



Robeco's Sustainability policy

ROBECO INSTITUTIONAL ASSET MANAGEMENT

Moving asset management towards creating wealth and well-being

Our corporate mission is to enable our clients to achieve their financial objectives through superior returns and solutions. Sustainability is key in fulfilling that fiduciary duty and a key pillar of Robeco's corporate strategy. We are convinced that investee companies with sustainable business practices have a competitive advantage and are more successful in the long-term. We also believe sustainability has the power to bring about positive economic, environmental and social change. Therefore we integrate sustainability in our investment processes, our business operations and the governance of our organization.

Sustainability investing

We see sustainability as a long-term force for change in markets, countries and companies. We are convinced that considering ESG factors results in better informed investment decisions and therefore leads to better results for our clients. Since our establishment in 1929, we have maintained a long-term view on investing. By exercising our voting rights and engaging with the companies in which we invest we aim to have a positive impact on both our investment results and on society. Exclusions are applied to controversial products and severe breaches of the UN Global Compact when a dialogue does not yield the required change. For topics like climate change and human rights specific policies and approaches have been developed. Carrying out stewardship responsibilities is an integral part of Robeco's Sustainability Investing approach.

Our commitment to sustainability investing is reflected in our endorsement of independent and broadly accepted codes of conduct and principles. All Robeco's investing activities are in line with the Principles for Responsible Investing (PRI). Robeco contributes to the Sustainable Development Goals (SDGs) by integrating ESG factors into the investment decision making process and encourages companies to take action on the SDGs through constructive engagement. The responsibility for implementing SI is allocated to the Head of Investments, who is part of Robeco's Executive Committee.

Managing Robeco's business operations

Robeco also integrates sustainability in its business operations. We recognize that our people are key to achieving our goals and employee relations is therefore a key focus area. We actively promote diversity, equal opportunity and human capital development to ensure a positive working environment for our employees. Robeco remunerates its staff based on their performance, measured against clear long term focused indicators. We take precautionary measures to minimize illnesses related to work among our employees. We value initiatives by our employees to support societal projects and have programs in place for financial support and/or active participation. We also aim to contribute positively to the city of Rotterdam, where our headquarters reside and Robeco was founded in 1929.

We are conscious in our use of resources and therefore strive to reduce the use of energy, water and paper. Sustainability is also a key feature of Robeco's housing policy and integrated in our purchasing decisions. By compensating the remaining footprint, we are able to conduct our operations in a carbon-neutral manner. Our efforts to integrate sustainability in our business operations are governed by our commitment to the UN Global Compact.

Governance

Sustainability is a key element in Robeco's corporate strategy. This top level commitment of our Executive Committee is further embedded in our organization via the Sustainability Investing activities and the work of our Sustainability Committee. Our core values embody the essence of Robeco and serve as a touchstone for our day-to-day work. They forge a clear, shared identity for all executives and employees, which helps us execute our strategies in the best interests of our clients at all times. Those core values require us to be Client-centered, Innovative, Sustainable and Connecting. Robeco has a Code of Conduct in place that supports a culture of honesty and accountability. We continuously optimize the effectiveness of our internal controls in the interest of our clients.

More information on how we integrate sustainability in specific areas can be found on our website:

[Engagement Policy](#)

[Robeco Voting Policy](#)

[Exclusion Policy & list](#)

[Stewardship Policy](#)

[Relevant codes and memberships](#)

[Human Rights Statement](#)

[Climate Change Policy](#)

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