

Sustainability and Engagement at Boston Partners

Engagement Report

The Sustainability and Engagement Team (the “Team”) undertook the following engagement actions during February 2023:

Calls, Meetings, and Correspondence with Issuers:

The Team engaged with the below issuers following research on the company.

- 1. Stewart Information Services Corporation (ticker symbol STC):** STC is a REIT, title insurance and transaction management company. The Team emailed STC following research and encouraged STC to disclose whistleblower claims/code of ethics violations and their resolution annually, to align its sustainability reporting with GRI and SASB as it provides a helpful framework for the types of disclosures we typically request, and to provide data to back up the use of professional development programs by employees.
- 2. Grindr, Inc. (ticker symbol GRND):** GRND serves as a social networking app for LGBTQ+ individuals. The Team emailed GRND following research and encouraged GRND to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request. GRND responded to our email and noted having only become a public company at the end of last year, they’ve focused on core business execution and getting their first earnings report out and have not yet turned attention to ESG reporting. GRND said they will take us up on our offer to discuss.
- 3. Warrior Met Coal, Inc. (ticker symbol HCC):** HCC is dedicated to mining non-thermal metallurgical coal. The Team had reviewed HCC’s sustainability disclosure in December 2022 and followed up with suggestions and questions in an engagement email. HCC replied in February 2023 and sent a copy of the recently released 2022 sustainability report. The Team updated the research and sent HCC an email noting we saw various improvements but a few of our suggestions still remain including additional shareholder rights, disclosure around whistleblower claims, certain environmental data, supplier oversight, and a cost/benefit number of the sustainability program. HCC noted they would pass along our suggestions.
- 4. Daseke, Inc. (ticker symbol DSKE):** DSKE is the largest owner and leading consolidator of flatbed and specialized transportation in North America. The Team emailed DSKE following research and encouraged DSKE to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request, to disclose whistleblower claims/code of ethics violations and their resolution annually, and to provide shareholders the right to call special meetings based upon the request of at least 10% of

shareholders and to provide shareholders right to act by the written consent of the number of shareholders that could act at a meeting.

5. **Elevance Health, Inc. (ticker symbol ELV):** ELV operates as a health benefits company. The Team emailed ELV following research. The Team encouraged ELV to report whistleblower statistics, report supplier audit data, and to provide additional disclosure on employee development opportunities. ELV responded to our email stating that they are planning on providing additional details on supply chain responsibility and employee development in the next sustainability report.
6. **Livent Corporation (ticker symbol LTHM):** LTHM is producing performance lithium compounds. The Team emailed LTHM following research and LTHM responded to our email. LTHM noted they intend to provide more detail on training hours per employee in the 2022 Sustainability Report which will also highlight the global rollout of a new Learning Management System. LTHM is committed to delivering on its 2030 and 2040 GHG reduction and energy transition goals and will share more details on their plan over time. During 2021, LTHM had zero instances globally of non-compliance with its Code of Conduct and Business Ethics that resulted in a notice, fine or penalty. LTHM will talk to HR, Regulatory and Business Ethics & Compliance departments about disclosing more detailed metrics on personnel related matters.
7. **Star Bulk Carriers Corp (ticker symbol SBLK):** SBLK is a global shipping company providing worldwide seaborne transportation solutions in the dry bulk sector. The Team emailed SBLK following research and encouraged SBLK to declassify the Board and asked if SBLK can verify none of its suppliers have any connection to Uighur labor in China and if SBLK has a roadmap in place to meet its environmental goal to reduce the fleet's carbon intensity ratio by 12% by 2026 from a 2019 baseline. SBLK responded to our email and took note of our suggestion about the classified Board. SBLK explained they have never placed orders to suppliers mentioned in the Uyghur Forced Labor Prevention Act Entity List. SBLK also noted they have a specific roadmap in place to reduce its fleet's carbon intensity and shared specifics.
8. **Pacira Biosciences, Inc. (ticker symbol PCRX):** PCRX provides non-opioid pain management and regenerative health solutions for healthcare practitioners and their patients in the U.S. The Team emailed PCRX following research and encouraged PCRX to remove the classified Board structure and align its sustainability disclosure with GRI or SASB standards.
9. **OneSpan, Inc. (ticker symbol OSPN):** OSPN is a cybersecurity technology company. The Team emailed OSPN following research and encouraged OSPN to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request. OSPN responded to our email noting they are working on their sustainability disclosures and we can expect to see enhanced sustainability information in the proxy statement that they will file in late April. OSPN also plans to issue their first ESG report this year.
10. **Cars.com, Inc. (ticker symbol CARS):** CARS is an automotive marketplace platform that provides a robust set of digital solutions that connect car shoppers with sellers. The Team emailed CARS following research and encouraged CARS to provide shareholders the right to call special meetings based upon the request of at least 10% of shareholders and to provide shareholders right to act by the written consent of the number of shareholders that could act at a meeting. The Team also encouraged CARS to disclose whistleblower claims/code of ethics violations and their resolution annually and to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request.
11. **Barrick Gold Corporation (ticker symbol GOLD):** GOLD is principally engaged in the production and sale of gold and copper, as well as related activities such as exploration and mine development. The Team emailed GOLD following research and encouraged GOLD to adopt an independent Chairman, to disclose the number of whistleblower line reports substantiated and if any resulted in disciplinary action/termination, and to disclose the results of the

human rights assessments and any corrective actions taken. The Team asked if the success of GOLD's GHG emission reduction targets are reliant on the increased efficiency of the thermal generators or switching to alternative sources of electricity.

12. **TotalEnergies SE (ticker symbol TTE-FR):** TTE-FR operates as an integrated oil and gas company. The Team emailed TTE-FR following research. The Team encouraged TTE-FR to disclose the results of supplier audits. Additionally, the Team encouraged TTE-FR to provide a road map for achieving its goal of zero occupational fatalities. Finally, the Team asked for TTE-FR's perspective on the greenwashing allegations made against them. TTE-FR responded to the Team's email and set up a call to discuss.
13. **E3 Lithium Ltd (ticker symbol ETL-CA):** ETL-CA is a lithium resource and technology company. The Team emailed ETL-CA following research and encouraged ETL-CA to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request. ETL-CA responded to our email and noted "currently, the sustainability report is discretionary, as National Instrument 51-107 (Climate-related Disclosure Requirements) is still in the proposal stage. Having said that, ETL-CA does believe it is valuable disclosure and will reach out to our Sustainability and Engagement team to get insights in the near future".
14. **Sprott, Inc. (ticker symbol SII):** SII is a global investment manager specializing in precious metals and real assets investing. The Team emailed SII following research and encouraged SII to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request.
15. **Amdocs Limited (ticker symbol DOX):** DOX is a software and services provider. The Team emailed DOX following research and encouraged DOX to disclose racial/ethnic diversity data and to set diversity targets. The Team also encouraged DOX to report supplier audit data and to set environmental targets. DOX responded to the Team's email stating that they will take our comments under advisement.
16. **Erste Group Bank AG (ticker symbol EBS-AT):** EBS-AT is an Austrian financial service provider. The Team emailed EBS-AT following research and encouraged EBS-AT to adopt an independent Chairman, to disclose a cost/benefit number for its sustainability programs so that shareholders can see what the financial effect is of these programs and asked if the 2022 CDP climate change response is publicly available. EBS-AT responded to our email and noted the CDP response is not publicly available as this was first time disclosure for EBS-AT but shared the questionnaire with the answers. EBS-AT noted a cost/benefit number of its sustainability programs will be disclosed in 2023 reporting and EBS-AT offered to discuss via call. The Team noted our preference for an independent Chairman and EBS-AT noted the Chairman is not considered independent because he has been there longer than 12 years, but EBS-AT sees it as a benefit since they have long term shareholders. EBS-AT noted the costs associated with its net zero plan to convert to biogas and electrification of heating and to convert its fleet to EVs.
17. **Fleetcor Technologies, Inc. (ticker symbol FLT):** FLT provides fuel cards and workforce payment products and services. The Team emailed FLT asking when they aim to release the 2022 Corporate Responsibility and Sustainability report.
18. **Perficient, Inc. (ticker symbol PRFT):** PRFFT is a global digital consultancy. The Team emailed PRFT following research and encouraged PRFT to publish a sustainability report in line with a recognized framework.
19. **Enviva, Inc. (ticker symbol EVA):** EVA produces and sells utility-grade wood pellets. The Team emailed EVA following research. The Team encouraged EVA to describe its safety program and to report water and waste metrics. Additionally, the Team asked for EVA's perspective on recent whistleblower and greenwashing claims against the company. EVA responded to the Team's email and will consider our recommendation to provide additional disclosure on its safety program and water and waste data. Additionally, EVA stated that the whistleblower claims are inaccurate and directed the Team to its public response to the greenwashing allegations. EVA offered to schedule a call to discuss in further detail, which will be held next month following EVA's earnings call.

20. **Sendas Distribuidora SA (ticker symbol ASAI3-BR):** ASAI3-BR engages in the retail and wholesale of food and other products through its supermarkets. The Team emailed ASAI3-BR following research. The Team encouraged ASAI3-BR to elect an independent Chair, to report whistleblower statistics, and to report supplier audit data.
21. **TXO Energy Partners, L.P. (ticker symbol TXO):** TXO is focused on the acquisition, development, optimization and exploitation of conventional oil, natural gas, and natural gas liquid reserves in North America. The Team emailed TXO following research and encouraged TXO to increase the number of women directors on the Board, to adopt an independent Chairman, and to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request.
22. **Americold Realty Trust, Inc. (ticker symbol COLD):** COLD is the world's largest publicly traded REIT focused on the ownership, operation, acquisition, and development of temperature-controlled warehouses. The Team emailed COLD following research. The Team encouraged COLD to disclose whistleblower statistics, to report waste data, and to prepare their ESG report in accordance with SASB or GRI.
23. **Clarus Corporation (ticker symbol CLAR):** CLAR develops, manufactures, and distributes outdoor equipment and lifestyle products focusing on the outdoor and consumer markets. The Team emailed CLAR following research. The Team encouraged CLAR to appoint an independent Chairman and elect an underrepresented director. The Team also encouraged CLAR to publish a sustainability report in accordance with GRI or SASB standards.
24. **DocuSign, Inc. (ticker symbol DOCU):** DOCU provides electronic signature software. The Team emailed DOCU following research and encouraged DOCU to provide whistleblower statistics and publish a sustainability report in line with a recognized framework.
25. **Activision Blizzard, Inc. (ticker symbol ATVI):** ATVI is an American video game holding company. The Team emailed ATVI following research and encouraged ATVI to adopt an independent Chairman, to disclose whistleblower claims/code of ethics violations and their resolution annually, to disclose more information about professional development offerings and to include data to back up the use of these programs, and to disclose more information about supplier oversight including where the majority of suppliers are located and if any are outside the U.S. ATVI responded to our email and noted they would share our message with members of ATVI's leadership and board and offered to discuss via call in the coming months.
26. **Enovis Corporation (ticker symbol ENOV):** ENOV operates as a medical technology company. The Team emailed ENOV following research and encouraged ENOV to align its sustainability report with GRI or SASB standards.
27. **Idemitsu Kosan Co., Ltd. (ticker symbol 5019-JP):** 5019-JP is an oil refiner transforming to a renewable energy producer. Following research, the Team asked 5019-JP to confirm that none of the materials used in the production of solar panels were the result of Uighur labor. 5019-JP responded that they had investigated solar panel makers and there were some suppliers that could not say that the panel materials were sourced other than from Uighur labor.
28. **Indian Hotels Co., Ltd. (ticker symbol 500850-IN):** 500850-IN is an Indian hospitality company. The Team emailed 500850-IN following research and encouraged 500850-IN to increase the number of women directors on the Board, to adopt an independent Chairman, to include year-over-year safety metrics, to provide more information about the results of the third party supplier audits and any corrective actions taken, and to disclose a cost/benefit number for their sustainability programs so that shareholders can see what the financial effect is of these programs.
29. **TrueCar, Inc. (ticker symbol TRUE):** TRUE operates as an internet-based information, technology, and communication services company in the U.S. The Team emailed TRUE following research. The Team encouraged TRUE to remove the classified Board structure and to publish a sustainability report in accordance with GRI or SASB standards.
30. **HeadHunter Group Plc (ticker symbol HHR):** HHR is an online recruitment company. The Team emailed HHR following research and encouraged HHR to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request.

- 31. CoreCivic, Inc. (ticker symbol CXW):** CXW is the nation's largest owner of partnership correctional, detention, and residential reentry facilities and one of the largest prison operators in the U.S. The Team emailed CXW following research and CXW setup a call to discuss. The Team noted CXW has comprehensive disclosure, but the Team suggested CXW report on operational GHG emissions annually for Scope 1 and 2 emissions. CXW noted they have been working on it for multiple years with the real estate team to make sure they are set to comply with the SEC proposed rules. CXW noted the Scope 1 and 2 emissions disclosures are something they intend to have disclosed in the next ESG report. The Team asked if CXW has reviewed the Glassdoor and Indeed ratings and taken any action to address any perceived weaknesses from the reviews. CXW noted the correctional business has a high turnover rate and they typically see turnover happen in the first 6 months of employment but if they get past 6 months of working then the turnover rate drops significantly. The Team asked if CXW has considered reporting on the results of whistleblower claim investigations and if there were any terminations or disciplinary actions taken. CXW noted they have received this feedback before and believe it might be included in the next ESG report. The Team asked about the cost of the racial equity audit and report that followed. CXW noted Moore & Van Allen, PLLC produced the report and it cost about \$1.5 million. The Team noted we are now looking for a discussion on the cost/benefit of the ESG program to understand to what extent sustainability is material to the business. CXW noted there is a ROI for some facilities using 100% renewable energy. Also, the average inmate uses 3x's more water than a normal citizen and found savings opportunities by focusing on water conservation. The next endeavor is to potentially convert the transportation fleet made up of large-scale busses to EVs.
- 32. Gulfport Energy Corporation (ticker symbol GPOR):** GPOR is an independent natural gas-weighted exploration and production company. The Team emailed GPOR following research. The Team encouraged GPOR to appoint an independent Chairman and to improve Board gender diversity. The Team also encouraged GPOR to provide additional information on employee development opportunities and to report supplier audit data. Finally, the Team encouraged GPOR to report additional environmental metrics and to set emissions reduction targets.
- 33. Atkore, Inc. (ticker symbol ATKR):** ATKR makes various electrical equipment and pipes. Following research on ATKR, the Team emailed ATKR to inquire if ATKR would set a net zero requirement and if the costs for that had been considered, whether ATKR had a learning platform for employees, and whether ATKR would disclose annually the number of supply audits. The Team also asked the name of the manufacturer of the solar panels used at European sites and whether the panels were considered Uighur free.
- 34. Boyd Gaming Corporation (ticker symbol BYD):** BYD is an American gaming and hospitality company. The Team emailed BYD following research and encouraged BYD to adopt an independent Chairman, to disclose whistleblower claims/code of ethics violations and their resolution annually, to disclose climate change risks and opportunities in accordance with TCFD or CDP, and to disclose where the majority of suppliers are located and if any are outside the U.S.
- 35. HF Sinclair Corporation (ticker symbol DINO):** DINO is an independent energy company. The Team emailed DINO following research. The Team encouraged DINO to align its sustainability report with GRI and SASB standards, to report diversity data, and to report Scope 3 emissions. DINO's manager of IR responded to the Team's email and forwarded our suggestions to the General Counsel and Chief Information Officer.
- 36. Service Corporation International (ticker symbol SCI):** SCI is North America's leading provider of funeral, cremation and cemetery services. The Team emailed SCI following research and encouraged SCI to adopt an independent Chairman, to disclose whistleblower claims/code of ethics violations and their resolution annually, to consider collecting GHG emissions and waste consumption data from its operations, to disclose climate change risks and opportunities in accordance with TCFD or CDP, and to disclose more information about supplier oversight including where the majority of suppliers are located and if any are outside the U.S.
- 37. Phoenix Mills Ltd. (ticker symbol 503100-IN):** 503100-IN engages in the operation and management of malls, construction of commercial and residential properties, and hotel business in India. The Team emailed 503100-IN

following research. The Team encouraged 503100-IN to align its sustainability disclosure with GRI or SASB standards, to report GHG emissions and waste metrics, and to further address supplier oversight and climate change. 503100-IN responded to the Team's email and will take note of our suggestions and work towards adopting them.

38. **Apollo Tyres Limited (ticker symbol 500877-IN):** 500877-IN is an Indian multinational tire manufacturing company. The Team emailed 500877-IN following research and asked if shareholders approved Onkar Kanwar stepping down from his position of Managing Director and if he would be considered a Non-Executive, Independent Chairman of the Board. The Team also asked if there is Board level oversight of ESG, and what the three serious accidents in FY22 were and how this number compares to last year. The Team encouraged 500877-IN to disclose year-over-year environmental data for its GHG emissions, energy consumption, water withdrawal, and solid waste generated. The Team also asked if 500877-IN is sourcing any raw materials for its tires from China.
39. **Carlisle Companies, Inc. (ticker symbol CSL):** CSL makes sustainable building products. The Team emailed CSL after research and recommended that CSL eliminate its classified board, elect an independent Chairman, disclose whistleblower statistics and more detail about training opportunities for employees and supplier oversight processes. The Team also asked CSL about the process for attaining net zero by 2050 and any estimate of the cost of that process. Finally, the Team asked CSL to disclose the supplier of its solar panels and the process CSL used to ensure that no part of the panels was attributable to Uighur slave labor in China.
40. **PT Bank Negara Indonesia (Persero) Tbk (ticker symbol BBNI-ID):** BBNI-ID provides general banking services in Indonesia and internationally. The Team emailed BBNI-ID following research and encouraged BBNI-ID to establish emissions reduction targets and to report supplier audit data.
41. **JD Sports Fashion Plc (ticker symbol JD-GB):** JD-GB is a British sports fashion retail company. The Team emailed JD-GB following research and encouraged JD-GB to disclose safety statistics, training usage data, and asked if the CDP climate change response is publicly available. The Team also asked what the results of the factory audits were and if any corrective actions were taken. The Team also recommended JD-GB disclose a cost/benefit number for their sustainability programs so that shareholders can see what the financial effect is of these programs.
42. **Tempur Sealy International, Inc. (ticker symbol TPX):** TPX is an American manufacturer of mattresses and bedding products. The Team emailed TPX following research and encouraged TPX to adopt an independent Chairman, to provide shareholders the right to call special meetings based upon the request of at least 10% of shareholders and to provide shareholders right to act by the written consent of the number of shareholders that could act at a meeting, to disclose whistleblower claims/code of ethics violations and their resolution annually, to disclose data to back up the use of professional development programs by employees, to disclose climate change risks and opportunities in accordance with TCFD or CDP, and to disclose employee safety rates annually. The Team also encouraged TPX to disclose findings and any corrective actions as a result of annual due diligence efforts undertaken on existing suppliers. TPX responded to our email with a letter from the CEO acknowledging our suggestions and a call was setup for next month.
43. **Meituan (ticker symbol 3690-HK):** 3690-HK operates an e-commerce platform for various services. The Team emailed 3690-HK following research. The Team encouraged 3690-HK to report GHG emissions by Scope and to establish emissions reduction targets. The Team also encouraged 3690-HK to report supplier audit data.
44. **Bank of Baroda (ticker symbol 532134-IN):** 532134-IN is an Indian public sector bank. The Team emailed 532134-IN following research and asked 532134-IN if they could send an English version of the latest sustainability report.
45. **OP Bancorp (ticker symbol OPBK):** OPBK operates as the bank holding company for Open Bank. The Team emailed OPBK following research and encouraged OPBK to publish a sustainability report in accordance with GRI or SASB standards.

46. **JYP Entertainment Corp. (ticker symbol 035900-KR):** 035900-KR is a South Korean multinational entertainment and record label conglomerate. The Team emailed 035900-KR following research and encouraged 035900-KR to adopt an independent Chairman, to disclose year-over-year GHG emissions for its operations, to disclose climate change risks and opportunities in accordance with TCFD or CDP, to disclose more information about supplier oversight including where the majority of suppliers are located, and to disclose a cost/benefit number for their sustainability programs so that shareholders can see what the financial effect is of these programs.
47. **Samsung Electronics Co., Ltd. (ticker symbol 005930-KR):** 005930-KR is a South Korean multinational electronics corporation. The Team emailed 005930-KR following research and encouraged 005930-KR to declassify the Board and asked if there is a plan to increase gender diversity at the manager and executive level, why the injury and frequency rate increased year over year, and if there is a plan to adopt environmental goals (short or long term) to reduce GHG emissions and/or energy consumption.
48. **Target Hospitality Corp. (ticker symbol TH):** TH operates as a specialty rental and hospitality services company in North America. The Team emailed TH following research and encouraged TH to remove the classified Board structure and to publish a sustainability report in accordance with GRI or SASB standards.
49. **Bajaj Auto Limited (ticker symbol 532977-IN):** 532977-IN is a leading manufacturer of motorcycles and three wheelers in India. The Team emailed 532977-IN following research and encouraged 532977-IN to adopt an independent Chairman, to align its business responsibility report with GRI and SASB standards, to disclose year-over-year safety rates, GHG emissions, energy usage, water, and waste consumption of its operations. The Team also encouraged 532977-IN to disclose climate change risks and opportunities in accordance with TCFD or CDP. The Team asked if there is Board and management level oversight of ESG, what percent of the workforce is using its learning opportunities, and what the outcome and corrective actions were as a result of the vendor audits conducted.
50. **Suzuki Motor Corp. (ticker symbol 7269-JP):** 7269-JP engages in the research, development, design, manufacture, sale, and distribution of motorcycles, passenger cars, commercial vehicles and special machines. The Team emailed 7269-JP following research and encouraged 7269-JP to conduct and report on supplier audits.
51. **Allot, Ltd. (ticker symbol ALLT):** ALLT is a global provider of leading innovative network intelligence and security solutions for service providers and enterprises worldwide. The Team emailed ALLT following research and encouraged ALLT to publish a sustainability report.
52. **LiveRamp Holdings, Inc. (ticker symbol RAMP):** RAMP is a global technology company that provides an enterprise data connectivity platform that helps organizations to leverage customer data. The Team emailed RAMP following research and encouraged RAMP to remove the classified Board structure and to report training data. The Team also encouraged RAMP to conduct and report on supplier audits. Finally, the Team encouraged RAMP to follow through with its plans to begin reporting environmental data and to establish science-based targets.
53. **AGNC Investment Corp. (ticker symbol AGNC):** AGNC is a REIT. The Team emailed AGNC following research and suggested AGNC elect an independent chairman, report whistleblower statistics, and allow shareholders the right to act by written consent and call a special meeting at 10%. AGNC responded saying these suggestions are under consideration.
54. **Grupo Financiero Banorte SAB De CV (ticker symbol GFNORTEO-MX):** GFNORTEO-MX is a Mexican banking and financial services holding company. The Team emailed GFNORTEO-MX following research and encouraged GFNORTEO-MX to adopt an independent Chairman, to increase the number of female directors on the Board, to provide shareholders the right to call special meetings based upon the request of at least 10% of shareholders and to provide shareholders right to act by the written consent of the number of shareholders that could act at a meeting.
55. **Piedmont Lithium, Inc. (ticker symbol PLL):** PLL is developing a world-class integrated lithium business in the U.S. The Team emailed PLL following research and encouraged PLL to publish a sustainability report.

56. **Bharti Airtel Limited (ticker symbol 532454-IN):** 532454-IN is a leading global telecommunications company with operations in 18 countries across Asia and Africa. The Team emailed 532454-IN following research and encouraged 532454-IN to elect an independent chairman and report supplier and safety statistics.
57. **Electronic Arts, Inc (ticker symbol EA):** EA develops, markets, publishes, and distributes games, content, and services for game consoles, PCs, mobile phones, and tablets worldwide. The Team emailed EA following research and encouraged EA to separate the roles of Chairman and CEO, to track GHG emissions, and to provide supplier oversight information.
58. **Timkensteel Corp. (ticker symbol TMST):** TMST produces steel products from 100% recycled scrap metal. The Team emailed TMST following research and encouraged TMST to disclose whistleblower statistics and to provide supplier audit information.
59. **Bowman Consulting Group, Ltd. (ticker symbol BWMN):** BWMN is a multi-disciplinary consulting firm offering a broad range of real estate, energy, infrastructure, and environmental management solutions to both public and private clients across the country. The Team emailed BWMN following research and encouraged BWMN to produce a sustainability report.
60. **SouthState Corporation (ticker symbol SSB):** SSB is a financial services company. The Team emailed SSB following research and suggested SSB elect an independent Chairman, provide diversity breakdown data, provide supplier oversight information, prepare a sustainability report in accordance with GRI or SASB, and set emission reduction targets.
61. **Prologis, Inc. (ticker symbol PLD):** PLD is a REIT that invests in logistics facilities. The Team emailed PLD following research and encouraged PLD to adopt an independent Chairman, to disclose the number of whistleblower claims substantiated and their resolution including if any resulted in terminations or disciplinary letters, and asked why the lost time injury frequency rate has been steadily increasing the last few years. The Team also asked which organization issued the offsets to PLD, and encouraged PLD to disclose where the majority of its suppliers are located. The Team also asked what dollar amount PLD allocates of its CAPEX to sustainability related matters.
62. **LIG Nex1 Co., Ltd. (ticker symbol 079550-KR):** 079550-KR is a South Korean aerospace manufacturer and defense company. The Team emailed 079550-KR following research and encouraged 079550-KR to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request.
63. **PB Fintech Ltd. (ticker symbol 543390-IN):** 543390-IN operates an online platform for insurance and lending products in India. The Team emailed 543390-IN following research and encouraged 543390-IN to publish a sustainability report in accordance with GRI or SASB standards. 543390-IN responded to the Team's email and requested a call to discuss further which will be held in March.
64. **Clearfield, Inc. (ticker symbol CLFD):** CLFD designs, manufactures and distributes fiber optic management, protection and delivery products for communications networks. The Team emailed CLFD following research and encouraged CLFD to publish a sustainability report in accordance with GRI and SASB standards as it provides a helpful framework for the types of disclosures we typically request. CLFD responded to our email and asked what types of disclosures we typically request, and if there are any particular ESG-related questions. The Team sent specific suggestions/questions and CLFD set up a call to discuss.
65. **Myers Industries, Inc. (ticker symbol MYE):** MYE is a manufacturer of polymer-based material handling products and a distributor of tire repair and retread products. The Team emailed MYE following research and encouraged MYE to disclose whistleblower claims/code of ethics violations and their resolution annually, to disclose gender and racial/ethnic diversity data across all levels and positions of the workforce and management, to disclose data to back up the use of professional development programs by employees, to disclose environmental data from its operations including

GHG emissions, energy use, water, and waste consumption annually, and to disclose more information about supplier oversight including where the majority of suppliers are located and if any are outside the U.S. The Team asked if the 2022 CDP climate change response is publicly available and encouraged MYE to disclose a cost/benefit number for their sustainability programs so that shareholders can see what the financial effect is of these programs. The Team asked if the increase in regrind content and/or the use of recycled resin in MYE's products is expected to be a cost saver or an expense.

66. **ALLETE, Inc. (ticker symbol ALE):** ALE operates as an energy company. The Team emailed ALE following research. The Team encouraged ALE to appoint an independent Chair, to provide additional supplier oversight disclosure, and to report employee training statistics. Finally, the Team asked if ALE has quantified the investment required to achieve its targets relating to transitioning away from coal and expanding renewable energy generation capacity at its largest subsidiary.
67. **Textron, Inc. (ticker symbol TXT):** TXT operates in the aircraft, defense, industrial, and finance businesses worldwide. The Team emailed TXT following research and suggested TXT elect an independent Chair and provide supplier audit data.
68. **British American Tobacco Plc (ticker symbol BTI):** BTI provides tobacco and nicotine products to consumers worldwide. The Team emailed BTI following research and suggested BTI provide shareholders the right to act by written consent and additional training information.
69. **Jerónimo Martins, SGPS S.A. (ticker symbol JMT-PT):** JMT-PT is a Portuguese corporate group that operates in the food distribution and specialized retail sectors. The Team emailed JMT-PT following research and suggested JMT-PT elect an independent Chairman and allow shareholders the right to act by written consent and call a special meeting at 10%.
70. **Photronics, Inc. (ticker symbol PLAB):** PLAB manufactures specific parts for semiconductor manufacturers. The Team emailed PLAB after research noting the lack of sustainability disclosure and encouraging the publication of a sustainability report.

The Team engaged with the below issuers following shareholder outreach by the company.

1. **CenterPoint Energy, Inc. (ticker symbol CNP):** CNP operates as a public utility holding company in the U.S. CNP reached out to the Team to discuss investor feedback following the low say-on-pay result. CNP is committed to not giving out one-time awards going forward unless there are special circumstances. If a one-time award is granted, then it will have a longer vesting schedule and be performance based. CNP will adopt severance guidelines, provide greater disclosure on its succession planning, and provide additional information on director skills at the individual level. The Team explained our preference for non-financial metrics incorporated in compensation plans to be quantitative and relating to the most material topics. CNP received a shareholder proposal requesting additional Scope 3 disclosure and a more aggressive Scope 3 target. CNP already has a Scope 3 target and does not want to set an overly ambitious target with no roadmap.
2. **Otis Worldwide Corp. (ticker symbol OTIS):** OTIS engages in the manufacturing, installation, and servicing of elevators and escalators. OTIS reached out to the Team to discuss an upcoming shareholder proposal to separate the CEO and Chair positions. OTIS explained that its leadership structure was handcrafted following the recent spin off from UTX. The Board waited two years to assess the CEO's performance before appointing her as the Chairwoman. The Team explained that Boston Partners does not deviate from our policy to support proposals to separate the roles of CEO and Chair.
3. **AmerisourceBergen Corporation (ticker symbol ABC):** ABC provides pharmaceutical services. ABC reached out to the Team ahead of the 2023 AGM to discuss the proxy statement and newly published ESG report. The Team noted we are voting in line with management on all proposals. The Team noted we are now recommending that all issuers

disclose a cost/benefit number for their sustainability programs so that shareholders can see what the financial effect is of these programs and to what extent sustainability is material to the business. ABC noted they provide some cost savings numbers in the CDP response. ABC noted the CEO is still the Chairman but when he leaves, ABC will adopt an independent Chairman although it is unclear when this will occur. ABC noted they have a supplier monitoring system covering 50 different areas which includes forced labor and continuously monitors suppliers in these areas. ABC noted 2 or 3 years ago they installed solar panels and now they have newly acquired companies who started installations of solar panels pre-acquisition making it difficult to pinpoint sourcing. ABC has a global committee and contracts with a third-party consultant and has addressed the Uighur issue specifically with them. The Team asked if ABC knows the categories of the compliance incident reports. ABC noted they do not have the exact numbers but believe it is related mostly to HR/employee relations matters.

4. **Westinghouse Air Brake Technologies Corporation (ticker symbol WAB):** WAB provides technology-based locomotives, equipment, systems, and services for the freight rail and passenger transit industries worldwide. WAB reached out to the Team as a part of its shareholder outreach program. WAB has a target for its eco-efficient product portfolio to account for 30% of net sales by 2030. Each year, WAB is investing 6-7% of its R&D spend on new products and technology. WAB expects a similar ROI as its traditional investments. WAB has an absolute emissions reduction target of 50% by 2030. To achieve this target, WAB is pursuing cost-effective projects with economic and environmental justification.

Proxy Voting:

The Team sent a letter to the following issuers informing each issuer of Boston Partners' proxy vote against management.

1. **Helmerich & Payne, Inc. (ticker symbol HP):** Boston Partners voted against Belgacem Chariag, Kevin G. Cramton, Randy A. Foutch, Jose R. Mas, Thomas A. Petrie, Donald F. Robillard, and John D. Zelis because HP's board composition does not fulfill our gender diversity policy. We require at least two board members be not of the majority gender for boards with seven or more members.
2. **Berry Global Group, Inc. (ticker symbol BERY):** Boston Partners voted against Carl J. Rickertsen because he sits on more than four public company boards which presents overboarding concerns.
3. **Tyson Foods, Inc. (ticker symbol TSN):** Boston Partners voted against John Tyson and Barbara Tyson because their ownership of the supervote shares through the Tyson Limited Partnership provides them with voting power control of TSN. Boston Partners voted against Les R. Baledge, Mike Beebe, and David J. Bronczek because there were material failures of governance, stewardship, risk oversight, and fiduciary responsibilities at TSN. Boston Partners voted for the adoption of an annual say-on-pay vote because it is considered best practice and it gives shareholders the opportunity to opine on executive pay.
4. **PDD Holdings, Inc. (ticker symbol PDD):** Boston Partners voted against Qi Lu and George Yong-Boon Yeo because PDD's board composition does not fulfill our 'gender diversity' policy. We require at least one board member be not of the majority gender for boards with six or fewer directors.
5. **HeadHunter Group Plc (ticker symbol HHR):** Boston Partners voted against approving amended and restated Articles of Association because of the current shareholder structure. The proposed bylaws provide a higher number of directors directly appointed by specific shareholders (in this case Elbrus Capital and Kismint Group), and less directors elected by an ordinary resolution of the general meeting.

Boston Partners voted the following number of proxies:

Number of meetings: 20

Number of issues: 242

Disclosure

This document is not an offering of securities nor is it intended to provide investment advice. The specific securities identified and described do not represent all of the securities purchased, sold or recommended for advisory clients. It should not be assumed that investments in these securities were or will be profitable. It is intended for information purposes only.

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