

FINANCIALS

EUR **604.0** MILLION
Operating income

EUR **462.7** MILLION
Operating expenses

EUR **115.0** MILLION
Net result

CLIENTS

36

Clients interviewed

4.5/5

Service satisfaction score

Clients by region¹

● Europe ex UK	59%
● Asia - Pacific	21%
● United Kingdom	8%
● Americas	5%
● Africa	3%
● Middle East	3%

INTEGRATED ANNUAL REPORT 2024

OUR PEOPLE

15|13
OFFICES IN COUNTRIES

7.6
Employee engagement score

684 MALE 373 FEMALE
Headcount
1,057

Age distribution

● < 30 year	12%
● 30-50 year	56%
● 50>	32%

Women-to-men total remuneration percentage

99% Senior Professionals and Executive Committee

92% Professionals

99% participation in our Leadership program

72% participation rate in the Inclusion survey

Cultural diversity breakdown

● White/Caucasian	76%
● Asian	15%
● Black/African	3%
● Hispanic	2%
● N-African/M-Eastern	2%
● Other	2%

INVESTMENTS

ASSETS UNDER ADVICE 12.3
EUR **214.1** BILLION
Total client assets
ASSETS UNDER MANAGEMENT 201.8

63% portfolios outperforming their benchmark²

EUR **209.8** BILLION
ESG-integrated assets

301 Companies engaged
6,655 Voting

EUR **178.0** BILLION
Assets under engagement

-43.8% COMPARED TO 2019
Carbon footprint reduction of investments in scope

11.3 MILLION TONNES
Carbon footprint of investments in scope (scope 3 downstream)

ROBECO
The Investment Engineers

1. The breakdown is shown per total client assets.
2. For the three-year period ending on 31 December 2024