

# Engagement Improvers Report



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The Sustainability and Engagement Team (“we”) identified the following issuers as having made significant ESG improvements consistent with our suggestions from previous engagement(s).

- 1. Janus International Group, Inc. (ticker symbol JBI):** JBI manufacturers and supplies turn-key self-storage, commercial, and industrial building solutions. In September 2024, we encouraged JBI to eliminate the classified Board structure and to eliminate the supermajority vote requirements to amend the Bylaws and the Charter. At the 2025 annual meeting, shareholders approved the management proposals to declassify the Board and to eliminate the supermajority vote requirements.
- 2. Broadcom, Inc. (AVGO):** AVGO is a global technology company, which designs, develops, and supplies semiconductors and infrastructure software solutions. We emailed AVGO in June 2021 following research with suggestions. We recommended AVGO commit to SBTs, disclose the supplier audit process and the results of supplier engagements, as well as waste and renewables usage. AVGO now has environmental goals in line with the SBTi, discloses its supplier audit and engagement results and discloses waste and renewables usage.
- 3. Eiffage SA (FGR-FR):** FGR-FR engages in concessions and public-private partnerships, construction and public works. We emailed FGR-FR following research in June 2023 and suggested FGR-FR provide whistleblower statistics. FGR-FR now provides comprehensive whistleblower line disclosure.
- 4. Nomad Foods Ltd. (NOMD):** NOMD operates as a holding company, which manufactures and sells frozen foods for human consumption. In June 2021, we emailed NOMD following research and encouraged NOMD to identify climate risks among a number of other items. Also, in September 2023, we emailed NOMD following research and encouraged NOMD to report training data among other items. NOMD now discloses training data to back up the use of its professional development opportunities by employees and sufficiently discloses climate change risks in accordance with TCFD.
- 5. Westinghouse Air Brake Technologies Corporation (WAB):** WAB engages in the provision of equipment, systems, and value-added services for the rail industry. We have encouraged WAB to report supplier audit data since 2023. In response to our feedback, WAB reported the number of high-risk suppliers that were audited in the 2025 sustainability report.
- 6. Installed Building Products, Inc. (IBP):** IBP engages in the installation of insulation, waterproofing, fire-stopping, fireproofing, garage doors, rain gutters, window blinds, shower doors, closet shelving and mirrors, and other products. We emailed IBP in October 2024 and encouraged IBP to align its sustainability report with GRI or SASB standards. IBP now reports sustainability disclosures in alignment with SASB standards.
- 7. Fiserv, Inc. (FISV):** FISV provides payments and financial services technology services. We emailed FISV in November 2023 and December 2024 and encouraged FISV to adopt an independent Chair. FISV now has an independent Chair.

## Index of Acronyms:

**GRI:** Global Reporting Initiative

**SASB:** Sustainability Accounting Standards Board

**SBT:** Science-Based Targets

**SBTi:** Science Based Targets initiative

**TCFD:** Task Force on Climate-Related Financial Disclosures

## Disclosure

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