

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. Check Point Software Technologies Ltd. (ticker symbol CHKP):** CHKP develops, markets, and supports a range of products and services for IT security worldwide. In July 2021, the Team sent an email requesting CHKP disclose diversity data, training usage data, report on GHG emissions, energy usage, among other suggestions. CHKP now incorporates diversity data, training usage data, GHG emissions, and electricity usage in its first sustainability report.
- 2. Interpublic Group of Companies, Inc. (ticker symbol IPG):** IPG provides advertising and marketing services worldwide. In 2019, 2022, and 2023, Boston Partners sent a proxy letter informing IPG of our support for the shareholder proposal to require an independent Board Chair at the annual meeting. IPG has now adopted an independent Board Chair. However, the shareholder proposal to require an independent Board Chair has been defeated each year.
- 3. Chemed Corporation (ticker symbol CHE):** CHE owns two businesses, a hospice care company and Roto-Rooter. The Team had encouraged CHE to add a second woman director to the Board. CHE now has two female directors.
- 4. Discover Financial Services (ticker symbol DFS):** DFS operates as a credit card issuer and electronic payment services company. The Team emailed DFS following research in September 2021 and encouraged DFS to create science based GHG emission targets in addition to a number of other suggestions. Following the annual sustainability research review in February 2024, the Team noticed DFS now has an environmental target to reduce Scope 1 and Scope 2 GHG emissions by 50% from a 2017 baseline by 2030. So far, DFS has reduced Scope 1 and 2 emissions by 29% from the 2017 baseline.
- 5. Iqvia Holdings, Inc. (ticker symbol IQV):** IQV provides advanced analytics, technology solutions, and clinical research services to the life sciences industry. The Team emailed IQV following research in August 2020 and October 2021 and encouraged IQV to disclose EEO-1 data and to set long-term GHG emissions reduction goals which are now disclosed.
- 6. TD Synnex Corp. (ticker symbol SNX):** SNX is a technology company. In November 2022, the Team recommended that SNX publish a sustainability report. SNX has now published a sustainability report which includes a significant amount of sustainability information.

7. **Frontier Group Holdings, Inc (ticker symbol ULCC):** ULCC is an airline. In November 2022, the Team encouraged ULCC to publish a sustainability report that followed a recognized reporting framework and disclosed safety programs and GHG emissions. ULCC published such a report in 2023 with safety programs and GHG emissions disclosure.
8. **Carriage Services, Inc. (ticker symbol CSV):** CSV provides funeral and cemetery services, and merchandise. In a May 2021 engagement call, the Team noted we were withholding votes from a director for lack of any female representation on the Board. In 2021, 2022, and 2023, Boston Partners sent a proxy letter regarding our votes against certain directors for gender diversity concerns. CSV now has two women on the Board which satisfies our policy.
9. **Haemonetics Corporation (ticker symbol HAE):** HAE provides a suite of medical products and solutions. In an October 2021 engagement email, the Team encouraged HAE to publish a sustainability report in accordance with the GRI framework. HAE now publishes a CSR report that references SASB and GRI standards.

Disclosure

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