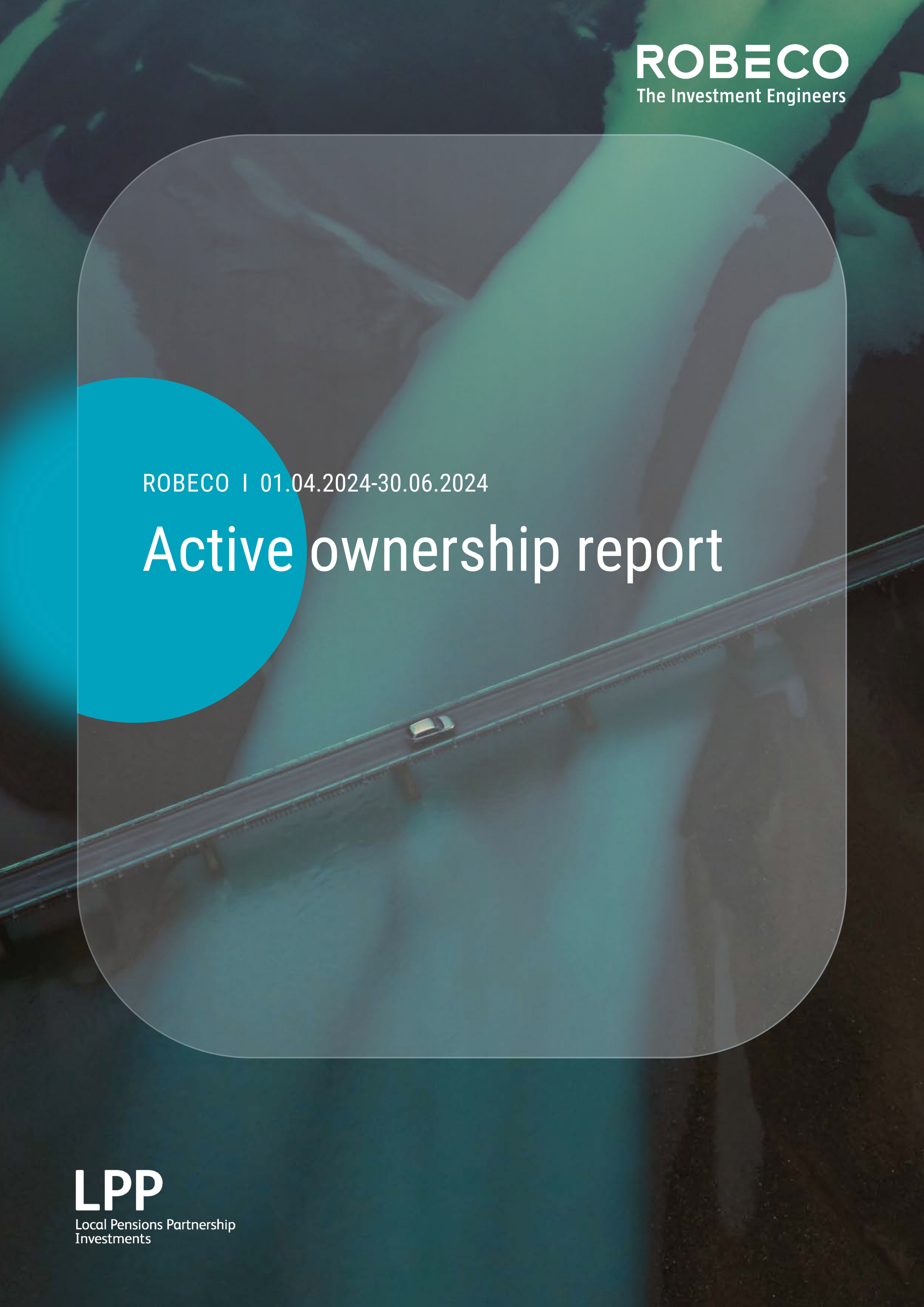


ROBECO
The Investment Engineers

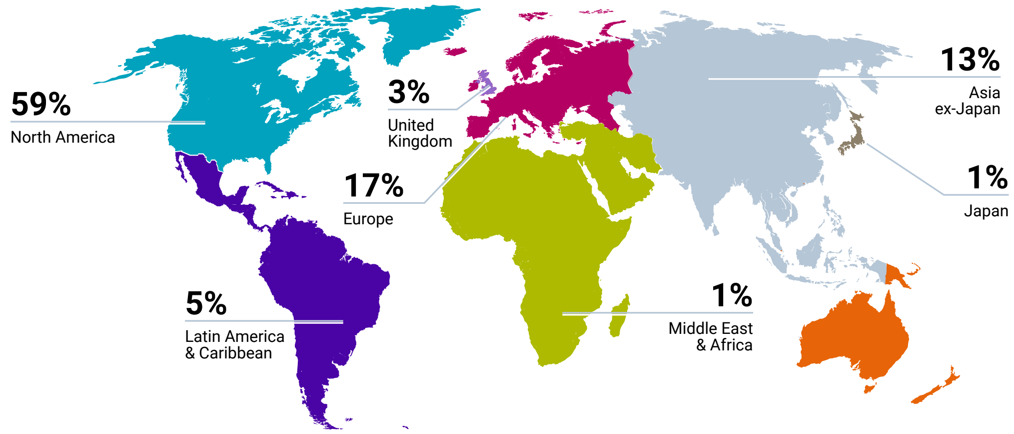
ROBECO I 01.04.2024-30.06.2024

Active ownership report

LPP
Local Pensions Partnership
Investments

Q2|24 figures engagement

Engagement activities by region

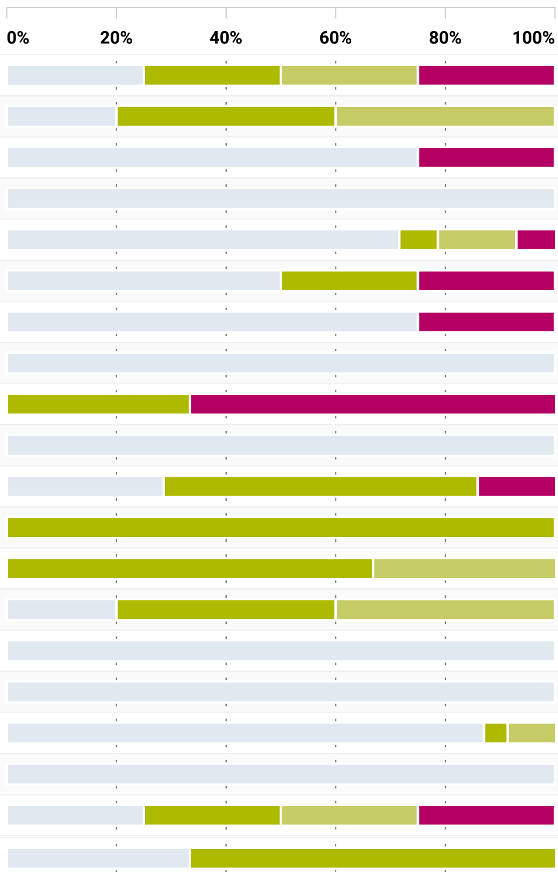


Number of engagement cases per topic*	Q2
Environmental	20
Social	13
Governance	8
Sustainable Development Goals	29
Voting Related	3
Enhanced	3
Total	**76**

Number of engagement activities per contact type	Q2
Meeting	13
Conference call	47
Written correspondance	44
Shareholder resolution	0
Analysis	19
Other	2
Total	**125**

Progress per themes
Themes and number of companies under engagement

Biodiversity	4
Climate and Nature Transition of Financial Institutions	10
Natural Resource Management	4
Nature Action 100	2
Net Zero Carbon Emissions	14
Diversity and Inclusion	4
Human Rights Due Diligence for Conflict-Affected and...	4
Just Transition in Emerging Markets	2
Labor Practices in a Post Covid-19 World	3
Modern Slavery in Supply Chains	6
Sound Social Management	7
Corporate Governance Standards in Asia	1
Corporate Governance in Emerging Markets	3
Good Governance	5
Tax Transparency	5
Fashion Transition	13
SDG Engagement	23
AGM engagement 2024	3
Acceleration to Paris	4
Global Controversy Engagement	3



Success • Positive progress • Flat progress • Negative progress • No Success

* For more information on Robeco's approach to engagement please refer to the appendix at the end of the report.

Contents

Introduction

The second quarter of the year is often seen as the pinnacle of corporate governance, with most annual general meetings and associated engagements taking place throughout this period. This year's voting season has gained particular attention, with US energy company ExxonMobil's new precedent of taking legal action against investors' climate requests raising, which although dismissed, the question whether shareholder democracy is still functional. We remain committed to active ownership, having made use of this important period around companies' annual shareholder meetings to craft an intensive dialogue with corporate leadership.

Across our other engagements, we close the 'Labor practices in a post Covid-19 world' theme, looking back at the three years since we launched the theme in the midst of the pandemic. The crisis acted as a wake-up call for many human capital-intensive sectors. Hotel franchises became a lot more pro-active in understanding and managing sub-contracted or franchised workers, introducing mandatory maternity leave periods in codes of conducts for franchises, for example. Food retailers invested heavily in workers' career paths, showcasing progress in the form of internal promotion rates and diversity metrics. Meanwhile, online food delivery companies reviewed delivery algorithms and incentive mechanisms to prioritize less risky routes and allocate more time to delivery, thereby reducing road accident rates.

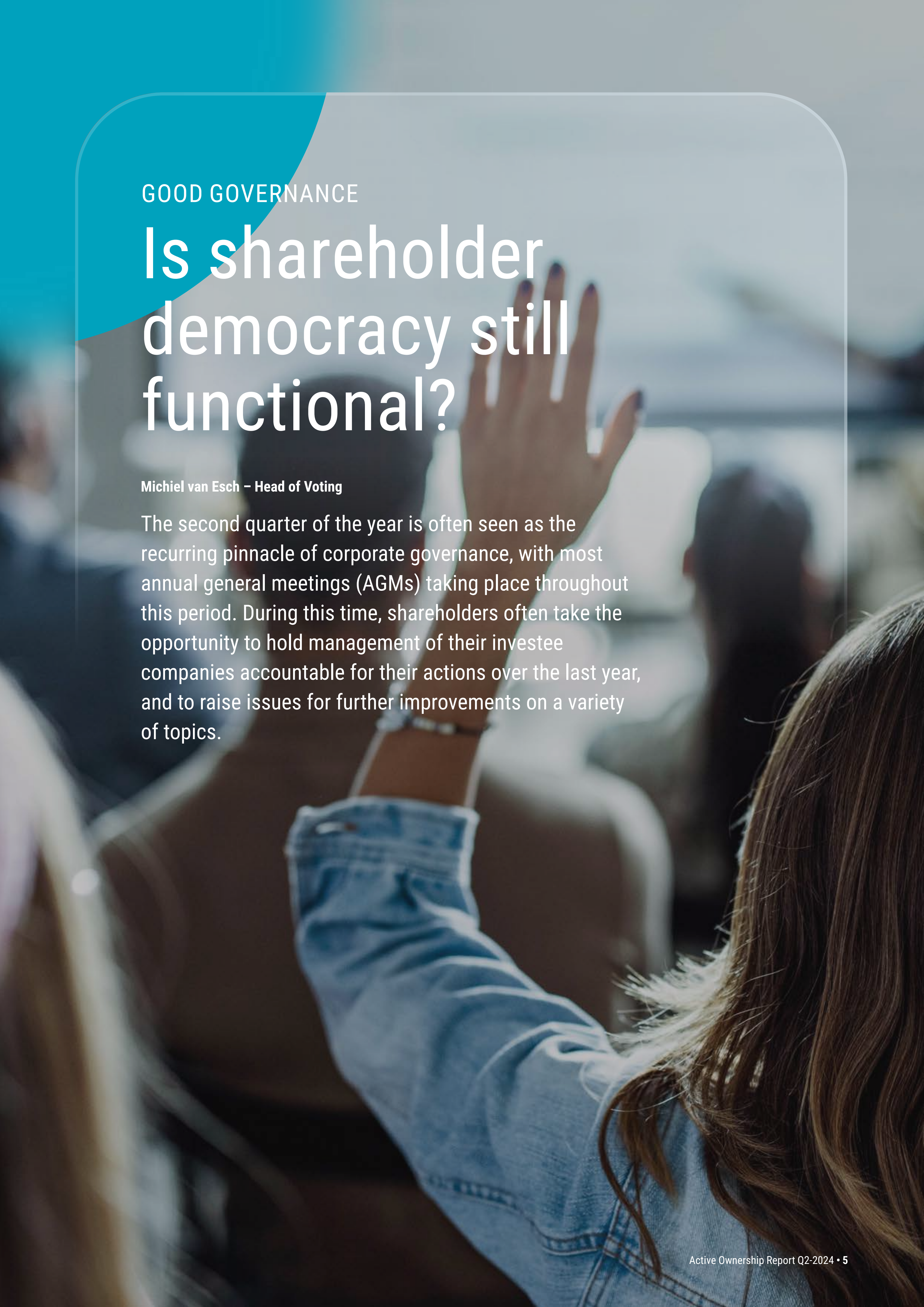
On climate, we have broadened our engagement with financial institutions to include biodiversity, recognizing that climate targets cannot be achieved without also protecting and restoring nature. The engagements so far show clear regional discrepancies, with EU banks having made significant progress in setting climate targets and financing phase out plans, while US and Asian banks are taking longer to translate climate ambitions into practice. These are expectations that we will continue communicate through the 'Climate and nature transition of financials' theme.

Taking a cross-fertilizing view on sustainability, our Sustainable Development Goals (SDG) engagements are nearing the three-year mark. The theme, which focuses on companies' contribution to one or more of the UN SDGs through their business models, by supplying underserved markets, or by advancing industry best practices is starting to be increasingly reciprocated. Companies are beginning to reach out to us to receive feedback, showing that the intensive engagement structure of the theme is paying off. To interpret the actual outcomes of the dialogue on the ground, we share how we are looking at the 'impact' of our engagements, evaluating 'who' and 'how much' corporate actions in line with our engagement asks are serving, among other issues.

Lastly, returning to the focus onto corporate governance, we highlight the most recent trends in the Japanese market. The Tokyo Stock Exchange recently introduced new guidance on capital allocation and sustainability disclosures, significantly reshaping the corporate governance landscape in Japan. The enhanced disclosure requirements mean that companies must be more transparent about their operations and strategies, which should lead to improved investor confidence and ultimately enhance the global competitiveness of Japanese companies.

As we enter the second half of 2024, we look forward to picking up new engagement themes and to continue with the strong collaboration and support we have received from our clients.

Carola van Lamoen
Head of Sustainable Investing



GOOD GOVERNANCE

Is shareholder democracy still functional?

Michiel van Esch – Head of Voting

The second quarter of the year is often seen as the recurring pinnacle of corporate governance, with most annual general meetings (AGMs) taking place throughout this period. During this time, shareholders often take the opportunity to hold management of their investee companies accountable for their actions over the last year, and to raise issues for further improvements on a variety of topics.

As with all proxy seasons, many topics led to heated debates, including questions on climate change, remuneration issues, capital allocation plans, human capital management and lobbying procedures. However, this season, one much more fundamental question overshadowed many of these discussions: Is shareholder democracy still functional in upholding the best interests of all shareholders?

This key and novel debate was triggered partly when Exxon Mobil decided to take legal action against Arjuna Capital and Follow This, seeking to get a shareholder resolution asking for Paris-aligned carbon reduction targets to be taken off the agenda. Many shareholders were concerned with this; not just because the company continued to pursue the lawsuit after the proponents had withdrawn the resolution, but also because of the precedent it set.

In normal circumstances, if a US company wants to challenge a shareholder resolution, it would turn to the Securities and Exchange Commission (SEC). The regulator would then determine (based on a set of guidelines) whether the proposal should be taken off the agenda. Many shareholders feared that companies taking legal action would create a different dynamic that would make them much more hesitant to make use of their rights to bring forth certain issues to management. Together with several other institutional investors, Robeco signed a petition asking companies to resolve their differences with shareholders via a constructive discussion, or if necessary to take their challenges to the SEC, rather than resorting to the courts. In the end, the court declared ExxonMobil's claim redundant, as the shareholder had made an unconditional and irrevocable pledge not to file a similar resolution again.

In other parts of the world, we have noted certain amendments to shareholder rights, often with the ambition of making public offerings and listings requirements more attractive for a wider set of companies. Even though, such changes may seem beneficial for listed companies, they may have adverse consequences for shareholders rights. For example, the UK recently facilitated the possibility of dual listings (for specific listing segments), and plans for dual share classes and loyalty shares are being proposed in Italy. Contrary to these developments, we have also seen changes that paint a more positive picture for shareholders. One of them is the universal proxy card (UPC). This year was the second full voting season that used the UPC, with the aim of giving shareholders voting by proxy in contested elections the opportunity to mix and match nominees put forward by the incumbent board members and dissident shareholder(s).

As a result, shareholders no longer have the restrictive choice of voting for one slate or the other, and are thereby able to opt for more gradual or nuanced change. Many speculated that the 2023 proxy season would see an uptick in proxy fights due to the UPC, but this failed to materialize until 2024. This year's proxy season was marked by a series of high-profile fights in which the UPC was used, such as Disney's proxy battle against Nelson Peltz's Trian Partners and Blackwells Capital, or the union-driven proxy fight at Starbucks.

During the 2024 voting season, we did not nominate board members in the US via the universal proxy card, but we did file shareholder resolutions at several companies, for example around further reporting on risks related to climate change. Moreover, we made formal suggestions for new board nominations, particularly in Brazil.

Not all stewardship activities need to originate from filing rights. Discussions leading up to shareholder meetings provide good opportunities for engagement, with constructive dialogues leading to progress and improvements on governance and sustainability topics. Most engagement progress is often not made in the debate that catches the public eye, but rather in those moments where shareholders and management find common ground to move the discussion forward and work towards realistic change.

As part of our high-intensive engagement process, Robeco leveraged our ownership rights by physically attending a variety of shareholder meetings in the UK and the Netherlands; using this venue to engage with investee companies on key sustainability risks, impacts and opportunities, encouraging companies to build future-proof models.

AGMs are crucial platforms for approving and discussing key governance mechanisms, including board elections, remuneration structures and the annual report. While much of our engagement happens before these meetings, the final vote and feedback occur during the AGM.

For those shareholder meetings we attended in person, we discussed strategy, governance and reporting, and encouraged

> “ *Most engagement progress is often not made in the debate that catches the public eye, but rather in those moments where shareholders and management find common ground.*
>
> Michiel van Esch

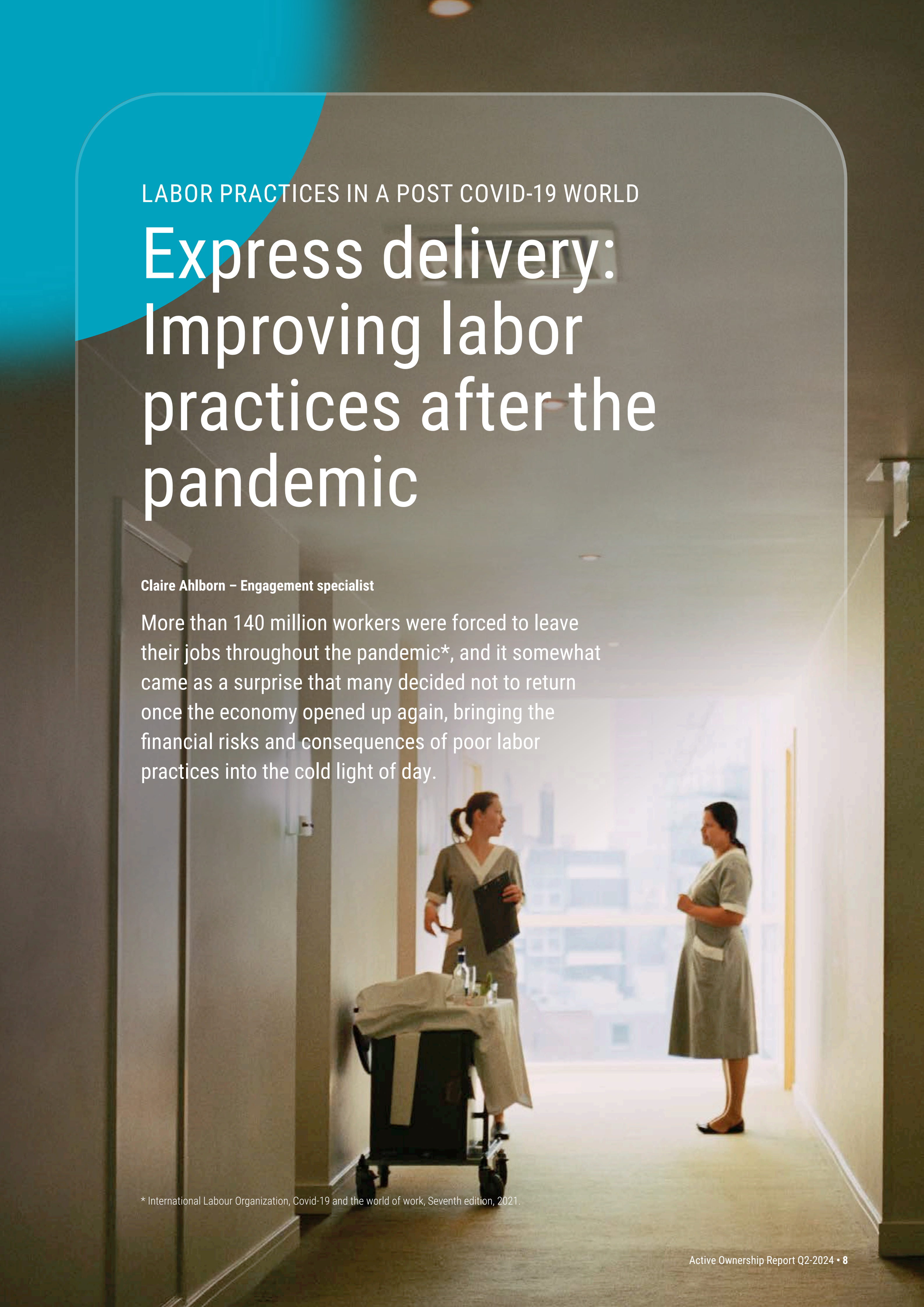
companies to advance their sustainability initiatives and remuneration policies. In many of these engagements, we have seen progress being made on remuneration structures, ESG disclosures, and giving better guidance to the market.

CASE STUDY

As part of our engagement activities, Robeco attended the annual shareholder meetings of the following companies:

Unilever
Where our discussion centered around the sustainability implications of the fast-moving consumer goods company's recent strategy changes under its new leadership. The CEO and Chair reassured investors of Unilever's continued focus on sustainability, with ambitions having become a lot more focused on measurable and controllable impacts.

Adyen
A Dutch payments company, where we discussed how better guidance could be given to the market to reduce volatility.



LABOR PRACTICES IN A POST COVID-19 WORLD

Express delivery: Improving labor practices after the pandemic

Claire Ahlborn – Engagement specialist

More than 140 million workers were forced to leave their jobs throughout the pandemic*, and it somewhat came as a surprise that many decided not to return once the economy opened up again, bringing the financial risks and consequences of poor labor practices into the cold light of day.

* International Labour Organization, Covid-19 and the world of work, Seventh edition, 2021.

While many anticipated that consumer preferences would change during and then after the pandemic, few expected workers' criteria for what was acceptable to switch as well. As the economy started to recover, and as costs of living started to rise, workers were no longer prepared to accept jobs with low pay, bad working conditions, high health risks and limited social benefits.

The 'great resignation', as the phenomenon is called, and the resulting labor market tightening, was most pronounced among frontline workers across contact-intensive sectors, according to the OECD Economics Department*. This highlights the financial materiality of labor standards across the sectors engaged in our theme 'Labor practices in a post Covid-19 world'; food retail, online food delivery and hotels.

The engagements, which were initiated in 2021 and have now been concluded, focused on the systemic labor challenges across some of the sectors most impacted throughout the pandemic.

As companies maneuvered through labor shortages, rising inflation and uncertain regulatory environments, they came to recognize the inherent importance of overcoming labor challenges. However, while companies made significant strides when rethinking or investing in health and safety, social dialogue and human capital development, the key challenges around wages and benefits largely remain unresolved.

Competitive advantage through competitive wages

The limited structural progress on the rethinking of wages and social benefits throughout nearly all our engagements reflects the inherent social challenges embedded in many low-cost service sector business models, where profit margins are thin and are driven by minimizing companies' largest costs: labor.

For human capital to be seen as an investment rather than a minimizable cost, companies' business models must create space for this. Raising wages from the national minimum up to living wage standards, and broadening social benefits to include adequate sick pay, health insurance and robust pension plans, requires a strategic discussion about competitive business models rather than only about their sustainability.

While the post-pandemic labor shortages and cost of living crisis pushed wages and social benefits higher up corporate agendas, changes to wages and benefits have remained limited to the possibilities within given competitive models. In the retail and hospitality sectors, wages were often raised only on one-off occasions.

Online food delivery companies introduced social benefit agreements with local insurance or pension partners to give better deals to delivery workers who remained responsible to set up their own social benefit plans. Only one gig company conducted a living wage assessment and only one hotel group started to incorporate decent pay into its human rights due diligence assessments, aiming to identify and address gaps among service contractors. However, while they are all positive steps, none of them addressed the wage and social benefit gaps in their entirety.

Our engagements with hotel groups explored how fair wage standards could be incentivized through their franchising contracts and fees, for example by offering reduced fees for hotels accredited as paying living wages. While this is a challenging area due to legal issues over competition rules and other employer restrictions, we were pleased to see one hotel group updating its franchising policy to mandate a minimum 14-week maternity leave globally. This served as a blueprint to improve labor practices despite complex indirect labor relations.

A growth trade-off?

One common strategy to remain being seen as an attractive employer, often while hoping to overshadow the lack of progress of wages and sick pay, was the strong focus on human capital development and the prospects for career growth. This proved to be one of the engagement objectives that brought the most successes.

Some of the best practices that emerged during the engagement included designing individualized employee career paths, reporting on internal promotion rates, conducting inaugural pay equity assessments, and exploring alternative ways to assess diversity metrics such as by looking at educational backgrounds or similar metrics. Even the online food delivery companies, who used to see themselves as offering only side or transitional jobs, have started to offer language or subject courses, as well as programs for couriers to transition to a job at the company headquarters.

> *" The pandemic raised questions which go beyond the mere sustainability agenda of a company, and need to be reflected in its value creation models, leadership and growth visions.*
>
> Claire Ahlborn

* OECD Economics Department, The Post-Covid-19 Rise In Labour Shortages Economics Department Working Papers No. 1721

In search of a bargain

Companies started to face the realities of their past inaction, with governments across Europe having started to regulate gig work due to continued concerns around labor practices. These new regulations sharply limit online food delivery companies' workforce models, increasingly requiring clear employer/employee contracts.

Recognizing the risk of continued regulatory change, particularly for the online food delivery sector, these companies started to heavily build on social dialogue with both governments and workers. They began to lobby for industry-wide social protections for their couriers, and to pro-actively address those labor concerns they deemed feasible within their current operating model.

This led the online food delivery sector in particular to develop an extensive social dialogue, signing an array of regional agreements with worker unions. Meanwhile, where unionization was prohibited or historically rare, significant enhancements were made to consultations with delivery workers. This resulted, for instance, in strengthened grievance channels that no longer excluded workers who were previously blocked. While individual worker engagement does not provide an alternative to collective bargaining, it does take a step towards enhancing social dialogue.

Masks off, helmets on

Worker health and safety was a key concern driving regulatory changes during and after the pandemic. For hotels and food retailers, the urgency around occupational health and safety quickly went back to pre-pandemic levels once the health crisis was managed. But for online food delivery companies, it only just started, as streets turned busier again, raising accident risks.

All online food delivery companies in our engagement peer group significantly enhanced their approach to courier road safety. Improvements included the revision of delivery algorithms and incentive structures to prioritize the use of less risky routes, allowing more time for deliveries. Others linked lower accident rates to executive remuneration, altogether leading to a significant drop in accident rates.

Leveraging human rights governance

Changing labor practices requires the ambition for change to be deeply embedded in the organizational and leadership vision, making social governance one of the key objectives discussed. While the results remained mixed, we saw a growing recognition of responsibility towards companies' indirect workforce, potentially driven by debates around the US Joint Employer Liability law revisions which define a franchisor's liability towards employees of their franchises and subcontractors.

This furthermore was reflected in a growing integration of labor and human rights, embedding fair wages, freedom of association, occupational health and safety and overall employee satisfaction into human rights narratives and due diligence processes, leveraging existing processes and governance structures to raise oversight and control over labor practices.

Covid-19 and the turbulent times thereafter brought forward the inherent challenges many service sector workers face. While acting as a wake-up call, driving a lot of positive labor practices, the pandemic raised questions which go beyond the mere sustainability agenda of a company, and need to be reflected in its value creation models, leadership and growth visions.

CASE STUDY

Meituan

In 2021, Meituan, one of the two largest Chinese online food delivery companies, was confronted not only by courier protests but also faced legally mandated labor standard revisions by the Chinese government. Through our continued dialogue with the company, we were pleased to see Meituan come out as a best practice when it comes to aligning its algorithm with health and safety priorities.

Over the last three years, Meituan regularly revised its delivery algorithm with a focus on reducing road accidents, embedding more reasonable delivery time limits and routes, as well as amending incentive and penalty structures to no longer incentivize reckless driving. Besides embedding accident insurance coverage for each delivery, the company also included mandatory trainings and delivery restrictions if couriers are flagged repeatedly for road safety violations. Altogether, these measures have already started to reduce accident rates across its workforce.

CLIMATE AND NATURE TRANSITION OF FINANCIAL INSTITUTIONS

Banking on a green future

Sylvia van Waveren – Engagement specialist

In recent years the climate transition of financials, and particularly the emissions that they finance, has gained increasing relevance, mainly due to their prominent role in facilitating a low-carbon transition. Financial institutions have become more and more subject to rising pressure from clients and investors advocating for portfolio decarbonization.

In 2021, we launched our engagement theme on the climate transition of financial companies. We selected a group of listed banks, spread across a variety of markets, for engagement. The banks were selected based on their exposure to carbon-intensive sectors, their lending practices, and their overall sustainability scores. The climate impact of a bank is based on the magnitude and allocation of its capital and services across carbon-emitting sectors, known as their 'financed emissions'.

Results after almost three years of engagement

From the start of our engagement in 2021, we adopted the framework of the Task Force on Climate-related Financial Disclosure (TCFD), with the aim of helping banks to improve the development and reporting of their climate transition strategies. This framework was established to show whether the management of climate risks was being addressed; if climate targets have been set; that the required data to do so is collected and verified; and that there is sufficient oversight from management and the board on climate matters. Four main objectives formed the centerpiece of our engagement: governance, strategy, risk management, and targets and metrics.

After three years of engagement, we were able to close the first set successfully. These banks were able to address climate change challenges well and on time. We concluded that climate change was being sufficiently addressed, and that further engagement would not be necessary, not least as the banking sector is being heavily engaged by investors, NGOs and central banks across Europe.

However, we were unable to close the engagements with banks from the US and Asia effectively. While almost all the EU banks have progressed well in decreasing their financed emissions, the US banks showed little positive progress, and progress was slow at the Asian banks.

Extension and enhancement of the theme

Given the mixed engagement results so far, we concluded that it would be wise to continue our engagements in this sector, since the need to focus on financed emissions has grown in importance. Therefore, we decided to extend the theme, using the more advanced and granular frameworks that have since been developed, such as from the Transition Pathway Initiative (TPI) for banks and our own Traffic Light assessment. These more advanced tools use sector decarbonization pathways and credibility analyses. Extending this theme provides us with more resources to successfully engage with financial institutions, and we expect an increasing awareness and transparency in the sector, and likewise, an increased impact of our engagement.

This then perfectly matched with something else that we had observed – growing attention towards nature or biodiversity as material risks for financials. This triggered a strong desire to start engagement on the biodiversity risks and opportunities that the banking sector is facing. Because of the development of more granular frameworks such as from Nature Action 100 (NA100), we have therefore added specific requirements within each objective, targeting both climate and biodiversity indicators.

Our new engagement objectives

The current engagement objectives in the banking theme are based on the overarching TCFD guidelines. These can be easily used and extended, with the same overarching guidelines of the Taskforce on Nature-related Financial Disclosures (TNFD). They use the same four guidelines targeting governance, strategy, risk management, and targets and metrics. Hence, we developed an engagement framework making use of both climate and nature objectives. We have set overarching four engagement objectives built on the TCFD and TNFD frameworks, and also set specific sub-objectives for climate and nature on each one.

Lastly, to reflect the recent changes the best way possible, we have renamed the theme to 'Climate and nature transition of financial institutions'.

> “ *Making use of the newly developed frameworks both on climate and nature makes perfect sense in light of the increasing demands from investors and society.*
>
> Sylvia van Waveren

SDG ENGAGEMENT

Where the rainbow meets the ground

Alexandra Mortimer – Engagement specialist

We're two and a half years into our Sustainable Development Goals (SDG) engagement theme through which we encourage companies to improve their impact on one or more of the 17 UN Sustainable Development Goals. The theme aims to address to what extent companies' products and services can make a clear contribution to addressing sustainable development challenges, in developing new business models, expanding into otherwise underserved markets, or adjusting existing business processes to advance industry best practices.

Three key processes guide the theme. The first is the construction of a company-specific SDG engagement case setting out specific, measurable, attainable, relevant and time-based (SMART) objectives. We term these objectives as 'milestones', as in aggregate they represent the steps companies can take to address their societal impacts and align their corporate strategy with the SDGs.

Then there is the engagement itself, providing in-depth and unique insights into companies' approaches towards sustainable development, which feeds back into the research and fundamental view of the company. Finally, we evaluate the impact of the engagement, applying our impact measurement framework that also factors in the company's view of the dialogue.

Reflection on 2023

Looking back since the start of this theme, we're pleased to see our early efforts continue to materialize in 2023, reflected in the progressing status of milestones and overall cases.

We've been able to meet more companies in person, not only at each other's place of business, but also at key global conferences, such as COP28 in Dubai. We're seeing that investing our time and effort in these relationships has yielded many of these companies to reciprocate. They are increasingly reaching out to ask for our feedback on prospective policy or reporting changes, allowing us to tap directly into their internal processes.

Engagement progress

As we address multiple SDGs and topics in each engagement, we track companies' progress by evaluating to what extent they have met our expectations on specific asks. These range from disclosures, policies and stakeholder interactions, to target setting and other forms of corporate action. Over the last year, the majority of the milestones achieved were linked to SDG 12: 'Responsible consumption and production', and SDG 13: 'Climate Action', which align with the distribution of the SDG linkages across the total milestones we've set across engagements.

Defining impact

With this engagement program, we aim to improve a company's contribution to one or more of the SDGs. The chain of engagement activity, progress, and impact takes time and consistency – but it is possible.

To best capture the societal impact of our engagement, we have developed a framework that builds on the 'five dimensions of impact', as originally introduced by the Impact Management Project.

By using multiple dimensions, we look at impact more holistically, as in most cases, the outcome of engagement cannot be captured in a single metric. Our framework, outlined below, reflects on the 'who', 'what', 'how much', 'contribution', and 'risk' dimensions of impact.

Through the first question, 'who', we seek to identify the beneficiaries, and how underserved these are with regards to the outcome. Secondly, for the 'how much' dimension, we consider the number of beneficiaries of the outcome, and the 'degree of change' experienced by the beneficiaries for societal impacts of a social nature. For environmental impacts, the 'how much' dimension is determined by 'what' planetary boundary the engagement outcome is impacting, and to what extent the threshold for that planetary boundary has been crossed.

With the fourth dimension, 'contribution', we assess the extent to which an outcome would likely have happened regardless of the engagement. As such, this dimension concerns whether the improvement can (in part) be attributed to the investor. This dimension is the subject of our annual engagement survey. Finally, we take into account the 'risk' that the achievement of a milestone does not result in the desired societal outcome.

Going back to our engagement activity, last year, we began sending out a survey to companies participating in the theme in order to get feedback on the dialogue and gain insights into our level of investor contribution for the specific milestones we had selected. The survey starts with

Illustrative example of Robeco's engagement impact framework

Dimension		Question	Assessment				
			1	2	3	4	5
What		What is the intended **real-world impact**?	*Described in respective engagement objective or milestone*				
Who		**How underserved** are the ultimate beneficiaries related to the outcome?	**Well-served** *e.g. investors, corporate customers*	**Somewhat well-served**	**Moderate**	**Somewhat underserved**	**Underserved** *e.g. sub-contracted workers in poorer economies*
How much	Scale	**How many** beneficiaries are experiencing the outcome?	**Very small scale** *e.g. < 5.000 people*	**Small scale** *5.000 - 50.000*	**Moderate scale** *50.000 - 500.000*	**Large scale** *500.000 - 5.000.000*	**Very large scale** *e.g. > 5.000.000*
	Depth	What is the **degree of change** experienced by beneficiaries due to the outcome?	**Very low degree** *e.g., customer satisfaction or convenience*	**Low degree**	**Moderate degree**	**High degree**	**Very high degree** *e.g., preventing fatal injuries in workplace*
Contribution		What is the level of '**investor contribution**' in achieving this outcome?	**Low**	**Somewhat low**	**Moderate**	**Somewhat high**	**High**
Risk		What is the **likelihood** that the intended societal impact will be generated as a result of achieving the milestone?	**Unlikely** *e.g. improved disclosures on injury rates might not lead to significant impact on the ground*	**Somewhat unlikely**	**Neutral likelihood**	**Somewhat likely**	**Likely** *e.g. a realized reduction in injury rates likely reflects a direct impact on the ground*

several questions related to quality of the engagement dialogue from the companies' perspective, and the mean score of statements indicate the level of contribution we've had to the outcomes of the milestones.

The results show that most companies felt that Robeco's engagement specialists were well-informed and focus on issues that are both financially material to the company, as well as material for society.

The responding companies shared that the engagements have helped them improve their sustainability disclosures and raise internal awareness on discussed topics, which in some cases even reached the board of directors or led to better performance indicators.

Looking ahead

Looking forward, we're expecting to build on our engagements by refining our milestones, honing in on the opportunities we've crafted in our relationships, and critically evaluating where opportunities we had identified haven't yet materialized. The results of the past year push us to continue this work into the next, and we look forward to seeing where it takes us.

PROXY VOTING – MARKET INSIGHT

Tokyo's new glass structures

Ronnie Lim – Engagement specialist

Issuers in Japan's equity market have long endured a valuation discount. While regulators and market institutions have tried to address this by reforming corporate governance structures, including encouraging more active stewardship by investors, recent reforms by the Tokyo Stock Exchange (TSE) focusing on capital allocation have changed corporate behavior. This has resulted in over USD 50 billion in net inflows by foreign investors since April 2023 on expectations for Japan's economic recovery and improvements in capital efficiency, according to the TSE*.

* Updates from TSE – Exchange & Beyond, JPX Tokyo Stock Exchange May 2024

In 2023, the TSE launched several initiatives to enhance corporate governance. They aim to align with global standards and improve transparency, accountability, and shareholder value, and further promote a push to best practices that are very similar to Robeco's engagement objectives on corporate governance.

The key measures include a mandate for a higher ratio of independent directors on corporate boards. Companies listed on the Prime Market are required to have at least one-third of their board members as independent directors. Additionally, there is a push for greater gender diversity on boards. Companies are encouraged to disclose policies and targets related to board diversity, including the appointment of more women to executive positions.

The exchange also revised requirements for better disclosures for financial and non-financial information. This includes detailed reporting on environmental, social, and governance (ESG) factors and risks. Efforts also have been made to protect and enhance shareholder rights, such as by facilitating easier voting processes at shareholder meetings, and ensuring that companies engage more actively with their investors.

And last but certainly not least, the stock exchange is promoting sustainability by encouraging companies to integrate ESG factors into their business strategies. Companies are urged to set long-term sustainability goals and report on their progress towards them.

In summary, the TSE's recent initiatives are significantly reshaping the corporate governance landscape in Japan, driving transparency, accountability, and sustainability, and ultimately enhancing the global competitiveness of Japanese companies.

Initial observations of these reforms are encouraging. The initiatives have led to greater transparency and accountability among Japanese companies. The enhanced disclosure requirements mean that companies must be more transparent about their operations and strategies, leading to improved investor confidence.

Aligning with international standards of corporate governance helps Japanese companies become more attractive to global investors. This increased investment can lead to better market performance and growth opportunities. The emphasis on board diversity and shareholder engagement is fostering a cultural shift within Japanese corporations. There is a growing recognition of the value of diverse perspectives and the importance of shareholder input into corporate governance.

Some companies face challenges in adapting to these new requirements, particularly those with traditionally insular practices. However, the overall trend is positive, with many companies making significant strides in improving their standards. Slowly but surely, we are starting see some positive examples of more progressive capital allocation practices, as some companies have engaged in share repurchase programs. Buying back their own shares reduces the number of shares outstanding, thereby increasing earnings per share and improving return on equity (ROE).

Several firms have increased their dividend payouts. This move not only returns excess cash to shareholders, but also signals confidence in their future cash flow, improving overall capital allocation efficiency. On average firms have reduced their cross-shareholdings, which were traditionally used to cement business relationships, but often led to inefficient capital usage. Reducing these holdings can free up capital for more productive uses.

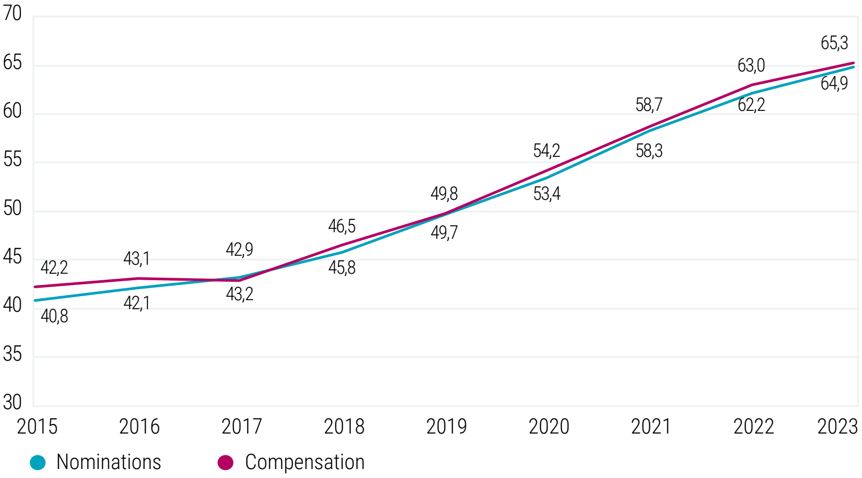
Many companies have strengthened their governance structures by appointing more independent directors and establishing committees focused on capital efficiency and governance practices. For example, the chart below illustrates the sustained increase in the percentage of committees headed by independent chairs.

Virtually all companies listed on Tokyo's Prime market now have met the new regulations by having at least one-third of members as independents, and they have also adopted nomination and compensation committees .

About 70% of companies, aided in part by investors, are calculating their respective costs of capital. On the topic of cross-shareholdings (which typically earn a low rate of return), institutional investors have been using specific capital allocation thresholds to vote against management proposals at annual meetings.

By implementing these measures, Japanese companies are striving to meet the TSE's expectations and enhance their overall capital efficiency, which in turn should lead to better shareholder returns and stronger market performance.

Percentage of committees on Prime-listed firms headed by outside director committee chairs



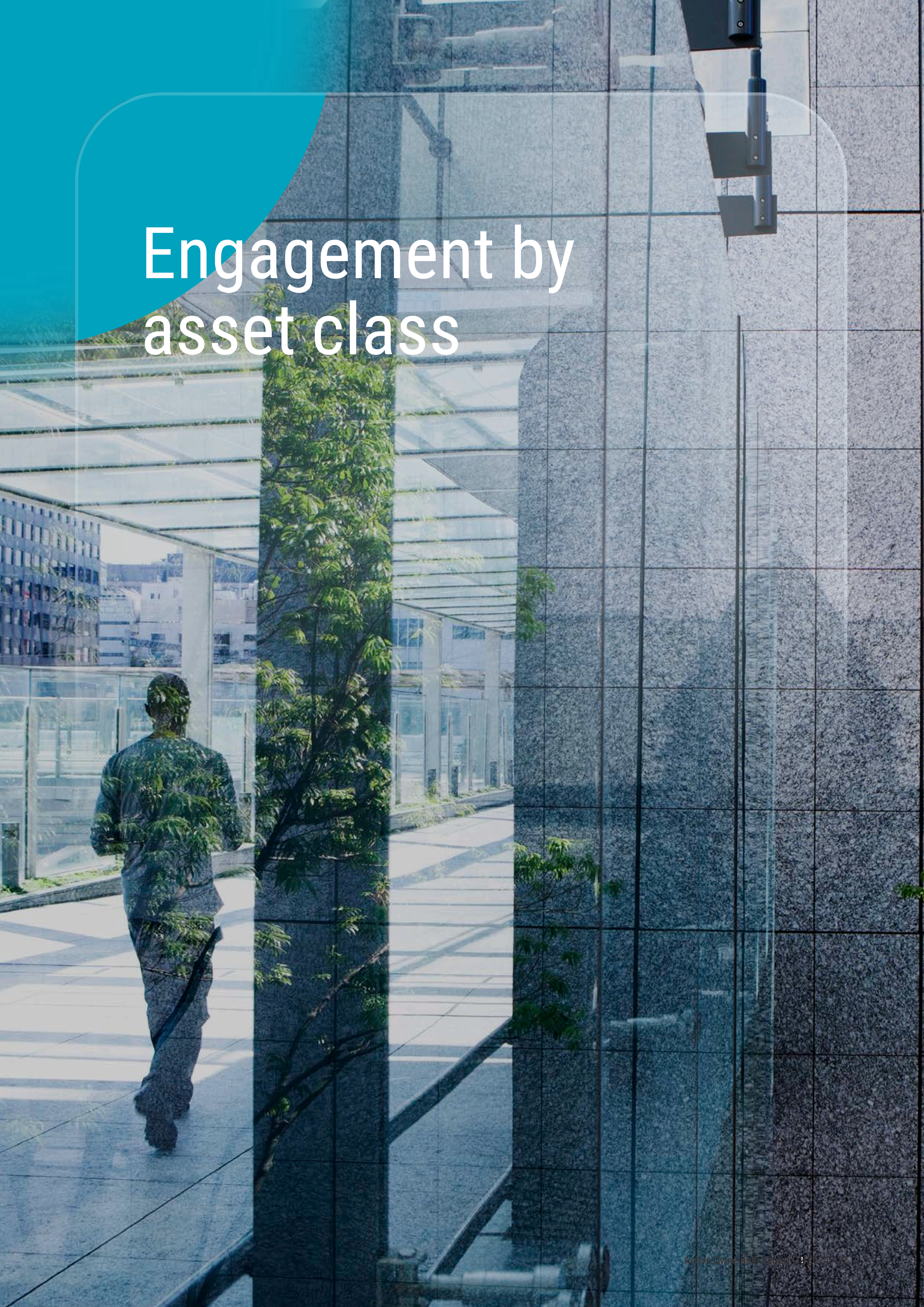
Source: The Board Director Training Institute of Japan

Companies under engagement in 2024

Theme	Company
ENVIRONMENT	
Biodiversity	Sappi Ltd.
Biodiversity	Unilever
Climate and Nature Transition of Financial Institutions	Bank of America Corp.
Climate and Nature Transition of Financial Institutions	Barclays Plc
Climate and Nature Transition of Financial Institutions	BNP Paribas SA
Climate and Nature Transition of Financial Institutions	Citigroup, Inc.
Climate and Nature Transition of Financial Institutions	DBS Group Holdings
Climate and Nature Transition of Financial Institutions	HSBC
Climate and Nature Transition of Financial Institutions	ING Groep NV
Climate and Nature Transition of Financial Institutions	JPMorgan Chase & Co., Inc.
Climate and Nature Transition of Financial Institutions	Sumitomo Mitsui Financial Group, Inc.
Natural Resource Management	Ambev SA
Natural Resource Management	OCI NV
Nature Action 100	Alibaba Group Holding Ltd.
Nature Action 100	LG Chem
Net Zero Carbon Emissions	BHP Billiton
Net Zero Carbon Emissions	BP
Net Zero Carbon Emissions	Celanese Corp
Net Zero Carbon Emissions	Cheniere Energy Inc
Net Zero Carbon Emissions	Costco Wholesale Corp
Net Zero Carbon Emissions	Cummins, Inc.
Net Zero Carbon Emissions	Duke Energy Corp.
Net Zero Carbon Emissions	Engie SA
Net Zero Carbon Emissions	Holcim AG
Net Zero Carbon Emissions	Hyundai Motor
Net Zero Carbon Emissions	Royal Dutch Shell
Net Zero Carbon Emissions	Westlake Corp
SOCIAL	
Diversity and Inclusion	Netflix Inc
Diversity and Inclusion	Oracle Corp
Human Rights Due Diligence for Conflict-Affected and High-Risk Areas	Booking Holdings, Inc.
Human Rights Due Diligence for Conflict-Affected and High-Risk Areas	Cemex SAB de CV
Human Rights Due Diligence for Conflict-Affected and High-Risk Areas	IPG Photonics Corp
Human Rights Due Diligence for Conflict-Affected and High-Risk Areas	Volkswagen
Just Transition in Emerging Markets	Reliance Industries Ltd
Just Transition in Emerging Markets	SK Innovation Co Ltd
Labor Practices in a Post Covid-19 World	Marriott International, Inc.
Labor Practices in a Post Covid-19 World	Meituan Dianping

Theme	Company
Labor Practices in a Post Covid-19 World	Wal-Mart Stores
Modern Slavery in Supply Chains	General Mills
Modern Slavery in Supply Chains	Kia Motors Corp.
Modern Slavery in Supply Chains	Mondelez International
Modern Slavery in Supply Chains	Tesla Motors, Inc.
Modern Slavery in Supply Chains	The Kroger
Modern Slavery in Supply Chains	Wal-Mart Stores
Sound Social Management	Baidu, Inc.
Sound Social Management	Tencent Holdings Ltd.
CORPORATE GOVERNANCE	
Corporate Governance in Emerging Markets	Hyundai Motor
Corporate Governance in Emerging Markets	Midea Group Co. Ltd.
Corporate Governance Standards in Asia	Hynix Semiconductor, Inc.
Good Governance	Adyen NV
Good Governance	Heineken Holding
Good Governance	Unilever
Tax Transparency	Apple
Tax Transparency	McDonalds
Tax Transparency	Microsoft
Tax Transparency	Stellantis NV
Tax Transparency	Thermo Fisher Scientific, Inc.
AGM RELATED ENGAGEMENTS	
AGM engagement 2024	Cummins, Inc.
AGM engagement 2024	Goldman Sachs Group, Inc.
AGM engagement 2024	ING Groep NV
SUSTAINABLE DEVELOPMENT GOALS	
Fashion Transition	Bureau Veritas SA
Fashion Transition	Compagnie Financiere Richemont
Fashion Transition	Estee Lauder Cos Inc/The
Fashion Transition	Etsy Inc
Fashion Transition	Hermes International SCA
Fashion Transition	Kering
Fashion Transition	LVMH Moet Hennessy Louis Vuitton
Fashion Transition	MercadoLibre Inc
Fashion Transition	Moncler SpA
Fashion Transition	NIKE
Fashion Transition	Ross Stores Inc

Theme	Company
Fashion Transition	Shopify Inc
Fashion Transition	Silgan Holdings Inc
SDG Engagement	Adobe Systems, Inc.
SDG Engagement	Alphabet, Inc.
SDG Engagement	Amazon.com, Inc.
SDG Engagement	Apple
SDG Engagement	AutoZone Inc
SDG Engagement	Banco BTG Pactual S.A.
SDG Engagement	Bank of Montreal
SDG Engagement	Capital One Financial Corp.
SDG Engagement	Deutsche Boerse
SDG Engagement	Elevance Health Inc
SDG Engagement	Grupo Bimbo SAB de CV
SDG Engagement	Haleon PLC
SDG Engagement	LyondellBasell Industries NV
SDG Engagement	Meta Platforms Inc
SDG Engagement	Motorola
SDG Engagement	NASDAQ OMX Group, Inc.
SDG Engagement	Novartis
SDG Engagement	OTP Bank Nyrt
SDG Engagement	Salesforce.com, Inc.
SDG Engagement	Samsung Electronics
SDG Engagement	Sumitomo Mitsui Financial Group, Inc.
SDG Engagement	Total
SDG Engagement	Volvo Group
GLOBAL CONTROVERSIES	
Acceleration to Paris	Berkshire Hathaway
Acceleration to Paris	Continental Resources, Inc.
Acceleration to Paris	ITOCHU Corp.
Acceleration to Paris	POSCO
Global Controversy Engagement	During the quarter, no companies were under engagement based on potential breaches of the UN Global Compact and/ or the OECD Guidelines for Multinational Enterprises



Engagement by asset class

Adani Ports & Special Economic Zone Ltd.	Bond
Adobe Systems, Inc.	Equity
Adyen NV	Equity
Alibaba Group Holding Ltd.	Bond
Alphabet, Inc.	Equity
Amazon.com, Inc.	Equity
Ambev SA	Equity
Apple	Equity
AutoZone Inc	Equity
Baidu, Inc.	Equity
Banco BTG Pactual S.A.	Equity
Bank of America Corp.	Bond
Bank of Montreal	Bond
Barclays Plc	Bond
Berkshire Hathaway	Equity
BHP Billiton	Bond
BNP Paribas SA	Bond
Booking Holdings, Inc.	Bond
BP	Bond
Bureau Veritas SA	Equity/Bond
Capital One Financial Corp.	Bond
Celanese Corp	Bond
Cemex SAB de CV	Bond
Cheniere Energy Inc	Bond
China National Building Material Co. Ltd.	Bond
Citigroup, Inc.	Bond
Compagnie Financiere Richemont	Equity
Continental Resources, Inc.	Bond
Costco Wholesale Corp	Equity
Crocs Inc	Bond
Cummins, Inc.	Equity
DBS Group Holdings	Bond
Deutsche Boerse	Equity
Duke Energy Corp.	Bond
eBay	Bond
Elevance Health Inc	Equity
Engie SA	Bond
Estee Lauder Cos Inc/The	Equity
Etsy Inc	Equity
General Mills	Bond
Goldman Sachs Group, Inc.	Bond
Grupo Bimbo SAB de CV	Bond
Haleon PLC	Equity
Heineken Holding	Equity
Hermes International SCA	Equity
Holcim AG	Bond
HSBC	Bond
Hynix Semiconductor, Inc.	Bond
Hyundai Motor	Bond
ING Groep NV	Bond
INPEX Corp.	Bond
IPG Photonics Corp	Equity
ITOCHU Corp.	Equity
JPMorgan Chase & Co., Inc.	Bond
Kering	Equity
Kia Motors Corp.	Bond
LG Chem	Bond
LVMH Moet Hennessy Louis Vuitton	Equity
LyondellBasell Industries NV	Bond
Marriott International, Inc.	Bond
McDonalds	Bond
Meituan Dianping	Equity
MercadoLibre Inc	Equity
Meta Platforms Inc	Equity
Microsoft	Equity
Midea Group Co. Ltd.	Equity
Moncler SpA	Equity
Mondelez International	Bond
Motorola	Equity
NASDAQ OMX Group, Inc.	Equity
Netflix Inc	Bond
NIKE	Equity
Novartis	Equity
OCI NV	Bond
Oracle Corp	Bond
OTP Bank Nyrt	Bond
Pertamina Persero PT	Bond
POSCO	Bond
Reliance Industries Ltd	Equity
Ross Stores Inc	Equity
Royal Dutch Shell	Bond
Salesforce.com, Inc.	Equity
SalMar ASA	Bond
Samsung Electronics	Equity
Sappi Ltd.	Bond
Schneider Electric SA	Bond
Shopify Inc	Equity
Silgan Holdings Inc	Equity
SK Innovation Co Ltd	Bond
Stellantis NV	Bond
Sumitomo Mitsui Financial Group, Inc.	Bond
Tencent Holdings Ltd.	Equity
Terna - Rete Elettrica Nazionale	Bond
Tesla Motors, Inc.	Equity
The Kroger	Bond
Thermo Fisher Scientific, Inc.	Bond
Total	Bond
Unilever	Equity
Volkswagen	Bond
Volvo Group	Bond
Wal-Mart Stores	Equity
Watches of Switzerland Group PLC	Bond
Westlake Corp	Bond

APPENDIX

Robeco's approach to Active Ownership

ROBECO'S ENGAGEMENT POLICY

Robeco actively uses its ownership rights to engage with companies on behalf of our clients in a constructive manner. We believe improvements in sustainable corporate behavior can result in an improved risk return profile of our investments. Robeco engages with companies worldwide, in both our equity and credit portfolios. Robeco carries out three different types of corporate engagement with the companies in which we invest;

Value engagement

a proactive engagement approach focusing on long-term environmental, social or corporate governance issues that are financially material or are causing adverse sustainability impacts. Engagements typically last for three years, after which progress against initially set objectives are evaluated, with unsuccessful closures being communicated to clients and investment teams but no divestment decision to follow.

Voting Related AGM engagement: Voting at the Annual General Meetings (AGM) of shareholders offers shareholders the opportunity to provide direct feedback to a company - either in advance or after a company's AGM. These dialogues are not recurring long-term engagements, but unique opportunities to amplify the impact of our voting decisions. Corporate governance as well as other sustainability topics that may arise during a shareholder meeting are covered under this section, if they are not covered in other parts of the engagement program.

SDG engagement

a proactive engagement approach focusing on driving clear and measurables improvements in a company's contribution to one or multiple of the Sustainable Development Goals. The engagement, lasting for three to five years, has its starting point within Robeco's SDG framework, identifying companies with the potential to meet key societal needs and works with timebound milestones to fulfil this potential.

Enhanced engagement

a reactive engagement approach, focusing on companies that severely and structurally breach minimum behavioral norms in areas such as human rights, labor, environment, biodiversity and business ethics, as defined by the UN Global Compact Principles or the OECD Guidelines for Multinational Enterprises. If after two to three years, the enhanced engagement does not lead to the desired change, exclusion from the investment universe may be a potential option. Clients may use their own discretion on whether to exclude a company from their investment universe. In all three types of engagement, Robeco aims to improve a company's behavior on environmental, social and/or corporate governance (ESG) related issues with the aim of improving the long-term performance of the company and ultimately the quality of investments for our clients.

More information can be found on our website.

Robeco adopts a holistic approach to integrating sustainability. We view sustainability as a long-term driver of change in markets, countries and companies which impacts future performance. Based on this belief, sustainability is considered as one of the value drivers in our investment process, like the way we look at other drivers such as company financials or market momentum.

More information can be found on our website.

THE UN GLOBAL COMPACT

One of the principal codes of conduct in Robeco's engagement process is the United Nations Global Compact. The UN Global Compact supports companies and other social players worldwide in stimulating corporate social responsibility. The Global Compact became effective in 2000 and is the most endorsed code of conduct in this field. The Global Compact requires companies to embrace, support and adopt several core values within their own sphere of influence in the field of human rights, labor standards, the environment and anti-corruption measures. Ten universal principles have been identified to deal with the challenges of globalization.

Human rights

1. Companies should support and respect the protection of human rights as established at an international level
2. They should ensure that they are not complicit in human-rights abuses.

Labor standards

3. Companies should uphold the freedom of association and recognize the right to collective bargaining
4. Companies should abolish all forms of compulsory labor
5. Companies should abolish child labor
6. Companies should eliminate discrimination in employment.

Environment

7. Companies should adopt a prudent approach to environmental challenges
8. Companies should undertake initiatives to promote greater environmental responsibility
9. Companies should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10. Companies should work against all forms of corruption, including extortion and bribery.

More information can be found at: https://www.unglobalcompact.org/

OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES

The OECD Guidelines for Multinational Enterprises are recommendations addressed by governments to multinational enterprises operating in or from adhering countries, and are another important framework used in Robeco's engagement process. They provide non-binding principles and standards for responsible business conduct in a global context consistent with applicable laws and internationally recognized standards.

The Guidelines' recommendations express the shared values of the governments of countries from which a large share of international direct investment originates and which are home to many of the largest multinational enterprises. The Guidelines aim to promote positive contributions by enterprises to economic, environmental and social progress worldwide.

More information can be found at: http://mneguidelines.oecd.org/

INTERNATIONAL CODES OF CONDUCT

Robeco has chosen to use broadly accepted external codes of conduct in order to assess the ESG responsibilities of the entities in which we invest. Robeco adheres to several independent and broadly accepted codes of conduct, statements and best practices and is a signatory to several of these codes. Next to the UN Global Compact, the most important codes, principles, and best practices for engagement followed by Robeco are:

- International Corporate Governance Network (ICGN) statement on
- Global Governance Principles
- United Nations Global Compact
- United Nations Sustainable Development Goals
- United Nations Guiding Principles on Business and Human Rights

- OECD Guidelines for Multinational Enterprises
- Responsible Business Conduct for Institutional Investors (OECD)

In addition to our own adherence to these codes, we also expect companies to follow these codes, principles, and best practices. In addition to our own adherence to these codes, we also expect companies to follow these codes, principles, and best practices.

ROBECO'S VOTING POLICY

Robeco encourages good governance and sustainable corporate practices, which contribute to long-term shareholder value creation. Proxy voting is part of Robeco's Active Ownership approach. Robeco has adopted written procedures reasonably designed to ensure that we vote proxies in the best interest of our clients. The Robeco policy on corporate governance relies on the internationally accepted set of principles of the International Corporate Governance Network (ICGN). By making active use of our voting rights, Robeco can, on behalf of our clients, encourage the companies concerned to increase the quality of the management of these companies and to improve their sustainability profile. We expect this to be beneficial in the long term for the development of shareholder value.

COLLABORATION

Where necessary, Robeco coordinates its engagement activities with other investors. Examples of this includes Eumedion; a platform for institutional investors in the field of corporate governance and the Carbon Disclosure Project, a partnership in the field of transparency on CO_2 emissions from companies, and the ICCR. Another important initiative to which Robeco is a signatory is the United Nations Principles for Responsible Investment. Within this context, institutional investors commit themselves to promoting responsible investment, both internally and externally.

ROBECO'S ACTIVE OWNERSHIP TEAM

Robeco's voting and engagement activities are carried out by a dedicated Active Ownership Team. This team was established as a centralized competence center in 2005. The team is based in Rotterdam, the Netherlands, and Hong Kong. As Robeco operates across markets on a global basis, the team is multi-national and multi-lingual. This diversity provides an understanding of the financial, legal and cultural environment in which the companies we engage with operate. The Active Ownership team is part of Robeco's Sustainable Investing Center of Expertise headed by Carola van Lamoen. The SI Center of Expertise combines our knowledge and experience on sustainability within the investment domain and drives SI leadership by delivering SI expertise and insights to our clients, our investment teams, the company and the broader market. Furthermore, the Active Ownership team gains input from investment professionals based in local offices of the Robeco around the world. Together with our global client base we are able leverage this network to achieve the maximum possible impact from our Active Ownership activities.

ROBECO

Robeco Institutional Asset Management B.V. (Robeco) is a pure play international asset manager founded in 1929. It currently has offices in 15 countries worldwide and is headquartered in Rotterdam, the Netherlands. Through its integration of fundamental, sustainability and quantitative research, Robeco is able to offer institutional and private investors a selection of active investment strategies, covering a range of asset classes.

Sustainability investing is integral to Robeco's overall strategy. We are convinced that integrating environmental, social and governance (ESG) factors results in better-informed investment decisions. Further we believe that our engagement with investee companies on financially material sustainability issues will have a positive impact on our investment results and on society.

More information can be found on our website.

Important information

Robeco Institutional Asset Management B.V. has a license as manager of Undertakings for Collective Investment in Transferable Securities (UCITS) and Alternative Investment Funds (AIFs) ("Fund(s)") from the Netherlands Authority for the Financial Markets in Amsterdam. This marketing document is intended solely for professional investors, defined as investors qualifying as professional clients, who have requested to be treated as professional clients or are authorized to receive such information under any applicable laws. Robeco Institutional Asset Management B.V. and/or its related, affiliated and subsidiary companies, ("Robeco"), will not be liable for any damages arising out of the use of this document. Users of this information who provide investment services in the European Union have their own responsibility to assess whether they are allowed to receive the information in accordance with MiFID II regulations. To the extent this information qualifies as a reasonable and appropriate minor non-monetary benefit under MiFID II, users that provide investment services in the European Union are responsible for complying with applicable recordkeeping and disclosure requirements. The content of this document is based upon sources of information believed to be reliable and comes without warranties of any kind. Without further explanation this document cannot be considered complete. Any opinions, estimates or forecasts may be changed at any time without prior warning. If in doubt, please seek independent advice. This document is intended to provide the professional investor with general information about Robeco's specific capabilities but has not been prepared by Robeco as investment research and does not constitute an investment recommendation or advice to buy or sell certain securities or investment products or to adopt any investment strategy or legal, accounting or tax advice. All rights relating to the information in this document are and will remain the property of Robeco. This material may not be copied or shared with the public. No part of this document may be reproduced or published in any form or by any means without Robeco's prior written permission. Investment involves risks. Before investing, please note the initial capital is not guaranteed. Investors should ensure they fully understand the risk associated with any Robeco product or service offered in their country of domicile. Investors should also consider their own investment objective and risk tolerance level. Historical returns are provided for illustrative purposes only. The price of units may go down as well as up and past performance is no guarantee of future results. If the currency in which the past performance is displayed differs from the currency of the country in which you reside, then you should be aware that due to exchange rate fluctuations the performance shown may increase or decrease if converted into your local currency. The performance data do not take account of the commissions and costs incurred when trading securities in client portfolios or for the issue and redemption of units. Unless otherwise stated, performances are i) net of fees based on transaction prices and ii) with dividends reinvested. Please refer to the prospectus of the Funds for further details. Performance is quoted net of investment management fees. The ongoing charges mentioned in this document are the ones stated in the Fund's latest annual report at closing date of the last calendar year. This document is not directed to or intended for distribution to or for use by any person or entity who is a citizen or resident of or located in any locality, state, country or other jurisdiction where such distribution, document, availability or use would be contrary to law or regulation or which would subject any Fund or Robeco Institutional Asset Management B.V. to any registration or licensing requirement within such jurisdiction. Any decision to subscribe for interests in a Fund offered in a particular jurisdiction must be made solely on the basis of information contained in the prospectus, which information may be different from the information contained in this document. Prospective applicants for shares should inform themselves as to legal requirements which may also apply and any applicable exchange control regulations and taxes in the countries of their respective citizenship, residence or domicile. The Fund information, if any, contained in this document is qualified in its entirety by reference to the prospectus, and this document should, at all times, be read in conjunction with the prospectus. Detailed information on the Fund and associated risks is contained in the prospectus. The prospectus and the Key Information Document (PRIIP) for the Robeco Funds can all be obtained free of charge from Robeco's websites.

Additional information for US investors
Robeco is considered "participating affiliate" and some of their employees are "associated persons" of Robeco Institutional Asset Management US Inc. ("RIAM US") as per relevant SEC no-action guidance. Employees identified as associated persons of RIAM US perform activities directly or indirectly related to the investment advisory services provided by RIAM US. In those situations these individuals are deemed to be acting on behalf of RIAM US, a US SEC registered investment adviser. SEC regulations are applicable only to clients, prospects and investors of RIAM US. RIAM US is a wholly owned subsidiary of ORIX Corporation Europe N.V. and offers investment advisory services to institutional clients in the US.

Additional information for US Offshore investors – Reg S
The Robeco Capital Growth Funds have not been registered under the United States Investment Company Act of 1940, as amended, nor the United States Securities Act of 1933, as amended. None of the shares may be offered or sold, directly or indirectly in the United States or to any US Person. A US Person is defined as (a) any individual who is a citizen or resident of the United States for federal income tax purposes; (b) a corporation, partnership or other entity created or organized under the laws of or existing in the United States; (c) an estate or trust the income of which is subject to United States federal income tax regardless of whether such income is effectively connected with a United States trade or business. In the United States, this material may be distributed only to a person who is a "distributor", or who is not a "US person", as defined by Regulation S under the U.S. Securities Act of 1933 (as amended).

Additional information for investors with residence or seat in Australia and New Zealand
This document is distributed in Australia by Robeco Hong Kong Limited (ARBN 156 512 659) ("RIAM BV"), which is exempt from the requirement to hold an Australian financial services license under the Corporations Act 2001 (Cth) pursuant to ASIC Class Order 03/1103. Robeco is regulated by the Securities and Futures Commission under the laws of Hong Kong and those laws may differ from Australian laws. This document is distributed only to "wholesale clients" as that term is defined under the Corporations Act 2001 (Cth). This document is not intended for distribution or dissemination, directly or indirectly, to any other class of persons. In New Zealand, this document is only available to wholesale investors within the meaning of clause 3(2) of Schedule 1 of the Financial Markets Conduct Act 2013 (FMCA). This document is not intended for public distribution in Australia and New Zealand.

Additional information for investors with residence or seat in Austria
This information is solely intended for professional investors or eligible counterparties in the meaning of the Austrian Securities Oversight Act.

Additional information for investors with residence or seat in Brazil
The Fund may not be offered or sold to the public in Brazil. Accordingly, the Fund has not been nor will be registered with the Brazilian Securities Commission (CVM), nor has it been submitted to the foregoing agency for approval. Documents relating to the Fund, as well as the information contained therein, may not be supplied to the public in Brazil, as the offering of the Fund is not a public offering of securities in Brazil, nor may they be used in connection with any offer for subscription or sale of securities to the public in Brazil.

Additional information for investors with residence or seat in Brunei
The Prospectus relates to a private collective investment scheme which is not subject to any form of domestic regulations by the Autoriti Monetari Brunei Darussalam ("Authority"). The Prospectus is intended for distribution only to specific classes of investors as specified in section 20 of the Securities Market Order, 2013, and must not, therefore, be delivered to, or relied on by, a retail client. The Authority is not responsible for reviewing or verifying any prospectus or other documents in connection with this collective investment scheme. The Authority has not approved the Prospectus or any other associated documents nor taken any steps to verify the information set out in the Prospectus and has no responsibility for it. The units to which the Prospectus relates may be illiquid or subject to restrictions on their resale. Prospective purchasers of the units offered should conduct their own due diligence on the units.

Additional information for investors with residence or seat in Canada
No securities commission or similar authority in Canada has reviewed or in any way passed upon this document or the merits of the securities described herein, and any representation to the contrary is an offence. Robeco Institutional Asset Management B.V. relies on the international dealer and international adviser exemption in Quebec and has appointed McCarthy Tétrault LLP as its agent for service in Quebec.

Additional information for investors with residence or seat in the Republic of Chile
Neither Robeco nor the Funds have been registered with the Comisión para el Mercado Financiero pursuant to Law no. 18.045, the Ley de Mercado de Valores and regulations thereunder. This document does not constitute an offer of or an invitation to subscribe for or purchase shares of the Funds in the Republic of Chile, other than to the specific person who individually requested this information on their own initiative. This may therefore be treated as a "private offering" within the meaning of Article 4 of the Ley de Mercado de Valores (an offer that is not addressed to the public at large or to a certain sector or specific group of the public).

Additional information for investors with residence or seat in Colombia
This document does not constitute a public offer in the Republic of Colombia. The offer of the fund is addressed to less than one hundred specifically identified investors. The fund may not be promoted or marketed in Colombia or to Colombian residents, unless such promotion and marketing is made in compliance with Decree 2555 of 2010 and other applicable rules and regulations related to the promotion of foreign funds in Colombia. The distribution of this Prospectus and the offering of Shares may be restricted in certain jurisdictions. The information contained in this Prospectus is for general guidance only, and it is the responsibility of any person or persons in possession of this Prospectus and wishing to make application for Shares to inform themselves of, and to observe, all applicable laws and regulations of any relevant jurisdiction. Prospective applicants for Shares should inform themselves of any applicable legal requirements, exchange control regulations and applicable taxes in the countries of their respective citizenship, residence or domicile

Additional information for investors with residence or seat in the Dubai International Financial Centre (DIFC), United Arab Emirates
This material is distributed by Robeco Institutional Asset Management B.V. (DIFC Branch) located at Office 209, Level 2, Gate Village Building 7, Dubai International Financial Centre, Dubai, PO Box 482060, UAE. Robeco Institutional Asset Management B.V. (DIFC Branch) is regulated by the Dubai Financial Services Authority ("DFSA") and only deals with Professional Clients or Market Counterparties and does not deal with Retail Clients as defined by the DFSA.

Additional information for investors with residence or seat in France
Robeco Institutional Asset Management B.V. is at liberty to provide services in France. Robeco France is a subsidiary of Robeco whose business is based on the promotion and distribution of the group's funds to professional investors in France.

Additional information for investors with residence or seat in Germany
This information is solely intended for professional investors or eligible counterparties in the meaning of the German Securities Trading Act.

Additional information for investors with residence or seat in Hong Kong
The contents of this document have not been reviewed by the Securities and Futures Commission ("SFC") in Hong Kong. If there is any doubt about any of the contents of this document, independent professional advice should be obtained. This document has been distributed by Robeco Hong Kong Limited ("Robeco"). Robeco is regulated by the SFC in Hong Kong.

Additional information for investors with residence or seat in Indonesia
The Prospectus does not constitute an offer to sell nor a solicitation to buy securities in Indonesia.

Additional information for investors with residence or seat in Italy
This document is considered for use solely by qualified investors and private professional clients (as defined in Article 26 (1) (b) and (d) of Consob Regulation No. 16190 dated 29 October 2007). If made available to Distributors and individuals authorized by Distributors to conduct promotion and marketing activity, it may only be used for the purpose for which it was conceived. The data and information contained in this document may not be used for communications with Supervisory Authorities. This document does not include any information to determine, in concrete terms, the investment inclination and, therefore, this document cannot and should not be the basis for making any investment decisions.

Additional information for investors with residence or seat in Japan
This document is considered for use solely by qualified investors and is distributed by Robeco Japan Company Limited, registered in Japan as a Financial Instruments Business Operator, [registered No. the Director of Kanto Local Financial Bureau (Financial Instruments Business Operator), No.2780, Member of Japan Investment Advisors Association].

Additional information for investors with residence or seat in South Korea
The Management Company is not making any representation with respect to the eligibility of any recipients of the Prospectus to acquire the Shares therein under the laws of South Korea, including but not limited to the Foreign Exchange Transaction Act and Regulations thereunder. The Shares have not been registered under the Financial Investment Services and Capital Markets Act of Korea, and none of the Shares may be offered, sold or delivered, or offered or sold to any person for re-offering or resale, directly or indirectly, in South Korea or to any resident of South Korea except pursuant to applicable laws and regulations of South Korea.

Additional information for investors with residence or seat in Liechtenstein
This document is exclusively distributed to Liechtenstein-based, duly licensed financial intermediaries (such as banks, discretionary portfolio managers, insurance companies, fund of funds) which do not intend to invest on their own account into Fund(s) displayed in the document. This material is distributed by Robeco Switzerland Ltd, postal address: Josefstrasse 218, 8005 Zurich, Switzerland. LGT Bank Ltd., Herrengasse 12, FL-9490 Vaduz, Liechtenstein acts as the representative and paying

agent in Liechtenstein. The prospectus, the Key Information Documents (PRIIP)the articles of association, the annual and semi-annual reports of the Fund(s) may be obtained from the representative or via the website.

Additional information for investors with residence or seat in Malaysia
Generally, no offer or sale of the Shares is permitted in Malaysia unless where a Recognition Exemption or the Prospectus Exemption applies: NO ACTION HAS BEEN, OR WILL BE, TAKEN TO COMPLY WITH MALAYSIAN LAWS FOR MAKING AVAILABLE, OFFERING FOR SUBSCRIPTION OR PURCHASE, OR ISSUING ANY INVITATION TO SUBSCRIBE FOR OR PURCHASE OR SALE OF THE SHARES IN MALAYSIA OR TO PERSONS IN MALAYSIA AS THE SHARES ARE NOT INTENDED BY THE ISSUER TO BE MADE AVAILABLE, OR MADE THE SUBJECT OF ANY OFFER OR INVITATION TO SUBSCRIBE OR PURCHASE, IN MALAYSIA. NEITHER THIS DOCUMENT NOR ANY DOCUMENT OR OTHER MATERIAL IN CONNECTION WITH THE SHARES SHOULD BE DISTRIBUTED, CAUSED TO BE DISTRIBUTED OR CIRCULATED IN MALAYSIA. NO PERSON SHOULD MAKE AVAILABLE OR MAKE ANY INVITATION OR OFFER OR INVITATION TO SELL OR PURCHASE THE SHARES IN MALAYSIA UNLESS SUCH PERSON TAKES THE NECESSARY ACTION TO COMPLY WITH MALAYSIAN LAWS.

Additional information for investors with residence or seat in Mexico
The funds have not been and will not be registered with the National Registry of Securities or maintained by the Mexican National Banking and Securities Commission and, as a result, may not be offered or sold publicly in Mexico. Robeco and any underwriter or purchaser may offer and sell the funds in Mexico on a private placement basis to Institutional and Accredited Investors, pursuant to Article 8 of the Mexican Securities Market Law.

Additional information for investors with residence or seat in Peru
The Superintendencia del Mercado de Valores (SMV) does not exercise any supervision over this Fund and therefore the management of it. The
information the Fund provides to its investors and the other services it provides to them are the sole responsibility of the Administrator. This Prospectus is not for public distribution.

Additional information for investors with residence or seat in Singapore
This document has not been registered with the Monetary Authority of Singapore ("MAS"). Accordingly, this document may not be circulated or distributed directly or indirectly to persons in Singapore other than (i) to an institutional investor under Section 304 of the SFA, (ii) to a relevant person pursuant to Section 305(1), or any person pursuant to Section 305(2), and in accordance with the conditions specified in Section 305, of the SFA, or (iii) otherwise pursuant to, and in accordance with the conditions of, any other applicable provision of the SFA. The contents of this document have not been reviewed by the MAS. Any decision to participate in the Fund should be made only after reviewing the sections regarding investment considerations, conflicts of interest, risk factors and the relevant Singapore selling restrictions (as described in the section entitled "Important information for Singapore Investors") contained in the prospectus. Investors should consult their professional adviser if you are in doubt about the stringent restrictions applicable to the use of this document, regulatory status of the Fund, applicable regulatory protection, associated risks and suitability of the Fund to your objectives. Investors should note that only the Sub-Funds listed in the appendix to the section entitled "Important information for Singapore Investors" of the prospectus ("Sub-Funds") are available to Singapore investors. The Sub-Funds are notified as restricted foreign schemes under the Securities and Futures Act, Chapter 289 of Singapore ("SFA") and invoke the exemptions from compliance with prospectus registration requirements pursuant to the exemptions under Section 304 and Section 305 of the SFA. The Sub-Funds are not authorized or recognized by the MAS and shares in the Sub-Funds are not allowed to be offered to the retail public in Singapore. The prospectus of the Fund is not a prospectus as defined in the SFA. Accordingly, statutory liability under the SFA in relation to the content of prospectuses does not apply. The Sub-Funds may only be promoted exclusively to persons who are sufficiently experienced and sophisticated to understand the risks involved in investing in such schemes, and who satisfy certain other criteria provided under Section 304, Section 305 or any other applicable provision of the SFA and the subsidiary legislation enacted thereunder. You should consider carefully whether the investment is suitable for you. Robeco Singapore Private Limited holds a capital markets services license for fund management issued by the MAS and is subject to certain clientele restrictions under such license.

Additional information for investors with residence or seat in Spain
Robeco Institutional Asset Management B.V., Sucursal en España with identification number W0032687F and having its registered office in Madrid at Calle Serrano 47-14º, is registered with the Spanish Commercial Registry in Madrid, in volume 19.957, page 190, section 8, sheet M-351927 and with the National Securities Market Commission (CNMV) in the Official Register of branches of European investment services companies, under number 24. The investment funds or SICAV mentioned in this document are regulated by the corresponding authorities of their country of origin and are registered in the Special Registry of the CNMV of Foreign Collective Investment Institutions marketed in Spain.

Additional information for investors with residence or seat in South Africa
Robeco Institutional Asset Management B.V. is registered and regulated by the Financial Sector Conduct Authority in South Africa.

Additional information for investors with residence or seat in Switzerland
The Fund(s) are domiciled in Luxembourg. This document is exclusively distributed in Switzerland to qualified investors as defined in the Swiss Collective Investment Schemes Act (CISA). This material is distributed by Robeco Switzerland Ltd, postal address: Josefstrasse 218, 8005 Zurich. ACOLIN Fund Services AG, postal address: Leutschenbachstrasse 50, 8050 Zürich, acts as the Swiss representative of the Fund(s). UBS Switzerland AG, Bahnhofstrasse 45, 8001 Zurich, postal address: Europastrasse 2, P.O. Box, CH-8152 Opfikon, acts as the Swiss paying agent. The prospectus, the Key Information Documents (PRIIP), the articles of association, the annual and semi-annual reports of the Fund(s), as well as the list of the purchases and sales which the Fund(s) has undertaken during the financial year, may be obtained, on simple request and free of charge, at the office of the Swiss representative ACOLIN Fund Services AG. The prospectuses are also available via the website.

Additional information relating to RobecoSAM-branded funds/services
Robeco Switzerland Ltd, postal address Josefstrasse 218, 8005 Zurich, Switzerland has a license as asset manager of collective assets from the Swiss Financial Market Supervisory Authority FINMA. The RobecoSAM brand is a registered trademark of Robeco Holding B.V. The brand RobecoSAM is used to market services and products which entail Robeco's expertise on Sustainable Investing (SI). The brand RobecoSAM is not to be considered as a separate legal entity.

Additional information for investors with residence or seat in Taiwan
The contents of this document have not been reviewed by any regulatory authority in Hong Kong. If you are in any doubt about any of the contents of this document, you should obtain independent professional advice. This document has been distributed by Robeco Hong Kong Limited ("Robeco"). Robeco is regulated by the Securities and Futures Commission in Hong Kong.

Additional information for investors with residence or seat in Thailand
The Prospectus has not been approved by the Securities and Exchange Commission which takes no responsibility for its contents. No offer to the public to purchase the Shares will be made in Thailand and the Prospectus is intended to be read by the addressee only and must not be passed to, issued to, or shown to the public generally.

Additional information for investors with residence or seat in the United Arab Emirates
Some Funds referred to in this marketing material have been registered with the UAE Securities and Commodities Authority ("the Authority"). Details of all Registered Funds can be found on the Authority's website. The Authority assumes no liability for the accuracy of the information set out in this material/document, nor for the failure of any persons engaged in the investment Fund in performing their duties and responsibilities.

Additional information for investors with residence or seat in the United Kingdom
Robeco Institutional Asset Management B.V (FRN: 977582) is authorised and regulated by the Financial Conduct Authority.

Additional information for investors with residence or seat in Uruguay
The sale of the Fund qualifies as a private placement pursuant to section 2 of Uruguayan law 18,627. The Fund must not be offered or sold to the public in Uruguay, except under circumstances which do not constitute a public offering or distribution under Uruguayan laws and regulations. The Fund is not and will not be registered with the Financial Services Superintendency of the Central Bank of Uruguay. The Fund corresponds to investment funds that are not investment funds regulated by Uruguayan law 16,774 dated 27 September 1996, as amended.

© Q1/2024

ROBECO
The Investment Engineers