

SYCOMORE AM ADDS ITS CORPORATE MISSION TO THE ARTICLES OF ASSOCIATION AND STRENGTHENS ITS ENGAGEMENT

- Sycomore AM has chosen to add its corporate mission to the company's articles of association, thereby clearly stating the firm's contribution to the common good;
- In order to speed up the implementation of its mission, Sycomore AM has committed to obtaining the government's SRI Label for its entire 'long-only' equity fund range by the end of 2020 and to paying some of the management fees to non-profit organisations serving the common good;
- The Mission and Sustainable Development Committee will define and monitor the commitments and objectives that will drive the effective implementation of the mission;
- The sincerity of the firm's approach will be assessed by an external third-party; to this end, Sycomore AM has applied for BCorp certification.

Paris, January 16th 2020. Building on years of reflection over the firm's engagement and purpose, Sycomore AM has chosen to take the plunge and move from intention to action by recording its corporate mission in the company's articles of association.

*"We invest to build a more sustainable and inclusive economy, and generate positive impacts for all of our stakeholders.
Our mission: make investment more human."*

"Becoming a mission-driven company - the principles of which are perfectly aligned with our approach as a responsible investor - is a natural step for us and ties in seamlessly with our commitment to building a society that is more sustainable and more inclusive" explained Christine Kolb, founding partner of Sycomore AM.

In 2018, Sycomore AM signed the collective appeal in support of the recommendations issued by Nicole Notat and Jean-Dominique Sénard¹ in their report *"L'Entreprise, objet d'intérêt collectif"* published by the *Entreprise & Progrès* organisation. As a partner of the 2020 Parliamentary Days dedicated to the Entrepreneurs of the Future, Sycomore AM attended a meeting with the community of mission-driven companies in July 2018, which was held during the *Fabrique des Entrepreneurs d'Avenir* event. Sycomore AM also co-built the "Mission-driven companies"² guide produced by the consultancy firm Prophil.

Today's formal definition of Sycomore AM's mission also provides an opportunity to set strategic priorities in keeping with its historic approach as a responsible investor. This is now based on solid foundations:

- The systematic integration of sustainable development considerations when conducting fundamental analysis on the companies within the investment universe;
- Shareholder engagement designed to contribute to the dissemination of the best sustainable development and governance practices and based on regular dialogue with portfolio companies and a transparent and advanced voting policy;

¹ <https://www.sycomore-am.com/Notre-magazine/2018/03/499-Sycomore-AM-soutient-les-conclusions-du-rapport-L-entreprise-objet-d-interet-collectif-N-Notat-JD-Senard>

² https://prophil.eu/wp-content/uploads/2018/02/prophil_guide_web-complet_07-02-18.pdf

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- Constant improvements made to performance reports, providing information on how our investments contribute to the development of a more sustainable and inclusive economy;
- Active involvement in the expansion of responsible investment through industry initiatives and the sharing of measurement tools, such as the NEC.

In this respect, Sycomore AM has already made a number of commitments:

- To obtain an SRI certification for 100% of our ‘long only’ equity funds by the end of 2020;
- To continue our research and development efforts aimed at improving how we measure the societal and environmental impacts of our investments;
- In keeping with the principle of shared growth and with the strategy of the Sycomore Shared Growth fund - investing in companies offering products and services that contribute to the common good and display positive corporate citizenship - we will share some of our management fees with non-profit organisations that support high societal impact projects.

“Through shareholder dialogue, we frequently encourage companies to improve the way in which they address social challenges; however, we feel we also have to lead by example with our own products and behaviour” added Frederic Ponchon, manager of the Sycomore Shared Growth fund.

These commitments are a natural extension of the ambitions stated in our 2018 Corporate Responsibility Report, *Sycoway as a Company*³. The publication of the 2019 Report will enable us to communicate on our commitments and on detailed objectives.

Finally, the Mission and Sustainable Development Committee, created in 2018, is the governance body that will ensure the practical and effective implementation of the mission: with members representing different professions within Sycomore AM, the committee sets and monitors the firm’s commitments and objectives. It reports to Sycomore AM’s Steering Committee⁴, the body responsible for ensuring that the strategy is aligned with the firm’s corporate mission.

About Sycomore Asset Management

Founded in 2001, Sycomore Asset Management is an investment firm driven by a strong entrepreneurial spirit.

Since its creation, Sycomore has been committed to delivering long-term returns by identifying the levers that enable a company to generate sustainable value.

The firm’s expertise draws on a fieldwork approach and a proprietary corporate fundamental analysis model, which includes financial and extra-financial criteria. Its team of 21 analysts-fund managers, including 7 ESG specialists (Environment, Social and Governance) focus on assessing the overall performance of a company with respect to its stakeholders: shareholders, clients, employees, suppliers, civil society and the environment.

Since 2015, Sycomore AM has expanded its range of social, societal and environmental impact funds: first with Sycomore Happy@Work, dedicated to human capital, then Sycomore Eco Solutions, with a focus on natural capital, and Sycomore Shared Growth, specialised in societal capital. Recently, the firm launched Sycomore Next Generation, a fund committed to providing a better future for the next generations.

As a reference and key player in responsible investment, Sycomore AM is a member of the GIIN (Global Impact Investing Network), the IIGCC (Institutional Investors Group on Climate Change) and FAIRR (Farm Animal Investment Risk & Return). The investment firm is continuing its work on quantifying environmental impacts in partnership with experts such as I Care & Consult and Quantis International.

³ https://www.sycomore-am.com/5d25f2b1-RAPPORT_SYCOMORE_AS_A_COMPANY_003_.pdf

⁴ The Steering Committee, which includes the founding partners and four members representing Sycomore AM’s main business units (CROS, Human Capital, Sales & Marketing, Investment), is held every two weeks. Its mission is to approve key strategic decisions for the development of Sycomore AM and to facilitate the communication of these decisions in-house.

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