and Social	
EQUINIX	2.72	24%	1.5°C	29%	Environment and Social	
NEXTRACKER INC-CL A	2.45	62%	X	50%	Environment	
NEXTERA ENERGY INC	2.44	16%	X	20%	Environment	
SCHNEIDER	2.43	13%	1.5°C	38%	Environment and Social	Environment
SMURFIT KAPPA	2.11	79%	Well below 2°C	0%	Environment	
SHIMANO	2.11	79%	X	67%	Environment and Social	
ACUITY BRANDS	2.06	26%	1.5°C	24%	Environment	
SOLARIA	1.99	71%	X	50%	Environment and Social	
PRYSMIAN	1.90	28%	1.5°C	24%	Environment and Social	Investors

[20] As of 1 January 2023, **the Societal Contribution of products and services is no longer a selection criterion** for the fund to invest, as the fund's sustainable investment objective is now exclusively environmental.

[21] SPICE stands for Society & Suppliers, People, Investors, Clients and Environment. For details on the information taken into account in our SPICE fundamental analysis model, see our ESG Integration Policy.

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COMPANY	WEIGHT IN PORTFOLIO	NEC	SBTi target	SC[20]	SUSTAINABLE INVESTMENT	ENGAGEMENT BY SPICE[21] PILLAR
ELIA	1.80	44%	Well below 2°C	25%	Environment and Social	Environment, Investors
ARCADIS	1.77	20%	1.5°C	43%	Environment and Social	
SCA	1.68	64%	X	-2%	Environment	
AMERICAN WATER	1.68	26%	X	50%	Environment and Social	
UPM-KYMMENE	1.65	69%	1.5°C	0%	Environment	Environment
SIG GROUP	1.61	29%	1.5°C	22%	Environment and Social	
XYLEM	1.61	16%	X	65%	Environment and Social	
IBERDROLA	1.44	58%	1.5°C	35%	Environment and Social	Environment, Investors
APTIV PLC	1.42	10%	1.5°C	16%	Environment	
NEXANS	1.40	15%	1.5°C	39%	Environment and Social	
ABB	1.35	11%	1.5°C	25%	Environment	
BORALEX	1.33	95%	X	50%	Environment and Social	
DARLING	1.30	22%	X	23%	Environment	
VERBUND	1.17	93%	X	43%	Environment and Social	Environment
SHOALS TECHNOLOGIES GROUP	1.10	62%	X	50%	Environment and Social	
MASTEC	1.03	11%	X	0%	Environment	
PROCORE TECHNOLOGIES INC	0.98	10%	X	31%	Environment and Social	Environment, Investors, People, Society
ORSTED	0.97	88%	1.5°C	45%	Environment and Social	Environment
GIANT MANUFACTURING CO	0.96	100%	X	61%	Environment and Social	
MP MATERIALS	0.86	20%	X	36%	Environment and Social	
NESTE OYJ	0.69	24%	X	8%	Environment	Environment
ALFEN	0.18	53%	X	35%	Environment and Social	Environment, Investors

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INVENTORY OF COMPANIES HAVING ENTERED AND EXITED THE PORTFOLIO IN 2023

COMPANY	ENGAGEMENT
BEFESA	Environment, People
AUTODESK	Investors
TOYOTA MOTOR	Clients, Society

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