

Progress on diversity

Engagement Case Study **Asset Class: Global Equities** **Location: South Korea**

An example of an investment by Robeco, one of our global public equities asset managers.

Samsung Electronics is an electronics conglomerate headquartered in South Korea, which is considered an Emerging Market.

Robeco have been engaging with Samsung since 2017 on issues including improving disclosure of its non-financial strategy, capital expenditure, and board composition. They combined singular as well as collaborative engagement with other investors.

Since the beginning of the engagement, Samsung has increased the diversity and number of independent directors on its board. All key investment decisions are now reviewed by the entire board, with board sub-committees composed entirely of independent directors. Furthermore, Samsung started to publish its strategy for each of its businesses and has strengthened its environmental reporting.

Samsung's 2022 Sustainability Report elaborates on the establishment of its DEI (Diversity, Equity and Inclusion) Office to develop company-wide DEI strategies and implement diverse programs to enhance DEI performance. DEI principles were implemented across business activities which inform desired company culture, these are (1) Celebrate Diversity (2) Challenge assumptions and (3) Stay curious.¹



¹https://www.samsung.com/global/sustainability/media/pdf/Samsung_Electronics_Sustainability_Report_2022.pdf