

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. **Goodyear Tire & Rubber Company (ticker symbol GT):** GT develops, manufactures, distributes, and sells tires and related products and services. In October 2021, the Team encouraged GT to appoint an independent Chair. GT adopted an independent Chair in January 2024.
 2. **ON24, Inc. (ticker symbol ONTF):** ONTF provides a cloud-based intelligent engagement platform that enables businesses to convert customer engagement into revenue through interactive webinar, virtual event, and multimedia content experiences worldwide. The Team emailed ONTF following research in January 2023 and encouraged ONTF to increase Board gender diversity and remove the classified Board structure, among other items. ONTF now has a declassified Board and two women on the Board.
 3. **TEGNA Inc. (ticker symbol TGNA):** TGNA operates as a media company. In 2023, the Team encouraged TGNA to disclose data to back up the use of professional development programs by employees. In 2024, TGNA issued an updated sustainability report including detailed training data.
 4. **SouthState Corporation (ticker symbol SSB):** SSB is a financial services company. The Team engaged with SSB in January 2022 and February 2023 regarding our preference for an independent Chair. SSB has adopted an independent Chair.
 5. **Dime Community Bancshares (ticker symbol DCOM):** DCOM is a regional New York City and Long Island based bank. In 2023, the Team encouraged DCOM to appoint an independent Chair and to assign ESG responsibility among the Board members. DCOM’s Chair is now independent, and the Corporate Governance Committee of the Board oversees ESG.
 6. **Teradyne Inc. (ticker symbol TER):** TER provides semiconductor testing and builds robots. In 2023 the Team encouraged TER to disclose supplier audits and to set SBTi environmental targets. In 2024, TER disclosed the extent of its supplier audits and that it had committed to setting SBTs.
 7. **Leidos Holdings, Inc. (ticker symbol LDOS):** LDOS provides services and solutions in the defense, intelligence, civil, and health markets. In 2023, the Team encouraged LDOS to adopt an independent Chair and reduce the threshold
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for shareholders to call special meetings from 25% to 10%. In 2024, LDOS informed the Team that they adopted an independent Chair. The Board also voluntarily reduced the threshold to call special meetings from 25% to 15%.

- 8. Vici Properties, Inc. (ticker symbol VICI):** VICI is a triple net lease REIT. In 2023, the Team encouraged VICI to disclose average training hours per employee. This data was disclosed in the latest sustainability report.

Disclosure

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