

DE PURY PICTET TURRETTINI

# CADMOS FUNDS

BUY & CARE®  
INVESTMENT PHILOSOPHY

Positive Impact Fund



# Digital Disruption



# Demographics



# Climate Change

# Table of content

## PROPRIETARY INVESTMENT PHILOSOPHY: BUY & CARE®

A Pioneer in Sustainable Finance.....	- 5 -
Investment Policy.....	- 6 -
Buy & Care® Implementation.....	- 7 -

## 1. ACTIVE PORTFOLIO MANAGEMENT

Fund Management Team .....	- 9 -
Cadmos Funds managed by PPT.....	- 10 -
Externally Managed Cadmos Funds.....	- 11 -
Investment Process.....	- 13 -
Fundamental Analysis .....	- 14 -
Sustainable Competitive Advantage.....	- 15 -
Valuation.....	- 18 -
Portfolio Construction .....	- 18 -

## 2. ACTIVE VOTING AND STEWARDSHIP

Active Voting & Stewardship .....	- 20 -
-----------------------------------	--------

## 3. ACTIVE ENGAGEMENT AND IMPACT - 21 -

Engagement Policy .....	- 22 -
Engagement Process.....	- 23 -

## KEY DIFFERENTIATING CHARACTERISTICS AND IMPACTS

Key Differentiating Characteristics .....	- 31 -
Key Engagement Impacts & Progress.....	- 32 -
Testimonials.....	- 33 -

## DE PURY PICTET TURRETTINI

DE PURY PICTET TURRETTINI is an independent asset manager founded in 1996 in Geneva with over CHF 6.5 billion in assets under management. The company has been managing equity funds with a Buy & Care® active ownership approach since 2006 and has been a PRI signatory since 2008, making it a pioneer in responsible investment. The investment philosophy, common to all the funds, is to invest in companies exposed to long-term growth themes (around digitalization, demographics and the energy transition) and benefiting from sustainable competitive advantages.





PROPRIETARY  
INVESTMENT  
PHILOSOPHY:  
BUY & CARE®

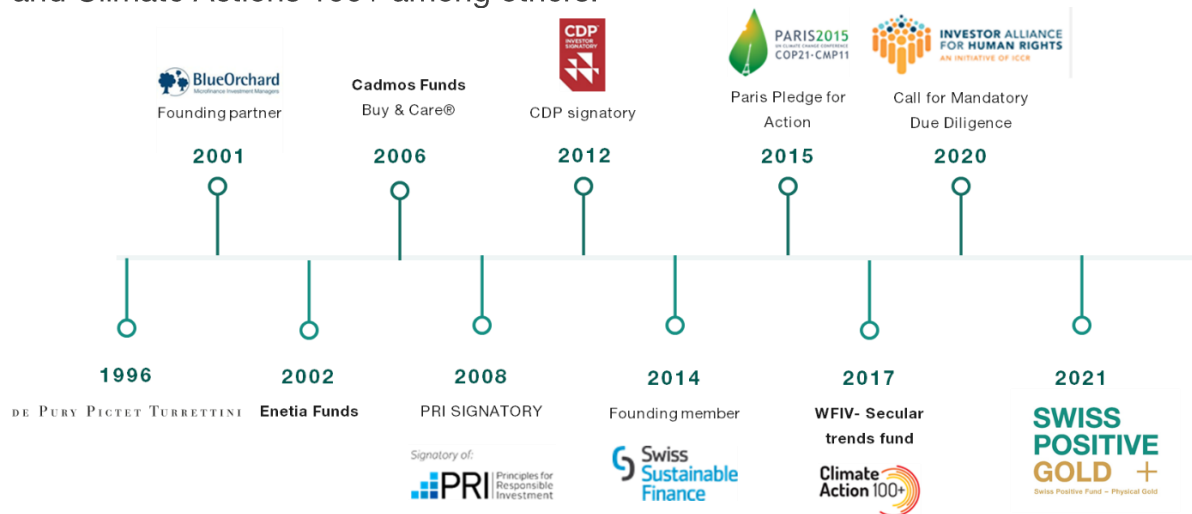


# A Pioneer in Sustainable Finance

De Pury Pictet Turrettini (PPT) is an independent asset manager founded in 1996 in Geneva. Since inception, PPT has always demonstrated a great capacity for innovation, notably as a pioneer of responsible and sustainable investments.

In 2001 PPT initiated impact investing as a founding partner of Blue Orchard Microfinance. The year-after it created a dedicated private equity and listed equity investment platform (EIC now ENETIA) focused on the energy transition. PPT also launched the first engagement funds in continental Europe in 2006 with the Cadmos Engagement Funds and the underlying Buy & Care philosophy.

PPT is founding or early signatory of many key sustainable finance initiatives. We are signatory the UN Principle for Responsible Investments since 2008 and are scoring A+ in “Strategy and Governance”, “ESG Incorporation” and “Active Ownership”. We are founding member of Sustainable Finance Geneva and Swiss Sustainable Finance and Climate Actions 100+ among others.



“In 2019, the Cadmos Peace Investment Fund was nominated by the UN Principles for Responsible Investment (PRI) awards within the category “Active Ownership Project of the Year.”



# Investment Policy

To deliver better risk-adjusted performances, the fund invests in highly-profitable industry leaders benefiting from the ongoing paradigm shift driven by digital disruption, demographics and climate change. We select companies that can further improve their competitive advantage as they will benefit from their capacity to generate positive social and environmental externalities. Our systematic and impact driven engagement with companies generates tangible additional impact and strengthens our investment convictions.

## Cadmos Funds

This vision is implemented through the **Cadmos Engagement Funds**, a UCITS V structure initiated by PPT in 2006. It consists of three art. 9 SFDR equity funds, one art. 8 SFDR equity fund and 1 balanced fund currently classified under art. 6.

The underlying and proprietary **Buy & Care®** strategy emphasises active ownership and direct engagement. Integrating ESG and Impact Analysis into our investment decisions while systematically engaging with our portfolio companies on these issues has certainly contributed to Cadmos' superior financial performances and even more so to our outstanding risk-adjusted performances in the past 15 years.

### Investment Case

The funds invest in companies benefiting from the ongoing paradigm shift driven by digital disruption, demographics and climate change. To deliver better long-term risk adjusted performances to our clients, Cadmos actively selects the most profitable and resilient market leaders. We believe that companies generating positive externalities and impacts, contributing to solving global challenges will continue to lead the markets and shape the competitive landscape.

### 3D Finance

Adding the third impact dimension to the traditional risk-return models provides more depth and perspective to our decisions. Positive impacts influence our quality/risk profiling as well as our growth/performance expectations.

### Buy & Care®

We invest (Buy) in profitable, sustainable and impactful companies which will benefit from major paradigm shifts and engage (Care) directly to help them generate further progress and to better integrate sustainability into their corporate strategy.



# Buy & Care® Implementation

We have demonstrated since 2006 that our Buy & Care® philosophy allows to better select tomorrow's winners and improve our portfolio's **risk-reward-impact** profile. Its three founding principles have proven their reliability through changing economic cycles.

## 1. Active Portfolio Management

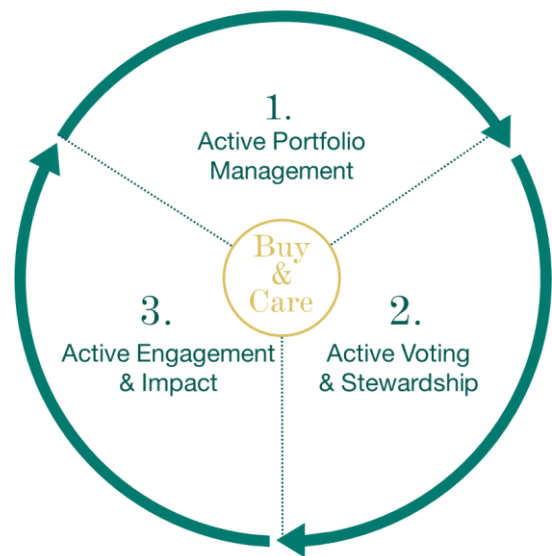
PPT's fundamental analysis starts with a holistic SWOT analysis to assess the sustainable competitive advantage of companies. We perform so called "double materiality" analysis, assessing how companies are affected by sustainability risks (ESG analysis) and how companies affect society as a whole (Impact analysis). We know the limits of data, so every effort will be made to visit the companies and increase our understanding of their sustainable competitive advantage. We invest in companies, not in stocks.

## 2. Active Voting & Stewardship

We are proud to have integrated active stewardship since 2006 within our Buy & Care® strategy. It starts by exercising our voting rights and deepening our knowledge of the companies' governance, management, and financial structure. PPT's portfolio managers exercise their voting rights directly and actively fulfill the rights and duties as a responsible shareholder.

## 3. Active Engagement & Impact

Through direct, expert-driven engagement meetings with portfolio companies, PPT portfolio managers directly promote further integrating sustainability into their business model. We conduct face to face engagement meetings formulating clear gaps and recommendations stimulating year on year progress. In order to generate even more measurable and additional impacts, PPT also fosters partnerships between companies and various impact-oriented organisations to make the SDGs a source of business value.



## Governance

This section clarifies the roles and responsibilities of our governing bodies for an effective development and implementation of the Buy & Care philosophy. It ranges from the alignment of PPT's sustainable finance objective with its core values to the effective execution at the operational level.

### Board Level

Our Board of Directors oversees the coherent integration of the Buy & Care approach into PPT's strategy. It defines our ambitions and objectives in line with PPT's core values into a sustainable finance charter and strategy. The Board is also responsible for monitoring the implementation and effectiveness of the strategy.

### Executive Committee Level

The Executive Committee oversees the implementation of the Buy & Care strategy within PPT's operations through a validated action plan. It approves the necessary budgets and controls the implementation of the action plan.

### Chief Sustainability Officer

The Chief Sustainability Officer develops the Buy & Care philosophy and coordinates with all PPT's portfolio managers to ensure its integration into PPT's investment processes. The CSO provides the necessary support to our investment decisions and committees (Buy). Similarly, the CSO provides the required infrastructure facilitating direct proxy voting and qualitative engagement meetings (Care).



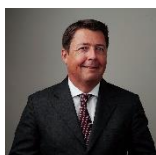


# 1. ACTIVE PORTFOLIO MANAGEMENT

# Fund Management Team

The Cadmos Engagement Funds have been managed or advised since inception in 2006 by de Pury Pictet Turrettini.

## Christopher Quast – Managing Partner – Fund Manager



Christopher Quast (CEO, Managing Partner) joined the founders of PPT in 1999 with the initial task of setting up an institutional investment process. He is now CEO of the company and oversees all investment processes as CIO.

Previously, Christopher started his career at Cargill and Shearson Lehman Brothers before joining McKinsey & Co in Zurich, New York and Geneva. He graduated from HEC Lausanne and holds an MBA from INSEAD in Fontainebleau (France).

## Souleymane Diallo – Senior Fundamental Analyst



With over 10 years of investment experience, Souleymane Diallo joined PPT in 2019 as a Senior Fundamental Analyst. Previously he essentially worked as an analyst-portfolio manager within the Swiss and International Equities teams at HSBC and Union

Bancaire Privée. He holds an engineering degree from the ESME Sudria and a Master's degree in Asset Management from the University of Paris Dauphine.

## Paolo Bozzo – Managing Partner – Fund Manager



With nearly 20 years of investment and banking experience, Paolo Bozzo joined PPT in 2015. He is responsible for the company's equity investments and a member of the investment committee. After having worked at Credit Suisse, Lombard Odier and Sal. Oppenheim,

Paolo joined Bank of America Merrill Lynch in 2008 as a Director for the Equity Brokerage division. He graduated at HEC Lausanne with a Bachelor and Master degree in Business and Administration.

## Jean-Pierre Banzet – Senior Portfolio Manager

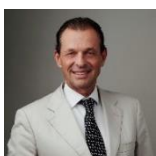


After over 40 years in the banking sector, mostly in the asset management sector, Jean-Pierre joined PPT in October 2015 as a portfolio manager for the Cadmos Balanced Fund. Previously asset manager at Lazard Frères Gestion in Paris, as well as financial analyst and

portfolio manager at JP Morgan in Paris and London. He holds a BBA and an MBA from the University of Wisconsin – Madison. He is a member of the French Financial Analyst Association (SFAF).

## Engagement Coordination and Sustainability support team

### Melchior de Muralt – Managing partner



Melchior de Muralt has 30 years of financial markets expertise. He joined PPT in 2001 as a partner of the firm, in-charge of the family office services and member of the executive committee. Melchior is member of the International Committee of the Red cross (ICRC). He

was previously at Lombard Odier and a member of the management. Melchior holds a Ph.D in political science from the University of Lausanne.

### Dominique Habegger – Chief Sustainability Officer



Dominique Habegger started his career in 1996 and contributed to many innovations in sustainable finance. He joined PPT in 2013 to develop and deploy the «Buy and Care®» strategy. He initiated the ESG integration at Lombard Odier in 1998 before co-founding

ASSET4 in 2003. Dominique holds a master in finance from the University of St. Gallen (HSG). He is a member of the Board of Directors of SSF and Vice-President of SFG.

## Experienced Investment Specialists

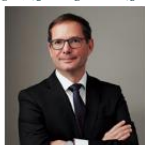
The fund management team is backed by experienced and complementary specialists providing macro-economic, thematic, sectorial and risk support.

### INVESTMENT AND ENERGY TRANSITION SPECIALISTS



Anne Henry  
Aeschlimann,  
CFA

Portfolio Manager  
16 years experience



Andreas  
Schneller,  
CFA

Fund Manager  
20 years experience



Dr. Daniel  
Steger

Fund Manager  
11 years experience



David  
Stuber

Analyst  
7 years experience



Françoise  
Favre

Risk & Compliance  
Officer  
36 years experience



Christophe  
Kuntz

Chief Risk Officer  
16 years experience

# Cadmos Funds managed by PPT

## The Cadmos European Engagement Fund

The flagship **Cadmos European Engagement Fund** has been managed since its inception in 2006 by Christopher Quast together with Paolo Bozzo and Souleymane Diallo.

The fund is managed according to the Buy & Care® strategy to deliver simultaneously better risk-adjusted performances and positive additional impacts.

The portfolio typically comprises around 35 high quality companies and provides an excellent vehicle to benefit

from the ongoing paradigm shift driven by digital disruption, demographics and climate change.

As shown in the table below, the fund has consistently ranked in the decile of its peer group of European equity funds. From a risk-adjusted perspective, the fund is among the top 5% performers of the past 3 years.

Class A: LU0269642889 (Retail)

Class B: LU0412997206 (Institutional)

<b>Cadmos Europe Engagement Fund (B)</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>	<b>10 years</b>
<b>Europe Large Cap Equity Funds (Rank)</b>	64	68	51	128
<b>Number of peers</b>	738	648	570	450
<b>Percentile</b>	9	11	9	29
<b>Sharpe Ratio Percentile (over 3 years)</b>		Top 5% of the peer group		

## The Cadmos Peace Investment Fund

The **Cadmos Peace Investment Fund** was launched in January 2018, and is managed by Paolo Bozzo together with Christopher Quast.

The fund is managed according to the Buy & Care® strategy to deliver simultaneously better risk-adjusted performances and positive additional impacts. It has been launched in cooperation with the PeaceNexus Foundation to engage on peacebuilding (SDG-16). It was recently shortlisted by the UN PRI for the PRI Awards in the "Active Ownership Project of the year" category.

The portfolio typically comprises around 35 high quality companies and provides an excellent vehicle to benefit from the ongoing paradigm shift driven by digital disruption, demographics and climate change.

Within the past 3 years, the fund is ranked in the top quartile of its peer group of global large cap equity funds. From a risk-adjusted perspective, the fund is also among the top quartile in the past three years.

Class A: LU1731104300 (Retail)

<b>Cadmos Peace Investment Fund (A)</b>	<b>2020</b>	<b>2019</b>	<b>3 years</b>
<b>World Large Cap Equity Funds (Rank)</b>	253	100	134
<b>Number of peers</b>	920	828	761
<b>Percentile</b>	28	12	18
<b>Sharpe Ratio Percentile (over 3 years)</b>		Top 25% of the peer group	

## The Cadmos Balanced Fund (CHF)

The **Cadmos Balanced Fund (CHF)** was launched in October 2015, and is managed by Jean-Pierre Banzet together with Christopher Quast and Paolo Bozzo.

The fund provides a solution for investor seeking regular returns, both from revenues and capital gains. It is a diversified fund, balancing between equities, bonds, funds, alternative investments, to ensure stable returns with low volatility. This global fund is composed of around 60 positions. The equity component is managed

according to the Buy & Care® strategy to deliver simultaneously better risk-adjusted performances and positive additional impacts.

The fund's performances compare well to the peer groups, ranking consistently in the first decile of its peer group of diversified global funds.

Class A: LU1361805259 (Retail)

Class B: LU1300552491 (Institutional)

<b>Cadmos Balanced</b>	<b>YTD</b>	<b>1 year</b>	<b>2 years</b>	<b>3 years</b>	<b>5 years</b>
<b>Swiss Equities CHF Fund (Rank)</b>	4	10	1	3	2
<b>Number of peers</b>	56	56	56	56	43
<b>Percentile</b>	7%	18%	2%	5%	5%
<b>Sharpe Ratio Percentile (over 3 years)</b>		Top 9% of the peer group			



# Externally Managed Cadmos Funds

## Swiss Equities – Alexandre Stucki Investment Management

Alexandre Stucki Investment Management (ASIM) is an independent fund manager specialized in Swiss equities. It manages exclusively Swiss equities with a fundamental research approach similar to PPT's investment policy. PPT and ASIM entered into a partnership in 2014, for the launch of the Cadmos Swiss Engagement Fund which is managed according to the Buy & Care® strategy to deliver simultaneously better risk-adjusted performances and positive additional impacts.

Advised by PPT on sustainability and engagement, the portfolio managers perform the primary fundamental analysis and the sustainability integration within the competitive advantage of companies.

The portfolio typically comprises around 30 high quality Swiss companies and provides an excellent vehicle to benefit from the ongoing paradigm shift driven by digital

disruption, demographics and climate change.

The fund was also systematically ranked within the top decile of its peer group and within the top 1% in terms of risk-adjusted performance or Sharpe ratio.

The Cadmos Swiss Engagement Fund (UCITS V) has been managed since its inception in 2014 by Alexandre Stucki together with Nathalie Kappeler from ASIM.

Class A: LU1045226963 (Retail)  
Class B: LU1045227185 (Institutional)

In 2020 we launched the AS Swiss Equity Cadmos Engagement Fund (Swiss Law Registered).

Class A: CH0466857072 (Retail)  
Class I: CH0466857080 (Institutional)

### Cadmos Swiss Engagement

	1 year	3 years	5 years
<b>Swiss Equities CHF Fund (Rank)</b>	23	6	6
<b>Number of peers</b>	505	431	330
<b>Percentile</b>	5%	2%	2%
<b>Sharpe Ratio Percentile (over 3 years)</b>	Top 1% of the peer group		

## Alexandre Stucki – Founder & Senior Portfolio Manager



Alexandre Stucki has 22 years of financial markets expertise. He founded ASIM in 2006 and leads the Cadmos Swiss Engagement Fund as a senior portfolio manager of the firm. Prior to founding ASIM, he was the Head of equities research and the

Swiss fund manager at Mirabaud & Cie. He also was the portfolio manager for European equities at W.P. Stewart & Co in New York and in London. Alexandre holds a Law degree from the University of Geneva and a degree in Banking and Finance from the London School of Economics. Alexandre speaks fluently English, French and German.

## Nathalie Kappeler – Senior Portfolio Manager



Nathalie Kappeler has 17 years of financial markets expertise. She joined ASIM in 2006 and is an analyst and co-manager for the Swiss equities at this firm. Prior to joining ASIM, she was an equity-analyst and portfolio manager at Mirabaud & Cie and a financial analyst at

STMicronics. She holds a Master degree in economics from the University of Lausanne and from Birkbeck, University of London. She speaks French and English fluently.



## Emerging Markets Equities – Martin Currie

Martin Currie is a fund manager, active equity specialists, crafting high-conviction portfolios. Looking for performance, it integrates materiality and sustainability impact in their investment cases. Martin Currie invests to

**The Cadmos Emerging Markets Engagement Fund** has been managed for 10 years by Comgest. We have now decided to transfer the management to Martin Currie. This change is in line with our strategy to focus even more on long-term investing and strong engagement for sustainable impact. The fund will be managed by Divya Mathur together with Colin Dishington.

The portfolio typically comprises around 40 high quality companies and according to UCITS calculations, the

create long term, sustainable value. They also engage the portfolio companies to encourage better corporate practices on social, environment, governance or disclosing subjects.

average turnover rate of the fund in the past 5 years is at 26%. Cadmos Emerging Markets Engagement Fund has been quite stable over the past years. Its performance has allowed the fund to rank consistently in 2nd quartile of its peer group of global emerging markets equity funds.

Class A: LU0412997545 (Retail)  
Class B: LU0412997628 (Institutional)  
Class I: LU1881539768 (Institutional)

Cadmos Emerging Markets Engagement*	1 year	3 years	5 years	10 years
Emerging Markets Equities (Rank)	149	45	2	43
Number of peers	190	185	169	100
Percentile	78	24	1	43
Sharpe Ratio Percentile (over 3 years)		Top 1% of the peer group		

\*these results are from the Martin Currie's Emerging Markets fund and are not representative of the Comgest performance.

### Divya Mathur – Portfolio Manager



Divya Mathur is a co-manager of Martin Currie's Global Emerging Markets strategy, with responsibility for technology sector research. He joined Martin Currie in 2010 from SWIP, where he was

investment director on its GEMs desk. As PM, Divya was lead manager of the Global Emerging Markets Infrastructure fund and co-manager of the balanced mandates. As sector analyst, he was responsible for stocks across the technology and utilities sectors in emerging markets. Earlier, Divya spent over a decade at Henderson Global Investors in London, where he began his career as a quantitative strategist, before managing GEM and Indian equity portfolios for eight years. Divya has an MSc in investment analysis from the University of Stirling and a BSc (Hons) in Computer Science and Accounting from the University of Manchester.

### Colin Dishington – Portfolio Manager



Colin Dishington is a co-manager of Martin Currie's Global Emerging Markets strategy, with responsibility for researching stocks in the communication services sector. Before joining Martin Currie in 2018, he worked as a research

analyst at Matthews Asia. Before this, Colin worked at Martin Currie from 2010-2012 on global financial stocks, before progressing to Assistant PM in our Japan team. Colin is a Chartered Accountant (CA), beginning his professional career at Chiene & Tait Chartered Accountants then at Lloyds Banking Group. He is a CFA® Charterholder and has an MA in Economics from the University of Glasgow.



# Investment Process

Just as for the other funds managed by PPT, the Cadmos Funds follow a structured investment process selecting around 40 companies out of a universe of 600 in a diversified portfolio generating superior risk-adjusted performance.

## Screening

We only select companies exposed to our 3 fundamental transformation drivers that we've identified, after applying ESG norms-based, value-based and business conduct exclusions. This first screening conducts to a watch list of about 200 companies.

## Fundamental Analysis

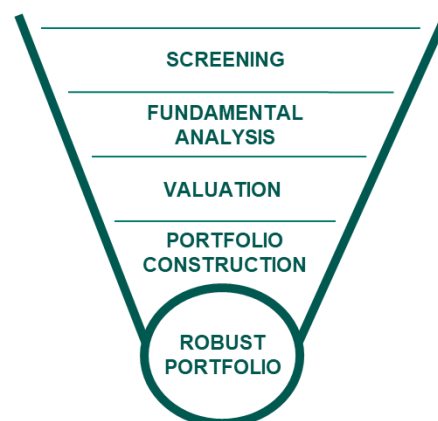
An in-depth fundamental analysis is conducted based on 5 criteria: sustainable competitive advantage, growth prospects, management track-record, returns & profitability, balance sheet and free cash-flow generation. We hence reduce our watch list to about 100 quality growth companies.

## Valuation

We select about 60 of the most attractively valued companies according to their excess returns, profitability ratios and earnings growth profile.

## Portfolio Construction

In this last step we build a concentrated global equity portfolio highly diversified across themes, sectors and regions.



## Exclusions

We distinguish between three types of exclusions. We do not compromise with them and in particular with norms-based exclusion. Values-based exclusion are generally based on current turnover limits set at 5%. As an active owner, we like to accelerate the transitioning of companies and allow exceptions when capital expenditure do not exceed 1% of the activities. Last but not least, we also exclude companies whose business conduct obviously violate international norms.

<b>Norms-based exclusions</b>	<p>Categorical exclusion of firms that violate international treaties on controversial weapons, such as</p> <ul style="list-style-type: none"> <li>– The Convention on Cluster Munitions</li> <li>– The Chemical Weapons Convention</li> <li>– The Biological Weapons Convention</li> <li>– The Treaty on the Non-Proliferation of Nuclear Weapons</li> </ul>
<b>Values-based exclusions</b>	<p>Excluding companies whose activities have a negative impact on society or the environment, (thresholds based on specific exposure level, typically 5% for producers) :</p> <ul style="list-style-type: none"> <li>– Tobacco, gambling, adult entertainment</li> <li>– Thermal Coal (&gt;20%)</li> <li>– Manufacturers of conventional weapons, civil firearms, and nuclear weapons support systems</li> </ul>
<b>Business conduct exclusions</b>	<p>Firm-wide exclusion of companies found to</p> <ol style="list-style-type: none"> <li>1. systematically violate international norms,</li> <li>2. where the breaches are particularly severe, or</li> <li>3. where management is not open to implementing the necessary reforms</li> </ol>



# Fundamental Analysis

Our selection process lies primarily on fundamental analysis. We use a methodology based on five criteria to derive a fundamental score. This process allows us to get a better understanding of the sustainable competitive advantage of companies, their long-term growth prospects, the quality of their management, their profitability via margin analysis and potential for economic value creation and finally the strength of their balance-sheet and their cash-flow generation.

## I. Sustainable Competitive Advantage

A business model is only sustainable if it appropriately integrates sustainability issues and effectively drives the transitions which are reshaping an industry. Our SWOT analysis is backed by “double materiality” analysis, assessing how companies are affected by sustainability risks (ESG analysis) and how companies affect society as a whole (Impact analysis). More detailed information on the ESG and Impact analysis is provided in the following page.

## II. Growth Prospects

We look at the long-term growth prospects of the underlying markets in which the company is active and how they translate into medium term revenue and earnings potential for the company.

## III. Management Track-Record

Quality of management is key. We analyze how efficiently corporate executives allocate capital and how strong corporate governance is. The delicate task of analyzing management quality is made easier by our visits and

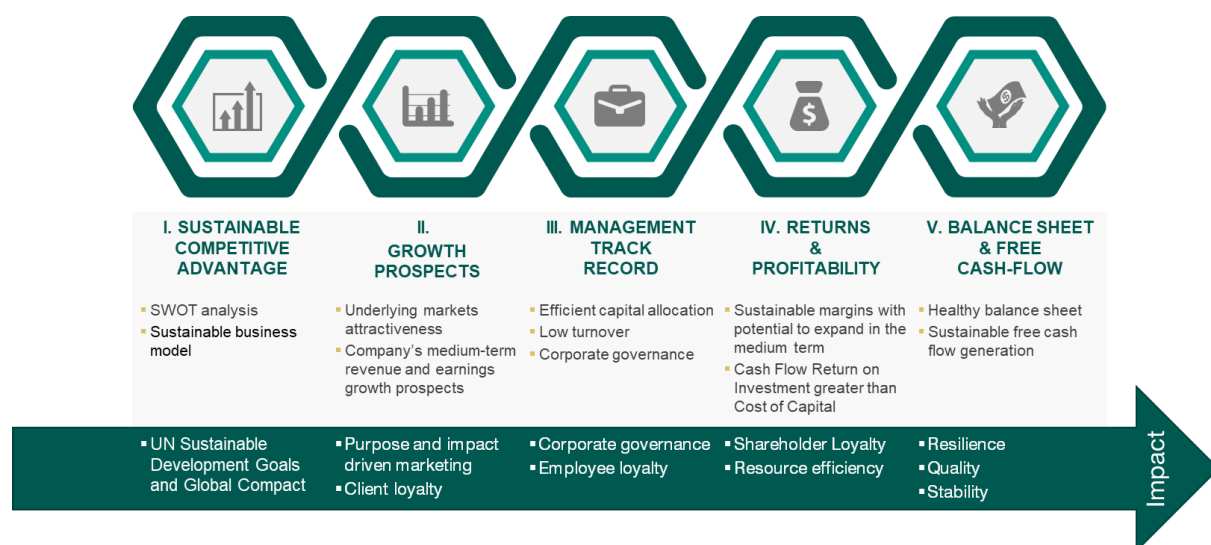
discussions, which enhance our ability to evaluate the consistency between a company’s statements and its concrete actions. By going beyond the company’s reporting and meeting its management we sharpen our investment convictions.

## IV. Returns & Profitability

The next step in our analysis focuses on the company’s track record in terms of profitability, we look at the evolution of profit margins and the potential for them to expand in the long run. We also gauge the company’s ability to generate shareholder’s value over the long term by using the Cash Flow Return on Investment methodology developed by Holt from Credit Suisse.

## V. Balance Sheet & Free Cash-Flow

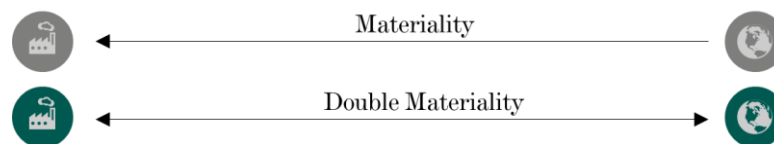
The last step of our fundamental research looks at the company’s financial leverage, where we assess whether the company can finance growth independently or whether its balance sheet prevents it to do so. Finally, we assess the companies’ ability to generate strong free cash flow.



# Sustainable Competitive Advantage

The first step of our fundamental analysis is the most important one as it drives the integration of our sustainability analysis into all the other steps and ultimately in our stock selection.

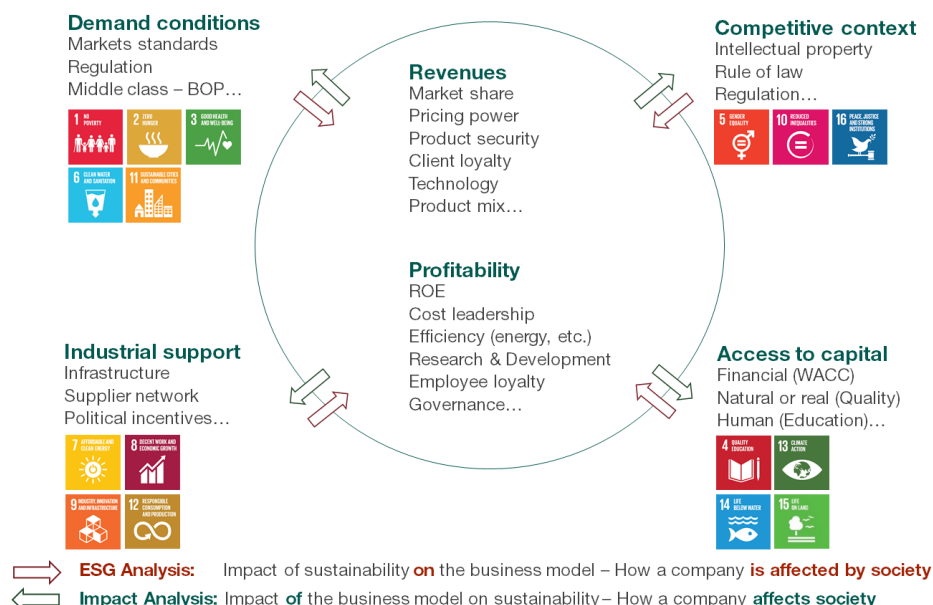
## Double Materiality



PPT embraces the concept of double materiality, which distinguishes between the impact of sustainability on the business model and the impact of the business model on sustainability. Many of the disagreements between rating agencies stem from the fact that these two components are diversely integrated and weighted.

We believe the financial and sustainability consequences of the two dimensions diverge. The ESG Analysis is more risk oriented and tends to focus on the margins of companies, whereas the Impact Analysis is a more opportunity driven approach providing visibility and additionality to top line growth. The expected financial consequences of Impact Analysis tend to be more long-term oriented than the ESG Analysis.

The model below was first applied at PPT in 2013 and has evolved since to integrate the UN Sustainable Development Goals. It is inspired from Michael Porter and Mark Kramer (2006): “The Link Between Competitive Advantage and Corporate Social Responsibility.



# Sustainable Competitive Advantage (cont.)

Sustainability data is increasingly available and now often integrated in traditional financial information platforms. In a few years we moved from data scarcity to data overflow. We manage this challenge by selecting specific data providers for selected data points as described below. Moreover, we have always considered face-to-face meetings with management representatives as strategic.

## Data Sources

We collect both qualitative and quantitative data relating to financial, ESG and impact data from various sources. We start from our network of brokers who increasingly integrate financial and ESG data directly into their analysis and recommendations. Similarly, Bloomberg is expanding its ESG data capacity and is providing linkages to their extensive financial data. We also use HOLT Lens from Credit Suisse which is bridging financial and ESG data within their online platform.

We source detailed ESG data through three dedicated sources. ISS ESG, Glass Lewis, CDP and Impaakt. ISS provides a broad coverage of all relevant ESG and Impact oriented data including climate scenarios. We are CDP signatory since 2012 and appreciate this environmental database for its in-depth quantitative and qualitative perspective. Glass Lewis together with its ESG partners provide in-depth governance and proxy voting research coupled with specific ESG data. Impaakt is an innovative crowdsourced impact-oriented database providing a unique perspective on the companies' externalities.

Finally our most precious data source stems from our regular company visits and engagement meetings which also contribute to our ESG and Impact Analysis.





# Sustainable Competitive Advantage (cont.)

## ESG Analysis

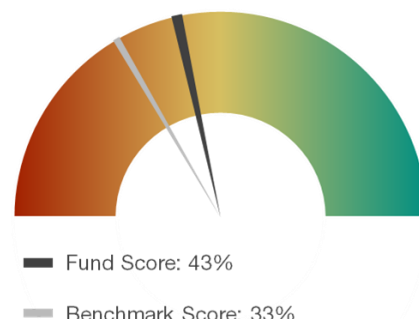
### ESG Score

The ESG Score is computed with highly relevant, material and forward-looking ESG data and performance assessments. We use our sector knowledge to ensure that all relevant ESG factors are considered and provide a comprehensive and rounded perspective.

ESG factors include management processes, characteristics of the business model such as exposure to supply chain risks and geographic breakdown of operations, the impact of the product portfolio on sustainable development, and the company's exposure to ESG controversies.

For every company and for the fund, we normalize the scores to absolute best practices in all areas which we score at a theoretical 100%. This standardized best-in-class threshold is valid across all sectors and allows for cross-sector comparisons. Moreover, we expressly expect our ESG Score to provide an unbiased global assessment of ESG risks and opportunities.

For engagement purposes, we also derive a specific transparency score. This score does not consider the ESG performance of companies but only assesses the extent to which they transparently disclose ESG information relative to their material and sector exposure.



## Impact Analysis

The Impact analysis contains a SDG Score and a Portfolio Temperature Score to assess the impact of the business model on society as a whole.

### SDG Score

The SDG Score is measured following the SDG framework by integrating information at the product/service level, the operational management level and also by integrating exposure to controversies.

Depending on the companies' theme and trend exposure, we specifically assess specific SDG's which are more relevant. SDG-3 (Good Health and Well Being) is obviously a key component of companies exposed to the "Demographics" theme.

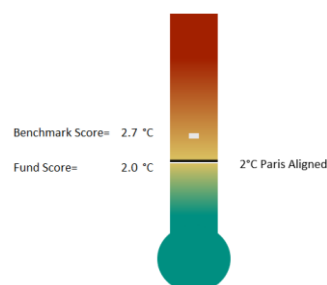
Impact and externalities can obviously be negative. In order to provide a net evaluation at a company and fund level, which also can be benchmarked, we do combine the negative and positive externalities together within a single SDG.



### Portfolio Temperature Score

The Portfolio Temperature Score is derived from a climate scenario analysis based on the International Energy Agency (IEA) Sustainable Development Scenario (SDS) which is fully aligned with the Paris Agreement.

Each sector is first allocated a carbon budget. A carbon budget is then allocated to a company based on its market share and compared to the company specific emission trajectory until 2050 which integrates historic emissions trend, science based targets (SBT) and other corporate targets.



“For our ESG and Impact Analysis, only companies whose aggregate score at the portfolio level is higher than that of its peers within the reference universe, will be included in the sub-fund's portfolio.”

# Valuation

We apply a blend of valuation techniques to check that attractive companies are not overpriced. We want to make sure that the high-quality companies we have identified still present an **attractive potential for gains** in the medium and long term. In any case, the Sustainable Competitive Advantage analysis is integrated to the valuation and will influence the attractiveness of any stock.

We use the online platform HOLT Lens® developed by Credit Suisse, which provides an objective framework for comparing and valuing over 20'000 companies worldwide. Its methodology corrects subjectivity by converting income statement and balance sheet information into a Cash Flow Return on Investment (CFROI), providing a clearer and more consistent measure of performance than traditional accounting measures.

To this end, we mostly use relative ratio techniques such as Price/Earnings, EV/EBITDA, Price/Book and EV/Sales. We then compare these valuation metrics to the growth prospects of the company, to their historical average and to the company's peer group.

## Portfolio Construction

We seek to constantly optimize the funds' risk-reward-impact ratio. Our Sharpe ratios are high and so are our impacts reflected by how many companies implement our recommendations.

Constructing the portfolio involves the rigorous selection of only those companies with the strongest potential for outperformance in the medium to long term. We do not set ourselves a tracking-error ratio target but the ratio is usually rather high. The indices should not influence the investment-decision process but serve solely as a risk-management tool.

Individual weights vary according to their absolute and relative contribution to risk vs return potential, in order to achieve higher diversification with no style drift. We manage the size of our holdings according to the upside potential vs fair-value, risk contribution and technical analysis.

With a long-term view, we reassess a company's investment case when fundamentals change including of course the sustainability scores or when the company's fair value is reached. Moreover, the long-term

performance can be significantly increased with the additional support of an excellent selling discipline.

We will sell a holding when there are changes in the fundamental score (including ESG factors) and doesn't meet the threshold anymore. Similarly a company will also be sold when it is replaced by a company with a more attractive risk-reward-impact ratio. Last but not least, we will also limit an investment when our individual risk budget is exhausted.

The Investment Committee meets once a week to review investment parameters that are likely to influence the day-to-day management of the fund, looking at the global performance, stock specific news-flows and company results. They also review financial market trend that have a bearing on the stocks present in the portfolio. It is also an opportunity for portfolio managers to discuss new investment ideas.

A person is seen from the back, looking through binoculars. The background is a city skyline at sunset, with the sun low on the horizon, creating a warm, orange glow. The water in the foreground is calm, reflecting the light from the sky and the city.

## 2. ACTIVE VOTING AND STEWARDSHIP

# Active Voting & Stewardship

We are proud to have integrated active voting and stewardship since 2006 within our Buy & Care strategy. Starting in 2022, we will be adding a specific climate impact component to our voting guidelines and systematically exercising our voting rights. By doing so, we build in-depth knowledge of the companies' governance, management, and financial structure.

Voting provides our portfolio managers with valuable information about the quality of a company's governance. It is also a necessary first step before engaging with the management. When we feel it can accelerate a company's transition, we do not hesitate to collaborate closely with other investors to co-file a shareholder resolution. Few professionals would deny that the skills, independence and availability of a board of directors are critical to a company's future. The effects of a capital increase, for example, will be felt immediately. For PPT, exercising the right to vote is first and foremost a financial responsibility.

The portfolio managers define their voting positions by studying the analyses of annual general meetings (AGMs) and the voting recommendations supplied by various proxy advisory firms. They have the rights and the duty to deviate from the proxy's recommendations, should they find that these do not take full account of the companies' business models and particularities or do not correspond to their respective internal voting guidelines, which are available on request. For all funds managed by PPT, we use the proxy advisor Glass Lewis. This independent agency is a leading provider of governance assessment and voting advice and covers more than 23,000 companies in more than a hundred countries. It supplies consistent assessments throughout all the countries represented in the funds.

It is undeniable that investors have led to improved corporate governance, particularly among companies with a more mixed shareholder base. But much can still be done to ensure the independence and appropriate mix of attributes and expertise of some companies' boards. We will exercise our voting rights for all topics and support or co-file shareholder resolutions which are in the best interest of long-term shareholders and congruent with the best interests of the company, its employees and its stakeholders.

## VOTING GUIDELINES

### STRUCTURE OF THE BOARD OF DIRECTORS

1. Election of individual board members
2. Functioning and independence of the various committees
3. Separation of CEO function and chairman of the board of directors
4. Granting of the discharge

### TRANSPARENCY AND COHERENCE OF THE REMUNERATION STRUCTURE

5. Appropriate structure of the remuneration system for the executive committee
6. Appropriate structure of the remuneration system for the board members

### STRUCTURE AND OWNERSHIP OF SHARE CAPITAL

7. Approval of accounts and allocation of profits/dividends
8. Appropriate capital structure
9. Appointment of the auditors

### SHAREHOLDERS' RIGHTS

10. Amendments to articles of association, equal treatment of shareholders and anti-takeover measures

“In 2020 we co-filed a shareholder resolution at Alphabet regarding the establishment of a human rights risk oversight committee. The Christchurch shootings led NZ Super to initiate this engagement.

The resolution was supported by a significant 16.2% of votes.

Following the AGM, Alphabet changed the mandate of its Audit committee to include oversight of civil and human rights-related risks and created a Human rights Executive Council to provide oversight and guidance to the company's Human Rights Program.”



An aerial photograph of a city at sunset. The sky is a mix of orange, pink, and blue. The city lights are visible, and a large fountain is in the foreground, spraying water upwards. The text "3. ACTIVE ENGAGEMENT AND IMPACT" is overlaid in white, serif font.

# 3. ACTIVE ENGAGEMENT AND IMPACT

# Engagement Policy

Through direct, expert-driven and regular engagement meetings with our companies, PPT promotes change and progress and spurs them onto enhancing **positive impacts**. This in-depth analysis strengthens our convictions and reduces portfolio turnover.

## The engagement process is twofold and aims to achieve two objectives:

### Engagement for the Integration of Sustainability

All our dialogues and engagement meetings are designed to motivate companies not only to give greater consideration to the tangible financial risks of inaction, negligence or even unlawful behavior but essentially to increase the integration of the key material environmental, social and governance topics into their strategy and communication.

We view this true integration of sustainability factors into the heart of a company's strategy and daily operations as the next major milestone. To reach it, our engagement goes well beyond simple dialogue with the company's management. We formulate progress recommendations based on an assessment of each company's identified gaps.

The companies are often aware of their challenges or ready to consent to certain adjustments, particularly as these are proposed by a loyal investor and come with expert advice.

### Engagement for Tangible SDG Impacts

Our dialogue with the portfolio companies together with external experts is also geared to achieving additional social impact and making the SDGs a source of business value.

For selected companies, our specialized social impact specialists at Kois, Kite Insights, PeaceNexus, Earthworm, BHP as well as other selected organizations, initiate this more opportunity-driven engagement approach. Altogether we can provide support and foster the development of tangible social impact projects including targeted blended finance instruments such as social impact bonds, partnerships with social enterprises, improved SDG linked communication, capacity building, executive training, and many more.

The objective of these specific engagements is to support portfolio companies to harness partnerships (SDG 17) to advance the SDG's at a greater pace and with greater effectiveness than they could alone.

These recommended projects are always linked to the companies' core business and aim to strengthen their sustainable competitive advantage.

## Peace (SDG-16) and Partnership (SDG-17):



Engagement for Tangible SDG Impacts: selected and relevant portfolio companies are introduced to the PeaceNexus Foundation. Established in Switzerland in 2009, it has built a unique expertise in business and peace. Together with NexusVesting, Covalence and its network of experts, they provide capacity-building services to organizations allowing them to increase their effectiveness and contribution to building more inclusive and peaceful societies through peace promoting business practices.



Engagement for Tangible SDG Impacts: selected and relevant portfolio companies benefit from specific advice related to all relevant SDG's. This broad expertise is mainly provided by our engagement partners Kois and Kite Insights, BHP – Brugger & Partners and Earthworm. They are advising companies to create additional social impact through global partnerships and strategic approaches to the global goals.

“As a long-term investor, we value additional social impact and in particular more resilient companies as a potential means to strengthen our portfolio companies' competitive advantage while contributing to the SDG's.”

# Engagement Process

The table below provides an overview of the engagement process. Engagement meetings are prepared and organised whenever relevant for our portfolio managers or whenever there is a need to improve the company's ESG transparency, performance or impacts.



## 1- Company publication and data

After collecting each company's sustainability data, our engagement team studies all the company disclosures, as well as media publications and specific databases (CDP, PRI, Bloomberg, SASB etc.). For media controversies and stories, they use the RepRisk database.

### COMPANY DISCLOSURE



### EXTERNAL PUBLICATIONS

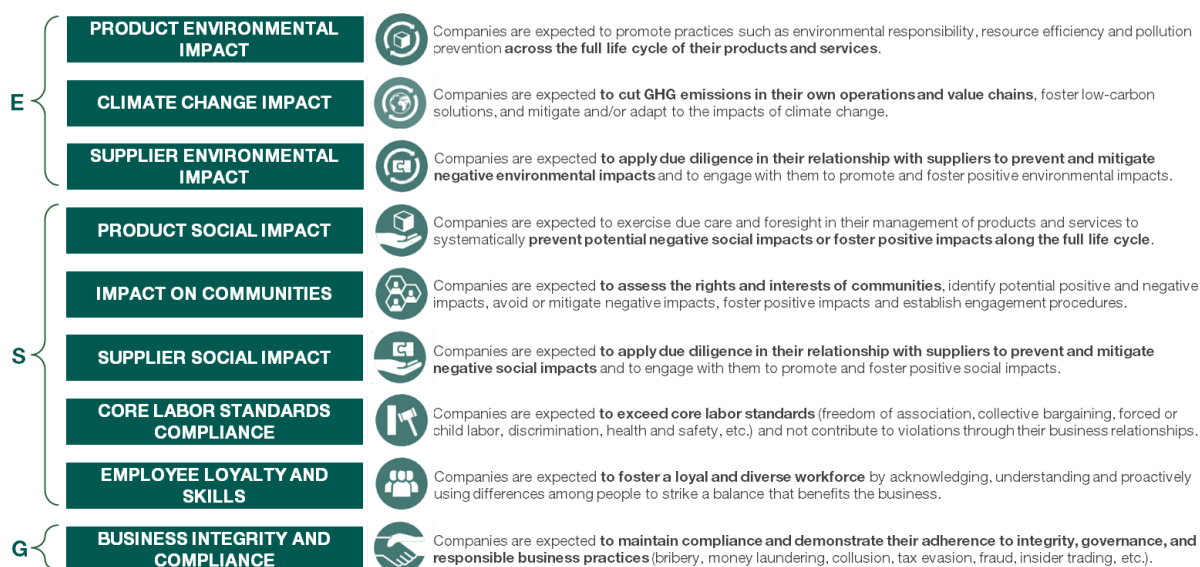


# Engagement Process (cont.)

## 2- Selection of key sustainability topics

Our engagement team has condensed all the material issues affecting the companies into nine topics. Together these topics encompass all the issues identified by traditional sustainability frameworks such as the UN Global Compact, the Global Reporting Initiative, the UN Guiding Principles and the Sustainable Development Goals.

Unlike those frameworks, we have allowed the topics to overlap rather than making them mutually exclusive. Human rights do not appear as a single topic, as they are overarching and integrated into all nine topics.



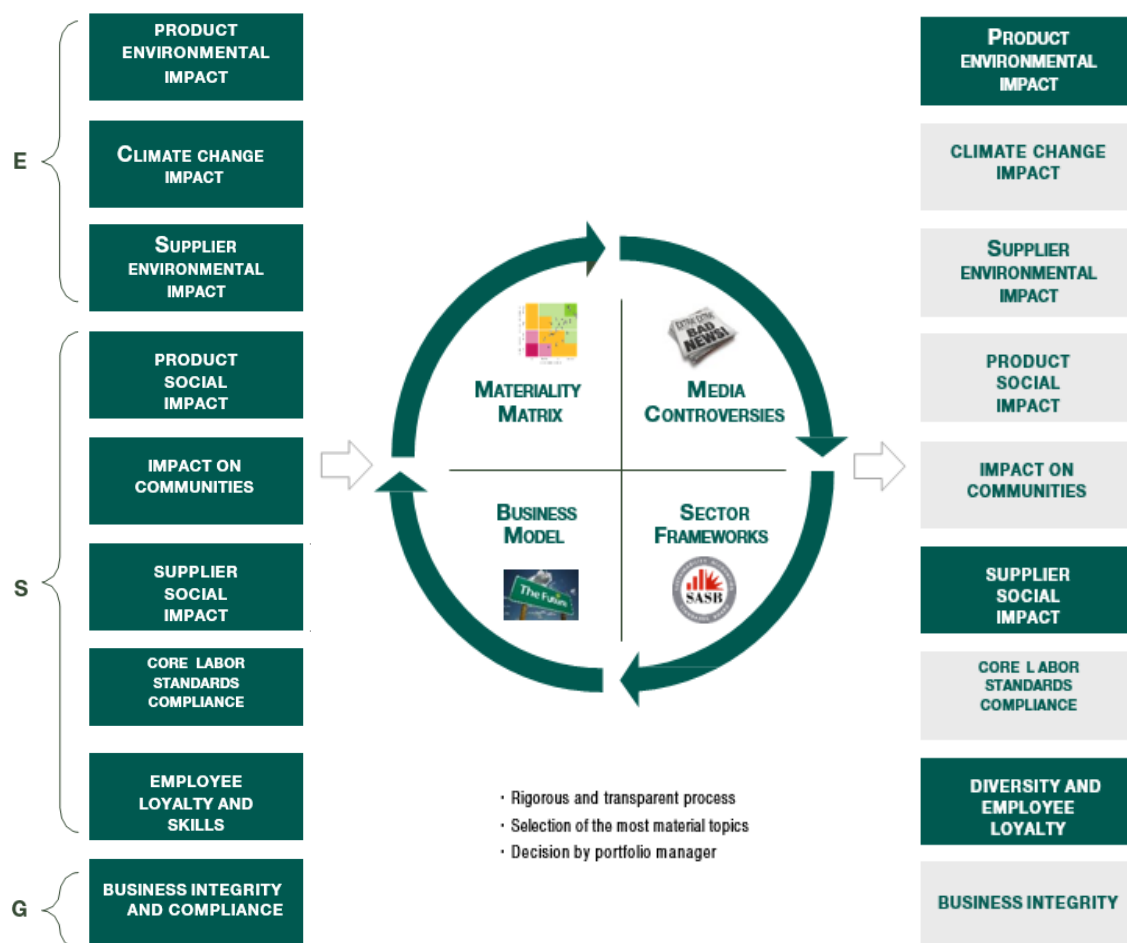
The nine topics correspond to specific SDG's as shown below.





# Engagement Process (cont.)

We select the most material topics out of this framework of 9 items. Our topic selection will be guided by the company's materiality matrix by recent or recurring media controversies, sector frameworks such as the SASB Materiality Map™ and by considering the company's business model and its development strategy.



“The final decision as to the most material topics is made by the portfolio manager, considering the company's business model and its development strategy. We encourage companies to better integrate these topics into their strategy and report on them in relation to their financial materiality.”

# Engagement Process (cont.)

## 3- Assessment and assessment report

The assessments of all our criteria are based on a simple four-grade scoring system from 0 to 3. Every score comes with a detailed commentary. These assessments are not primarily used to select the best-in-class companies but essentially to make them progress on their identified gaps to best practices.

### Preparedness

The engagement process is a robust, comprehensive methodology designed to assess and benchmark a company's preparedness to address its most material sustainability topics. Preparedness is assessed according to five criteria that draw heavily on the UN Guiding Principles, particularly the operational principles of policy commitment and human rights due diligence. The five criteria are: materiality; commitment and strategy; objectives and actions; indicators and monitoring; and achievements. These criteria are used to identify gaps in the company's preparedness to address its most material issues.

### Reporting Quality

The assessment of reporting quality comprises six criteria: accessibility, clarity, comparability, accuracy, reliability and integration, to determine how well the company's publications address the most material topics. We want to make sure in particular that the reported sustainability data are linked to financial reports or metrics (essentially top line, bottom line and risks).

### Sustainability Organization

We also assess each company's sustainability organization and governance. Four criteria measure the extent to which sustainability is integrated into the company's overall strategy. The level in the organization with ultimate responsibility for sustainability management, the extent which the company involves and engages its employees and the extent to which it engages its shareholders and other stakeholders.

Fourth, we assess quantitatively how closely companies adhere to specific sustainability frameworks, such as the UN Guiding Principles, the UN Global Compact, the Global Reporting Initiative and the Sustainable Development Goals. In the case of the UNGPs for instance, a company would receive the highest score if it had adopted the reporting framework, established a human rights policy, performed due diligence and implemented a remediation process.

### Sustainability Frameworks

The assessments of all these individual criteria are based on a simple four-grade scoring system from 0 to 3. Every score comes with a detailed commentary. These assessments are not primarily used to select the best companies but essentially to make them progress on their identified gaps to best practices.



An assessment summary report is sent to each company's highest executive and operational bodies. It aims to redirect their attention to their company's strengths and weaknesses and not on abstract scores or ratings. We focus on the main sustainability gaps and improvement suggestions that we want to address directly with the company. The assessment report thus stimulates key company representatives to participate in a constructive dialogue with the engagement team and the portfolio manager.

# Engagement Process (cont.)

## 4- Engagement for the integration of sustainability

At meetings with the companies, we insist on including representatives of both the investor relations and corporate social responsibility departments. By providing pragmatic help and advice and emphasizing the business case for sustainability including peacebuilding embeddedness, we first encourage the companies to better integrate their most material topics into their strategy and operations.

Our assessments and gap analysis give credibility to our recommendations, which are specific, tangible and easily implemented. According to the companies' feedback, we are among the few asset managers to conduct meetings that bring together the financial expertise of the portfolio managers and the sustainability expertise offered by the senior consultants of our external engagement team from BHP – Brugger & Partners. Apparently we are among the very few to go in detail through the company reporting.

### Shareholder Dialogue

- Led by PPT's advisor: BHP – Brugger & Partners
- Participation of PPT portfolio managers
- On-site visits or web-conferences
- Company C-level or board member participation

### Objective

- Focus on financial materiality: Push for integration
- Gap analysis: Increase awareness to progress
- Progress recommendations: Stimulate best-practices
- Raise interest on SDG impacts: Provide support

## Engagement Partner

PPT and BHP – Brugger & Partners collaborated closely on developing the assessment and engagement process, which represents many years of combined engagement expertise. Since 2006, BHP's engagement team conducts the company assessments, and its senior consultants organize, coordinate and lead the engagement meetings. The 8 senior consultants below all have extensive expertise in advising companies on sustainability issues.

### Senior Consultants – Engagement Team

#### Thomas Streiff (Head Engagement Team)



Ph.D. in Technical Sciences,  
M. Sc. Agricultural Sciences ETH  
Partner, BHP  
CSR experience since 1996

#### Andrea Gäumann



Lic. phil. in Sociology & Business  
University Zurich  
Senior Consultant, BHP  
CSR experience since 2009

#### Rahel Meyer



M.A. in International Affairs  
University of St. Gall  
Senior Consultant, BHP  
CSR experience since 2014

#### Nicole Sauner



M.S. in International Business and Politics,  
Copenhagen Business School  
Senior Consultant, BHP  
CSR experience since 2016

#### Kathrin Brugger



MBA/Sustainability Management  
University Lüneburg  
Senior Consultant, BHP  
CSR experience since 2008.

#### Pascal Lüthi



Lic. phil. in Int. Relations & Media  
University Zurich  
CAS in Crisis Communication  
Senior Consultant, BHP  
CSR experience since 2005

#### Chiara Rinaldi



MBA / Sustainability strategy  
Bocconi, Milan  
Senior Independent Consultant  
CSR experience since 2004

#### Marisa Hürlimann



CSR experience since 2016  
B.A. in Political Economics,  
University of Lucerne  
Senior Consultant, BHP  
CSR experience since 2016

“During our engagement for the strategic integration of sustainability, we formulate clear recommendations supporting companies to progress and better integrate financially material sustainability topics into their business model.”

# Engagement Process (cont.)

## 5- Engagement for tangible SDG impacts

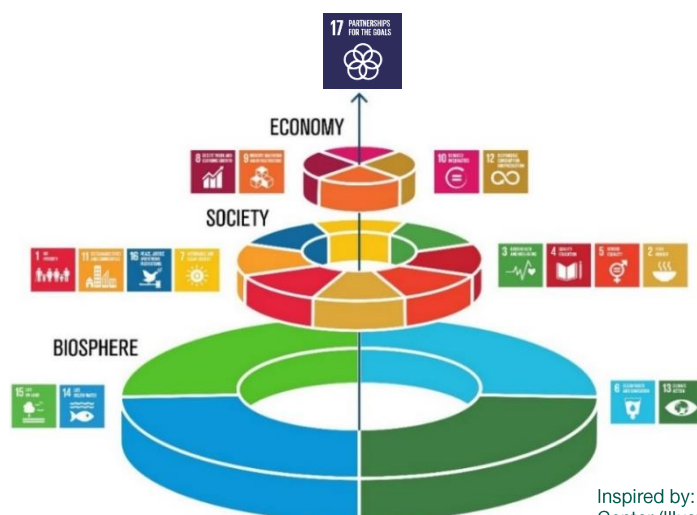
Social impact and the SDG's are penetrating discussions at board level, and some companies have begun to make it a core element of their business strategy for exploring new market opportunities and addressing millennials' expectations. Yet, most companies are still struggling on how to scale, integrate and report on social impact or the SDG's.

The SDG's are too large for any one party to tackle alone. A growing body of evidence shows that partnerships between social enterprises, NGO's, foundations, development agencies together with corporates can achieve far more than anyone can alone. Partnerships (SDG-17) make business sense, as well as being the right thing for our environment, economies and societies.

During most engagement meeting, we urge selected companies to follow up with an exclusive meeting with our social impact experts.

### EXAMPLE OF RECOMMENDATIONS

- Blended financing instruments
- Partnerships with development agencies
- Structuring of social impact bonds
- Matchmaking with social enterprises
- Executive or employee training
- Knowledge sharing of past success/failures
- Capacity building for future partnering
- Regenerative agriculture projects
- Review anti-corruption policies and procedures
- Conflict-sensitive management
- Product stewardship in fragile countries
- Oversight on private or public security
- Support on peacebuilding (SDG 16) reporting
- Etc.



Inspired by: Stockholm Resilience Center (Illustration: Azote)

## Engagement Partners

Our impact partners have developed their own specific methodology to conduct tailored in-depth assessments of the willing portfolio companies.

### PEACENEXUS FOUNDATION

Recognized pioneer in connecting businesses and peacebuilding  
Catriona Gourlay (Executive Director) & Team

### KOIS

Specialized in impact investing, blended finance and bridging businesses with social projects  
Charles-Antoine Janssen & François de Borchgrave (Managing Directors) & Team

### KITE INSIGHTS

Unique capacity to build fruitful collaborations through its extensive network of expertise  
Sophie Lambin (Chief Executive & Team)

### EARTHWORM

Recognized expertise in soil fertility and regeneration by putting nature back into agriculture  
Bastien Sachet (CEO) & Team

### BHP – BRUGGER & PARTNERS

Specialist in the conception, implementation, and evaluation of impact management  
Thomas Streiff (Partner and Member of the Executive Committee) & Team





# Engagement Process (cont.)

## 6- Engagement & Impact level assessment

With a high level of transparency, we report the successes as well as the non-achievements of our engagement activities. To evaluate our portfolio, we measure the engagement level of each company.

### Engagement for the Integration of Sustainability Level (0-5)

Only when a company reaches level 5, signifying that it has acted on one of our recommendations, we consider that we have achieved a desired impact. In any case, we continue to engage with the companies to foster new progresses and tangible impacts. The first target is to create a dialogue (level 2) with each portfolio company within three years. Our long-term (five-year) impact objective is to generate positive additional impacts at a majority of our engaged portfolio companies.

ENGAGEMENT FOR THE INTEGRATION OF SUSTAINABILITY	
Level	
5	Shows improvement on recommendations
4	Acknowledges recommendations
3	Accepts the principle of a regular dialogue
2	Agrees to discuss assessment results
1	Acknowledges receipt of our assessment
0	Assessment completed but no meeting was conducted

### Engagement for Tangible SDG Impacts Level (0-5)

Since 2017, we also assess the progress we make with individual companies on our specific engagement for additional social impact. We use a similar scale from 0 to 5 to monitor the progress companies are making based on the suggestion of our social impact partners. Whenever a discussed additional social impact is being implemented, we consider it having reached level 5.

ENGAGEMENT FOR TANGIBLE SDG IMPACTS	
Level	
5	Implementation of tangible SDG impact project
4	SDG related impact project in development
3	In-depth SDG impact or partnership assessment
2	Follow-up meetings dedicated to impact and the SDG's
1	Expressed interest for a dedicated SDG follow-up meeting
0	No meeting or no interest to follow-up on SDG impacts

“Engagement for Tangible SDG Impacts, is based on the expertise of our social impact partners. We assess companies and suggest projects or recommendation to create additional tangible social impacts related to the SDG’s”

A photograph of a rowing team of four people in a long boat on a body of water. The background is a forested hill. The text "KEY DIFFERENTIATING CHARACTERISTICS AND IMPACTS" is overlaid in white serif font.

# KEY DIFFERENTIATING CHARACTERISTICS AND IMPACTS

# Key Differentiating Characteristics

The Buy & Care philosophy is attractive to both investors who are mainly pursuing financial returns as well as to the most demanding ESG and impact investors.

Our portfolio managers are not subject to possibly dogmatic exclusion rules or ESG ratings. Ratings and exclusions can be useful as they stimulate companies to improve but they tend to be backward looking, often take insufficient account of the companies' business models and are rarely factored into the share price. As a result, they can lead to sub-optimal investment decisions.

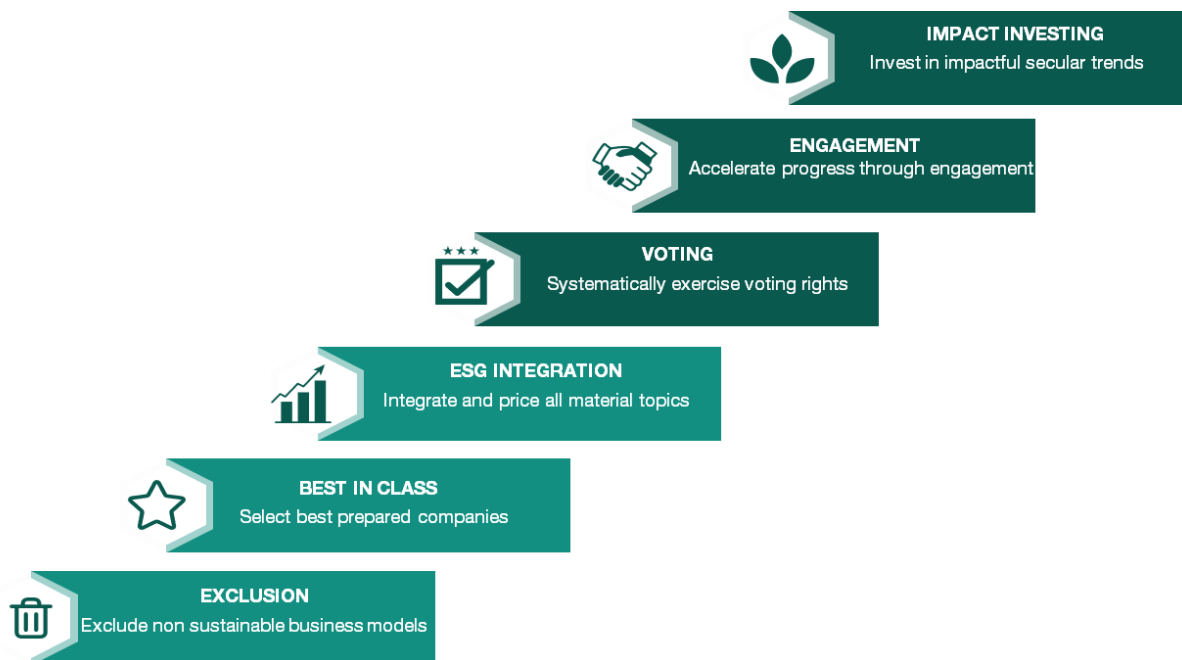
The funds' portfolio managers are fully responsible for the funds' financial and impact performance. They carefully select a limited number of portfolio companies leading the markets and shaping the competitive landscape and strengthen their convictions by directly engaging with the management and operational teams of these companies to foster continuous progress.

We believe that in all but a few exceptional cases, active ownership and dialogue is preferable to exclusion.

Sometimes the funds remain the only responsible investor still maintaining the dialogue with companies. The expertise of PPT and its engagement partners have won the companies' respect and trust as competent, demanding but pragmatic shareholders.

Active ownership starts in the pre-investing phase by analyzing the governance and communication of a company and by voting in our interest as a long-term shareholder at general meetings. Each year we undertake a rigorous and comprehensive assessment of their reporting. We identify the gaps and engage with our investee companies by making progress recommendations to more coherently integrate ESG. PPT is also setting a new standard for creating additional impacts within listed equities by connecting our portfolio companies with the expertise of our social impact partners.

The Cadmos Engagement Funds therefore relies on the key sustainable finance strategies such as exclusions, best-in-class, ESG Integration, Voting & Engagement and Impact/Thematic investing.



# Key Engagement Impacts & Progress

Since 2006, Cadmos represents more than:

**225**  
INVESTMENTS

**17'800**  
ITEMS VOTED

**1085**  
ESG COMPANY  
ASSESSMENTS

**674**  
ENGAGEMENT  
MEETINGS

**242**  
POSITIVE  
IMPACTS

# Testimonials

**Over the years, we received many testimonials from companies.**

“The engagement of PeaceNexus with SAP was instrumental in raising our awareness about our contribution to peacebuilding and SDG 16. Their solid peacebuilding assessment on SAP provided us with concrete recommendations to further strengthen our contribution.”

**Will Ritzrau, Director of Sustainability, SAP**

“In the name of all of us, we highly appreciate the dialogue with you. There is no other organization which gets the amount of attention from our senior leaders as yours. You earned it. In particular, the depth of your analysis, the understanding of the business and the relevance of your feedback is second to none.”

**Philip Sauer, Co-Head Finance & Development/ IR, Partners Group**

Sika aims to be well positioned for the future, especially as sustainability has been a crucial aspect of our business practices. The assessment results and the discussion with PPT provide an important impulse for the further development of strategical and operational sustainability-related topics and initiatives.”

**Dominik Slappnig, Head of Corporate Communication & IR, Sika AG**

“...We further discussed the assessment points that you raised and how to implement them. We are looking forward to continuing our engagement together... Our discussion on peacebuilding arrived at a moment when we also started to think of the connections between sustainability and peace. I continue to think it's a very relevant angle for both action and communication, that requires a structured and long-term approach vs one-shot studies...”

**Emilienne Lepoutre, Sustainability Manager, Schneider Electric**

“We greatly appreciate these testimonials, which bear witness to the results that can be obtained by maintaining an influential dialogue conducted professionally and courteously.”







## NOTICE

This document is published for information purposes only. The content of this document does not constitute an offer for sale or a solicitation of an offer to purchase nor does it constitute an incentive to invest or to engage in arbitrage transactions. It may not be construed as a contract under any circumstances. The information contained in this document has not been analyzed with regard to your personal profile. If you have questions regarding any investment or if you have doubts as to whether an investment decision is appropriate, please contact your particular client representative or, if applicable, seek financial, legal, or tax advice from your customary advisors. de Pury Pictet Turrettini S.A. makes every effort to verify the information provided but cannot give any guarantee as to its accuracy. Past performance that might be indicated in the information transmitted by de Pury Pictet Turrettini S.A. in no way determines current or future performance. Furthermore, the performance data do not take account of the commissions and costs incurred on the issue and redemption of units. Any decision to invest or divest that may be made by the reader of the information appearing herein is made at the sole initiative of the investor who is familiar with the mechanisms governing the financial markets.

This marketing material is not intended to be a substitute for the fund's full documentation or for any information which investors should obtain from their financial intermediaries acting in relation to their investment in the fund mentioned in this document. For Swiss investors, the paying agent is Banque Pictet & Cie S.A. and the representative agent is Fund Partner Solutions (Suisse) S.A., Route des Acacias 60, CH-1211 Genève 73, Switzerland. The relevant legal documentation may be obtained free of charge from the representative agent, from de Pury Pictet Turrettini & Cie S.A. or online at [www.ppt.ch/en/reporting-and-documents](http://www.ppt.ch/en/reporting-and-documents). Cadmos Fund Management, 15A, avenue J.F. Kennedy, L-1855 Luxembourg.

This document is the intellectual property of de Pury Pictet Turrettini S.A. Any reproduction or transmission of this document in whole or in part to a third party without the prior written authorization of de Pury Pictet Turrettini S.A. is strictly prohibited.

© 2021, de Pury Pictet Turrettini & Cie S.A. All rights reserved.



12, rue de la Corraterie  
CH – 1211 Geneva 3  
Tel. +41 22 317 00 30

Niederdorfstrasse 88  
CH – 8001 Zürich  
T. +41 43 466 77 30

[www.cadmos.ppt.ch](http://www.cadmos.ppt.ch)  
[www.ppt.ch](http://www.ppt.ch)

Should you have any questions  
about this report, please contact:

Dominique Habegger  
Chief Sustainability Officer  
[cadmos@ppt.ch](mailto:cadmos@ppt.ch)