

# 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. Envista Holdings Corp. (ticker symbol NVST):** NVST develops, manufactures, and markets dental products. During a 2020 engagement call, the Team encouraged NVST to publish a sustainability report and described the type of disclosure we typically see. NVST recently published its inaugural sustainability report, incorporating many of our suggestions.
- 2. Insight Enterprises, Inc. (ticker symbol NSIT):** NSIT provides IT hardware, software, and services solutions. In June 2021, the Team engaged NSIT with the following points: provide for shareholders to act by written consent, disclose whistleblower statistics, adopt an independent Chairperson, provide EEO-1 and safety data, and provide supplier oversight. NSIT responded that they would consider the Team’s suggestions. In 2022, NSIT elected an independent Chairman.
- 3. HanesBrands, Inc. (ticker symbol HBI):** HBI manufactures, and markets retail clothing products made from recycled cotton and polyester. In June 2021, the Team engaged HBI to publish safety statistics and EEO-1 data. HBI recently disclosed both EEO-1 data and safety statistics after our engagement.
- 4. AmerisourceBergen Corporation (ticker symbol ABC):** ABC sources and distributes pharmaceutical products in the U.S. and internationally. In September 2021, the Team engaged with ABC regarding say on pay and requested that ABC provide whistleblower statistics, report EEO-1 diversity data, and set an SBTi-approved emissions reduction target. ABC now provides whistleblower statistics and EEO-1 data and has submitted its emissions reduction target to SBTi for validation.
- 5. Hasbro, Inc. (ticker symbol HAS):** HAS operates as a play and entertainment company. In 2019, the Team encouraged HAS to appoint an independent Chairman. HAS appointed an independent Chairman in 2022.
- 6. Fifth Third Bancorp (ticker symbol FITB):** FITB is a diversified financial services company. In July 2021, the Team encouraged FITB to disclose the number of supplier audits. FITB disclosed supplier audit data in its 2022 sustainability report. In September 2021, the Team encouraged FITB to separate the roles of Chairman and CEO. FITB separated those roles in 2022.

7. **James River Group Holdings Ltd. (ticker symbol JRVR):** JRVR is a casualty insurer. In July 2021, the Team informed JRVR of the following sustainability deficiencies: no proxy access, no right to act by written consent, non-independent Chairman, lack of disclosure of whistleblower complaints, classified board, lack of training information, no environmental/climate change goals or disclosure and no supplier oversight information. JRVR has taken steps to rectify the lack of ability to act by written consent and the classified board and has provided a description of training programs.
8. **Zebra Technologies Corporation (ticker symbol ZBRA):** ZBRA is a provider of automatic identification and data capture technology to enterprises. Following research in July 2021, the Team emailed ZBRA with suggestions to improve ESG disclosure. The Team encouraged ZBRA to reduce the threshold to call special meetings, to declassify its board, to disclose EEO-1 data, to disclose training statistics, to disclose safety rates, to disclose environmental data and set emissions reduction targets, and to improve supplier oversight by conducting and reporting on supplier audits. ZBRA has made several improvements as a result of our feedback, including publishing EEO-1 data, reporting GHG emissions, setting an SBTi-approved emissions reduction target, and disclosing supplier audit data.
9. **Huntington Bancshares Incorporated (ticker symbol HBAN):** HBAN is a multi-state bank holding company. In July 2021, the Team encouraged HBAN to report whistleblower statistics, publish EEO-1 diversity data, and appoint an independent Chairman. HBAN's most recent report includes whistleblower statistics and EEO-1 data.
10. **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. ARW setup a call to discuss ESG updates. At the 2021 AGM, Boston Partners voted against incumbent members of the nominating committee because the Board did not have any underrepresented directors. ARW reached out to the Team as part of its shareholder engagement program and setup a call in September 2022. ARW noted a few Board refreshment updates including two new members: one of which is a woman and the other who represents a racial/ethnic minority. The addition of an underrepresented director satisfies our policy. In a May 2022 call, the Team suggested ARW look into RBA membership. ARW noted they are in the process of reviewing the contract to become an official member of the RBA.
11. **Box, Inc. (ticker symbol BOX):** BOX develops and markets cloud-based content management, collaboration, and file sharing tools for businesses. The Team sent a letter to BOX on August 27, 2021, regarding Boston Partners withholding votes from director nominee Evan because she is a long-tenured director and there are lingering governance concerns, including the fact that the classified board structure has not been removed nor is it subject to a sunset requirement. Following research in July 2022, the Team noted BOX eliminated the supermajority voting requirements to alter its bylaws and approved the elimination of the supermajority vote requirement to amend certain provisions of its restated certificate of incorporation.
12. **Aon Plc (ticker symbol AON):** AON is a British-American multinational financial services firm. The Team encouraged AON to disclose EEO-1 and GHG emissions data in July 2021 and following a research review in August 2022, those disclosure deficiencies were resolved.
13. **Allegion Plc (ticker symbol ALLE):** ALLE manufactures and sells mechanical and electronic security products and solutions worldwide. The Team emailed ALLE following research in July 2021 with sustainability considerations and since then many of our suggestions have been resolved with updated sustainability disclosure on the website. ALLE now includes disclosure of whistleblower reporting, safety rates, and diversity information. ALLE now has two female Board directors and indicated no confirmed links to the Xinjiang Uyghur region after an initial analysis.

**Disclosure**

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**Boston Partners** | One Beacon Street, Boston, MA 02108 tel: 617-832-8200 | [www.boston-partners.com](http://www.boston-partners.com)

**Boston Partners (UK) Ltd.** | 32 Cornhill, London, EC3V 3SG tel: +44 (0)20 3356 6225 | [www.boston-partners-uk.com](http://www.boston-partners-uk.com)