



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 troubles. 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 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.
- 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?

The initiative is presented on a dedicated PRI webpage:

<https://collaborate.unpri.org/group/15236/about>

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>



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Alternatively, you can contact Anais Cassagnes, ESG analyst at Sycomore AM (anais.cassagnes@sycomore-am.com) and Matthieu Firmian, ESG analyst at Axa IM (Matthieu.FIRMIAN@axa-im.com).

Please provide your logo and total AUM in USD.

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 for both lead and support investors to be exposed). Interested investors can contact us for the exhaustive list. The initiative is open to adding new companies for leading investor roles.

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

How are the engagement actions towards companies organized?

There are 1 lead investor or 2 co-lead investors per company, and support role open to all investors joining the coalition, with a fair distribution per investor 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 is the initiative coordinated overall?

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

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

Can we sign the letter without participating in the engagement calls with companies?

Interested investors can sign the investor statement on Technology, mental health and well-being (attached to the collaboration down the PRI collaboration "About" section at <https://collaborate.unpri.org/group/15236/about>) without having a lead or support role and/or without participating to engagement calls with the companies. However, the aim of this collaborative engagement initiative is not to broadly communicate in the media but to actively engage with targeted companies over time.

What is the expected planning of this collaborative engagement?

We aim to engage with companies over the long term. The main future steps in 2024 are:

- April 2023: Formal launch of the initiative with all lead and support investors
- 2023: First round of engagements with targeted companies
- 2024: Second round of engagements with targeted companies
- We organize quarterly group calls to coordinate the initiative, share ideas and feedbacks between participants
- November 2024: Planned publication of a white paper on the initiative



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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>).