

# 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. SharkNinja, Inc. (ticker symbol SN):** SN a product design and technology company, engages in the provision of various solutions for consumers. In November 2023, we encouraged SN to publish a sustainability report using a recognized ESG reporting standard. SN produced such a report in 2024.
- 2. Rayonier Advanced Materials, Inc. (RYAM):** RYAM manufactures and sells cellulose specialty products. In January 2024, we encouraged RYAM to disclose safety rates including TRIR annually. In 2025, RYAM disclosed its TRIR since 2019.
- 3. Commercial Metals Company (CMC):** CMC manufactures, recycles, and fabricates steel and metal products, and related materials and services. In December 2023, we encouraged CMC to eliminate the classified Board structure, adopt an independent Chair, and report employee training usage statistics. CMC recently adopted an independent Chair and began disclosing employee training participation data.
- 4. Builders FirstSource, Inc. (BLDR):** BLDR manufactures and supplies building materials, manufactured components, and construction services to professional homebuilders, sub-contractors, remodelers, and consumers. Since 2021, we have encouraged BLDR to improve gender diversity on the Board. At the 2021 and 2023 annual meetings, Boston Partners voted against the incumbent nominating committee director nominee due to the lack of diversity on the Board. We also discussed the topic in our engagement calls with BLDR in 2023 and 2024. In February 2025, BLDR informed us that they added two females to the Board, increasing the total to three female directors.
- 5. Asahi Group Holdings Ltd. (2502-JP):** 2502-JP engages in the manufacture and sale of food and beverages. At the 2021 and 2022 annual meetings, Boston Partners voted against all incumbent, male members of the Board because the Board lacks a nominating committee, has seven or more members, and does not have at least two Board members that are not of the majority Board gender. We also emailed 2502-JP following research in October 2022 and encouraged 2502-JP to increase the number of female directors on the Board. This is now resolved. 2502-JP has two female Board members on its Supervisory Board and five female Board members on its Board of Directors.
- 6. Check Point Software Technologies Ltd. (CHKP):** CHKP develops, markets, and supports a range of products and services for IT security. We emailed CHKP in January 2024 and encouraged CHKP to report on operational waste and water usage annually. In March 2025, we had an engagement call with CHKP and asked if CHKP plans to report operational waste and water usage in future reports. CHKP noted it will be reporting these figures in its upcoming sustainability report.

## Index of Acronyms:

**ESG:** Environmental, Social, and Governance

**TRIR:** Total Recordable Injury Rate

## Disclosure

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