



2019

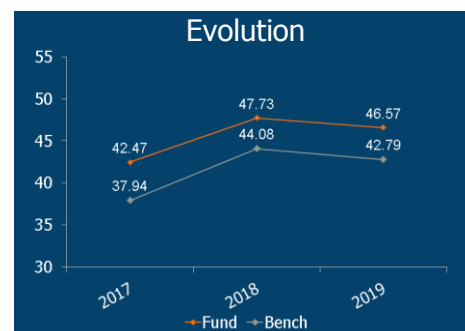
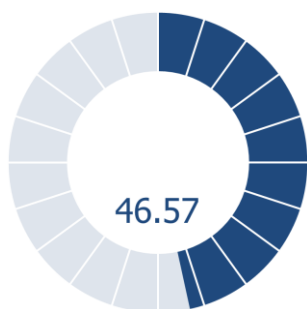
Social Impact Report



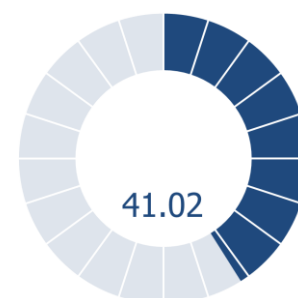
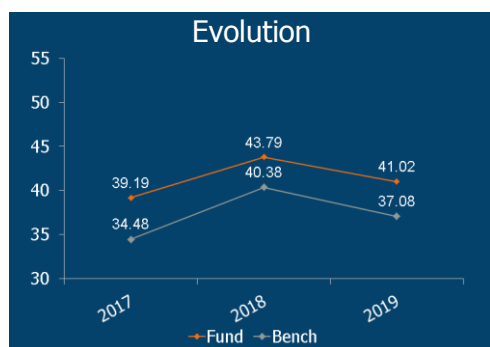
Women involvement

We invest in companies that aim towards a greater **involvement of women** at every stage of the workplace. We believe that this is more than just a commitment to **equality** and **diversity**. It gives an edge to companies that can leverage the **talents** of all its employees. We are looking at the share of women in the overall **payroll** of companies but also at their presence in the **board of directors**. This allows us to measure efficiently the integration of women in the **workplace** and the **decision-making** process.

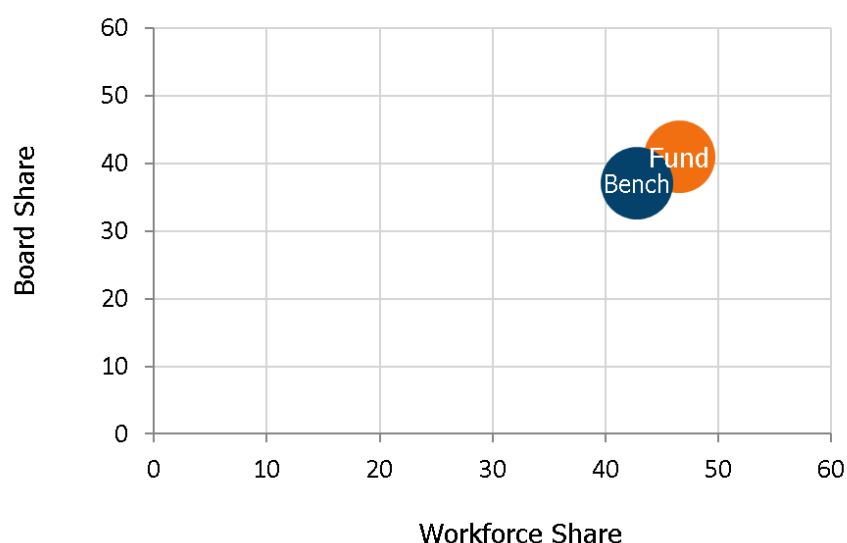
Workforce



Board



Comparison Matrix



This graph shows how our fund over performs the associated benchmark on **women presence** both in the workforce and the board. We are committed to continue to seek companies that give more **power** and **visibility** to women.

Job Evolutions

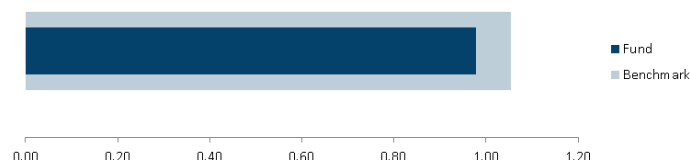
We follow very closely the changes occurring in the companies we invest in regarding **job opportunities**. We constantly prioritise firms that invest in their employees and offer **long-term perspectives**. Our strong conviction is that the **main asset** of an enterprise is its **people**.

Job Creation



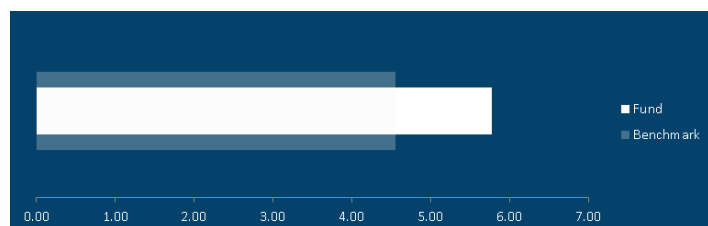
The job creation represents the accretion of the number of employees compared to the average of the previous 2 years.

Dismissals



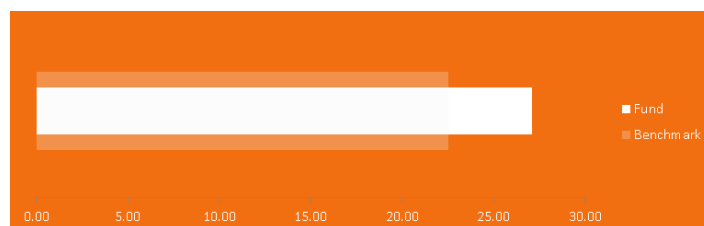
The figure represents the number of dismissals compared to the overall headcount of the companies.

Promotions



Giving employees interesting **perspectives** in their careers guarantees long-term **staff satisfaction**. This in turn leads to more **productivity** and better revenues alongside workforce happiness.

Trainings



Employees that are allowed to develop their **skills** within their work environment tend to stay longer in the company.

Global Score

Fund



Benchmark



The overall assessment of our portfolio shows that the intended objective of investing in companies that put forward their social engagement has been achieved.

In terms of job opportunities as well as women involvement, our fund outperformed the market index.