

Engagement Improvers Report



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The Sustainability and Engagement Team identified the following issuers as having made significant ESG improvements consistent with our suggestions from previous engagement(s).

- 1. StoneX Group, Inc. (ticker symbol SNEX):** SNEX is a commodities broker. In October 2023, we encouraged SNEX to publish a sustainability report. In 2024, SNEX published a good sustainability report.
- 2. EastGroup Properties, Inc. (EGP):** EGP is a self-administered equity REIT. In September 2023, we emailed EGP following research and encouraged EGP to report on the environmental footprint of its properties, to discuss climate-related risks and opportunities, and to provide employee training statistics. EGP now provides environmental data, a discussion of climate-related risks and opportunities, and employee training statistics in its most recent sustainability report.
- 3. Sumitomo Mitsui Financial Group, Inc. (8316-JP):** 8316-JP manages financial operations for its subsidiaries. For the past several years, Boston Partners has sent proxy letters regarding our votes against directors due to lack of Board gender diversity. 8316 now satisfies our Board gender diversity expectations with 3 total women on the Board. We also emailed 8316-JP in July 2022 following research and encouraged 8316-JP to disclose a description of professional development programs offered, waste and water usage from operations, the number of suppliers audited annually and the results of those audits, and the number of complaints made on its whistleblower line. This is now all disclosed.
- 4. Robert Half, Inc. (RHI):** RHI provides talent solutions and business consulting services. On 7/1/2022, we engaged with RHI to inform management that we voted against Director Dirk A. Kempthorne, Director Marc H. Morial, Director Robert J. Pace, and Director Frederick A. Richman due to lack of sufficient female representation on the Board. RHI now has 3 women on the Board which resolves this concern. Also, in June 2021, we emailed RHI and encouraged RHI to increase shareholder rights, disclose EEO-1 data, commit to environmental goals, and disclose supplier audit data. Shareholders may act by written consent, EEO-1 data is disclosed, environmental targets are created and SBTi approved, and RHI discloses the percentage of suppliers screened for environmental and social criteria.
- 5. Allegion Plc (ALLE):** ALLE manufactures and sells mechanical and electronic security products and solutions worldwide. In August 2022, we encouraged ALLE to adopt an independent Chair and to disclose climate change risks and opportunities in accordance with TCFD or CDP. ALLE now has an independent Chairwoman and addresses climate change in its annual CDP response.
- 6. Dover Corporation (DOV):** DOV provides equipment and components, consumable supplies, aftermarket parts, software and digital solutions, and support services worldwide. In May 2023, we encouraged DOV to appoint an underrepresented director, which they did in November 2023. Additionally, in 2021, we encouraged DOV to disclose EEO-1 data, which is now provided.

7. **Movado Group, Inc. (MOV):** MOV designs, manufactures, and distributes watches. In June 2021, we sent a letter regarding Boston Partners withholding votes from two director nominees due to insufficient diversity on the Board. The SVP and General Counsel responded to our letter and assured us that our feedback would be considered. MOV now has adequate diversity on the Board.
8. **Voya Financial, Inc. (VOYA):** VOYA provides workplace benefits and savings products. In October 2023, we encouraged VOYA to adopt an independent Chair. VOYA adopted an independent Chairwoman in 2024.
9. **Nomad Foods Limited (NOMD):** NOMD manufactures, markets, and distributes a range of frozen food products. In September 2023, we emailed NOMD following research and encouraged NOMD to adopt an independent Chair and report training data. We asked about sustainability oversight, supplier audits, and Uighur forced labor. NOMD described sustainability oversight and reported supplier audit data in the 2023 report.

Index of Acronyms:

CDP: Carbon Disclosure Project

EEO-1: An EEO-1 report is a survey mandated by the U.S. Equal Employment Opportunity Commission. It aims to provide a demographic breakdown of the employer's workforce by race and gender.

REIT: Real Estate Investment Trust

SBTi: Science Based Targets initiative

TCFD: Task Force on Climate-Related Financial Disclosures

Disclosure

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