



FAQ

All elements below are subject to discussion/modification with the finalized group of investors joining the collaborative engagement initiative.

What is the aim of the collaborative engagement on Technology, mental health & well-being?

Global institutional investors joining this collaborative engagement initiative believe that technology can have significant negative impacts on mental health and well-being. Literature shows that screen overuse, especially too early, can lead to concentration and behavioral. We consider these issues to be an ESG risk for investors in the hardware, media, internet, gaming, software edtech and telecommunications space. Therefore, we aim to engage with companies from these sectors to align with good practices we identified around technology, mental health and well-being:

- Defining a policy and implement measures to mitigate risks of addiction and potential adversary effects on end consumer mental health and well-being.
- Establishing a high-level commitment to keep children safe online in business codes, human rights policies or risk assessment frameworks; for example, setting up a child safety policy and dedicated website. Setting specific goals and disclosing the progress.
- High-level commitment should be supported by specific goals/targets (although not quantitative, given the topic). In addition, setting specific goals allows shareholders to monitor the improvements and progress made by the companies on this topic.
- Developing a mechanism to report on harmful online content, cooperating with authorities to report online abuse, and partnering with third parties on online safety.
- Governance, transparency and disclosure around content control for their products.
- Supporting educational initiatives for online safety and other initiatives related to technology, mental health and well-being.

How to learn on this engagement initiative?

Two calls are scheduled on March 28th where Sycamore AM and Axa IM will present the initiative in detail, including objectives, indicators, scope, discuss targeted companies, next steps and there will be plenty of time for Q&A.

- 12am CET for the French session: please register here https://us4.campaign-archive.com/?e=test_email_&u=84f153a0b1b1f099277fe66f7&id=fbc98b619e
- 11am ET for the English session: details on the PRI platform <https://collaborate.unpri.org/group/15236/stream> in the calendar section; link to the ICT and Human Rights WG of the Investor Alliance for Human Rights: <https://us02web.zoom.us/j/81390631887?pwd=Nk5wdWtjWkN5Qm03UVIveVUvaHV3dz09>

Who can join the initiative?

We encourage and welcome other investors and their representatives to join us in signing this statement.

How to join?

You can join by asking to become a member on the PRI collaboration platform dedicated to this initiative <https://collaborate.unpri.org/group/15236/stream>

Alternatively, you can contact Marie Vallaeys, ESG analyst at Sycomore AM (marie.vallaeys@sycomore-am.com) and Théo Kotula, ESG analyst at Axa IM (Theo.KOTULA@axa-im.com).

Please provide your logo and total AUM in USD.

The deadline to join is April 11th, 2023.

What are the targeted companies?

When it comes to the tech sector, we defined a large scope and are not focusing exclusively on GAFAM or social media companies. We have identified many companies in the hardware, media, internet, gaming, software, edtech and telecommunications space. We are currently focusing on 15 companies in our portfolios (not all investors need to be exposed to the companies they engage with, but it makes sense that both lead and support investors be exposed).

Companies are not only operating in the US, we are also engaging with European companies and an Asian company so far, with different market cap (from very large cap to small cap).

How will the engagement actions towards companies be organized?

There will be 1 lead investor or 2 co-lead investors per company, and support role open to all investors joining the coalition, with a fair repartition per investors depending on their means and availabilities. All relationships with targeted companies (communication, engagement calls, information collection, feedback notes) as well as coordination with support investors are the responsibility of the lead investor.

How will the initiative be coordinated overall?

Sycomore AM and Axa IM will coordinate the repartition of lead investors. Support roles are available to all. Sycomore AM and Axa IM will define deadlines, next steps and investor coordination & feedback calls.

The PRI platform will be used as a main tool to coordinate the initiative, set timelines and share documents.

What is the expected planning of this collaborative engagement?

We aim to engage with companies over the long term. The main future steps in 2023 are:

- March 28th: presentation of the engagement initiative to investors
- Deadline to join the engagement initiative (provide logo + AUM in USD) and to provide your interests as a lead investor for companies: April 11th
- April 11th afternoon CET time: Launch call with investors joining the engagement initiative
- By end of May: Lead investors reach out to support investors to define an engagement strategy,
- July 11th: Public communication on the engagement with list of investors and total AUM
- by 11th July: lead investors send the engagement letters to the companies and ask for an engagement call
- Summer: Engagement call with the companies



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- By September 19th: lead investors provide feedback on their engagement calls
- Engagement update group call in end September
- We plan to organize quarterly group calls to coordinate the initiative, share ideas and feedbacks between participants

We are not currently members of PRI. Is that a requirement?

There is no need to be members of PRI to join. Anyone can register to the platform and be added as a member on the collaboration dedicated to Tech, mental health & wellbeing (<https://collaborate.unpri.org/group/15236/about>).