

Bedrijfsleningenfonds

2023

Annual Report

Fund for joint account

Contents

Report by the manager	4
General information	4
Key figures	5
General introduction	6
Investment policy	7
Investment result	7
Risk management	8
Movements in net assets	9
Remuneration policy	10
Sustainable investing	14
 Annual financial statements	 15
Balance sheet	15
Profit and loss account	16
Cash flow statement	17
 Notes	 18
General	18
Accounting principles	18
Principles for determining the result	18
Principles for cash flow statement	19
Risks relating to financial instruments	19
Notes to the balance sheet	24
Notes to the profit and loss account	26
 Other information	 29
 Auditor's report by the independent auditor	 30

Bedrijfsleningenfonds

(closed fund for joint account incorporated under Dutch law, subject to the definitions contained within the 1969 Dutch Corporation Tax Act, domiciled at the offices of the fund manager in Rotterdam, the Netherlands)

Manager

Robeco Institutional Asset Management B.V. ('RIAM')

Executive Committee ('ExCo') of RIAM

Robeco Institutional Asset Management B.V. ('RIAM')

Daily policymakers RIAM:

K. (Karin) van Baardwijk CEO*

M.D. (Malick) Badjie (since 1 January 2024)

I.R.M. (Ivo) Frielink

M.C.W. (Mark) den Hollander*

M.F. (Mark) van der Kroft

A. (Alexander) Preining (until 31 December 2023)

M. (Marcel) Prins*

V. (Victor) Verberk (until 22 May 2023)

* also statutory director

Supervisory directors of RIAM:

M.F. (Maarten) Slendebroek

S. (Sonja) Barendregt-Roojers

S.H. (Stanley) Koyanagi

M.A.A.C. (Mark) Talbot

R.R.L. (Radboud) Vlaar

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Report by the manager

General information

Legal aspects

Bedrijfsleningenfonds ("the Fund") is an investment institution as referred to in Section 1:1 of the Dutch Financial Supervision Act (hereinafter: "Wft") and falls within the scope of the European Directive (2011/61/EU) for Alternative Investment Fund Managers.

Robeco Institutional Asset Management B.V. ('RIAM') manages the Fund. In this capacity, RIAM handles the asset management, risk management, administration, marketing and distribution of the Fund. RIAM holds an AIFMD license as referred to in Section 2:65 Wft, as well as a license to manage UCITS as referred to in Section 2:69b Wft. RIAM is moreover authorized to manage individual assets and give advice with respect to financial instruments. RIAM is subject to supervision by the Dutch Authority for the Financial Markets (the 'AFM').

The assets of the Fund are held in custody by J.P. Morgan SE, Amsterdam Branch. J.P. Morgan SE, Amsterdam Branch is appointed as the depositary of the Fund as referred to in Section 4:62m Wft. The depositary is responsible for supervising the Fund insofar as required under and in accordance with the applicable legislation e.g. monitoring the Fund's cashflows, monitoring investments, checking whether the net asset value of the Fund is determined in the correct manner, checking that the equivalent value of transactions relating to the Fund assets is transferred, checking that the income from the Fund is used as prescribed in applicable law and regulations and the Fund documentation, etc. The manager, Stichting Custody Robeco Institutional and J.P. Morgan SE, Amsterdam Branch have concluded a depositary and custodian agreement. In this agreement the responsibilities of the depositary are described. Besides the abovementioned supervising tasks, the main responsibilities of the depositary are e.g. holding in custody the assets of the Fund, establishing that the assets have been acquired by the Fund and that this has been recorded in the accounts, establishing that the issuance, repurchase, repayment and withdrawal of the Fund's participating units takes place in accordance with the Fund documentation and applicable law and regulations and carrying out the managers instructions.

The Fund is subject to statutory supervision by the AFM. The Fund is entered in the register as stated in Section 1:107 Wft.

Strategic partnership with Van Lanschot Kempen

In February 2023, Robeco and Van Lanschot Kempen signed an agreement for a strategic partnership including the transfer of Robeco's online retail distribution platform for investment services to Van Lanschot Kempen. Robeco completed the sale of the online retail distribution platform on 1 July 2023. The partnership fits in with Robeco's strategic focus on its core business in the Dutch and global wholesale and institutional markets. Robeco's retail clients retain their current investments under the same conditions at Van Lanschot Kempen, Robeco's investments funds remain available to retail clients through Van Lanschot Kempen's distribution platform Evi van Lanschot. Robeco Retail employees in the Netherlands are part of Van Lanschot Kempen as of 1 July 2023.

Robeco

When 'Robeco' is mentioned it means RIAM as well as the activities of other companies that fall within the scope of Robeco's management.

Supervision by the Supervisory Board of Robeco Institutional Asset Management B.V.

The Supervisory Board of Robeco Institutional Asset Management B.V. supervises the general affairs of Robeco and its businesses as managed by the Management Board and Executive Committee, including the funds under management.

During the meetings of the Supervisory Board, attention was paid, among other things, to developments in the financial markets and the performance of the funds. The interests of clients are considered to be a key issue and, consequently, an important point of focus.

Based on periodic reports, the Supervisory Board discussed the results of the funds with the Management Board and Executive Committee. These discussions focused on the investment results, the development of assets under management as a result of market movements and the net inflow of new money as well as operational matters.

In the meetings of the Audit & Risk Committee of the Supervisory Board, amongst other things the (interim) financial reports of the funds and the reports of the independent auditor were discussed. In addition, risk management, incident management, tax, legal, compliance issues and quarterly reports from internal audit, compliance, legal affairs and risk management were discussed.

Report by the manager (continued)

General information (continued)

Tax features

The Fund is a mutual fund incorporated under Dutch law, closed within the meaning of the 1969 Dutch Corporate Income Tax Act and is thus transparent for tax purposes. This means that the Fund's income is allocated directly to the participants. The Fund is formed by the Fund's assets that are obtained through deposits by participants, entitling participation in the Fund's assets.

Term to maturity of the Fund

The Fund has a limited term of 12 years, calculated from the closing date of the Fund on 25 February 2016. This term may be extended up to three times by one year, exclusively at the discretion of the manager, if this is necessary for the orderly termination of the Fund and the liquidation of the Fund Assets. Dissolution can also be implemented by the manager if at any point in time after the accrual phase the Fund no longer has any investments.

Closed-end fund

The Fund is a closed-end fund, which means that the Fund does not repurchase its participating units.

Terms and Conditions for Management and Custody

The Terms and Conditions for Management and Custody and the information memorandum of Bedrijfsleningenfonds are available at the Fund's address.

Aim of the Fund

The Fund offers institutional investors the opportunity to invest in loans to small and medium-sized companies in the Netherlands. The Fund offers investors access to an investment category with an attractive risk-return profile.

The investors have committed to a maximum investment, the investment commitment. This investment has been called up in tranches by the Fund when an investment opportunity arose during the investment period of the fund.

The Fund invests in two types of loans:

- Direct loans by means of co-financing with the four of the largest banks in the Netherlands (ABN-AMRO, ING, Rabobank and Deutsche Bank). Direct loans are co-financed together with one or more banks, whereby a bank contributes at least the same amount as the Fund when entering into the direct loan, known as a 'club deal'.
- Private loans.

Key figures

Overview 2019 - 2023

	2023	2022	2021	2020	2019	Average
Performance in % based on:						
Net asset value	6.6	1.8	4.7	1.3	4.3	3.7
Total net assets ¹	178	305	430	441	433	

¹ In millions of euros.

Report by the manager (continued)

General introduction

Financial markets environment

Economies grew in 2023 against a backdrop of a maturing monetary policy tightening cycle. In their successful battle against inflation, policymakers in the G7 raised policy rates by 425 basis points (calculated as a weighted average) between March 2022 and the end of 2023. Central banks seemed to have settled on keeping rates on hold by the end of 2023. A key feature of the 2023 economic landscape was that central banks managed to contain inflation without unemployment rising, delivering what has become known as “immaculate disinflation”. From its 10.6% peak in October 2022, Eurozone consumer price inflation dropped to 2.9% by December 2023. While the Eurozone entered a recession, the unemployment rate in December 2023 stood at just 6.4%, an all-time low. While the weakness of the Eurozone’s economic activity was mainly concentrated in the manufacturing sector at the start of 2023, there were indications of a slowdown in the services sector during the second half of the year.

The US economy defied prior consensus expectations that it would enter a recession in 2023. Leading macro indicators such as the inverted US sovereign bond yield curve and producer confidence surveys in the manufacturing sector had been flagging a looming slowdown for the business cycle before 2023 began. Yet the US real economy (in other words, corrected for inflation) expanded at an above-trend rate of 2.5% in 2023. Household consumption growth was the main reason, with spending power underpinned by high savings, real wage growth thanks to a tight US labor market and a lingering positive fiscal impulse. Japanese real activity expanded by a healthy 1.5% in 2023 against a backdrop of signs of sustained reflation and the corporate governance reforms initiated under former Prime Minister Abe starting to pay off.

Persistent weakness in China’s housing market inhibited domestic consumption growth in 2023. While it achieved its official 2023 growth target of 5% due to exports of high-value-added items like electric vehicles and solar panels, China is experiencing a different macro cycle from the members of the G7. In fact, the country is battling deflation due to excess supply issues and ongoing efforts to deleverage. Chinese consumer price inflation fell to -0.5% year-on-year in November 2023.

The outlook for the Netherlands

The Dutch economy witnessed a modest economic contraction in the first three quarters of 2023 and for the year as a whole GDP growth is expected to have ended up close to zero. For 2024 a modest expansion is expected, with consensus estimates for GDP growth hovering around 0.5%. Economic conditions last year were pressured by a combination of sluggish world trade and high interest rates. The former weighed on the volume of exports and also had a negative impact on business investments. World trade volumes have continued to move sideways in recent months and producer confidence has remained at depressed levels. This suggests a continued difficult climate for business investments going into 2024. Some improvement may be expected in the course of the year. Lower inflation levels are expected to open the door to ECB rate cuts, which should support the investment climate later in the year. The recent Bank Lending Survey from the ECB confirmed this, by showing that credit conditions are at least no longer being tightened at an increasing pace. Growth in consumer spending slowed markedly in the course of 2023, reflecting the normalization of spending post-COVID. But jobs growth remained firm, supporting household incomes and house prices. Real wage growth improved from 5.2% negative in Q1 2023 to 2.9% positive in the last quarter of the year. This resulted from a combination of declining inflation and nominal wage growth almost doubling to 6.1%. This provides a more positive backdrop for spending into 2024, which has also become visible in consumer confidence. Inflation is projected to remain quite stable in 2024. Consensus estimates are for 2.2% inflation for the year and a narrow bandwidth during 2024. Wage growth is also seen to come down in line with normalizing inflation and a cooling jobs market.

Outlook for the Bedrijfsleningenfonds

The overall credit quality of the portfolio is currently good with an average credit rating of BB+ (end of Q4) which is in line with expectations. The outlook, however, is uncertain as credit profiles might be impacted by a possible economic downturn and rising interest costs.

The reinvestment period of the Fund ended in 2021, no new investments have been made since. For 2024 loan repayments are foreseen, with proceeds to be distributed to the participants.

Report by the manager (continued)

Investment policy

Investment objective

The investment period of the Fund ended per mid February 2021. The objective of the Fund to co-finance Dutch businesses with capital from institutional investors is no longer pursued with new loans. The Fund aims to generate an attractive return for its participants based on the calculated risk-return profile at the time of the original investment by the Fund.

Investment policy

The Fund offered institutional investors unique access to the financing of Dutch companies with an attractive risk-return profile. The Fund invested for the account and risk of the participants in i) direct loans and ii) private placements. These investments are retained in principle until the expiry date of the loans. Direct loans were co-financed together with one or more banks, whereby a bank contributed at least the same amount as the Fund when entering into the direct loan, known as a 'club deal'.

Investments via co-financing were effected with banks in the Netherlands: ING, ABN AMRO, Rabobank and Deutsche Bank. The Fund itself remains fully responsible for its own credit analysis, and the revision of the financing. The Fund derived comfort from the fact that the risks and security at loan level are shared with one or more banks, with the bank contributing at least the same amount as the Fund at the time of entering into the direct loan, and whereby any proceeds of participation will be shared proportionally between the Fund and the bank concerned.

Implementation of the investment policy

Following the end of the investment period, the portfolio managers of the Fund continue to be focused on preserving the maximum participant value of the Fund. This is done via regular reviews of the loan investments and careful processing of the borrower's financials and covenant compliance. Furthermore, the Fund manager notes that also during 2023 the Fund experienced some loan repayments (which is as expected) and subsequent distributions to the participants of the Fund.

For 2023 the Fund manager notes that the credit quality of the overall Fund remained in line with the investment objective.

Currency policy

The Fund has no positions in foreign currencies.

Investment result

Net result per participating unit ¹

EUR x 1	2023	2022	2021	2020	2019
Direct investment income	66.61	40.47	41.19	35.71	36.10
Indirect investment income	18.37	-15.57	17.98	-20.06	13.21
Management fee and other costs	-4.37	-4.20	-4.05	-3.94	-3.88
Net result	80.61	18.99	55.12	11.71	45.43

¹ Based on the average amount of participating units outstanding during the reporting year. The average number of participating units is calculated on a daily basis.

The "IRR" of the Fund equals 3.31% annualized since the start of the Fund. This IRR can be attributed to interest rate contribution and the credit contribution. Please find below more details about the interest rate and credit contribution.

Return and risk

The interest rate contribution is made up of the running yield without the spread. So for most of the transactions this is the running floating rate (the Fund's floating loans have a 0% floor in case 3M and 6M Euribor rates are below zero). Please note that 3M Euribor rate increased during 2023 from 2.2% to around 3.9%. Overall the Fund manager sees an interest rate contribution of -0.3% since inception.

The credit contribution IRR 3.3% measures the spread income plus the effect from spread changes (exceeding the original expectation of 2.8%). Note that fair value valuation currently has led to two loans being valued considerably below par with the remainder of the floating rate loans close to (or above) par. Note that the abovementioned is a fair value estimation and at the moment there is no opinion that these loans will need to be written-off. To date there are no permanent losses.

Report by the manager (continued)

Risk management

The presence of risks is inherent to asset management. It is therefore very important to have a procedure for controlling these risks embedded in the Fund's day-to-day operations. The manager (RIAM) ensures that risks are effectively controlled via the three lines model: RIAM management (first line), the Compliance and Risk Management departments (second line) and the Internal Audit department (third line).

The management of RIAM has primary responsibility for risk management as part of its day-to-day activities. The Compliance and Risk Management departments develop and maintain policies, methods and systems that enable the management to fulfill their responsibilities relating to risk. Furthermore, portfolios are monitored by these departments to ensure that they remain within the investment restrictions under the Terms and Conditions for Management and Custody and the prospectus, and to establish whether they comply with the internal guidelines. The Risk Management Committee decides how the risk management policies are applied and monitors whether risks remain within the defined limits. The Internal Audit department carries out audits to assess the effectiveness of internal control.

RIAM uses a risk-management and control framework that helps control all types of risk. Within this framework, risks are periodically identified and assessed as to their significance and materiality. Internal procedures and measures are focused on providing a structure to control both financial and operational risks. Control measures are included in the framework for each risk. Active monitoring is performed to establish the effectiveness of the procedures and measures of this framework.

Operational risk

Operational risk is the risk of loss as a result of inadequate or failing processes, people or systems. Robeco constantly seeks opportunities to simplify processes and reduce complexity in order to mitigate operational risks. Automation is a key resource in this regard and Robeco uses systems that can be seen as the market standard for financial institutions. The use of automation increases the risk associated with IT. This risk can be divided into three categories. The risk of access by unauthorized persons is managed using preventive and detective measures to control access to both the network and systems and data. Processes such as change management and operational management provide for monitoring of an operating system landscape. Finally, business continuity measures are in place to limit the risk of breakdown as far as possible and to recover operational status as quickly as possible in the event of a disaster. The effectiveness of these measures is tested periodically by means of internal and external testing.

Compliance risk

Compliance & Integrity risks embody the risk of corporate and individual behaviour that leads to insufficient compliance with laws and regulations and internal policies to such an extent that in the end this may cause serious damage to confidence in Robeco and in the financial markets. Robeco's activities – collective and individual portfolio management – are subject to European and local rules of financial supervision. Observance of these rules is supervised by the national competent authorities (in the Netherlands the Authority for the Financial Markets, AFM and the Central Bank of the Netherlands, DNB). It is in the interest of both Robeco and the investors in Robeco-managed funds that Robeco complies with all the applicable laws and regulations.

With regard to the funds and counterparties, external worldwide events have had effect on financial institutions, specifically in the field of Sanctions regulations. Robeco follows applicable sanctions of the Netherlands, UN, EU, UK and US, as amended and/or supplemented from time to time, and any mandatory (investment) restrictions deriving therefrom. In case of conflicting sanctions the applicable sanctions from the EU will prevail at all times. In 2022, Russia has committed a violation of international law by invading a sovereign state. While Robeco didn't own Russian sovereign bonds, Robeco has officially excluded these bonds for the funds and placed buying restrictions on Russian equities and corporate bonds.

The past few years the level of regulation has increased consistently while the regulatory environment is evolving as well by moving from a principle-based to a more rule- and evidence-based environment. Robeco actively follows these regulatory developments and is in continuous effort to incorporate all regulatory changes to ensure compliance with rules and regulations. Robeco performs Systematic Integrity Risk Assessments (SIRAs) to further identify and assess compliance and integrity risks and the control measures that mitigate these risks. If needed, follow-up actions will be discussed with the business to further mitigate the integrity risks.

Changes in the field of legislation, regulation and external events that could affect the funds managed by Robeco also took place in 2023. The EU regulatory framework on sustainable finance, consisting of multiple pieces of legislation, including the Sustainable Finance Disclosure Regulation (SFDR), Taxonomy Regulation and amendments to existing frameworks (including the UCITS Directive and AIFMD), introduced extended reporting and disclosures, aiming for increased comparability between sustainable funds and to avoid greenwashing. The framework also requires the integration of sustainability (risks) in the organization, governance, risk management and investment processes of Robeco. The requirements entered into force in 2021. In addition to the work that has been undertaken in 2022 to further implement the SFDR Regulatory Technical Standards. In 2023, Robeco also introduced Principal Adverse Impact statements on an entity-level (such PAI statements contain sustainable investment metrics, aggregated for all Robeco-managed funds and discretionary managed accounts). Bedrijfsleningenfonds is not in scope for SFDR, so no SFDR disclosure is made for this fund.

Furthermore, Robeco implemented the new Key Information Document for its funds offered to retail clients in line with the Packaged Retail Investment & Insurance -based Products (PRIIPs) which entered into force as of 1 January 2023.

Report by the manager (continued)

Risk management (continued)

Outsourcing risk

The risk of outsourcing the activities is that the third party cannot meet its obligations, despite the existing contracts, and that the Fund may incur a loss that cannot or cannot always be recovered from the third party. To mitigate this risk, Robeco has implemented a Third-Party Risk policy which provides a framework for managing a third-party's lifecycle. The main goal is to provide controlled and sound business management regarding third-parties.

Fraud risk

Having a strong reputation for integrity is crucial for Robeco to safeguard market confidence and public trust. Fraud can undermine this confidence and trust. Therefore Robeco has implemented a central approach to mitigate fraud risk, including but not limited to actions to reduce fraud risk and assessments on the effectiveness of internal controls to reduce fraud risk. Two Anti-Fraud Officers (AFOs) are appointed, one from Operational Risk Management (ORM) focusing on External Fraud and one from Compliance, focusing on Internal Fraud. These AFOs are the first point of contact for any fraud risk indications and need to ensure that these are dealt with timely and effectively. The AFOs have the following tasks:

- Perform a periodical Fraud Risk Assessments and report the outcome towards the Entity Risk Management Committee (ERMC) and the Audit & Risk Committee (A&RC);
- Perform a gap analysis to identify missing controls in the Risk Control Framework (RCF);
- Aligning with IT Security on anti-fraud measures implemented and ways to further improve fraud detection; and
- Monitor the proper follow-up of internal and external fraud incidents.

The risk of fraud inherently exists within each department of RIAM. Mitigating measures have been implemented within RIAM, such as segregation of duties between for example portfolio management, trading and mid- and back office. Such measures limit the actual risk of internal fraud. Although there is always the (inherent) risk of internal fraud from overriding or bypassing the internal controls, Robeco considers this a limited risk due to amongst other the organizational setup with a proper segregation of assets; no (fund) assets (e.g. equities and bonds) can be stolen, as these are held by the custodians who only act upon instructions following the agreed upon processes and authorizations. To prevent the risk of fraudulent financial reporting, Robeco has a dedicated SOx control framework in place.

Developments Financial Risk Management

Robeco has been continuously working to further enhance its risk management methodologies, infrastructure and processes. In 2023 development of Robeco's risk data infrastructure continued. Development of the data warehouse takes place in close cooperation with the vendor of our risk management platform. A more centralized storage of risk data allows for improved operational efficiency throughout the company. Over the course of 2023, the risk management framework has been further enhanced to support the investment in complex financial derivative instruments and new investment strategies.

A quantification of the risks can be found in the notes to the financial statements on pages 19 through 23.

Movement in net assets

1. On balance the net change in outstanding participating units resulted in a decrease in the net assets of EUR 143.1 million.
2. Investment income minus expenses resulted in a increase of the net assets of EUR 11.6 million
3. The change in value of the investments (consisting of realized and unrealized gains and loss on investments) resulted in a increase in net assets of EUR 3.4 million
4. No dividend was distributed.

Survey of movements in net assets

	2023 EUR' 000	2022 EUR' 000
Net assets at opening date	305,661	429,833
Participating units purchased	(143,105)	(130,468)
Distributed results	—	—
Situation on closing date	162,556	299,365
Direct investment income	12,389	12,478
Indirect investment income	3,416	(4,887)
Costs	(812)	(1,295)
Net result	14,993	6,296
Net assets at closing date	177,549	305,661

Report by the manager (continued)

Remuneration policy

The Fund itself does not employ any personnel and is managed by Robeco Institutional Asset Management B.V. (hereafter 'RIAM'). In the Netherlands, persons performing duties for the Fund at management-board level and portfolio managers are employed by Robeco Nederland B.V. The remuneration for these persons comes out of the management fee.

This is a reflection of the Remuneration Policy of RIAM. The remuneration policy of RIAM applies to all employees of RIAM. The policy follows applicable laws, rules, regulations and regulatory guidance including, without limitation, chapter 1.7 of the Wft, article 5 of SFDR, the ESMA Remuneration Guidelines under UCITS, the ESMA Remuneration Guidelines under AIFMD and the ESMA Guidelines under MIFID.

Responsibility for and application of the policy

The RIAM Remuneration Policy is determined and applied by and on behalf of RIAM with the approval, where applicable, of the Supervisory Board of RIAM on the advice of the Nomination & Remuneration Committee (a committee of the Supervisory Board of RIAM) and, where applicable, the shareholders (Robeco Holding B.V. and ORIX Corporation Europe N.V.).

Introduction and scope

Employees and their knowledge and capabilities are the most important asset of Robeco Institutional Asset Management BV (hereafter 'RIAM'). In order to attract and retain staff that allows RIAM to provide value to RIAM's clients and satisfy the clients' needs, fixed and variable remuneration is vital. It is equally vital to reward talent and performance fairly and competitively. In line with RIAM's reputation as a leader in sustainability, RIAM compensates its employees and applies its policy in a non-discriminatory and gender-neutral manner.

Key objectives of the Remuneration Policy are:

- to stimulate employees to act in our clients' best interests and to prevent potential conduct of business and conflict of interest risks, adversely affecting the interests of clients;
- to support effective risk management and avoid employees taking undesirable risks, taking into account the internal risk management framework;
- to ensure a healthy corporate culture, focused on achieving sustainable results in accordance with the long-term objectives of RIAM, its clients and other stakeholders;
- to ensure consistency between the remuneration policy and environmental, social and governance risks and sustainable investment objectives by including these risks in the key performance indicators (KPIs) used for the determination of variable compensation of individual staff members;
- to provide for a market competitive remuneration to retain and attract talent.

The remuneration policy in a broader perspective

In general, RIAM aims to align its remuneration policy and practices with its risk profile, its function and the interests of all its stakeholders. RIAM's approach to remuneration is intended to attract, motivate and retain colleagues who have the necessary skills, capabilities, values and behaviors needed to deliver on its strategy. This policy and RIAM's remuneration practices aim to (i) reward success whilst avoiding to reward for failure and (ii) maintain a sustainable balance between short and long-term value creation and build on RIAM's long-term responsibility towards its employees, clients, shareholders and other stakeholders.

RIAM is an asset manager with Dutch roots and nearly a century of operations

Established in Rotterdam in 1929, RIAM offers investment management and advisory services to institutional and private investors. In addition, RIAM manages and distributes a variety of investment funds in and outside of the Netherlands. As an asset manager, RIAM is also acutely aware of its role in the transition to a more sustainable future.

RIAM's remuneration policy is shaped by regulation and finetuned by its stakeholders

RIAM is active in a sector that is strictly regulated, impacting every aspect of its business model – including its remuneration policy and practices. A common denominator between the various sectoral remuneration regulations to which RIAM is subject, is that they all endeavor to align, at least in general terms, the interests of covered institutions with those of its stakeholders, for example through the use of deferral mechanisms, retention periods and restrictions on disproportionate ratios between fixed and variable remuneration.

Closely observing these requirements – in text and spirit – in constructing its remuneration approach and this remuneration policy, is a first step for RIAM to ensure alignment between its remuneration and the interests of its key stakeholders.

RIAM's remuneration policy seeks to strike a balance between its function as a trusted asset manager for institutional and retail clients on the one hand and its desire to offer RIAM's employees a well-balanced and competitive remuneration package on the other hand – recognizing the inherent risks to the former posed by the latter. RIAM believes that the balance between the interests of these two key stakeholders (clients and employees) are served by the use of specific performance criteria (KPIs), such as those emphasizing customer centricity.

The annual variable remuneration within RIAM in principle does not exceed 200% of fixed remuneration. A limit RIAM considers appropriate in light of the market and global arena in which it operates.

Report by the manager (continued)

Remuneration policy (continued)

The remuneration policy in a broader perspective (continued)

RIAM's remuneration policy is shaped by regulation and finetuned by its stakeholders (continued)

Finally, in recognition of RIAM's responsibilities to Dutch – and global – society in combatting climate change, RIAM has explicitly integrated sustainability risk factors in the performance indicators of relevant employees, so that their remuneration can be aligned with sustainability risk management.

RIAM's approach to remuneration is subject to constant monitoring and change

RIAM constantly seeks and receives input from clients, employees (both through the works council and in other settings), its shareholder, regulators and other stakeholder groups about its remuneration approach, enhancing the link between remuneration outcomes and stakeholder interests.

RIAM has set-up robust governance and monitoring arrangements to ensure its remuneration policy and approach remain aligned not just with applicable law, but also with the interests of its stakeholders.

Remuneration elements

When determining the total remuneration of employees, RIAM periodically performs a market benchmark review. All remuneration awarded to RIAM employees can be divided into fixed remuneration (payments or benefits without consideration of performance criteria) and variable remuneration (additional payments or benefits, depending on performance).

Fixed remuneration - Monthly fixed pay

Each individual employee's monthly fixed pay is determined based on their function and/or responsibility and experience according to the RIAM salary ranges and with reference to the benchmarks of the investment management industry in the relevant region. The fixed remuneration is sufficiently high to remunerate the professional services rendered, in line with the level of education, the degree of seniority, the level of expertise and skills required, job experience, the relevant business sector and region.

Fixed remuneration - Temporary allowances

Under certain circumstances, temporary allowances may be awarded. In general, such allowances are solely function and/or responsibility based and are not related to the performance of the individual employee or RIAM as a whole. Allowances are granted pursuant to strict guidelines and principles.

Variable remuneration

The variable remuneration pool is established based on the financial results and includes a risk assessment on the total actual variable remuneration pool. In such assessment both financial and non-financial risks are taken into account, consistent with the risk profile of RIAM, the applicable businesses and the underlying client portfolios. When assessing risks, both current and future risks that are taken by the staff member, the business unit and Robeco as a whole are taken into account. This is to ensure any variable remuneration grants are warranted in light of the financial strength of the company and effective risk management.

To the extent that the variable remuneration pool allows, each employee's variable remuneration will be determined at the reasonable discretion of RIAM, taking into account the employee's behavior and individual and team and/or the department's performance, based on pre-determined financial and non-financial performance factors (KPIs). Poor performance or unethical or non-compliant behavior will reduce individual awards or can even result in no variable remuneration being awarded at all. Furthermore, the variable remuneration of all RIAM staff is appropriately balanced with the fixed remuneration.

Performance indicators (KPIs)

The KPIs for investment professionals are mainly based on the risk-adjusted excess returns over one, three and five years. For sales professionals, the KPIs are mostly related to the net run rate revenue, and client relationship management. The KPIs should not encourage excessive risk-taking. The KPIs for support professionals are mainly non-financial and role-specific. KPIs for Control Functions are predominantly (70% or more) function and/or responsibility specific and non-financial in nature. KPIs may not be based on the financial results of the part of the business they oversee in their monitoring role. At least 50% of all employees' KPIs are non-financial.

All employees have a mandatory Risk & Compliance KPI: Control, compliance and risk related performance is defined as a 'hygiene' factor. The performance will be assessed and used to adjust the overall performance downward if performance did not (fully) meet the required level. Unethical or non-compliant behaviour overrides any good financial performance generated by a staff member and will diminish the staff member's variable remuneration.

All employees have a sustainability KPI: In line with the Sustainable Finance regulation (SFDR), sustainable risks factors have been integrated in the annual goal setting of relevant employees, so that their remuneration is aligned with sustainability risk management. Robeco's SI Strategy the Sustainable Impact and Strategy Committee (SISC) develops an overview of relevant KPIs for the relevant employees groups e.g. portfolio managers have decarbonization and ESG integration related KPIs and risk professionals have enhancement of portfolio sustainability risk and monitoring related KPIs. Staff member's variable remuneration outcome is based on the performance of the KPIs, including sustainability KPI(s), based on managers discretion.

Report by the manager (continued)

Remuneration policy (continued)

Remuneration elements (continued)

Payment and deferral of variable remuneration and conversion into instruments

Unless stated otherwise in this paragraph, variable remuneration up to EUR 50,000 is paid in cash immediately after being awarded. If an employee's variable remuneration exceeds EUR 50,000, 60% is paid in cash immediately and the remaining 40% is deferred and converted into instruments, as shown in the table below. These instruments are 'Robeco Cash Appreciation Rights' (R-CARs), the value of which reflects the financial results over a rolling eight-quarter period of all direct or indirect subsidiaries of RIAM and Robeco Holding B.V.

	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>
Cash payment	60%			
R-CARs redemption		13.34%	13.33%	13.33%

Severance payments

No severance is paid in case of voluntary resignation of the employee or in case of dismissal of the employee for seriously culpable behavior. Severance payments to daily policy makers as determined in the Wft are capped at 100% of fixed remuneration and no severance shall be paid to daily policy makers in case of dismissal due to a failure of the institution, e.g., in case of a request for state aid or if substantial sanctions are imposed by the regulator.

Additional rules for Identified Staff

The rules below apply to Identified Staff. These rules apply in addition to the existing rules as set out above and will prevail in the event of inconsistencies. Identified Staff is defined as employees who can have a material impact on the risk profile of RIAM and/or the funds it manages. Identified Staff includes:

- members of the governing body, senior management, (senior) portfolio management staff and the heads control functions (Compliance, Risk Management, Internal Audit);
- other risk-takers as defined in the AIFMD and UCITS V, whose total remuneration places them in the same remuneration bracket as the group described above.

Control Function Staff

The following rules apply to the fixed and variable remuneration of Control Function Staff:

- The fixed remuneration is sufficient to guarantee that RIAM can attract qualified and experienced staff.
- The business objectives of Control Function Staff are predominantly role-specific and non-financial.
- The financial business objectives are not based on the financial results of the part of the business that the employee covers in his or her own monitoring role.
- The appraisal and the related award of remuneration are determined independently of the business they oversee.
- The above rules apply in addition to the rules which apply to the Identified Staff if an employee is considered to be part of both the Control Function Staff and Identified Staff.
- The remuneration of the Head of Compliance, Head of Internal Audit, Head of Risk Management and Head of Investment Restrictions falls under the direct supervision of the Nomination & Remuneration Committee of the Supervisory Board of RIAM.

Identified Staff

The following rules apply to the fixed and variable remuneration of Identified Staff:

- The fixed remuneration is sufficient to guarantee that RIAM can attract qualified and experienced staff.
- Part of the variable remuneration is paid in cash and part of it is deferred and converted into instruments, based on the payment/redemption table below. The threshold of EUR 50,000 does not apply. In the occasional event that the amount of variable remuneration is more than twice the amount of fixed remuneration, the percentages between brackets in the table below will apply

	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>
Cash payment	30% (20%)	6.67% (10%)	6.66% (10%)	6.66% (10%)	
R-CARs redemption		30% (20%)	6.67% (10%)	6.66% (10%)	6.66% (10%)

Risk control measures

RIAM has identified the following risks that must be taken into account in applying its remuneration policy:

- misconduct or a serious error of judgement on the part of employees (such as taking non-permitted risks, violating compliance guidelines or exhibiting behavior that conflicts with the core values) in order to meet business objectives or other objectives
- a considerable deterioration in RIAM's financial result becomes apparent
- a serious violation of the risk management system is committed
- evidence that fraudulent acts have been committed by employees
- behavior that results in considerable losses.

Report by the manager (continued)

Remuneration policy (continued)

Risk control measures (continued)

The following risk control measures apply, all of which are monitored by the Supervisory Board of RIAM.

Ex-post risk assessment claw back – for all employees

RIAM may reclaim all or part of the variable remuneration paid if (i) this payment was made on the basis of incorrect information, (ii) in the event that fraud has been committed by the employee, (iii) in the event of serious improper behavior on the part of the employee or serious negligence in the performance of his or her tasks, or (iv) in the event of behavior that has resulted in considerable losses for the organization.

Ex-post risk assessment malus – for Identified Staff

Before paying any part of the deferred remuneration, RIAM may decide, as a form of ex-post risk adjustment, to apply a malus on the following grounds:

- evidence of fundamental misconduct, error and integrity issues by the staff member (e.g. breach of code of conduct, if any, and other internal rules, especially concerning risks);
- a staff member having caused a considerable deterioration in the financial performance of RIAM or any fund managed by it, especially to the extent this performance was relevant to the award of variable remuneration;
- a significant deficiency in the risk management of RIAM or any fund managed by it; or
- significant changes in the overall financial situation of RIAM.

Ex-ante risk assessment – for Identified Staff

Before granting an in-year variable remuneration to Identified Staff, RIAM may decide, as a form of ex-ante risk adjustment, to apply a reduction or even reduce the variable remuneration proposal to zero in case of compliance and risk related matters, collectively or individually.

Approvals

In accordance with RIAM's governance, the remuneration of the Management Board is determined by the shareholder (ORIX Corporation Europe N.V.), based on a proposal from the Supervisory Board of RIAM who has been advised by the Nomination & Remuneration Committee of the Supervisory Board of RIAM. The remuneration of employees earning in total more than EUR 500,000 per annum or are granted variable remuneration in excess of 200% of fixed remuneration requires the approval of the Supervisory Board (advised by the Nomination & Remuneration Committee of the Supervisory Board of RIAM). The remuneration of employees earning in total more than EUR 500,000 per annum also requires the approval of the shareholder.

Annual review

Our remuneration processes are audited and reviewed each year internally. Any relevant changes made by regulators are incorporated in our remuneration policies and guidelines. Every year, an independent external party reviews our remuneration policy to ensure it is fully compliant with all relevant regulations.

Remuneration in 2023

Of the total amounts granted in remuneration¹ by RIAM in 2023 to RIAM's Board, Identified Staff and Other Employees, the following amounts are to be assigned to the Fund:

Remuneration in EUR x 1

Staff category	Fixed pay for 2023	Variable pay for 2023
Board (3 members)	2,145	2,690
Identified Staff (105) (ex Board)	24,169	18,632
Other employees (722 employees)	77,256	21,884

The total of the fixed and variable remuneration charged to the Fund is EUR 146,776. Imputation occurs according to the following key:

$$\text{Total remuneration (fixed and variable) x } \frac{\text{Total Fund assets}}{\text{Total assets under management (RIAM)}}$$

The Fund itself does not employ any personnel and has therefore not paid any remuneration above EUR 1 million.

¹ The remuneration relates to activities performed for one or more Robeco entities.

Remuneration manager

The manager (RIAM) has paid to 3 employees a total remuneration above EUR 1 million.

Report by the manager (continued)

Sustainable investing

Safeguarding economic, environmental and social assets is a prerequisite for a healthy economy and the generation of attractive returns in the future. Robeco's mission therefore, is to enable our clients to achieve their financial and sustainability goals by providing superior investment returns and solutions. Robeco is an active lender, integrating material ESG issues systematically into investment processes, having a net zero roadmap in place and a broad range of sustainable solutions. Responsibility for implementing sustainable investing lies with the CIO, who also has a seat on Robeco's Executive Committee.

Integration of ESG factors in investment processes

Bedrijfsleningenfonds lends to - in general - relatively small companies (e.g. companies that generate revenues between EUR 50-150 250mln per annum). As such, most companies in the portfolio are not covered by any external ESG data provider. However, our relevant sector analyst does have deep industry knowledge on potential ESG-factors that we integrate in every loan analysis and discuss during all credit committees. We also use input from conversations with the borrower and the participating bank. We focus on ESG-risks which could materially and financially alter the investment case. The factors discussed are diverse from Corporate Governance issues, supplier risks, exposure to bribery to reputational issues. One of the cornerstones of the investment philosophy of Robeco's Credit team is that avoiding losers is more important than picking every winner. The team believes that integrating ESG factors into its analysis strengthens the ability to assess the downside risk of its credit investments.

Rotterdam, 25 April 2024

The Manager

Annual financial statements

Balance sheet

		31/12/2023	31/12/2022
Before profit appropriation	Notes	EUR' 000	EUR' 000
ASSETS			
Investments			
Loans provided	1	134,944	275,283
Total investments		134,944	275,283
Accounts receivable			
Interest receivable	2	514	998
Amounts owed by affiliated parties	3	1	1
Total accounts receivable		515	999
Other assets			
Cash and cash equivalents	4	42,251	29,667
LIABILITIES			
Accounts payable			
Payable to affiliated parties	5	159	284
Other liabilities, accruals and deferred income	6	2	4
Total accounts payable		161	288
Accounts receivable and other assets less accounts payable		42,605	30,378
Assets less liabilities		177,549	305,661
Composition of Fund assets			
	7, 8		
Participants capital	7	146,588	269,255
General reserve	7	15,756	28,209
Revaluation reserve	7	212	1,901
Undistributed earnings	7	14,993	6,296
Fund assets		177,549	305,661

The numbers of the items in the financial statements refer to the numbers in the Notes.

Annual financial statements (continued)

Profit and loss account

	Notes	2023 EUR' 000	2022 EUR' 000
Direct investment result			
Investment income	10	12,389	12,478
Indirect investment result			
Unrealized gains	1	4,674	5,693
Unrealized losses	1	(4,014)	(12,091)
Realized gains	1	2,764	2,068
Realized losses	1	(8)	(557)
Total operating income		15,805	7,591
Costs	14, 15		
Management fee	11	797	1,269
Other costs	13	15	26
Total operating expenses		812	1,295
Net result		14,993	6,296

The numbers of the items in the financial statements refer to the numbers in the Notes.

Annual financial statements (continued)

Cash flow statement

	Notes	2023 EUR' 000	2022 EUR' 000
Cash flow from investment activities			
Net result		14,993	6,296
Unrealized changes in value	1	(660)	6,398
Realized changes in value	1	(2,756)	(1,511)
Loans provided	1	(52)	(288)
Redemptions	1	143,807	125,261
Increase (-)/decrease (+) accounts receivable	2, 3	484	517
Increase (+)/decrease (-) accounts payable	5, 6	(127)	(97)
		155,689	136,576
Cash flow from financing activities			
Paid for repurchase of own units		(143,105)	(130,468)
		(143,105)	(130,468)
Net cash flow		12,584	6,108
Increase (+)/decrease (-) cash		12,584	6,108
Cash at opening date	4	29,667	23,559
Total cash at opening date		29,667	23,559
Cash at closing date	4	42,251	29,667
Total cash at closing date		42,251	29,667

The numbers of the items in the financial statements refer to the numbers in the Notes.

Notes

General

The annual financial statements have been drawn up in conformity with Part 9, Book 2 of the Dutch Civil Code and the Wft. The Fund's financial year is the same as the calendar year.

Accounting principles

General

The financial statements are produced according to the going concern assumption. Unless stated otherwise, items in the financial statements are stated at nominal value and expressed in thousands of euros. Assets and liabilities are recognized or derecognized in the balance sheet on the transaction date.

Financial investments

Financial investments are classified as trading portfolio and are valued at fair value, unless stated otherwise. The fair value for loans provided is determined on the basis of net present value, less any impairments (if applicable). The net present value is determined on the basis of the following factors: the repayment schedule, the interest payment schedule, interest curves and the credit spread as the parameter for the creditworthiness of the borrower. The initial credit spread is the same as the credit spread agreed on arrangement of the loan. RIAM will set a new credit spread if circumstances so require. The amortization effect of the upfront fees received on provision of the loan are included in the calculation of the credit spread.

Netting

Financial assets and liabilities with the same party are offset, and the net amount is reported in the statement of financial position, when the Fund has a current, legally enforceable right to set off the recognised amounts and intends to either settle on a net basis, or to realise the asset and settle the liability at the same time.

Use of estimates

In case the valuation method as described in the paragraph Financial instruments is not deemed appropriate by the manager (e.g. in case of distress or liquidation of the borrower or the availability of observable quotes in the market), the manager can decide to overrule the outcome of the valuation model and adjust the value of the loan (e.g. by a fixed price). For distressed loans the fixed price takes into account the estimations on the default probability and the recovery level in case of a default. The manager will also decide how to deal with accruals in these circumstances.

Recognition and derecognition of items in the balance sheet

Investments are recognized or derecognized in the balance sheet on the transaction date. Loans provided are recognized in the balance sheet on the date the loan is definitively granted to the borrower. Loans provided are (fully or partially) derecognized in the balance sheet on the date that the loan is (fully or partially) repaid. Accounts receivable and payable are recognized in the balance sheet on the date that contractual rights or obligations with respect to the receivables or payables exist. Receivables and payables are derecognized in the balance sheet when, as a result of a transaction, the contractual rights or obligations with respect to the receivables or payables no longer exist.

Cash and cash equivalents

Cash and cash equivalents are carried at nominal value. If cash is not freely disposable, this is factored into the valuation.

Accounts receivable

Receivables are valued after initial recognition at amortized cost based on the effective interest method, less impairments. Given the short-term character of the receivables, the value is equal to the nominal value.

Debt

Non-current debts and other financial obligations are valued, after initial recognition, at the amortized cost price based on the effective interest method. Given the short-term character of the debt, the value is equal to the nominal value.

Foreign currencies

The Fund has no positions in foreign currencies.

Principles for determining the result

General

Investment results are determined by investment income and rises or declines in loan prices. Results are allocated to the period to which they relate and are accounted for in the profit and loss account.

Notes (continued)

Principles for determining the result (continued)

Recognition of income

Income items are recognized in the profit and loss account when an increase of the economic potential associated with an increase of an asset or a reduction of a liability has occurred and the amount of this can be reliably established.

Recognition of expenses

Expense items are recognized when a reduction of the economic potential associated with a reduction of an asset or an increase of a liability has occurred and the amount of this can be reliably established.

Investment income

This includes the interest income from the loans provided and interest income from cash balances. Accrued interest at balance sheet date is taken into account.

Changes in value

Realized and unrealized capital gains and losses on securities and currencies are presented under this item. As the investments are illiquid, unrealized results are recognized in the revaluation reserve. Realization of capital gains takes place on selling as the difference between the sales value and the average historical cost price. Unrealized capital gains relate to value changes in the portfolio between the beginning of the financial year and the balance sheet date, corrected by the realized gains when positions are sold or settlement takes place.

Principles for cash flow statement

General

This cash flow statement has been prepared using the indirect method. Cash comprises items that may or may not be directly callable.

Determination of the value of Fund Assets

RIAM will determine the composition and the value of the Fund assets in euros at least on each final trading day of the month in accordance with the principles of good faith and with absolute discretion (in accordance with the stated accounting policies).

Risks relating to financial instruments

Investment risk

The value of investments may fluctuate. Past performance is no guarantee of future results. The net asset value of the Fund depends on developments in the financial markets and can therefore either rise or fall. In particular, changes in interest rates and the creditworthiness of the business to which loans have been provided may affect the value of the investments in the Fund. Participants run the risk that their investments may end up being worth less than the amount they invested or even worth nothing. The general investment risk can also be characterized as market risk.

Market risk

Market risk can be divided into three types: price risk, currency risk and concentration risk. Market risks are contained using limits on quantitative risk measures such as volatility or value-at-risk. This means that the underlying risk types (price risk, currency risk and concentration risk) are also indirectly contained.

Price risk

The net asset value of the Fund is sensitive to market movements. In addition, investors should be aware of the possibility that the value of investments may vary as a result of changes in political, economic or market circumstances, as well as changes in an individual business situation. The entire portfolio is exposed to price risk. The risks described in the paragraphs Interest risk and credit risk are the main sources of price risk in this portfolio.

Currency risk

Base currency of the Fund is the euro. The Fund has no positions in other currencies than the euro.

Concentration risk

Based on its investment policy, the Fund may invest in loans to companies that (mainly) operate within the same sector or region, or in the same market. In the case of concentrated investment portfolios, events within the sectors, regions or markets in which they invest have a more pronounced effect on the Fund assets than in less concentrated investment portfolios. Concentration risks can be limited by applying relative or absolute country or sector concentration limits.

Notes (continued)

Risks relating to financial instruments (continued)

Market risk (continued)

Concentration risk (continued)

The sector concentrations are shown below.

Concentration risk by sector

	31/12/2023 % of net assets	31/12/2022 % of net assets
Consumer Discretionary	13.09	12.02
Consumer Staples	22.91	27.03
Energy	—	13.64
Industrials	35.13	29.57
Utilities	5.34	7.80
Other assets and liabilities	23.53	9.94
Total	100.00	100.00

Leverage risk

The Fund may make use of derivative instruments, techniques or structures. They may be used for hedging risks, and for achieving investment objectives and ensuring efficient portfolio management. These instruments may be leveraged, which will increase the Fund's sensitivity to market fluctuations. The risk of derivative instruments, techniques or structures will always be limited within the conditions of the Fund's integral risk management. The degree of leverage in the Fund, measured using the gross method (where 0% exposure indicates no leverage) over the year, as well as on the balance sheet date, is shown in the table below. The gross method means that the absolute underlying value of the long positions and the short positions in derivatives are added up and represented as a percentage of the assets. In calculating the leverage risk, account has been taken of the positions in the funds in which Bedrijfsleningenfonds invests.

	Lowest exposure during the reporting year	Highest exposure during the reporting year	Average exposure during the reporting year	Exposure at the reporting year end
Bedrijfsleningenfonds	0%	0%	0%	0%

Credit risk

In terms of credit risk, procedures have been established relating to the selection of counterparties, specified on the basis of external credit ratings and credit spreads. Counterparties for cash are assessed on their creditworthiness prior to acceptance using the short- and long-term ratings of external sources, on the basis of credit spread, and based on any guarantees issued by the counterparty's parent company. The minimum acceptance level for approving a counterparty is a long-term mid- rating equal to or higher than A3, and a short-term mid-rating equal to or higher than P-1. In addition to external ratings, qualitative indicators are also used when assessing a new counterparty.

The above-mentioned guidelines relating to counterparties have been drawn up by the Fund in the best interests of the participant and may be changed without prior warning. The figure that best represents the maximum credit risk is given in the table below. Excess cash is distributed to participants every month, with a minimum of 500K EUR kept on the cash account.

	31/12/2023	% of	31/12/2022	% of
	EUR' 000	net assets	EUR' 000	net assets
Loans provided	134,944	76.00	275,283	90.05
Accounts receivable	515	0.29	999	0.33
Cash and cash equivalents	42,251	23.80	29,667	9.72
Total	177,710	100.09	305,949	100.09

No account is taken of collateral received in the calculation of the total counterparty risk. Credit risk is contained by applying limits to the exposure per counterparty as a percentage of the Fund assets.

Notes (continued)

Risks relating to financial instruments (continued)

Credit risk (continued)

Investments in fixed-income financial instruments are subject to risk in relation to interest percentages, default and credit risk. Financial instruments with low creditworthiness generally provide higher returns than financial instruments with higher creditworthiness, and this serves to offset the higher risk of default of the institution which issued the financial instruments concerned. Financial instruments with lower creditworthiness are generally more sensitive to short-term corporate and market developments than financial instruments with higher creditworthiness. The latter respond mainly to fluctuations in the general exchange-rate level. Financial instruments may run the risk of being classified as less creditworthy because of a downgrade in their credit rating. The Fund's bank loans normally share in all the collateral of the company, such as inventory, debtors or real estate. Collateral has been received for 12 of the 16 loans. In its investment decision and its regular reviews of the loans, the Fund considers the value of the company in a stress scenario and the expected proceeds of the collateral in the event of bankruptcy or restructuring, whereby the expectation is that the highest proceeds will be realized through the sale of the business as a whole rather than through the sale of the borrower's assets separately. A measure known as the Loss-Given-Default percentage expresses the loss in the event of bankruptcy or restructuring. The Loss-Given-Default percentage gives an estimate of the outstanding loan less the maximum estimated value of the company in a stress scenario and the expected proceeds of the collateral at that time. The average weighted Loss-Given-Default percentage is 32.0%, which means that an estimated average of 68.0% (EUR 93.5 million) of the outstanding loans is covered. For the Fund's loans, the Loss-Given-Default percentage at 31 December 2023 is determined on the basis of the investment decisions of the Credit Committee on provision of the loans. This collateral is not recognized in the balance sheet and is not reinvested. NB: private placements are normally unsecured, meaning that no collateral (or security) is provided to the lenders. A Loss-Given-Default estimate is however made.

The creditworthiness of borrowers is assessed using an external rating model. Prior to taking this model into operation, the risk management department has carried out a validation on the basis of the model documentation.

The Fund is subject to concentration limits for fixed-income portfolios to limit the risk of lower classification and defaults (also referred to as event risks). The credit-spread risk is included in the general market-risk measures.

The table below shows the credit ratings for investments in provided loans.

Credit rating *

	31/12/2023	31/12/2022
	% of the debt securities	% of the debt securities
Investment grade	24.59	30.32
Below investment grade	75.41	69.68
Total	100.00	100.00

* Credit rating designations BBB or above are considered investment grade.

The average spread duration¹ at 31 December 2023 was 1.98 years (year-end 2022: 2.03 years).

¹ Spread duration is a measure of the price sensitivity of a portfolio to changes in credit spreads and therefore the credit risk of the portfolio, and represents the approximate percentage change in the value of the portfolio as a result of a one per cent increase or decrease in credit spreads. Spread duration is calculated in years.

As at 31 December 2023, none of the loans was priced with a fixed price. No write offs took place during the financial year.

Liquidity risk

We distinguish between asset liquidity risk and funding liquidity risk, which are closely connected:

Asset liquidity risk arises when transactions cannot be executed in a timely fashion at quoted market prices and/or at acceptable transaction cost levels due to the size of the trade. Or in more extreme cases, when they cannot be conducted at all. Asset liquidity risk is a function of transaction size, transaction time and transaction cost.

Funding liquidity risk arises when the redemption requirements of clients or other liabilities cannot be met without significantly impacting the value of the portfolio. Funding liquidity risk will only arise if there is also asset liquidity risk.

Notes (continued)

Risks relating to financial instruments (continued)

Interest-rate risk

Interest-rate fluctuations can affect the value of the fixed-income investments. The table below contains an overview of the portfolio broken down according to remaining time to maturity.

Remaining time to maturity in years

	% of net assets 31/12/2023	% of net assets 31/12/2022
0 to 1 year	36.61	32.50
1 to 5 years	63.39	59.33
5 to 10 years	–	8.17
Total	100.00	100.00

The average modified duration¹ at 31 December 2023 was 1.24 year (1 years as at December 2022). Policy of the Fund is that a large proportion of the portfolio will consist of variable interest loans based on Euribor with a spread. This will have a downward effect on the average modified duration of the portfolio. Up to 25% of the committed capital will be invested in loans with a fixed coupon. A list of loans classified by type is presented below.

¹ The term 'modified duration' is a measure of the interest-rate sensitivity and interest-rate risk of a portfolio, and represents the approximate percentage change in the value of the portfolio as a result of a one per cent increase or decrease in interest rates.

Classification by loan type

	31/12/2023		31/12/2022	
	in % of loans provided	in % of committed capital	in % of loans provided	in % of committed capital
Bank loans (variable interest)	55.08	10.51	60.56	23.16
Private placements (fixed interest)	44.92	8.57	39.44	15.08
Total	100.00	19.09	100.00	38.17

Cash flow risk

The loans provided by the Fund are exposed to cash flow risk, since the borrower may decide to repay the loan in part or in full at any time. If a loan is repaid during the accrual phase, the Fund will look for a new investment which may be at a lower interest rate.

Risk of premature termination

In case of dissolution of the Fund, the balance on liquidation will be distributed to the participants in proportion to the number of participating units they hold. It is possible that on liquidation the value of a participating unit will have fallen to below the value at which the participant purchased the participating unit.

Manager

Robeco Institutional Asset Management B.V. ("RIAM") is the Fund manager. In this capacity, RIAM handles the asset management, administration, marketing and distribution of the Fund. RIAM holds an AIFMD license as referred to in Section 2:65 Wft. In addition, RIAM is licensed as a manager of UCITS (2:69b Wft, the Dutch Financial Supervision Act), which includes managing individual assets and giving advice on financial instruments. RIAM is subject to supervision by the Dutch Authority for the Financial Markets (Stichting Autoriteit Financiële Markten, "AFM"). RIAM has listed the Fund with AFM. RIAM is a 100% subsidiary of ORIX Corporation Europe N.V. via Robeco Holding B.V. ORIX Corporation Europe N.V. is a part of ORIX Corporation.

Depository

The assets of the Fund are held in custody by J.P. Morgan SE, Amsterdam Branch. J.P. Morgan SE, Amsterdam Branch is appointed as the depository of the Fund as referred to in Section 4:62m Wft. The depository is responsible for supervising the Fund insofar as required under and in accordance with the applicable legislation. The manager, Stichting Custody Robeco Institutional and J.P. Morgan SE, Amsterdam Branch have concluded a depository and custodian agreement.

Notes (continued)

Risks relating to financial instruments (continued)

Liability of the depositary

The depositary is liable to the Fund and/or the participants for the loss of a financial instrument under the custody of the depositary or of a third party to which custody has been transferred. The depositary is not liable if it can demonstrate that the loss is a result of an external event over which it in all reasonableness had no control and of which the consequences were unavoidable, despite all efforts to ameliorate them. The depositary is also liable to the Fund and/or the participants for all other losses they suffer because the depositary has not fulfilled its obligations as stated in this depositary and custodian agreement either deliberately or through negligence. Participants may make an indirect claim upon the liability of the depositary through the manager. If the manager refuses to entertain such a request, the participants are authorized to submit the claim for losses directly to the depositary.

Affiliated parties

The Fund and the manager may utilize the services of and carry out transactions with parties affiliated to the Fund, as defined in the BGfo, such as RIAM, Robeco Nederland B.V. and ORIX Corporation. The services entail the execution of tasks that have been outsourced to these parties such as (1) securities lending, (2) hiring temporary staff and (3) issuance and repurchase of the Fund's participating units. Transactions that can be carried out with affiliated parties include the following: treasury management, derivatives transactions, lending of financial instruments, credit extension, purchase and sale of financial instruments on regulated markets or through multilateral trading facilities. All these services and transactions are executed at market rates.

Notes to the balance sheet

1. Loans provided

Development of loans provided

	2023 EUR' 000	2022 EUR' 000
Book value (fair value) at opening date	275,283	405,143
Loans provided	52	288
Redemptions	(143,807)	(125,261)
Unrealized gains / (losses)	660	(6,398)
Realized gains / (losses)	2,756	1,511
Book value (fair value) at closing date	134,944	275,283

A sub-division into credit rating, maturity and sector is provided under the note on risks relating to financial instruments.

Transaction costs

There were no explicit transaction costs during the reporting period. The transaction costs for loans provided are not charged separately.

2. Interest receivable

This concerns receivables arising from accrued interest on the loan portfolio.

3. Amounts owed by affiliated parties

This concerns the fee charged by RIAM for the fees charged by the depositary. In accordance with Article 10.2 of the terms and conditions, the depositary fee are not charged to the Fund, but are borne by RIAM.

4. Cash and cash equivalents

This concerns:

	31/12/2023 EUR' 000	31/12/2022 EUR' 000
Freely available cash	42,251	29,667
Total	42,251	29,667

5. Payable to affiliated parties

This concerns the following payables to RIAM:

	31/12/2023 EUR' 000	31/12/2022 EUR' 000
Payable for management fee	159	284
Total	159	284

6. Other liabilities, accruals and deferred income

This concerns the following items with an expected remaining maturity less than a year:

	31/12/2023 EUR' 000	31/12/2022 EUR' 000
Costs payable	2	4
Sub-total (investment activities)	2	4
Total	2	4

Notes to the balance sheet (continued)

7. Fund assets

	2023 EUR' 000	2022 EUR' 000
Development of Fund assets		
Participants capital Bedrijfsleningenfonds		
Situation on opening date	269,255	385,067
Paid for participating units repurchased	(122,667)	(115,812)
Situation on closing date	146,588	269,255
General reserve		
Situation on opening date	28,209	18,461
Addition of result in previous financial year	6,296	22,230
Contribution to revaluation reserve	1,689	2,174
Distributed results	(20,438)	(14,656)
Situation on closing date	15,756	28,209
Revaluation reserve		
Situation on opening date	1,901	4,075
Withdrawal	(1,689)	(2,174)
Situation on closing date	212	1,901
Undistributed earnings		
Situation on opening date	6,296	22,230
Net result	14,993	6,296
Addition to the general reserve	(6,296)	(22,230)
Situation on closing date	14,993	6,296
Situation on closing date	177,549	305,661

8. Fund assets, participating units outstanding and net asset value per participating unit

	31/12/2023	31/12/2022	31/12/2021
Assets in EUR' 000	177,549	305,661	429,833
Number of participating units outstanding	139,834	256,849	367,326
Net asset value per participating unit in EUR	1,269.71	1,190.04	1,170.17

9. Assets and liabilities not shown in the balance sheet

At balance sheet date, the participants collectively had a further payment obligation of EUR 257.6 million. As the Fund does no longer invest in new loans, no further capital calls are expected.

Notes to the profit and loss account

Income

10. Investment income

This concerns:

	2023 EUR' 000	2022 EUR' 000
Interest		
Interest on Loans provided	12,081	12,491
Interest on bank balances	308	(13)
Total	12,389	12,478

Costs

11. Management fee

The management fee is charged by the manager. The fee is calculated daily on the basis of the Fund assets. The management fee amounts to 0.0875% per quarter (0.35% per year).

Management fee and service fee specified in the information memorandum

	%
Management fee	0.35

The management fee is used to pay for (1) administration costs, including costs relating to statutory reporting including annual and semi-annual reports, (2) costs charged by third parties for the purchase, sale and custody of financial instruments including the tasks relating thereto, (3) the fees charged by the depositary, (4) fees for services provided by NLII and (5) the fees charged by the external auditor and other external experts. Costs for the external auditor are not included in the Fund's results. Of the costs covered by RIAM for the external auditor, EUR 51 thousand related to the auditing of the Fund. The costs paid by RIAM for the external auditor relate exclusively to the audit of the financial statements.

12. Performance fee

The Fund is not subject to a performance fee.

13. Other costs

	2023 EUR' 000	2022 EUR' 000
Other fee	15	26
Total	15	26

14. Ongoing charges

	2023 %	2022 %
Management fee	0.35	0.35
Other costs	0.01	0.01
Total	0.36	0.36

The percentage of ongoing charges is based on the average assets. The average assets are calculated on a daily basis. The ongoing charges include all costs charged to the participating unit in the reporting period, excluding the costs of transactions in financial instruments and interest charges. The ongoing charges do not include any payment of entry or exit costs charged by distributors.

Notes to the profit and loss account (continued)

Costs (continued)

15. Maximum costs

For some cost items, the Fund's information memorandum specifies a maximum percentage of average assets. The table below compares these maximum percentages with the costs actually charged.

	2023 EUR' 000	2023 % of net assets	Maximum as specified in the information memorandum ¹
Management fee for Bedrijfsleningenfonds	797	0.35	0.35
Depositary fee ¹	—	0.00	0.01

¹ In accordance with Article 10.2 of the terms and conditions, the depositary fee are not charged to the Fund, but are borne by RIAM.

16. Turnover rate

The turnover rate for the reporting period was 0% (for the previous reporting period it was -1%). This rate shows the rate at which the Fund's portfolio is turned over and is a measure of the incurred transaction costs resulting from the portfolio policy pursued and the ensuing investment transactions. The turnover rate is determined by expressing the amount of the turnover as a percentage of the average Fund assets. The average Fund assets are calculated on a daily basis. The amount of the turnover is determined by the sum of the purchases and sales of investments less the sum of issuance and repurchase of own participating units. The sum of issues and repurchases of own participating units is determined as the balance of all issues and repurchases in the Fund. Cash and money-market investments with an original life to maturity of less than one month are not taken into account in the calculation.

17. Transactions with affiliated parties

There were no transactions with affiliated parties during the reporting period.

During the reporting period the Fund paid RIAM the following amounts in management fee:

	Counterparty	2023 EUR' 000	2022 EUR' 000
Management fee	RIAM	797	1,269

Said remuneration, which comes out of the management fee, is paid by RIAM and is therefore not charged to the Fund separately.

18. Fiscal status

The Fund is transparent for tax purposes. A further description of the fiscal status is included in the general information of the management report on page 5.

19. Proposed profit appropriation

The result for Bedrijfsleningenfonds will be added to the reserves.

Notes to the profit and loss account (continued)

Costs (continued)

20. Distributions

During the reporting period, the following distributions to participants were made.

Distribution date	Distribution Amount	Repaid capital	Realized result	% Capital repayment	% result
01/10/2023	30,058,587.84	26,384,404	3,674,184	87.78%	12.22%
02/09/2023	1,089,523.50	952,971	136,552	87.47%	12.53%
03/09/2023	4,551,556.81	3,975,633	575,924	87.35%	12.65%
04/13/2023	8,954,249.51	7,715,259	1,238,990	86.16%	13.84%
05/10/2023	36,364,922.58	31,178,736	5,186,187	85.74%	14.26%
06/09/2023	10,137,768.54	8,653,467	1,484,302	85.36%	14.64%
07/11/2023	5,432,536.04	4,626,374	806,162	85.16%	14.84%
08/09/2023	24,233,442.11	20,432,693	3,800,749	84.32%	15.68%
09/11/2023	3,449,022.66	2,893,975	555,047	83.91%	16.09%
10/10/2023	4,393,555.74	3,719,703	673,853	84.66%	15.34%
11/09/2023	14,440,211.85	12,133,850	2,306,362	84.03%	15.97%

21. Subsequent events

No significant events that may impact the Fund occurred after balance sheet date.

Rotterdam, 25 April 2024

The Manager
Robeco Institutional Asset Management B.V.

Daily policymakers RIAM:
K. (Karin) van Baardwijk
M.D. (Malick) Badjie
I.R.M. (Ivo) Frielink
M.C.W. (Mark) den Hollander
M.F. (Mark) van der Kroft
M. (Marcel) Prins

Other information

In the first five (5) years after the Closing Date, income into the Fund will in principle be reinvested. If, however, the Fund's cash position exceeds 5% of the Fund Capital for an uninterrupted period of at least 3 months, capital will be repaid to the participants in order to bring the Fund's cash position below 5% of the Fund Capital. However, no such repayment will be made in case the Capital Contribution of any entering participants has not reached the same level as that of the other participants in accordance with the procedure laid down in Article 14.1. Any participation fee that is paid when a Loan is granted will be distributed pro rata between the Fund and the bank concerned.

After the first five (5) years after the Closing Date, income into the Fund deriving from investments in the Fund will in each case be – fully or partially – distributed to the participants as a result of a decision taken by the manager to this effect if, after deducting the costs referred to in Article 10, 1) the Fund's cash position at the end of the quarter amounts to more than 0.5% of the Fund Capital, 2) the Fund's cash position amounts to more than 5% of the Fund Capital, or 3) earlier if the manager' considers distribution desirable. Payments will be made in cash pro rata the number of participating units a participant holds in relation to the total number of all participating units. The manager nevertheless reserves the right to withhold payment and to reserve income on behalf of the Fund in order to meet the Fund's obligations from this. These distributions will not be subject to dividend tax.

Independent auditor's report

To: the General Meeting and the manager of Robeco Bedrijfsleningenfonds

Report on the audit of the accompanying financial statements

Our opinion

We have audited the financial statements 2023 of Robeco Bedrijfsleningenfonds ('the Fund'), based in Rotterdam.

In our opinion the accompanying financial statements give a true and fair view of the financial position of Robeco Bedrijfsleningenfonds as at 31 December 2023, and of its result for 2023 in accordance with Part 9 of Book 2 of the Dutch Civil Code.

The financial statements comprise:

- 1 the balance sheet as at 31 December 2023;
- 2 the profit and loss account for 2023; and
- 3 the notes comprising a summary of the accounting policies and other explanatory information.

Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Robeco Bedrijfsleningenfonds in accordance with the 'Wet toezicht accountantsorganisaties' (Wta, Audit firms supervision act), the 'Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten' (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore, we have complied with the 'Verordening gedrags- en beroepsregels accountants' (VGBA, Dutch Code of Ethics).

We designed our audit procedures in the context of our audit of the financial statements as a whole and in forming our opinion thereon. The information in respect of fraud and non-compliance with laws and regulations and going concern was addressed in this context, and we do not provide a separate opinion or conclusion on these matters.

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information in support of our opinion

Audit response to the risk of fraud and non-compliance with laws and regulations

In chapter Risk Management of the report by the manager, the manager describes its procedures in respect of the risk of fraud and non-compliance with laws and regulations.

As part of our audit, we have gained insights into the Fund and its business environment, and assessed the design and implementation of the Fund's risk management in relation to fraud and

non-compliance. Our procedures included, among other things, assessing the Fund's code of conduct, whistleblowing procedures, incidents register and its procedures to investigate indications of possible fraud and non-compliance. Furthermore, we performed relevant inquiries with management, those charged with governance and other relevant functions, such as Internal Audit, Operational Risk Management, Legal and Compliance. As part of our audit procedures, we:

- obtained an understanding of how the Fund uses information technology (IT) and the impact of IT on the financial statements, including the potential for cybersecurity incidents to have a material impact on the financial statements;
- assessed other positions held by management board members and/or other employees and paid special attention to procedures and governance/compliance in view of possible conflicts of interest;
- evaluated investigation reports on indications of possible fraud and non-compliance, if any;
- evaluated correspondence with supervisory authorities and regulators.

In addition, we performed procedures to obtain an understanding of the legal and regulatory frameworks that are applicable to the Fund and identified the following areas as those most likely to have a material effect on the financial statements:

- the requirements by or pursuant to the Act on Financial Supervision (Wet op het financieel toezicht, Wft);
- the law on the prevention of money laundering and terrorist financing (Wwft).

We evaluated the fraud and non-compliance risk factors to consider whether those factors indicate a risk of material misstatement in the financial statements.

We rebutted the presumed fraud risk on revenue recognition as the Fund invests in loans that generate interest income based on contractual agreements. The calculation of interest income is considered non-complex and predictable.

Based on the above and on the auditing standards, we identified the following fraud risk that is relevant to our audit, including the relevant presumed risks laid down in the auditing standards, and responded as follows:

Management override of controls (a presumed risk)

Risk:

Management is in a unique position to manipulate accounting records and prepare fraudulent financial statements by overriding controls that otherwise appear to be operating effectively such as estimates related to the valuation of loans.

Responses:

- We evaluated the design and the implementation and, where considered appropriate, tested the operating effectiveness of internal controls that mitigate fraud and non-compliance risks, such as processes related to journal entries and estimates.

- We performed a data analysis of high-risk journal entries related to manual post-closing entries and evaluated key estimates and judgments for bias by the Fund's management, including retrospective reviews of prior years' estimates with respect to valuation of loans. Where we identified instances of unexpected journal entries or other risks through our data analytics, we performed additional audit procedures to address each identified risk, including testing of transactions back to source information.
- We incorporated an element of unpredictability in our audit by performing an online search for news about the Fund and the manager of the Fund to identify information that is relevant for the audit of the Fund with respect to management override of controls.

We communicated our risk assessment, audit responses and results to management.

Our audit procedures did not reveal indications and/or reasonable suspicion of fraud and non-compliance that are considered material for our audit.

Audit response to going concern

The manager has performed its going concern assessment and has not identified any going concern risks. To assess the manager's assessment, we have performed, inter alia, the following procedures:

- we considered whether the manager's assessment of the going concern risks includes all relevant information of which we are aware as a result of our audit;
- we analysed the company's financial position as at year-end and compared it to the previous financial year in terms of indicators that could identify going concern risks.

The outcome of our risk assessment procedures did not give reason to perform additional audit procedures on the manager's going concern assessment.

Report on the other information included in the annual report

In addition to the financial statements and our auditor's report thereon, the annual report contains other information.

Based on the following procedures performed, we conclude that the other information:

- is consistent with the financial statements and does not contain material misstatements;
- contains the information as required by Part 9 of Book 2 of the Dutch Civil Code regarding the management report and the other information.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of Part 9 of Book 2 of the Dutch Civil Code and the Dutch Standard 720. The scope of the procedures performed is less than the scope of those performed in our audit of the financial statements.

The manager is responsible for the preparation of the other information, including the management report, in accordance with Part 9 of Book 2 of the Dutch Civil Code, and other information pursuant to Part 9 of Book 2 of the Dutch Civil Code.

Description of the responsibilities for the financial statements

Responsibilities of the manager for the financial statements

The manager is responsible for the preparation and fair presentation of the financial statements in accordance with Part 9 of Book 2 of the Dutch Civil Code. Furthermore, the manager is responsible for such internal control as the manager determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to errors or fraud.

As part of the preparation of the financial statements, the manager is responsible for assessing the company's ability to continue as a going concern. Based on the financial reporting framework mentioned, the manager should prepare the financial statements using the going concern basis of accounting unless the manager either intends to liquidate the Fund or to cease operations or has no realistic alternative but to do so. The manager should disclose events and circumstances that may cast significant doubt on the company's ability to continue as a going concern in the financial statements.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not have detected all material errors and fraud during our audit.

Misstatements can arise from fraud or errors and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. Our audit included among others:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to errors or fraud, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from errors, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Fund's internal control;

- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the manager;
- concluding on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Fund's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company ceasing to continue as a going concern;
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the manager regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Rotterdam, 25 April 2024

KPMG Accountants N.V.

S. van Oostenbrugge RA