



Key figures



Materiality assessment

Applied double materiality concept, considering both financial materiality and impact materiality perspectives



11 material topics were identified, of which three are highly material from both perspectives:

- Climate Change
- Biodiversity
- Human rights

Climate change and biodiversity

CLIMATE CHANGE roadmap to net-zero emissions by 2050



Commit to reduce our portfolios emissions by 30% by 2025. Our portfolios' carbon footprint in 2022 was 45.1% lower than the baseline of 2019



Commit to reduce our operational emissions by 35% by 2025. The carbon footprint in 2022 was 21.9% lower than the baseline of 2019

SUSTAINABLE INVESTING (SI)

Open Access Initiative platform SI Open Access Initiative platform launched to share our SI Intellectual Property with clients and academics and asking them for feedback. We started with individual company SDG scores from our SDG Framework

RobecoSAM Biodiversity Equities Fund launched in October 2022

PARTNERSHIP HIGHLIGHTS



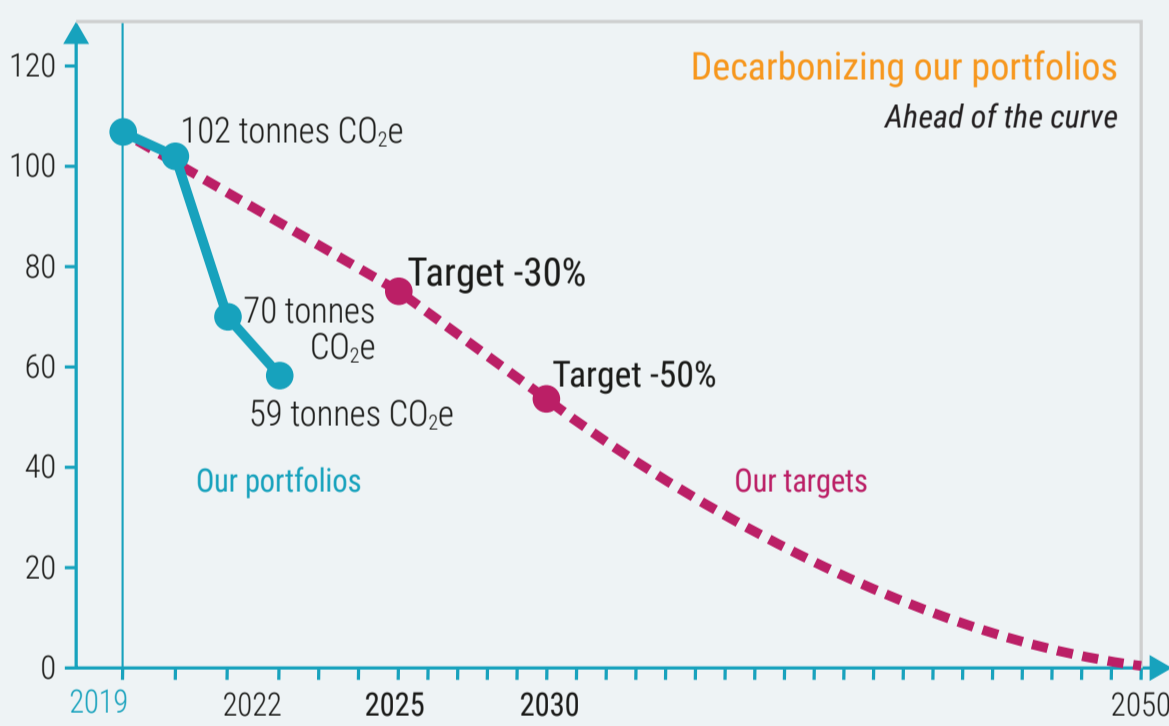
Robeco and the World Wide Fund for Nature Netherlands partnership, January 2022



Nature action 100 Robeco is one of the launching investors for this initiative focused on engaging companies aiming to reversing nature loss

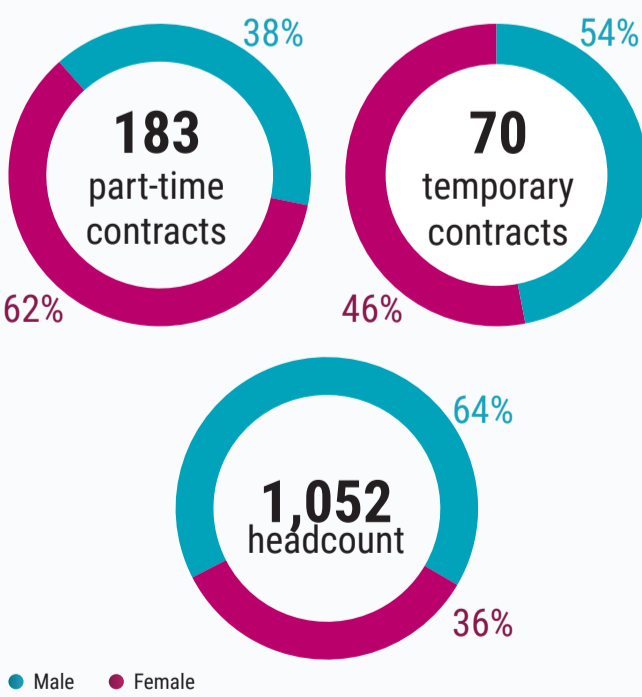


Task Force on Nature Related Financial Disclosures (TNFD) Robeco is actively involved in the pilot testing of the beta versions



Human rights and diversity

Gender distribution

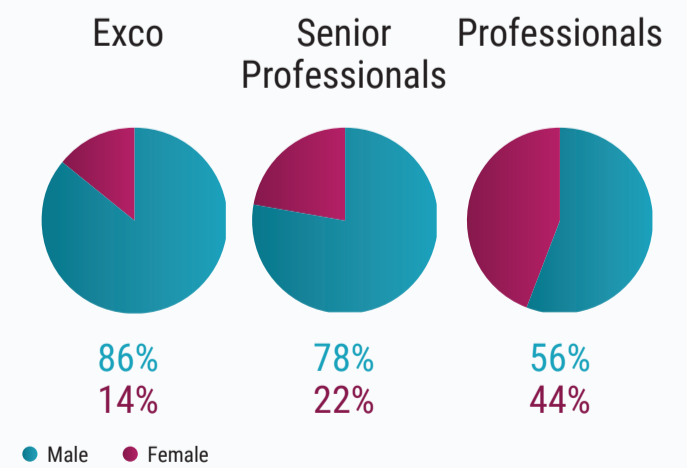


A DE&I ROADMAP was established to promote diversity, equity and inclusion

3 employee resource groups active in 2022:

- **Green Capital:** raises awareness for diversity, gender equality and biases across the firm to empower women
- **Prisma:** advocates a work environment that respects, welcomes and supports LGBTQ+ professionals
- **Ro-Next:** a platform for young professionals to connect, share and learn from each other

Gender distribution per employment category



OUR GENDER DIVERSITY TARGETS

- Executive Committee: 30% gender diversity
- Senior professional/Managerial levels: 30% gender diversity
- Professional level: 50% gender diversity



Robeco's **HUMAN RIGHTS POLICY** has been highlighted by the PRI as a positive example in the industry

