

## Purpose

This document provides you with key information about this investment product. It is not marketing material. The information is required by law to help you understand the nature, risks, costs, potential gains and losses of this product and to help you compare it with other products.

## Product

### SFS EUROPE HAPPY@WORK ( I Units ) ISIN : LU1301026206

This Fund is managed by **Sycomore Asset Management**  
A sub-fund of Sycomore Fund Sicav,

**Manufacturer I** Sycomore Asset Management

**Internet Site I** [www.sycomore-am.com](http://www.sycomore-am.com)

**Product Currency I** Euro (EUR)

**Contact Detail I** Call +33 (01) 44.40.16.00 for more information.

**Competent Authority I** This Fund is authorised in Luxembourg and regulated by the Commission de Surveillance du Secteur Financier (CSSF). Sycomore Asset Management is authorised in France and regulated by the Autorité des marchés financiers (AMF).

**Production date I** 02/01/2023

## Warning

You are about to purchase a product that is not simple and may be difficult to understand

## What is this product?

**Type I** SFS EUROPE HAPPY@WORK is a Sub-Fund of SYCOMORE FUND SICAV (Investment Company with Variable Capital) under Luxembourg law. Each shareholder has a right of co-ownership over the assets of the SICAV proportional to the number of shares held.

**Duration I** The Sub-Fund was created on 04/11/2015 and its expected lifetime is 99 years.

**Objectives I** The objective of the Fund is to outperform the Euro Stoxx Total Return index (with dividend reinvested) over a minimum recommended five-year investment horizon through a thematic SRI strategy. The Sub-Fund has sustainable investment as its objective according to Article 9 of the SFDR, by investing in companies valuing their human capital as a core pillar for sustainable development.

Stock-picking draws on an in-depth analysis of fundamentals to identify quality companies which are undervalued, i.e. the stock-market price does not represent the estimated intrinsic value of the company, without any sector or market capitalisation restrictions for the targeted companies. Stocks are selected without sector or market capitalisation restrictions. The portfolio's exposure to European Union equities varies between 60% and 100%, stocks issued in other international markets may represent up to 40% of the portfolio with a sub limit of 10% for stocks issued in countries generally considered as emerging economies.

The ESG (Environment, Social, Governance) analysis, rating and selection process is a fully integrated component in the fundamental analysis of companies in our investment universe and concerns at least 90% of the Fund's net assets at all times (excluding cash). This analysis and rating, conducted according to our proprietary 'SPICE' (Suppliers & Society, People, Investors, Clients, Environment) methodology, aims in particular to understand the distribution of value created by a company among its stakeholders (investors, environment, clients, employees, suppliers and civil society), our conviction being that equitable distribution is an important factor in a company's development. This work has a decisive impact on the risk premium and the price targets thus estimated. The management team also relies on SRI exclusions (no investments in activities with a proven negative impact on society or the environment), a thematic approach (the valuation of the human capital and well-being of the workforce), shareholder engagement (promotion of the company's ESG practices through voting in general meetings), best in universe approaches (selection of the best issuers in the investment universe) and best effort (investment in companies making visible

efforts in sustainable development, even though they might not yet be among the best in the ESG investment universe). The eligible investment universe of the Fund is therefore reduced by at least 20% compared to the initial investment universe i.e. equities listed on European markets and covered by our ESG analysis process. More detailed information on this subject is available in the Fund's prospectus and in our Commitment Policy, which is available at [www.sycomore-am.com](http://www.sycomore-am.com).

In addition to investment in equities that are the Fund's core investment strategy, derivatives listed on regulated markets or traded over-the-counter may be used in the management of assets of the Fund without exceeding portfolio exposure limits. These instruments will be used to supplement direct equity investments to hedge an anticipated drop of the stock markets or to hedge investments in currencies other than the Euro, the exchange risk being subject to discretionary management of Sycomore Asset Management within a 25% exposure limit.

The Fund may also be exposed up to 10% of its assets in units or shares of undertakings of UCITS which falls within the scope of European Council Directive 2009 / 65 / EC, and up to 25% to fixed income instruments, including convertible and / or money-market instruments issued by governments or companies that have their registered office in the above mentioned areas. The credit quality of the issuers is assessed by the investment team whose credit analysis takes into account, among other criteria, the ratings issued by the credit rating agencies. A minimum rating of BBB or equivalent is required for an investment to pass the first selection filter and be eligible to the portfolio. The Fund may also hold cash on an ancillary basis. The Fund is eligible to the French PEA Tax wrapper and must therefore invest on a permanent basis at least 75% of its assets in equities of countries of the European Union, Norway and/or Iceland and in equivalent instruments and / or in UCITS themselves eligible for the PEA.

**Benchmark I** Euro Stoxx Total Return index (with dividend reinvested). The Fund is actively managed and references the benchmark by seeking to outperform it and for the purpose of calculating the performance fee. The Management Company has full discretion over the composition of the Fund's portfolio and there are no restrictions on the extent to which the Fund's portfolio and performance may deviate from the ones of the benchmark. The weight of each company in the net assets of the Fund is thus completely independent from the weight of the same company in the benchmark. It is possible for the Fund to invest in companies which are not included in the

benchmark. Conversely, the Fund might not invest in a company appearing prominently in the benchmark.

**Allocation of distributable sums I** Accumulation

**Deadline for the centralisation of subscription/redemption orders I**

Investors can subscribe for and redeem shares on a daily basis on each Luxembourg and/or French business day ("Valuation Day").

**Intended retail investor I** Sycomore Happy@Work is intended for any type of investors

**Insurance I** Not applicable.

**Maturity I** This product has no maturity date.

**Custodian I** BNP PARIBAS, Luxembourg branch

Further information about the prospectus, reporting, net asset value or any other information is available on our website [www.sycomore-am.com](http://www.sycomore-am.com) or on demand to: Sycomore Asset Management (01.44.40.16.00) – 14, avenue Hoche, 75008 Paris, France.

## What are the risks and what could I get in return?

Risk indicator



Lower risk

Higher risk

The risk indicator assumes you keep the product for 5 years

**Warning :** The actual risk can vary significantly if you cash in at an early stage and you may get back less.

The summary risk indicator is a guide to the level of risk of this product compared to other products. It shows how likely it is that the product will lose

money because of movements in the markets or because we are not able to pay you.

We have classified this product as 4 out of 7 which is a medium risk class. This rates the potential losses from future performance at a medium level, and poor market conditions could impact our capacity to pay you.

**Liquidity Risk I** In case of very low trading volumes, a buy or sell order can result in significant price changes for one or more assets, which may weigh on the net asset value.

**Guarantee I** The Fund is not guaranteed in capital.

## Performance scenarios (amounts in Euros) I

What you will get from this product depends on future market performance. Market developments in the future are uncertain and cannot be accurately predicted. The unfavourable, moderate, and favourable scenarios shown are illustrations using the worst, average, and best performance of the product over the last 10 years. The scenarios shown are illustrations based on results from the past and on certain assumptions. Markets could develop very differently in the future. The stress scenario shows what you might get back in extreme market circumstances. This type of scenario occurred for an investment 1 and 5 years.

**Recommended holding period: 5 ans**

**Example Investment : 10 000 €**

Scénarios		If you exit after 1 year	If you exit after 5 years (recommended holding period)
<b>Minimum</b>	This product does not provide protection against the vagaries of the market, there is no minimum guaranteed return if you exit before 5 years. You could lose some or all of your investment		
Stress	<b>What you might get back after costs</b>	<b>2 320 €</b>	<b>3 580 €</b>
	Average return each year	-76.84%	-18.55%
Unfavourable	<b>What you might get back after costs</b>	<b>7 650 €</b>	<b>9 830 €</b>
	Average return each year	-23.46%	-0.35%
Moderate	<b>What you might get back after costs</b>	<b>10 580 €</b>	<b>14 980 €</b>
	Average return each year	5.84%	8.42%
Favourable	<b>What you might get back after costs</b>	<b>14 210 €</b>	<b>16 260 €</b>
	Average return each year	42.06%	10.21%

The figures shown include all the costs of the product itself, but may not include all the costs that you pay to your advisor or distributor. The figures do not take into account your personal tax situation, which may also affect how much you get back.

This table shows the money you could get based on different scenarios and based on the following parameters :

- an investment of €10,000 ;
- and holding periods of 1 year and 5 years, the latter being equal to the recommended holding period.

The scenarios shown illustrate how your investment could perform. You can compare them with the scenarios of other products.

The scenarios presented are an estimate of future performance based on evidence from the past on how the value of this investment varies, and are not an exact indicator. What you get will vary depending on how the market performs and how long you keep the investment or the product.

This product cannot be easily cashed in. If you exit the investment earlier than the recommended holding period you do not have any guarantee and you may have to pay extra costs.

## What happens if Sycomore Asset Management is unable to pay out?

Sycomore Asset Management is a portfolio management company approved and monitored by the Autorité des Marchés Financiers and must comply with organizational and operating rules, particularly in terms of capital. The investor's funds or the Fund's income are paid into one or more bank accounts opened in the name of the Fund. Therefore, the default of Sycomore Asset Management would have no impact on the assets of the mutual fund. The Fund does not benefit from a compensation system.

## What are the costs?

The person advising on or selling you this product may charge you other costs. If so, this person will provide you with information about these costs and how they affect your investment. If you are investing in this product as part of a life insurance or capitalization contract, this document does not take into account the contract fees.

## Costs over time (amount in Euros) I

The tables show the amounts that are taken from your investment to cover different types of costs. These amounts depend on how much you invest, how long you hold the product and how well the product does. The amounts shown here are illustrations based on an example investment amount and different possible investment periods.

We have assumed :

- In the first year] you would get back the amount that you invested (0 % annual return). For the other holding periods we have assumed the product performs as shown in the moderate scenario.
- EUR 10 000 is invested.

	If you exit after 1 year	If you exit after 5 year (recommended holding period)
<b>Total costs</b>	<b>883 €</b>	<b>2 617 €</b>
<b>Annual cost impact (*)</b>	<b>8.97%</b>	<b>3.74% each year</b>

(\*) This illustrates how costs reduce your return each year over the holding period. For example it shows that if you exit at the recommended holding period your average return per year is projected to be 12.16% before costs and 8.42% after costs.

We may share part of the costs with the person selling you the product to cover the services they provide to you. They will inform you of the amount.

## Composition of Costs I

One-off costs upon entry or exit		If you exit after 1 year
Entry costs	7.00% of the amount you pay in when entering this investment. This is the most you will be charged. The person selling you the product will inform you of the actual charge.	700 EUR
Exit costs	We do not charge an exit fee for this product, but the person selling you the product may do so.	0 EUR
Ongoing costs taken each year		
Management fees and other administrative or operating costs	1.00% of the value of your investment per year. This is an estimate based on actual costs over the last year.	93 EUR
Transaction costs	0.29% of the value of your investment per year. This is an estimate of the costs incurred when we buy and sell the underlying investments for the product. The actual amount will vary depending on how much we buy and sell.	27 EUR
Incidental costs taken under certain specific conditions		
Performance fees	15% on performance in excess of the Euro Stoxx TR (with dividend reinvested). The actual amount will vary depending on how well your investment performs. The aggregated cost estimation above includes the average over the last 5 years.	64 EUR

## How long should I hold it and can I take money out early?

**Recommended holding period : 5 years** at least due to the nature of the underlying of this investment. The units of this Funds are medium term investment vehicles, they must be acquired with a view to assets diversification. All shareholders may at any time redeem part or all of their shareholdings for cash. Redemption requests which are irrevocable should be sent either to the Transfer Agent, to the counters of other institutions appointed by the Company, or to the Company's registered office.

## How can I complain?

You can make a complaint about the product or the behavior of (i) the company SYCOMORE AM (ii) a person who provides advice on this product, or (iii) a person who sells this product by addressing an e-mail or a letter to the following persons, as the case may be :

- If your complaint concerns the product itself or the behavior of the SYCOMORE AM company: please contact the SYCOMORE AM company, by email () or by post, preferably with A/R (SYCOMORE AM – for the attention of the risk and compliance department – SYCOMORE AM - Customer service - ). A complaints handling procedure is available on the company's website [www.sycomore-am.com](http://www.sycomore-am.com)
- If your complaint concerns a person who advises on the product or who offers it, please contact this person directly.

## Other relevant information

Past performance information is available at the following link : <https://fr.sycomore-am.com/fonds>

Number of years for which past performance data is presented : 5 years or 10 years depending on the date of creation of the unit.

Past performance is not a reliable indicator of future performance. The performances presented in this diagram are all charges included.

Information relating to the environmental and social characteristics promoted by this fund is available in its SFDR Precontractual Disclosure, available at : <https://fr.sycomore-am.com/fonds>

In accordance with the provisions of article L.621-19 of the monetary and financial code and the mediation charter of the Autorité des marchés financiers, the shareholder may contact, free of charge, the mediator of the Autorité des marchés financiers subject to that (i) the shareholder has effectively presented a written request to the services of SYCOMORE AM and is not satisfied with the response of SYCOMORE AM and (ii) that no litigation procedure, nor any investigation by the Authority of the financial markets, relating to the same facts is in progress: madam / sir the mediator of the Autorité des marchés financiers, 17, Place de la Bourse - 75082 Paris cedex 02 - [www.amf-france.org](http://www.amf-france.org)