HUMAN *is* CAPITAL

Sycomore AM
ESG Performance Reports

REPORTING PROTOCOL

September 2021

SYCOMORE *am*

Record of versions and amendments:

Version	Date	Nature of changes made	Document amended by
Version 1	January 2018	Non applicable (NA)	SRI and Risk Management teams
Version 2	March 2018	Additional indicators reported on 2017	SRI team
Version 3	April 2018	Additional indicators reported on 2017 for SSC fund	SRI team
Version 4	June 2019	Update following publication of indicators for 2018	SRI team
Version 5	September 2021	Data completion procedure with Vigeo	SRI team

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1. BACKGROUND AND OBJECTIVES

Founded in 2001, Sycomore Asset Management is an entrepreneurial asset manager specialised in responsible investment. Driven by our ambition to combine purpose and performance, our teams aim to deliver durable performances by identifying the levers that enable companies to generate sustainable value.

We are convinced that the financial world has a key role to play in developing an economy that is able to rise to major environmental, social and societal challenges. It is our responsibility to make investment decisions that support a sustainable economy and to encourage companies as they undertake transformations to address these issues.

As an engaged player and in keeping with our approach as a responsible investor, we chose to draw up a formal corporate mission:

"We invest to develop an economy that is more sustainable and inclusive and to generate positive impacts for all of our stakeholders. Our mission: to bring a human dimension to investment".

This mission embodies how we view our role as asset managers: taking a long-term perspective and working hand in hand with the companies we own, as one of their stakeholders - alongside their employees, clients, suppliers, and broader society.

Measuring and improving the environmental and societal contribution of our investments while also making sure we communicate transparently and clearly with our clients is the first objective of our mission. As early as 2015, we worked on the definition of an environmental impact metric (Contribution to the Energy and Environmental Transition, which became the Net Environmental Contribution in 2017), we developed a societal impact indicator (Societal Contribution) and a tracking tool to assess the societal contribution of companies as employers (The Good Jobs Rating).

As a result, this reporting protocol is consistent with our commitment to responsible investing and meets the requirements of the SRI Label and of the European *Sustainable Finance Disclosure Regulation* on the disclosure of our investments' sustainability performances and the transparency of selected indicators and methodologies.

The purpose of the protocol is to provide deeper insights into:

- The choices made by Sycomore AM in terms of the information disclosed (paragraph: "Information Disclosed")
- The resources allocated to the production of the reports (paragraph: "General reporting procedures")
- The methodology used for calculating the selected indicators (paragraph: "Methodology used for calculating the indicators")
- Information to be disclosed in the certified funds' annual reports (paragraph: "Presentation of results").

Results are presented on an annual basis for each certified fund in a dedicated report and may also feature in the funds' management reports. Some results are shown in the funds' monthly performance reports.

This reporting protocol can be downloaded from Sycomore AM's website: page *http://www.sycomore-am.com/Notre-demarche-responsable#documentation*.

2. INFORMATION DISCLOSED

For each certified fund, Sycomore AM has chosen to present performance indicators covering a full range of issues – employment, human rights, diversity, and net environmental contribution: these indicators - details of which are provided below - are common to all the reports produced for certified funds.

In order to demonstrate our focus on generating positive impacts through our investments, we also publish a report on our SRI funds' exposure to the Sustainable Development Goals (SDGs).

3. GENERAL REPORTING PROCEDURES

3.1. Responsibilities

In the production of ESG performance indicators, roles and responsibilities are allocated as follows:

- Writing up and updating of reporting protocol: the SRI investment team is responsible for updating this protocol. The team relies on input from the Risk Management unit for details on the source of data and calculation methodologies;
- Approval of the reporting protocol: this reporting protocol is approved by the SRI Investment team and the Chief Compliance Officer (CCO);
- Production of reports: the Risk Management team is responsible for producing the reports;
- Approval of reports: the data is approved by the Head of Risk Management, the SRI team and the investment team responsible for each Fund;
- Design and publication of reports: the Marketing team is responsible for the design and publication of the reports; the reports are then checked by the CCO before publication.

3.2. Scope

Starting from the reports covering FY 2018, the disclosure applies to portfolios as of 31st December: the data is calculated based on the securities held in the portfolio as of December 31st, according to their weight at year-end.

The data is shown for financial year Y and compared with each fund's benchmark data. From FY 2018, a comparison with the previous year's data will also be provided.

The coverage ratios for indicators are shown in the reports.

3.3. Calendar

The reports are produced annually before June 30th in year Y+1, for year Y.

3.4. Tools

We use in-house portfolio monitoring tools as well as external data (Bloomberg and Factset primarily). Details on the tools and data sources for each indicator are provided in the following pages.

3.5. Controls

The data prepared for publication is controlled initially by the head of Risk Management, then by the investment teams responsible for each fund. The CCO checks the final document - including all data and comments - prior to publication.

4. METHODOLOGY USED FOR CALCULATING THE INDICATORS

4.1. Headcount variation over the past 3 years

Indicator chosen

We assess a company's ability to create employment by looking at the change – positive or negative – in cumulated headcounts over the past three financial years.

Definition

We define the headcount variation as the difference between the number of employees in year Y and in Y-3.

Methodology

The indicator is obtained by subtracting the headcount in year Y-3 with the headcount in year Y, and dividing the total by the figure of year Y-3. Headcounts for years Y-1 and Y-4 can be used if the data is not yet available for year Y (for more details, please see paragraph on "Data Sources"). We use the figures reported by the companies; no revisions are made to take into account mergers and/or acquisitions.

The aggregate indicator is calculated by weighting the headcount variation of each company based on its weight within the portfolio or the benchmark as of December 31st.

Sources

The headcount data is extracted using FactSet, which describes the number of employees as follows:

"*The indicator represents the number of employees under the company's payroll as reported by the management to the shareholders within 90 days of the fiscal year-end. This is reported by some as an average or as of the year end and may or may not include irregular employees. For most, however, no attempt is made to distinguish these reporting patterns. If both the average and year-end figures are reported, the year-end figure is collected.*"

We then add to this data with stats provided by Vigeo Eiris, using the following methodology – assuming N is the most recent year:

1. Data rows with ISIN codes that are missing in Sycomore AM's (SAM) database cannot be taken into account
2. For data rows in SAM's database where headcount data is not reported
    a. If the ISIN is also listed in Vigeo Eiris's database, we use the most recent available data:
        i. If Vigeo Eiris data for year N is available, this is used in SAM's database,
        ii. If data for N is not available, but data for N-1 is provided, N-1 data is used
        iii. Otherwise, N-2 data will be used
    b. If the ISIN does not feature in Vigeo Eiris's database, the data will be missing.

Our analysts will ensure the final data is reliable, consistent, and exhaustive.

4.2. Women on the executive committee

Indicator selected

The difference between the percentage of female executives and the percentage of women under the company's headcount provides insight into a company's ability to promote diversity and equal opportunities with the business. Although many companies disclose the percentage of women in management, they provide the information at different echelons and the underlying "managers" category varies from one company to another. In order to improve the consistency and data, and be able to produce aggregates for each fund, we have chosen to use the percentage of women sitting on the executive committee.

Definition

This indicator shows the percentage of women on the executive committee and in the company's headcount.

Methodology

The percentage of female executives and the percentage of women within the companies' headcounts are extracted directly from Bloomberg. The aggregate indicators are obtained using a weighted average on the stocks held in the portfolio as of December 31st, and in each fund's benchmark.

Sources

The gross data is extracted from Bloomberg, which provides the following definition for the selected indicators:

- *PERCENTAGE_OF_FEMALE_EXECUTIVES: "Number of female executives, as a percentage of total executives, as of the fiscal year end wherever available, otherwise as of the date of the latest filing. Executives are as defined by the company, or those individuals that form the company executive committee/board or management committee/board or equivalent."*
- *PCT_WOMEN_EMPLOYEES: "Number of women employed at the company expressed as a percentage of the total number of company employees."*

We then add to this data with stats provided by Vigeo Eiris, using the following methodology – assuming N is the most recent year:

1. Data rows with ISIN codes that are missing in Sycomore AM's (SAM) database cannot be taken into account
2. Data rows in SAM's database that do not include the *percentage of female executives* are identified
   a. If the ISIN also features in Vigeo Eiris's database:
      i. The PERCENTAGE_OF_FEMALE_EXECUTIVES N from Vigeo Eiris year N will be added to SAM's database
      ii. The PERCENTAGE_OF_FEMALE_EXECUTIVES 2019 from Vigeo Eiris year N-1 will be added to SAM's database

   b. If the ISIN does not feature in Vigeo Eiris's database, the data will be missing.

Our analysts will ensure the final data is reliable, consistent, and exhaustive.

The same methodology is used for the percentage of women employees.

4.3. Percentage of companies with a Human Rights Policy

Indicator selected

A company's commitment to human rights issues can be assessed by looking at whether it has drawn up a Human Rights policy. We have selected an indicator provided by Bloomberg, whose research capabilities can help us identify the companies that have provided information on the existence of a Human Rights policy. Note that we have chosen not to use an indicator that would be based on controversies affecting companies on human rights issues. We believe that the number of controversies is not representative of the commitment and resources allocated by a company to address these issues: the number of controversies depends on the size of the company and on its media exposure and does not take into account the procedures implemented to manage the controversial event.

Definition

A company is considered as having a Human Rights policy when it communicates explicitly on the implementation of specific initiatives designed to protect human rights.

Methodology

The indicator is obtained by dividing the number of companies having begun such initiatives by the total number of companies in the portfolio, based pro rata on the weightings within the portfolio or the benchmark as of December 31st.

Sources

The gross data is extracted from Bloomberg, which provides the following definition for the selected indicators: HUMAN_RIGHTS_POLICY – "*Indicates whether the company has implemented any initiatives to ensure the protection of the rights of all people it works with. "N" indicates that the company has not explicitly disclosed any such efforts in its most recent Annual or Company Responsibility reports*".

4.4. Net Environmental Contribution (NEC)

Indicator selected

The Net Environmental Contribution (NEC) measures the environmental impact of businesses: this indicator, which can be aggregated at portfolio level, takes into account all negative and positive impacts a company can have on the environment, covering the full value chain, and without limiting its scope to the carbon footprint.

Definition

Launched in 2017, the Net Environmental Contribution (NEC) measures the extent to which a company's business model is aligned with the energy and environmental transition and the fight against global warming. It is expressed as a percentage of income and ranges from -100% for businesses that are very destructive of natural capital – such as coal-fired power stations or the manufacture of pesticides – to +100% for companies with maximal positive impact, offering clear solutions to environmental and climate-related challenges, such as the manufacture of wind turbines or the production of organic food.

Methodology

The details of our methodology are available on the nec-initiative.org website.

Sources

This indicator was developed by Sycomore AM, with expert input from I Care&Consult and Quantis and in partnership with BNP Paribas Securities Services. It is now developed by the mission-driven company, NEC SAS.

4.5. Societal Contribution (CS)

Indicator selected

The purpose of the Societal Contribution (SC) is to assess how companies contribute, through their products and services, to priority societal issues, and notably those identified by the United Nations' Sustainable Development Goals (SDGs).

Definition

The SC of products & services is a quantitative metric that aggregates the positive and negative impacts of a given activity, measured on a scale ranging from -100% to +100% and based on 3 pillars: Access & Inclusion, Health & Safety, and Economic & Human Advancement. The SC is assessed according to sector frameworks developed in-house, based notably on the societal issues highlighted by the United Nations' Sustainable Development Goals. The total contribution is the sum of each activity's contribution to the 3 pillars, weighted according to the percentage of turnover this activity represents. The indicator can be aggregated a portfolio level and accounts for all negative and positive social impacts society generated by a company as it conducts its activities.

Methodology

Details on the calculation methodology are provided in our Societal Capital Strategy.

Sources

This indicator was developed by Sycomore AM using data published by the companies. The sector frameworks are based on the societal dimensions of the 17 Sustainable Development Goals (SDGs) set by the United Nations, and their 169 underlying targets. These frameworks also draw from macroeconomic and scientific data supplied by public institutions, as well as from recognized independent sources, such as the Access to Medicine Foundation or the Access to Nutrition Initiative.

4.6. The distribution of value among the company's stakeholders (Sycomore Happy@Work fund)

Indicator selected

We believe that a company can only create sustainable value if this value is shared fairly among its different stakeholders. To analyse this breakdown, we have modelised the value distributed to each stakeholder. More specifically - and considering the information available for this task - we pay particular attention to the share allocated to the employees of the companies under observation, as we believe their role is key in delivering sustainable corporate performance.

Definition

The percentage of value distributed to each stakeholder has been modelised based on an accounting aggregate:

- Dividends for shareholders,
- Payroll (gross wages paid by the company) for employees,
- Financial expenses for creditors,
- Taxes paid for society in the broad sense.

The remaining share of the earnings goes into the company's cash reserves.

Methodology

The slice representing each stakeholder is determined based on the aggregate it receives divided by the total (dividends + payroll + financial expenses + taxes + reserves).

In order to calculate an aggregate result at portfolio level, each indicator is initially rebased as a percentage per company; we then calculate a weighted average based on the average size of each portfolio position.

The selected indicators are the following:

- Dividends: this represents the total dividends paid out by each company to its shareholders over the course of a fiscal year;
- Payroll: this represents the sum of gross wages paid out to employees by each company over the fiscal year, including payments into health insurance or pension plans. This generally includes executive compensation, except for specific mechanisms;
- Financial expenses: these represent interest and other costs related to loans taken out by the companies and paid to the creditors;
- Taxes: all sums paid by the company to federal, state or foreign governments;
- Cash reserves: the percentage of a company's earnings put into cash reserves and not paid out as dividends to the shareholders. The calculation is the following: 1-payout*net earnings. The playout represents dividends over net earnings.

Sources

The gross data is principally extracted from FactSet, which provides the following definition for the selected indicators:

- *COMMON DIVIDENDS: "Represents the total cash dividends to common shareholders of the* company paid during the period. If Dividends paid to common shareholders and minority interests *cannot be separated, the total amount is collected to this field. If Dividends paid to common and preferred shareholders cannot be separated, the total amount is collected to Cash Dividends Paid. It includes: Distributions to REIT unit holders; Distributions to partners; Distributions to hybrid capital; Dividend equivalents (payments-in-lieu of dividends) to restricted stock units; Dividends paid to profit-participating preferred shares. It excludes: Dividends paid to minority interests; Dividends paid by subsidiary."*
- *FA EX SALARIES: "Represents wages paid to employees and officers of the company. It includes but is not restricted to: All employee benefits such as health insurance and contributions to pension plans."*
- *INTEREST AND RELATED EXPENSE - TOTAL: "Represents the total amount of interest paid by a bank or other financial company. For Banks: It includes: Interest expense on deposits, Interest expense on*

federal funds, Interest expense on commercial paper, Interest expense on short term borrowing, Interest expense on long term debt, Interest expense on securities purchased under resale agreements, For Other Financial Companies: It includes: Interest expense on debt, Interest capitalized."

- *For the calculation of taxes:*
    - *INCOME TAXES: "Represents all income taxes levied on the income of a company by federal, state and foreign governments. It excludes: Domestic International Sales Corporation taxes, Ad Valorem taxes, Excise taxes, Windfall profit taxes, Taxes other than income, General and services taxes. It includes: Federal income taxes, State income taxes, Foreign income taxes, Charges in lieu of income taxes, Charges equivalent to investment tax credit, Income taxes on dividends or earnings of unconsolidated subsidiaries or minority interest, if reported before taxes Deferred taxation charges."*
    - *TAXES - OTHER THAN INCOME TAXES – TOTAL: "Represents any other operating tax that is not a tax on income. It includes but is not restricted to: Property Tax, Taxes On Production, Import Duties, Ad Valorem Taxes. It excludes: Excise taxes, Windfall Profits Taxes, Value Added Taxes, General and Service Taxes, Payroll taxes".*

Gross data lifted from Bloomberg is also used on a marginal basis to supplement the main data:

- *For calculating the cash reserves:*
    - *DVD_PAYOUT_RATIO: "Fraction of net income a firm pays to its shareholders in dividends, in percentage."*
    - *NET_INCOME: Amount of profit the company made after paying all of its expenses. It is known as bottom-line or net profit.*

4.7. Profit sharing – Employee stock ownership (Sycomore Happy@Work fund)

Indicator selected

Employee stock ownership is an effective way of fostering long-term engagement and enabling employees to have a share in the company's success. We examine this indicator as part of our investment process for Sycomore Happy@Work: it constitutes one of the criteria we use to assess levels of fairness within the company under analysis.

Definition

Employee stock ownership is determined based on the percentage of capital owned by non-executive employees.

Methodology

The two published indicators are calculated as follows:

- Companies owned in part by their employees: this figure corresponds to the number of companies that are partially owned by their employees; it is published for portfolio and index companies.
- Average employee stock ownership ratio: this figure represents the average ownership ratio in companies within the portfolio; it is calculated solely for portfolio companies having declared that a percentage of the capital is owned by their employees.

Sources

The gross data is principally extracted from FactSet, which provides the following definition for the selected indicators:

PERCENTAGE OF SHARES OUTSTANDING – TOP HOLDERS: Returns the percentage of shares outstanding owned by the top holders of the security in question, including EMPLOYEE STOCK OWNERSHIP PLAN, determined by the specified date range and ordered based on the market values of the holders' positions as of the specified sort date.

4.8. *Exposure to SDGs*

Indicator selected

Our objective is to invest in companies offering solutions to major social and environmental challenges, in keeping with the Sustainable Development Goals (SDGs) set by the United Nations in 2015. We use this indicator to assess the exposure of our portfolio companies to the 17 SDGs and more specifically to their 169 underlying targets.

Definition

Exposure to SDGs is the opportunity, for each company, to contribute positively to achieving the SDGs through the products and services it offers. Our goal here is not to measure the effective contribution of companies to the SDGs – these are assessed by our net Societal Contribution (SC) and Environmental Contribution (NEC) metrics, used to select companies for the portfolio.

Methodology

Our analysis is based on a list of activities. For each activity, we have identified three targets the company is most likely to make a positive contribution to, 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. The methodology used to measure the portfolio's exposure to the SDGs also enables us to assess – for one sole activity and therefore for the same euro of income – the fund's exposure to one or more SDGs.

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

The exposures calculated for each company are consolidated at portfolio level, pro rata to their weight within the portfolio's invested equity component.

Sources

Sycomore AM estimates the turnover generated by different activities based on information provided by companies in their annual reports and official communication with reference to the sales generated by different business units and the activities that these include.

This information is disclosed for all our SRI funds in the 4th chapter of the Responsible Investor Reports. In the case of Sycomore Selection Crédit, we have only provided examples of initiatives carried out by portfolio companies exposed to the SDGs in the fund's Responsible Investor Report.

BELOW IS AN EXAMPLE OF THE METHODOLOGY APPLIED TO MERCK KGAA

HEALTHCARE AND LIFE SCIENCE

Merck develops and markets a range of treatments in various therapeutic areas (mainly oncology, neurology, immunology, fertility, diabetes, cardiovascular diseases, and endocrinology). The Life Science division supplies products and equipment for scientific research laboratories and for the pharmaceutical and biopharmaceutical industries (lab equipment, software, raw materials, chemical reagents...).

The alignment of the income generated by these two divisions with SDG 3 (targets 3.3, 3.4 and 3.B in particular) is evaluated as "high".

THE HEALTHCARE DIVISION The Healthcare division's product portfolio and pipeline principally targets non-communicable diseases listed as priorities due to their prevalence throughout the world (notably, cancers, diabetes, and cardiovascular diseases). Furthermore, Merck generates around 40% of its sales in developing or emerging countries at group level, and a large share of its research projects (14 at present) target schistosomiasis, an infectious disease that spreads through water, mostly affecting developing countries and featuring among the "neglected tropical diseases" recognized by the World Health Organisation.

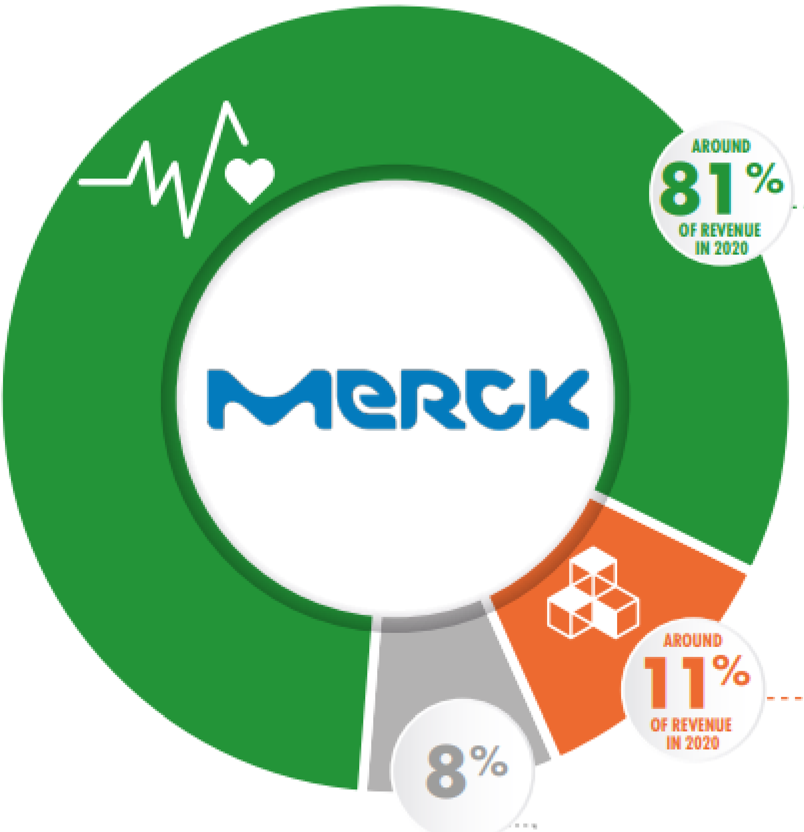
THE LIFE SCIENCE DIVISION offers high-added value products that are critical for research, manufacturing, and diagnosis processes. They notably improve the efficiency and safety of these processes.

3 HEALTH AND WELL-BEING

3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.

3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

3.b Support the research and development of vaccines and medicines for the communicable and noncommunicable diseases that primarily affect developing countries, provide access to affordable essential medicines and vaccines [...].



ELECTRONICS

Through its Electronics division, Merck provides products and solutions for the semiconductor industry, aimed notably at reducing the size of components and improving their performances. Semi-conductors accounted for 56% of the Electronics division's income in 2020.

The degree of alignment of this share of the company's income with SDG #9 is evaluated as "average". Merck's solutions contribute positively to technological progress but the intensity of the final contribution varies depending on the uses Merck's clients make of these solutions.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.1 Develop quality, reliable, sustainable, and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

The remaining income generated by the Electronics division included the sale of performance materials for a variety of final uses (screens, automobile, cosmetics, pigments, lighting...). Considering the multiple possible applications, this percentage of the group's income was not viewed as exposed to SDGs.

ELECTRONIC
No significant exposure.

The exposures calculated for each company are consolidated at portfolio level, pro rata to their weight within the portfolio's invested equity component.

The information provided is not intended as an offer or a recommendation to buy or sell financial instruments of any kind. References to specific securities and to their issuers are provided purely for information purposes and should not be construed as a recommendation to buy or sell these securities.

4.9. Impact of our investments on healthcare, inclusion, sustainable farming and nutrition, employment and training, and financial inclusion (Sycomore Shared Growth 2020)

Indicators selected

These indicators enable us to enhance the metrics used to track ESG performance, societal contribution and SDG exposure with impact metrics directly relevant to the investment strategy applied to the Sycomore Shared Growth fund. The objective here is to provide relatable and tangible insights on the impact that portfolio companies have for society.

Definitions

These indicators underscore the societal impact of portfolio companies during the 2020 financial year. The selected indicators are the following:

- People who received their first pair of glasses: these individuals received their very first pair of glasses with the help of portfolio companies;
- People with access to a healthcare programme: these people received a diagnosis, a vaccine, a treatment or a training course that will help them manage their illness, at low or no cost;
- Vulnerable patients or individuals receiving care in specialist institutions: these people are either receiving appropriate care in nursing homes, convalescent homes or resuscitation wards, in facilities specialising in psycho-social problems, or youth residential homes;
- Number of treatments currently being developed: these treatments have received priority status from the FDA over the past 5 years;
- Number of smallholder farmers receiving support: these small-scale farmers have benefited from financial help, free training, and sustainable trade relations with portfolio companies;
- People with employment difficulties receiving training programmes in digital skills: these individuals have taken part in digital skills awareness or training programmes thanks to initiatives led by Orange and SAP;
- Female entrepreneurs benefiting from microcredit in Asia or Africa: these women business owners had access to microcredit in Asia through the Asa International institution.

Methodology

- The impact data published by the company is weighted based on the percentage of capital owned by the Sycomore Shared Growth fund as of 31/12/2020.
- For example, on page 21 of its 2020 annual report, Essilor mentioned that 6 million people received their first pair of glasses in 2020 thanks to initiatives led by the company (inclusive models and philanthropic programmes). As of 31/12/2020, Sycomore Shared Growth owned 2.9% of Essilor's capital.
- At portfolio level, 1200 people were therefore equipped with glasses based on the following calculation: 6 000 000 x 0.02%.

Sources

Indicators	Data used	Sources
People who received their first pair of glasses	○ Number of people who received their first pair of glasses from Essilor in 2020: 6 million	Essilor: 2020 Universal Registration Document, p.21
People benefiting from healthcare access programmes	○ Number of patients who benefited from Sanofi's Access to Healthcare programmes in 2020: 124 million ○ Number of patients who benefited from AstraZeneca's Access to Healthcare programmes in developing countries in 2020: 4.5 million ○ Number of schoolchildren who received Praziquantel tablets free of charge (to combat schistosomiasis, a disease caused by parasitic worms) from Merck KgAA: 90 million ○ Number of patients who received free coagulation factor treatments for acute bleeding episodes from Grifols: 6,000	Sanofi: 2020 integrated report, p.62 Astra Zeneca: 2020 Annual report, p.27 Merck KgAA: 2020 Annual Report, p.160 Grifols: 2020 Annual Report, p.182
Patients or vulnerable people receiving care in a specialised facility	○ Number of beds available in Korian Group facilities: 88,650 ○ Number of people housed by Humana: 8,795 ○ Number of residents and patients cared for every year by Orpea: 300,000	Korian: 2020 Universal Registration Document, p.13 Humana: 2020 Sustainability Report, p.2 Orpea: 2019 report (2020 report pending)
New drug development	○ Number of new drugs being developed throughout the market: Out of the 248 drugs to obtain "breakthrough therapy" status from the FDA (US Food and Drug Agency) between 2016 and 2020, 17 were developed or marketed by 3 portfolio companies (Astra Zeneca, Merck KGaA, Sanofi)	FDA's website on Breakthrough Therapies: https://www.fda.gov/drugs/nda-and-bla-approvals/breakthrough-therapy-approvals
Support to smallholder farmers	○ Number of smallholders included into Unilever's supply chain in 2016: 600,000 ○ Number of smallholders among Danone's dairy suppliers (fewer than 10 cows): 40,000	Unilever: Illustration on smallholder farmers, 2016 Danone: 2020 Registration Document, p.183
People with employment difficulties to benefit from digital training programmes	○ Number of people positively impacted by SAP's initiatives to support digital skills in 2018: 2.3 million ○ Number of people with employment difficulties trained in digital skills by Orange: 24,000	SAP: 2020 Report Orange: 2020 Universal Registration Document, p.309
Female entrepreneurs to benefit from microcredit in Asia and Africa	○ Number of Asa International clients: 2.4 million	2020 data

4.10. The Good Jobs Rating

Indicator selected

We assess the societal contribution of companies as employers through the Good Jobs Rating, a metric developed in partnership with The Good Job Economy.

The purpose of the metric is to track a company's contribution to Sustainable Development Goal #8: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all". The Good Jobs Rating was therefore developed to fill the gap in available tools and deliver a tracking tool for SDG #8, meeting the needs of investors, companies, governments, and other stakeholders.

Definition

The Good Jobs Rating is a data analytics tool that enables investors to assess the societal contribution of companies as investors and economic players worldwide and in the different regions in which they operate.

The metric includes three dimensions: Quantity, Quality & Inclusion, and Geography to assess a company's overall ability to create sustainable and quality job opportunities, for all, and particularly in areas – countries or regions – where the job market is relatively limited and therefore critical to ensure sustainable and inclusive economic growth.

Methodology

The Good Jobs Rating is based on a tri-dimensional model that measures the performance of the company from a social perspective. These dimensions are interdependent:

- Quantity: Direct (real) and indirect (estimated) jobs the company contributes towards, as well as the sustainable nature of job growth. The creation of durable jobs is needed to achieve or preserve full employment in all countries, and particularly in developing countries.
- Quality & inclusion: The social quality of the jobs created by the company – wage equity, job security, career development and access to employment for marginalised groups – on the basis of data relating to the company's sector (used as a proxy). The quantity but also the quality of jobs are important factors, considering the high percentage of working poor and the wage inequalities observed between and within countries.
- Geography: The regional breakdown of a company's direct jobs (headcount) between different countries and regions within the European Union. Decent jobs have a stronger impact on productivity and well-being in low-income countries and in regions where problems caused by unemployment and the working poor are most severe. The metric is therefore based on a tri-dimensional model that brings together the quantity and quality of jobs and their regional footprint. These three interdependent dimensions determine the Good Jobs' performance of the company from a societal or macroeconomic standpoint. The national and regional context of job creation is particularly important as the impact of new quality jobs differs according to the country, region and therefore community concerned. The metric is built on the basis of a mixed analysis including company-specific, sector and socio-economic data.

Sources

Data on Quantity is extracted from annual reports, corporate social responsibility reports and other documents published by the companies.

Labour data relating to the quality of employment and its regional breakdown is uneven, inconsistent and highly aggregated. Consequently, as far Quality & Inclusion data is concerned, the model's indicators draw from sector data – instead of company data – a common practice in the assessment of economic impacts.

The sector and regional data for the EU is extracted from Eurostat. SDG-compatible international data is supplied by the following international organisations and confirmed by in-depth research, and by advisory forums comprising companies and investors:

- Organisation for Economic Co-operation and Development (OECD) – Action Plan on SDGs and OECD Inclusive Growth programme;
- International Labor Organization (ILO): provides a detailed overview of tracking tools applicable to the labour market and included within the global indicator framework for Sustainable Development Goals;
- World Economic Forum: Inclusive Development Index 2018;
- World Bank: SDG tracking indicators;
- United Nations: SDG Index Dashboard.

5. PRESENTATION OF RESULTS

The results are published in the Sycoway as an Investor reports for each SRI fund before June 30th Y+1, for fiscal year Y. These reports are available on Sycomore AM's website, in the pages dedicated to each SRI Fund, and in our Responsible Approach section, using the following link http://www.sycomore-am.com/Notre-demarche-responsable#documentation.

DISCLAIMER

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FCPs offer no guarantee as to returns or capital protection. Investors should be aware that their capital invested may not be fully recovered. The funds may not achieve their target performance and may not meet investor objectives. The performance of a share can be attributed in part to environmental, social or governance indicators, which are not, however, the only determining factors of this performance. It should be noted that past performance are not an indication of future performances and are not constant over time. Before investing, read the fund's full prospectus, available for consultation on our website www.sycomore-am.com.