

Sustainability and Engagement at Boston Partners

Engagement Improvers Report

The Sustainability and Engagement Team (the “Team”) identified the following issuers that made significant ESG improvements consistent with the Team’s suggestions from previous engagement(s):

- 1. Enerplus Corporation (ticker symbol ERF):** ERF is one of Canada’s largest independent oil and gas producers. The Team had a call with ERF in November 2021 and asked about relations with indigenous communities. ERF told the Team in the January 2023 call that they added more information to their most recent sustainability report about this topic as a result of our suggestions.
 - 2. UCB S.A. (ticker symbol UCB-BE):** UCB-BE is a pharmaceuticals manufacturer. In 2021, the Team encouraged UCB to publish whistleblower statistics and supplier audit statistics. These were added to the 2021 integrated report.
 - 3. Jazz Pharmaceuticals plc (ticker symbol JAZZ):** JAZZ produces medicine for neurological disorders and oncological types. In October 2021, the Team encouraged JAZZ to publish a sustainability report, to report safety statistics and set emissions targets. In 2022, JAZZ published a sustainability report using SASB that included safety statistics and noted that an inventory of GHG emissions was being done in 2022.
 - 4. Ecovyst, Inc. (ticker symbol ECVT):** ECVT is a catalyst and services company dedicating to creating sustainable solutions. In December 2021, the Team encouraged ECVT to elect an independent Chairman. In April 2022, ECVT elected an independent Chairman.
 - 5. Nexstar Media Group, Inc. (ticker symbol NXST):** NXST is a television broadcasting and digital media company focused on the acquisition, development, and operation of television stations and digital media services throughout the U.S. During our March 2023 engagement call, NXST mentioned that they implemented two of our suggestions from our previous call in 2022. NXST published its first SASB report and announced a plan to declassify the Board. Shareholders will vote on the plan to declassify the Board at the 2023 annual meeting.
 - 6. BWX Technologies, Inc. (ticker symbol BWXT):** BWXT manufactures and sells nuclear components. In 2022, the Team encouraged BWXT to appoint an independent Chair. During our January 2023 engagement call, BWXT informed that the Team that they have appoint an independent Chairwoman.
 - 7. Amdocs Limited (ticker symbol DOX):** DOX provides software and services worldwide. In January 2021, the Team informed DOX that we would vote against the directors on the nominating committee because the Board did not have at least two females. DOX has since appointed a second female to the Board.
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8. **Lotes Co., Ltd. (ticker symbol 3533-TW):** 3533-TW designs and manufactures precision electronic interconnect components and hardware. The Team sent an email to 3533-TW in January 2022 following research and encouraged 3533-TW to disclose the number of female directors on the Board, to adopt environmental goals, and to provide information on waste usage. 3533-TW has two women on the Board and environmental goals and waste usage are now disclosed.
9. **IAA, Inc. (ticker symbol IAA):** IAA is a digital marketplace connecting vehicle buyers and sellers. The Team sent an engagement email following research in February 2020 and asked if IAA would be able to provide any info about plans for increasing sustainability disclosure and whether they are planning to prepare an ESG report in the near future. There is now a sustainability report.
10. **H&R Block, Inc. (ticker symbol HRB):** HRB is an American tax preparation company. The Team emailed HRB on September 14, 2021, following research and encouraged HRB to disclose complaints made on its whistleblower line, to publish EEO-1 diversity data, and to set environmental targets. Diversity data is now disclosed.
11. **Barrick Gold Corporation (ticker symbol GOLD):** GOLD is a mining company that produces gold and copper. The Team sent a letter to GOLD in April 2020 regarding Boston Partners withholding votes from director nominees Cisneros, Coleman, and Greenspun because they are incumbent members of the nominating committee, the Board has seven or more members, and does not have at least two Board members that are not of the majority Board gender. There are now 4 women on the Board.
12. **Benchmark Electronics, Inc. (ticker symbol BHE):** BHE provides full product lifecycle solutions including product design, engineering, technology solutions, advanced manufacturing, and after-market services. The Team sent a proxy letter to BHE on May 18, 2021, regarding Boston Partners withholding votes from director nominees Scheible, De Greef-Safft, Duncan, Lamneck, and McCreary because they are incumbent members of the nominating committee, and the Board does not have any directors who are racial minorities. BHE responded noting they are working to recruit a racially diverse director. There is now an ethnically diverse director on the Board.

Disclosure

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