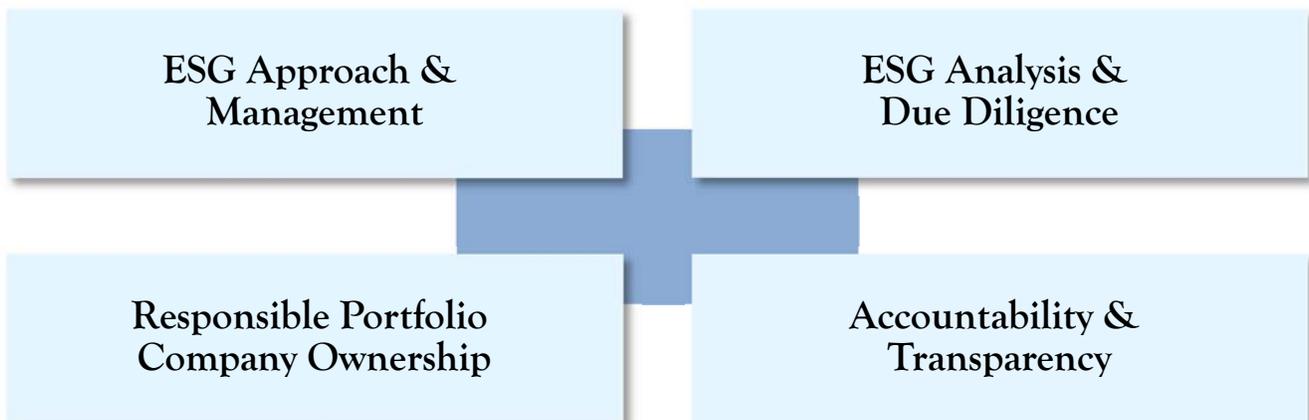


## OUR ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY

Blue Harbour Group is committed to investing in the spirit of responsible business ethics and practices. Blue Harbour believes that the effective evaluation and management of Environmental, Social and Governance (ESG) issues can impact investment performance. Given our unique investment model with long holding periods and our role as lead stockholder, we have historically considered ESG issues as part of our due diligence and risk management processes. In formalizing and enhancing our commitment to integrating ESG considerations, Blue Harbour intends this policy to define a set of principles that will guide its consideration of material ESG issues throughout the investment process.

Through this ESG Policy, Blue Harbour strives to align with the key principles set out in the UN Principles for Responsible Investment (UN PRI) and thereby manages ESG risks and opportunities while acknowledging Blue Harbour's principal duty to act in the best interest of its investors. Blue Harbour recognizes that industry guidelines and best practices in managing ESG issues will continue to evolve over time. As such, we will review this ESG Policy regularly to incorporate substantive changes.

**Core Tenets of Blue Harbour's ESG Policy include:**



*Signatory of:*

## ESG Approach and Management

Blue Harbour is committed to the implementation of the principles set forth in this ESG Policy and will seek to enhance ESG management and awareness among our investment professionals. We will implement this commitment by:

- Building ESG awareness among the Firm's investment professionals through formal and informal training on ESG issues and their impact on the investment process
- Ensuring that ESG issues affecting our internal operations are managed appropriately
- Providing this ESG Policy and all related ESG documentation to all investment professionals

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## ESG Analysis and Due Diligence

In conducting diligence on prospective investments, Blue Harbour will evaluate ESG considerations where warranted. We will implement this commitment by:

- Assessing potential ESG risks and opportunities affecting prospective investments through the implementation of Blue Harbour's proprietary ESG Framework and Dashboard
- Engaging internal and external experts, where relevant, to enhance our diligence process and the assessments of an investment candidate's exposure to ESG issues
- Discuss ESG risks and opportunities with company operating and Board leadership
- Systematically including a discussion of material ESG risks and opportunities in investment committee materials

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## Responsible Portfolio Company Ownership

Blue Harbour will work with its portfolio companies to increase awareness of ESG issues, mitigate adverse ESG impacts, and create value through ESG opportunities. We will seek to implement this commitment by:

- Encouraging our portfolio companies to enhance management of material ESG issues identified in due diligence with the goal of mitigating risks and capturing ESG opportunities
- Monitoring material ESG issues throughout the lifecycle of an investment by including ESG related issues as part of our regular interaction with the portfolio company
- Considering the ESG impact of proxy vote positions and casting votes in a manner that encourages strong corporate governance practices to enhance long-term shareholder value

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## Accountability and Transparency

Blue Harbour will create accountability within the organization and transparency to its investors of its approach to, and assessment of, ESG issues. We will implement this commitment by:

- Integrating discussion of ESG issues, management activities, and progress in reporting and communications internally and with our investors
- Promoting the acceptance and implementation of good corporate governance principles within the investment industry
- Allocating sufficient internal and external resources to support the commitments made in this Policy

