

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. Getty Realty Corp. (GTY):** GTY is a net lease REIT specializing in the acquisition, financing and development of convenience, automotive and other single tenant retail real estate. In November 2021, we emailed GTY following research and encouraged GTY to provide additional disclosure relating to diversity, training, environmental footprint, and climate change. We also encouraged GTY to publish a sustainability report in accordance with GRI or SASB standards. GTY now provides diversity of its workforce and management, a description of training programs, relevant emissions and energy data, and conducts a climate change assessment. GTY also has a standalone sustainability report in accordance with SASB and TCFD.
- 2. Huntington Ingalls Industries (HII):** HII is a shipbuilder/defense contractor. In 2024, the Team encouraged HII to publish an annual sustainability report and to describe supplier oversight and results. In 2024, HII began publishing an annual sustainability report and in 2025 announced a process for enhanced supplier oversight and disclosure.
- 3. Bar Harbor Bankshares, Inc. (BHB):** BHB operates as the holding company for Bar Harbor Bank & Trust that provides banking and nonbanking products and services primarily to consumers and businesses. We emailed BHB following research in March 2024 and encouraged BHB to report whistleblower statistics. In the latest sustainability report, BHB reported that they received no whistleblower or confidential audit alert complaints.
- 4. Allianz SE (ALV-DE):** ALV-DE provides property-casualty insurance, life/health insurance, and asset management products and services. We emailed ALV-DE in December 2022 following research and encouraged ALV-DE to disclose whistleblower statistics and asked for more information about employee safety. ALV-DE now discloses whistleblower statistics and provides information on work-related accidents.
- 5. Arrow Electronics, Inc. (ARW):** ARW provides products, services, and solutions to industrial and commercial users of electronic components and enterprise computing solutions. In an October 2024 engagement call, we encouraged ARW to disclose whistleblower statistics. In the most recent sustainability report, ARW disclosed the total cases and a breakdown of the types of complaints, closed cases that were substantiated, and closed cases that resulted in corrective action.
- 6. Lantheus Holdings, Inc. (LNTH):** LNTH develops, manufactures, and commercializes diagnostic and therapeutic products that assist clinicians in the diagnosis and treatment of heart, cancer, and other diseases. We have encouraged LNTH to declassify the Board each year since 2021. At the 2025 annual meeting, LNTH's management did not oppose the shareholder proposal to declassify the Board. The proposal was successful with almost 99% approval from votes cast.
- 7. Kemper Corp (KMPR):** KMPR, an insurance holding company, provides insurance products. In April 2024, we emailed KMPR and encouraged KMPR to adopt an independent Chair. KMPR now has an independent Chair.

- 8. Horizon Bancorp, Inc. (HBNC):** HBNC operates as the bank holding company for Horizon Bank that engages in the provision of commercial and retail banking services. In April 2024, we emailed HBNC and encouraged HBNC to adopt an independent Chair. KMPR now has an independent Chair.
- 9. LiveRamp Holdings, Inc. (RAMP):** RAMP a technology company, operates a data collaboration platform. In January 2023, we emailed RAMP following research and encouraged RAMP to begin reporting environmental data. In July 2024, we had an engagement call with RAMP noted it had started measuring and will disclose Scope 1 and 2 GHG emissions. RAMP now discloses its Scope 1 and 2 emissions data.
- 10. SM Energy (SM):** SM is an oil and gas E&P company. In 2024, the Team suggested SM disclose its supplier oversight program. SM provided such disclosure with the following ESG report.
- 11. Permian Resources Corporation (PR):** PR is an oil and gas explorer and producer located in the Permian Basin in the U.S. In 2023, the Team encouraged PR to declassify its board. PR has since declassified its Board.

Index of Acronyms:

ESG: Environmental, Social, and Governance

GHG: Greenhouse Gas

GRI: Global Reporting Initiative

REIT: Real Estate Investment Trust

SASB: Sustainability Accounting Standards Board

TCFD: Task Force on Climate-Related Financial Disclosures

Disclosure

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