

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. **First American Financial Corporation (ticker symbol FAF):** FAF is a title insurer. We had encouraged FAF to declassify the Board and eliminate supermajority voting requirements. FAF declassified its Board and eliminated supermajority voting requirements in 2026.
2. **Matthews International Corporation (MATW):** MATW is a provider of memorialization products and industrial technologies. We had previously suggested MATW disclose whistleblower data, provide training information and usage data, workforce diversity data, to set specific environmental goals, and improve supplier oversight disclosure. We also suggested MATW remove the classified Board structure. All of these suggestions have either been improved or are now resolved.
3. **Microchip Technology Incorporated (MCHP):** MCHP engages in the provision of semiconductor products. We previously encouraged MCHP to provide diversity disclosure, training usage data, and to adopt GHG emission reduction targets. All of which have since been adopted and/or disclosed.
4. **Bowman Consulting Group (BWMN):** BWMN provides engineering services. We had encouraged BWMN to appoint an independent Chair. In 2026, BWMN appointed an independent Chair.
5. **HNI Corporation (HNI):** HNI engages in the manufacture, sale, and marketing of workplace furnishings and residential building products primarily in the United States and Canada. In 2025, we encouraged HNI to publish safety statistics. HNI published those statistics in 2026.

Index of Acronyms:

GHG: Greenhouse Gas

Disclosure

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