

Sustainability and Engagement at Boston Partners

Engagement Improvers Report

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

1. **Olin Corporation (ticker symbol OLN):** OLN manufactures and distributes chemical products. In April 2023, the Team encouraged OLN to appoint an independent Chair. OLN adopted an independent Chair in 2024.
2. **Beacon Roofing Supply, Inc. (ticker symbol BECN):** BECN engages in the distribution of residential and non-residential roofing materials, and complementary building products to contractors, home builders, building owners, lumberyards, and retailers. The Team previously engaged with BECN to adopt an independent Chair, to add more women to the Board, disclose safety rates and publish a sustainability report in accordance with a recognized framework. Following our most recent research review, we noticed BECN has adopted our suggestions.
3. **SS&C Technologies Holdings, Inc. (ticker symbol SSNC):** SSNC provides administrative services to the asset management industry. The Team had encouraged SSNC to add an additional female director, which SSNC did in 2024.
4. **CBOE Global Markets (ticker symbol CBOE):** CBOE is a financial exchange. In 2023, the Team encouraged CBOE to appoint an independent Chairman and to disclose how CBOE would attain its net zero goals. In 2024, CBOE now has an independent Chairman and has disclosed significant renewable energy purchases to attain its net zero goals.
5. **Daimler Truck Group (ticker symbol DTG-DE):** DTG-DE makes trucks and buses. In 2023, the Team encouraged DTG-DE to report safety statistics. DTG-DE has now reported safety statistics.
6. **Tower Semiconductor LTD (ticker symbol TSEM):** TSEM makes semiconductors. In 2023, the Team encouraged TSEM to disclose environmental goals and training hours and to update its sustainability report. All of these were done in 2024.
7. **Janus Industrial Group, Inc. (ticker symbol JBI):** JBI makes overhead doors. In 2023, the Team encouraged JBI to have at least two female directors. In 2024, JBI now has two female directors.
8. **Halozyme Therapeutics, Inc. (ticker symbol HALO):** HALO is a biopharma technology platform company, researches, develops, and commercializes proprietary enzymes and devices. The Team emailed HALO following research in August 2023 and encouraged HALO to assign ESG oversight at the Board and management level. This is now implemented. HALO’s Board oversees the ESG strategy. Executive management approves the ESG strategy and provides the Board and its committees with updates on the ESG strategy, performance, and priorities. The ESG Team recommends

and develops the ESG strategy and programs. There is a VP of Sustainable Operations and Director of EHS at the management level. The Team also encouraged HALO to align its ESG report with GRI or SASB standards and the sustainability report is now in accordance with SASB.

- 9. **Heidrick & Struggles International, Inc. (ticker symbol HSII):** HSII provides executive search, consulting, and on-demand talent services to businesses and business leaders worldwide. In July 2022, the Team emailed HSII following research and encouraged HSII to expand its environmental disclosure and set carbon emissions targets in line with the Paris Agreement objectives. HSII is committed to setting near term SBTs with the SBTi in 2024 and discloses GHG emissions.

- 10. **Perdoceo Education Corporation (ticker symbol PRDO):** PRDO provides postsecondary education through online, campus-based, and blended learning programs. In 2023, the Team encouraged PRDO to appoint an independent Chairman. In 2024, PRDO now has an independent Chairman.

Definitions

- ESG: Environmental, Social, and Governance
- EHS: Environment, Health and Safety
- GRI: Global Reporting Initiative
- SASB: Sustainability Accounting Standards Board
- SBTs: Science-Based Targets
- SBTi: Science Based Targets initiative

Disclosure

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