

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. **KBR, Inc. (ticker symbol KBR):** KBR delivers science, technology and engineering solutions to governments and companies around the world. The Team had an engagement call with KBR in 2019 and provided several sustainability disclosure suggestions. The Team recently updated our research on KBR and recognized several improvements relating to the Team’s previous suggestions. In 2019, the Team recommended including total GHG emissions, waste, recycling, and water data. In the most recent report, KBR disclosed GHG emissions, waste, and recycling data. The Team also suggested including supplier oversight statistics, training data, and whistleblower claims. KBR now reports its training data. Finally, the Team encouraged KBR to add metrics beyond anecdotal information and provided examples of issuers with comprehensive disclosure. KBR’s updated disclosure contains comprehensive metrics.
 2. **Pioneer Natural Resources Company (ticker symbol PXD):** PXD is a hydrocarbon exploration company headquartered in Texas. The Team engaged with PXD through multiple engagement calls and emails in 2019 and 2018. In 2018, the Team noted our preference for an independent chairman. PXD has since elected an independent chairman. The Team recommended PXD participate in the CDP climate response. PXD submitted its first response in 2021. The Team asked about PXD’s switch to low-bleed controllers and if seismic activity is affecting operations. PXD included discussions of these topics in its most recent sustainability report. In 2019, the Team gave recommendations to improve sustainability reporting such as including data on the number of women in leadership roles and employee injury rates. PXD has since added this data to its sustainability reporting. Finally, the Team asked about PXD’s supplier oversight process during calls convened in 2018 and 2019. PXD has since improved supplier oversight disclosure.
 3. **Chubb Limited (ticker symbol CB):** CB is a global provider of insurance products covering property and casualty, accident and health, reinsurance, and life insurance. The Team engaged with CB in 2020 and 2021 regarding disclosing EEO-1 data and in the April 2021 call they informed us they recently published this data on their website. CB also mentioned they published a TCFD report following our recommendation to do so.
 4. **Arrow Electronics, Inc. (ticker symbol ARW):** ARW is a global provider of products, services, and solutions to industrial and commercial users of electronic components and enterprise computing solutions. The Team had an engagement call with ARW in September 2021 and recommended including whistleblower statistics, environmental data and goals and safety statistics which are now reflected in the most recent ESG report. In 2020, the Team had an
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engagement call with ARW and recommended ARW align its report with SASB and TCFD which is now reflected in the most recent ESG report.

5. **Realogy Holdings Corp. (ticker symbol RLGY):** RLGY provides residential real estate services. In November 2021, the Team encouraged RLGY to publish diversity data, training hours and to report in accordance with a recognized reporting standard. RLGY has now published comprehensive diversity data.
6. **Unisys Corporation (ticker symbol UIS):** UIS is a global information technology company. In May 2021, the Team encouraged UIS to report additional disclosure including diversity of the workforce metrics, training provided to the workforce, and supplier oversight information. UIS provided sufficient disclosure in all three areas in their 2021 report.
7. **World Fuel Services Corporation (ticker symbol INT):** INT engages in the distribution of fuel, and related products and services in the aviation, marine, and land transportation industries worldwide. The Team notified INT in 2020 and 2021 of our votes against certain directors for failure to have sufficient women on the Board. INT now has 2 women on the Board.
8. **Harley-Davidson, Inc. (ticker symbol HOG):** HOG manufactures and sells custom, cruiser, and touring motorcycles. During an engagement call in 2021, the Team encouraged HOG to disclose EEO-1 diversity data. HOG included EEO-1 data in its most recent sustainability report.
9. **Syneos Health, Inc. (ticker symbol SYNH):** SYNH operates as a biopharmaceutical solutions organization. The Team had a call with SYNH in September 2020 and expressed our preference for closer to 30% women on the Board and a declassified Board. SYNH has 10 directors of which 4 are female and SYNH is in the process of declassifying the Board.
10. **Henry Schein, Inc. (ticker symbol HSIC):** HSIC is an American distributor of health care products and services. The Team had a call with HSIC in May 2019 and encouraged HSIC to disclose the number of suppliers audited, GHG emissions data, diversity data, and the number of substantiated whistleblower reports received which are now all disclosed. The Team emailed HSIC following research in January 2021 and encouraged HSIC to set environmental goals, especially science-based emissions targets. HSIC has environmental goals and is exploring a pathway to setting a SBT.
11. **Emcor Group, Inc. (ticker symbol EME):** EME provides mechanical and electrical construction and facilities services. The Team had a call with EME in March 2021 and asked what percent of revenue is derived from sustainable products and services and EME indicated it was too early to know exactly how much revenue is related to sustainable products but now discloses the amount of revenue from renewable energy projects in its most recent report. The Team encouraged EME to disclose EEO-1 data and this information is now disclosed.

Disclosure

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