

Q1 2025 REPORT



Pengana WHEB **Sustainable Impact Fund**

PENGANA CAPITAL GROUP

Suite 1, Level 27
Governor Phillip Tower, 1 Farrer Place
Sydney, NSW, 2000
T: +61 2 8524 9900
pengana.com

TABLE OF CONTENTS

1. From contamination to innovation: solving the PFAS problem	3
2. Here we go again	5
3. Investor stewardship in turbulent times: The case for pragmatic ambition	8
4. Performance Commentary	11
5. Portfolio Activity	13
6. Investment Performance	14
7. Portfolio Analysis and Positioning Of Strategy	17
8. Quarterly Engagement And Voting Activity	23

FROM CONTAMINATION TO INNOVATION: SOLVING THE PFAS PROBLEM

By Katie Woodhouse

For decades, they've been hiding in plain sight - coating your rain jacket, lining your popcorn bag, even woven into dental floss¹. PFAS, or per- and polyfluoroalkyl substances, have quietly worked their way into nearly every part of our lives. But the tide is turning.

With growing awareness of the health and environmental risks, the world is waking up to the urgent need for change. And across the globe, companies are stepping up with the tools and technologies to make that change possible.

What are PFAS and why do they matter?

PFAS are a group of over 10,000 synthetic chemicals known for their durability and resistance to heat, water, and oil. First developed in the 1940s, they've been used in everything from Teflon pans and firefighting foams to food packaging, electronics, and textiles. Their ability to repel moisture and grease has made them a staple in industrial processes and consumer products.

However, that same resilience is also the problem. PFAS don't break down easily in the environment or the human body. Once released, they persist for decades, if not longer, earning them the nickname "forever chemicals".

The health risks associated with PFAS exposure are now well documented. Studies have linked exposure to PFAS to cancer, thyroid dysfunction, immune suppression, reproductive harm, and developmental issues in children². Over time, PFAS accumulate in our bodies and ecosystems. Shockingly, 99% of all humans, including fetuses, have detectable levels of PFAS in their blood³.

In Europe alone, there are over 17,000 PFAS "hot-spots". These could be close to manufacturing sites or military bases where firefighting foam may have been used. PFAS are an everyday concern for the residents in these areas, where they are even unable to eat the vegetables grown in their gardens⁴.

The regulatory response

Governments have begun to respond. In the US, the Environmental Protection Agency (EPA) made history in April 2024, introducing national limits on PFAS in drinking water. This step alone will protect up to 100 million people⁵.

The EPA also designated certain PFAS as hazardous substances under the Superfund law, holding polluters financially accountable for clean-up. Legal cases followed swiftly. Companies like 3M and DuPont are now facing thousands of lawsuits and have agreed to multi-billion-dollar settlements.

¹ <https://time.com/6281242/pfas-forever-chemicals-home-beauty-body-products/>

² <https://www.epa.gov/pfas/our-current-understanding-human-health-and-environmental-risks-pfas>

³ <https://chemsec.org/wrappedinchemicals/facts/pfas-fact-1/>

⁴ <https://chemsec.org/wrappedinchemicals/facts/pfas-fact-1/>

⁵ <https://www.epa.gov/pfas/key-epa-actions-address-pfas>

However, recent developments have created uncertainty. In early 2025, the Trump administration rescinded several proposed PFAS regulations, including a key EPA rule that would have limited PFAS discharges into waterways. This rollback shifts more of the regulatory burden to individual states and has raised concerns among environmentalists.

In contrast, the EU is proposing a near-total ban on over 10,000 PFAS. The European Chemicals Agency (ECHA) is leading efforts to phase out their use, particularly in food packaging, textiles and industrial applications⁶.

Who's solving the PFAS problem?

As the pressure mounts, a growing group of companies, held in the WHEB funds, are leading the charge with solutions for detection, treatment, and clean-up.

Veralto focuses on environmental and water quality technologies. Its tools help municipalities and companies monitor PFAS in real time, offering essential information for compliance and safety. Veralto's partnership with Axine also provides a solution to destroy PFAS through electrochemical oxidation technology⁷. With a strong presence in rapidly growing markets, Veralto offers stable revenue growth and margin expansion.

Agilent equips laboratories to detect PFAS at parts-per-trillion levels, helping customers meet the new regulatory standards⁸. Its advanced scientific instruments are in high demand across defensive sectors such as healthcare and environmental testing, providing resilience across the business cycle from recurring customers.

Arcadis, a global design and engineering firm, specialises in remediation services for contaminated sites. It works with cities, water utilities, and private companies to assess PFAS pollution and implement clean-up strategies like filtration, soil removal, and water treatment⁹. By consulting across a range of sectors, Arcadis can provide environmental impact along with earnings growth opportunities.

A leader in water tech, Xylem offers filtration systems capable of removing PFAS from drinking water. Its technologies are being implemented in municipal water systems around the world to meet stricter quality standards and protect public health¹⁰. Xylem is set to benefit from regulatory tailwinds and the rising demand for clean water solutions.

Whilst PFAS-related revenues are currently a small percentage of total revenues at these businesses, the PFAS testing market is predicted to grow at 14.5% to 2030¹¹, providing an opportunity for meaningful returns.

What's next?

PFAS are no longer flying under the radar. Regulatory scrutiny is rising, lawsuits are multiplying, and consumers are demanding transparency. Businesses can no longer afford to ignore PFAS.

This challenge can be overcome though, provided it's met with innovation and accountability. As companies like Veralto, Agilent, Arcadis, and Xylem are showing, science and technology offer a path forward. With the right investment, collaboration, and urgency, the era of forever chemicals can become much more finite.

⁶ <https://www.gleisslutz.com/en/news-events/know-how/pfas-restriction-proposal-eu-level>

⁷ <https://investors.veralto.com/2024-11-13-Veralto-Invests-in-Axine-Water-Technologies>

⁸ <https://www.agilent.com/en/solutions/environmental/pfas-testing>

⁹ <https://www.arcadis.com/campaigns/pfas/index.html>

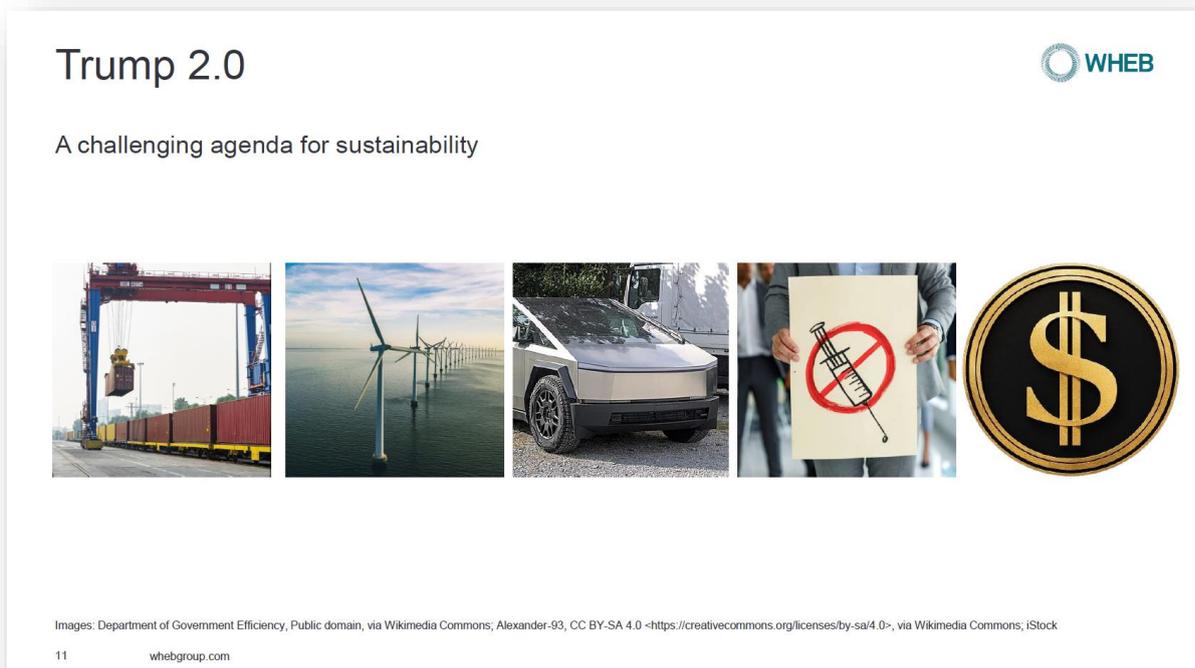
¹⁰ <https://www.xylem.com/en-uk/making-waves/water-utilities-news/combating-pfas-through-proven-water-technologies/>

¹¹ <https://www.marketsandmarkets.com/Market-Reports/pfas-testing-market-168277170.html>

HERE WE GO AGAIN

By Ted Franks

Donald Trump was elected President of the United States for a second time on the fifth of November last year, although it seems like years ago now. Shortly after, we wrote about what it could mean for sustainable investors. We also talked about the implications in our fourth quarter 2024 webinar update, shortly after his inauguration. This slide from that presentation summarised our thoughts then:



It's unusual for us to be revisiting the topic two months later, in this quarterly review. We tend to think in much longer cycles, and our investment horizon is best measured in years rather than weeks. This new administration has really hit the ground running, and moved further and faster than pretty much anyone truly expected.

So we'll try to recap some of the key highlights and lowlights here, and what they mean for sustainability, and our strategy.

Trade and Tariffs

The first topic we called out in our webinar was trade, and even in a crowded field, that might be the single noisiest policy area of the new era. On 2 April, Trump confirmed the rates of tariffs on imports from all the key trading partners of the US. In the first Trump presidency there was lots of talk about tariffs but the resulting levies were actually small and changed little. This time around it is a different story, with tariffs over 10% on broadly all imports and higher tariffs for some..

Trade disruption is a challenge for sustainability because much of it is achieved with globalised products. A large majority of our strategy, and the universe of companies we select from, have revenues split somewhat equally between the Americas, Europe and Asia.

However, our companies have learned from the first Trump term, and the Covid experience. Supply chains have moved and been duplicated, and customer relationships have been recast. Many of our companies, for example Siemens Healthineers (in the Health theme), and MSA Safety (in the Safety theme) operate a “twin factory setup” which allow them to service clients from their own regions.

Moreover, most of our companies’ products are highly differentiated. That gives them pricing power to pass those tariffs on to customers. Keyence, a machine vision company in our Resource Efficiency theme, might be the best example of that – it has operating margins over 50%. Tariffs will make things harder, but in the long term we’re confident that market shares will broadly be maintained, and that our quality companies will ride this out.

Inflation risk

There is another side to the tariff chaos though, and that is inflation. At least in the short term, we look set for an unwelcome boost to inflation around the world. Expectations for inflation have already started to rise, and there is a painful circularity to that, as sellers start to raise prices in anticipation. This in turn leads to interest rate rises, which in turn puts downward pressure on equity valuations.

In 2016 and 2022 the strategy really suffered from rising interest rates. But both times valuations in sustainability stocks were full – very full, in the latter case. This time is different. **Our portfolio features a number of companies where valuations are at the lowest level for over a decade.**

Portfolio Price to forward book ratio, relative to local markets, rebased



Source: Factset

Sustainability in the crosshairs

The second topic we saw in the crosshairs at the inauguration was wind energy, and a moratorium on all federal permitting for offshore, and onshore wind projects leaves that important industry in a state of limbo. The strategy has a small exposure to market-leading turbine-maker Vestas. We’re happy to hold it because its share price already prices in no further growth in the US, for the foreseeable future. For the rest of the world, wind is still very much part of the power mix.

Third on the list was action against electric vehicles. This will need Congress's support to withdraw the key subsidies. In the meantime, the imposition of tariffs is likely to have a more profound impact on the rate of electric vehicle adoption. Our exposure to electric vehicles is spread across the portfolio. We have direct exposure through companies in our Sustainable Transport theme, including Infineon, Aptiv and TE Connectivity. We have indirect exposure too, for instance through Keyence in the Resource Efficiency theme. As much as their short-term prospects are uncertain, what is now evident about electric vehicles is that they are, broadly speaking, better than internal combustion vehicles, for about the same price. In the long term, it is clear what that means.

The fourth area of concern we laid out in January was healthcare. Along with wholesale staff changes at the 13 operating divisions overseen by Health and Human Services, there is an ideological shift taking place. This impacts the way scientific research is funded and rewarded, as well as how healthcare is provided. With 27% of the strategy (and 40% of the universe) in the Health and Wellbeing themes, this could be significant. But given the complexity of the industry, and the importance of its outcomes, the scope for change is more limited than the new administration would admit. And the drive to discover new life-improving therapies is hard to stop. Our exposure to healthcare research, through companies such as Thermo Fisher, Lonza, and Astra Zeneca, remains a secure long-term bet, in our view.

The last of the changes we saw as significant was the introduction of the Department of Government Efficiency, or DOGE. Without any precedent for this kind of body or initiative, or how the influence of its leader Elon Musk would actually manifest itself, it was a little hard to see what this would mean. Two months later, we have a clearer view. Sweeping cuts right across government have been accompanied by more ideologically-driven changes to government leadership. As well as creating headroom for tax cuts, the intention seems to be to meaningfully reduce the role government plays in a number of areas such as overseas aid, environmental regulation, and education. With a nearly two-decade track record, we are very familiar with the risks of over-reliance on regulation. Our holdings in these areas, such as consulting engineer Arcadis, and tertiary education provider Grand Canyon Education, have been selected for their comparatively low regulatory risk.

These too shall pass

Despite the current headwinds, our long-term conviction remains intact. The sustainability challenges we face are not going away, if anything they are becoming more urgent, more visible, and more interconnected. These are precisely the kinds of structural issues that demand innovation, investment, and durable solutions – the very things our portfolio companies are built around.

Technology continues to advance, costs continue to fall, and global awareness of sustainability continues to rise. At the same time, investor sentiment towards sustainable investments has rarely been lower, and that disconnect has driven valuations to levels we have not seen in over a decade. This presents not a reason for concern, but an extraordinary opportunity.

The companies we own are not only mission-critical to the world's future, they are attractively priced for the patient investor. For those who can look through the noise of politics and policy cycles, focussing instead on the underlying structural growth and innovation, the potential rewards are compelling.

Periods of discomfort are often the birthplace of long-term outperformance. This too shall pass, and when it does, those positioned in resilient, forward-looking businesses will be well rewarded.

INVESTOR STEWARDSHIP IN TURBULENT TIMES: THE CASE FOR PRAGMATIC AMBITION

By Rachael Monteiro

The new investment landscape we find ourselves facing is a more demanding global context for investor stewardship.

Facing a new landscape

In the last quarter, geopolitical uncertainty has intensified. The populist push-back to sustainability agendas has gained momentum, while regulatory support for sustainable investing is being rolled back in both the US and EU.

Navigating these complexities is increasingly difficult for both companies and investors, reinforcing the importance of effective stewardship. But with this challenge comes an opportunity for investors to reassess what makes engagement truly effective.

Engagement under pressure

Constructive engagement is harder where Environmental, Social and Governance (ESG) issues have become politicised. Just days into President Trump's second term, new Executive Orders targeted diversity, equity and inclusion (DEI) programmes,¹². Disney is already facing an investigation¹³, despite 99% of its shareholders supporting its approach¹⁴.

The SEC has also reversed its stance on mandatory climate risk disclosures¹⁵ and is weakening tools like shareholder proposals¹⁶ and collective initiatives¹⁷. As a result, material information may become harder to access, just as investor appetite is growing. Support has also been withdrawn from initiatives like the Climate Action 100+ and the Net Zero Asset Manager's Initiative (NZAMI).

These barriers aren't new. The overturning of *Roe v. Wade* in 2022 similarly politicised a core workforce issue. WHEB responded by encouraging companies to protect employee wellbeing—a principle that remains as important as ever.¹⁸

¹² <https://www.whitehouse.gov/presidential-actions/2025/01/ending-illegal-discrimination-and-restoring-merit-based-opportunity/>

¹³ <https://www.fcc.gov/sites/default/files/Carr-Letter-to-Disney-DEI-03252027.pdf>

¹⁴ An anti-DEI shareholder proposal that challenged Disney's participation in the Human Right's Campaigns Corporate Equality Index – a benchmarking tool assessing corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees – received only 1% support <https://www.reuters.com/business/media-telecom/disney-investors-reject-proposal-withdraw-hrcs-diversity-index-2025-03-20/>.

¹⁵ <https://www.sec.gov/newsroom/press-releases/2025-58>

¹⁶ The SEC rescinded Staff Legal Bulletin 14L, which had strengthened shareholder rights by limiting companies' ability to exclude ESG proposals. It reinstated earlier guidance allowing companies to exclude proposals—like climate targets—on the grounds of micromanagement. <https://www.sec.gov/rules-regulations/staff-guidance/staff-legal-bulletins/shareholder-proposals-staff-legal-bulletin-no-14l-cf?>

¹⁷ The SEC also updated guidance on Schedules 13D and 13G, potentially creating new hurdles for investors who cross the 5% ownership threshold and coordinate on ESG-related efforts, by increasing the risk of being deemed a "group" subject to disclosure. <https://www.sec.gov/about/divisions-offices/division-corporation-finance/exchange-act-sections-13d-13g-regulation-13d-g-beneficial-ownership-reporting-021125#:~:text=Feb.,New%20Question%20103.12>

¹⁸ <https://www.whebgroup.com/vestas-xylem>

Meanwhile, global regulation continues to evolve. In the EU, the review of the Sustainable Finance Disclosure Regulation (SFDR) could raise the bar for investor disclosures. However, persistent gaps in corporate reporting remain a major challenge. Proposed reforms to the Corporate Sustainability Reporting Directive (CSRD) — which would exclude around 80% of companies and delay implementation — risk making matters worse, just as investors need more, not less, transparency from companies.

Time for a reset: Recalibrating expectations

NZAMI's recent decision to pause all activity, in response to signatories leaving¹⁹, may yet serve as a reminder that investor expectations of what engagement alone can achieve had, perhaps at times, become unrealistic.

However, challenging conditions can also create opportunity. In our view, NZAMI's pause is more of a case of strategic recalibration, rather than outright retreat. Investor stewardship should take note and follow suit.

Pragmatic ambition for smarter stewardship

- **Plays to strengths to focus on the essentials:** Addressing systemic risks, such as climate change, biodiversity loss, and inequality, requires ambition. However, engagement must be strategic and context-driven. At WHEB, we prioritise objectives with measurable outcomes focused on long-term value creation. With a concentrated portfolio and long holding periods, we focus our influence where it matters most: company policy, strategy, and governance.

Example: Smurfit WestRock's forest exposure and limited biodiversity disclosures made it a clear engagement priority²⁰. WHEB joined Nature Action 100 to push for better benchmarking, stronger community engagement, and clearer progress reporting²¹.

- **Knows the limits of company engagement:** Not every issue can be resolved via company engagement alone. Systemic externalities, like the unpriced cost of carbon, extend beyond firm-specific action and require market and policy-level engagement. Recognising this helps investors focus where engagement has the most impact and seek broader avenues for change.

Example: Despite sustained engagement, J.B. Hunt²² couldn't commit to a 1.5°C-aligned target due to systemic barriers like poor grid infrastructure and limited access to electric trucks.

- **Uses systemic levers to amplify impact:** Where company engagement falls short, macro stewardship is critical. This means influencing policymakers, regulators, and standard-setters, while also engaging upstream with clients and advisers^{23,24}.

Example: While WHEB has limited exposure to the causes of antimicrobial resistance (AMR), we invest in companies working to reduce its spread. Recognising the limits of firm-level action, we joined the Investor Action on AMR initiative to drive broader system-level change.

¹⁹ In an effort to halt more signatories leaving, the NZAMI has suspended activities to review and ensure the initiative remains fit for purpose <https://www.netzeroassetmanagers.org/update-from-the-net-zero-asset-managers-initiative/>.

²⁰ Smurfit Kappa, now Smurfit WestRock, has made good progress on this topic since we first began engaging it in 2023 <https://www.whebgroup.com/smurfit-kappa-engagement-case-study-q3-2023>

²¹ <https://www.whebgroup.com/smurfit-westrock-2025-engagement-case-study>

²² WHEB redirected its focus and exited the position in J.B. Hunt in early 2024.

²³ Full details of our public policy engagement are included in our Stewardship Report on p. 72

<https://www.whebgroup.com/assets/files/uploads/20240730-wheb-asset-management-2023-stewardship-report.pdf> A full list of our involvement in industry initiatives and associations is available on our website: <https://www.whebgroup.com/about/our-industry-networks>

²⁴ <https://www.whebgroup.com/assets/files/uploads/20241030-wheb-stewardship-white-paper.pdf>

Stewardship and engagement for the long term

The landscape may be shifting, but investors' stewardship responsibilities endure. Global market forces demand that we recalibrate how we engage, what we prioritise, and how we define success. Stewardship must be sharper, more strategic, and grounded in long-term value.

WHEB's use of engagement targets — all based on maximising long-term impact in businesses where that impact is embedded in the product — means we're naturally incentivised to focus on what's material and relevant for a company's long-term success. And that, in turn, helps us navigate the politicisation of the sustainability agenda.

The WHEB Strategy remains committed to stewardship that is ambitious yet pragmatic, proving that even under pressure, meaningful engagement is not only possible, but also essential.

PERFORMANCE COMMENTARY

Market review

Global equities, represented by the MSCI World Index, fell -2.4% in the first quarter of 2025 (in British Pounds). The period was marked by uncertainty and volatility, stemming from US trade policy, which has dampened growth expectations globally.

US stocks posted their worst quarter in almost three years as investors feared that President Trump's tariffs will slow economic growth, while also increasing prices. Given the elevated uncertainty, the US Federal Reserve decided not to change interest rates.

Meanwhile the European Central Bank (ECB) cut interest rates twice during the quarter. In Europe, the fiscal response towards defence spending was supportive for the region. European equities outperformed all other regions in developed markets.

Big tech stocks, which have dominated markets in recent years, pulled back sharply over the quarter. Worries over the economy and overspending on artificial intelligence infrastructure, weighed on the sector.

In the global market, Technology and Consumer Discretionary were the main laggards posting negative returns in double-digits. Energy, Utilities and Financials were the best performing sectors.

Performance review

The strategy delivered negative absolute performance over the quarter of -4.8%.

American Water Works (Water Management), **Daifuku** (Resource Efficiency) and **Nextracker** (Cleaner Energy) were the best performing stocks and the largest contributors to return in the period²⁵.

American Water Works outperformed due to its perceived defensive characteristics amid a volatile market environment, while Daifuku performed well after releasing its full-year guidance in February, meeting its operating margin target three years ahead of schedule.

Nextracker also contributed strongly. The company reported strong Q424 results with a record backlog and positive outlook, despite macro headwinds. Uncertain prospects for the renewable energy sector under the Trump administration remain a headwind so its valuation is very appealing.

First Solar (Cleaner Energy) was the weakest performer in the period by some margin, as political uncertainty around the Inflation Reduction Act and nervousness ahead of the company's FY'24 results pressured the stock.

Novo Nordisk (Health) was the second-weakest performer as clinical trial data from its obesity drug, CagriSema, failed to meet investor expectations. Also, the Trump administration dropped Biden's proposal of Medicare coverage of weight-loss drugs.

ATS Corp and **Power Integrations**, both in the Resource Efficiency theme, also struggled due to concerns of tariff-led economic slowdown.

The Resource Efficiency and Health themes were the main detractors from performance during the quarter. Education was the only theme that contributed positively.

²⁵ Past performance is not a reliable guide to future results. Your capital is at risk.

Outlook

As described more fully in the article by Ted Franks above, the dramatic stock market movements during the quarter (and into April) reflect the considerable economic uncertainty brought about by the Trump administration in the USA. Less than two months after inauguration, the rate of policy change has been breathtaking and its scope wide-ranging.

Our impact investing markets had already been heavily hit by the dramatic changes in the policy framework. These include changes in healthcare, environmental protections, clean energy, and sustainable transport, amongst others. The moves in March, particularly as regards trade, have impacted the whole economy and added a further layer of unpredictability for all investors.

It may seem surprising then that our confidence in the prospects for the strategy remain very strong. But current valuations for our holdings are extremely depressed, with many stocks now starting to price in a general recession, in addition to severe challenges to sustainability industries.

In our view, this dramatically overstates the case. The science behind our thematic drivers is well understood and settled. The capabilities of the technologies our companies produce are well-proven, and the need for them is increasingly apparent. As we have long known, political support alone cannot deliver sustainable changes to the economy. But by the same token, artificially constructed attempts to resist change will not succeed either.

The coming months are likely to see ongoing volatility as the policy moves play out. But with a patient approach, we believe the rewards for sustainability investing will be clear.

PORTFOLIO ACTIVITY

We initiated one new position in the fund during the quarter.

Purchases

We initiated a position in Japanese company **Kurita Water** in our Water Management theme. Kurita Water offers products and services for treating water for industrial applications. It has a particularly strong position in the electronics industry where it offers ultra-pure water production facilities for semiconductor manufacturing.

Kurita Water is well-positioned for growth as pressure on water resources grows along with climate change. Its innovative and flexible approach gives it a competitive advantage against less specialist and focused peers. We also like its strong focus on sustainability as another source of competitive advantage.

Sales

There were no sales during this period.

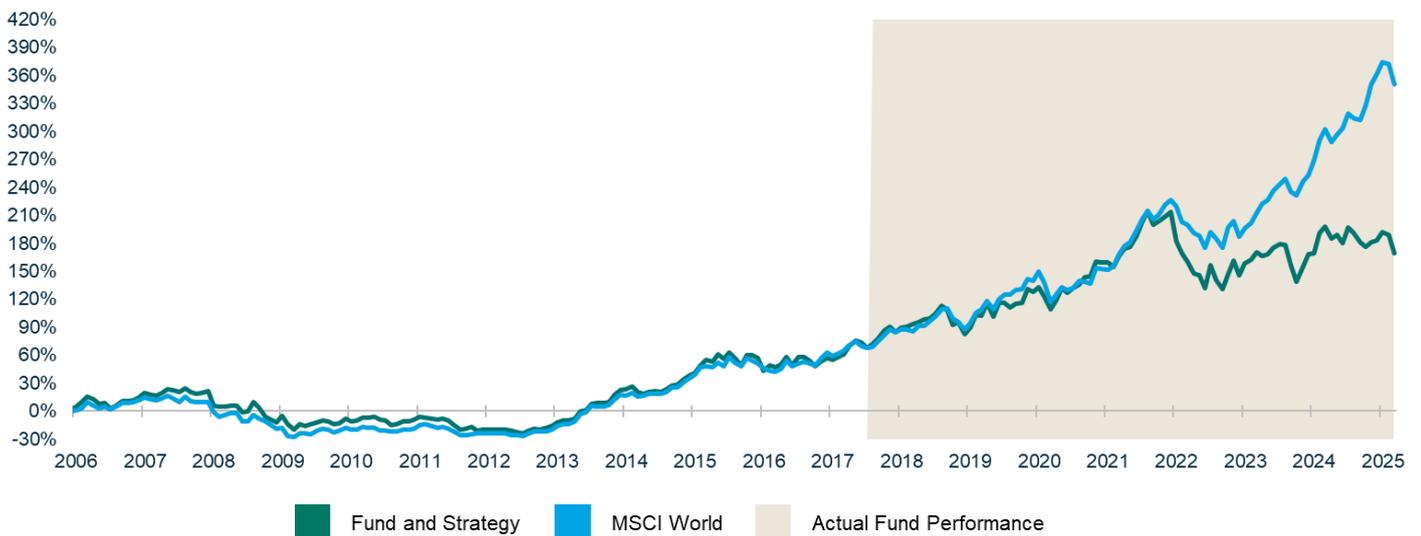
INVESTMENT PERFORMANCE

Cumulative Investment Returns

Net performance for periods ending 31 March 2025 (%)

	3 mth	1 yr	3 yrs p.a.	5 yrs p.a.	Since inception p.a.
Fund	-4.8	-9.6	1.1	5.2	
Strategy (partial simulation) ²⁶					6.3
MSCI World ²⁷	-2.4	12.1	14.5	15.7	8.1

Performance Since Strategy Inception

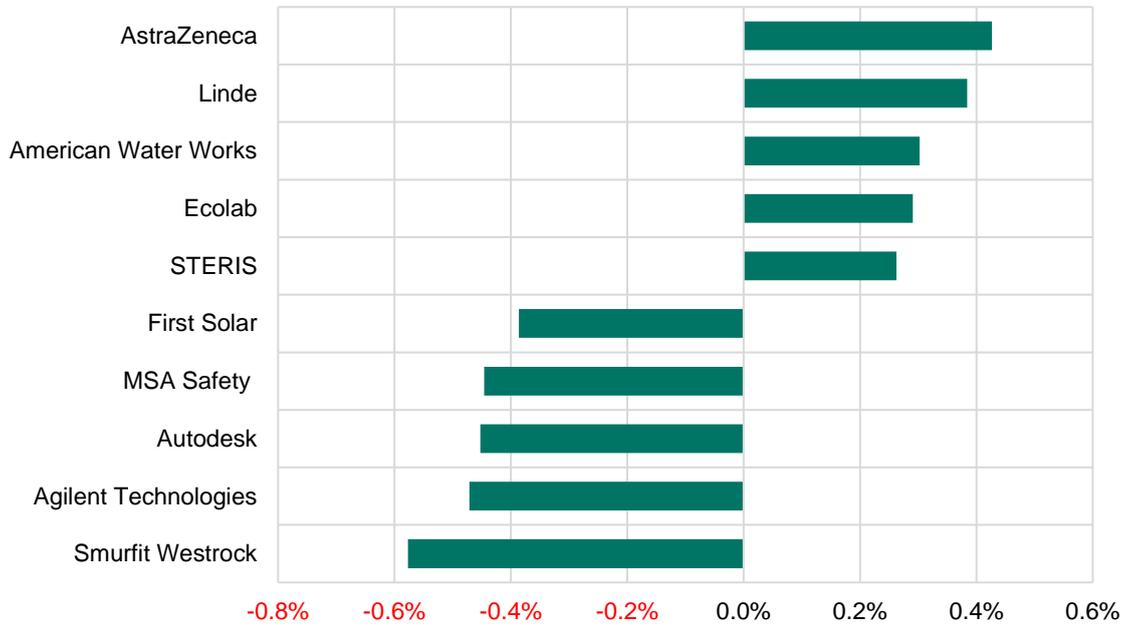


²⁶ From August 2017, performance figures are those of the Pengana WHEB Sustainable Impact Fund's class A units (net of fees and including reinvestment of distributions). The strategy's AUD performance between January 2006 and July 2017 has been simulated by Pengana from the monthly net GBP returns of the Henderson Industries of the Future Fund (from 1 January 2006 to 31 December 2011) and the FP WHEB Sustainability Fund (from 30 April 2012 to 31 July 2017). This was done by: 1) converting the GBP denominated net returns to AUD using FactSet's month-end FX rates (London 4PM); 2) adding back the relevant fund's monthly ongoing charge figure; then 3) deducting the Pengana WHEB Sustainable Impact Fund's management fee of 1.35% p.a. The WHEB Listed Equity strategy did not operate between 1 January 2012 and 29 April 2012 – during this period returns are zeroed. The Henderson Industries of the Future Fund's and the FP WHEB Sustainability Fund's GBP net track record data is historical. Past performance is not a reliable indicator of future performance. The value of the investment can go up or down.

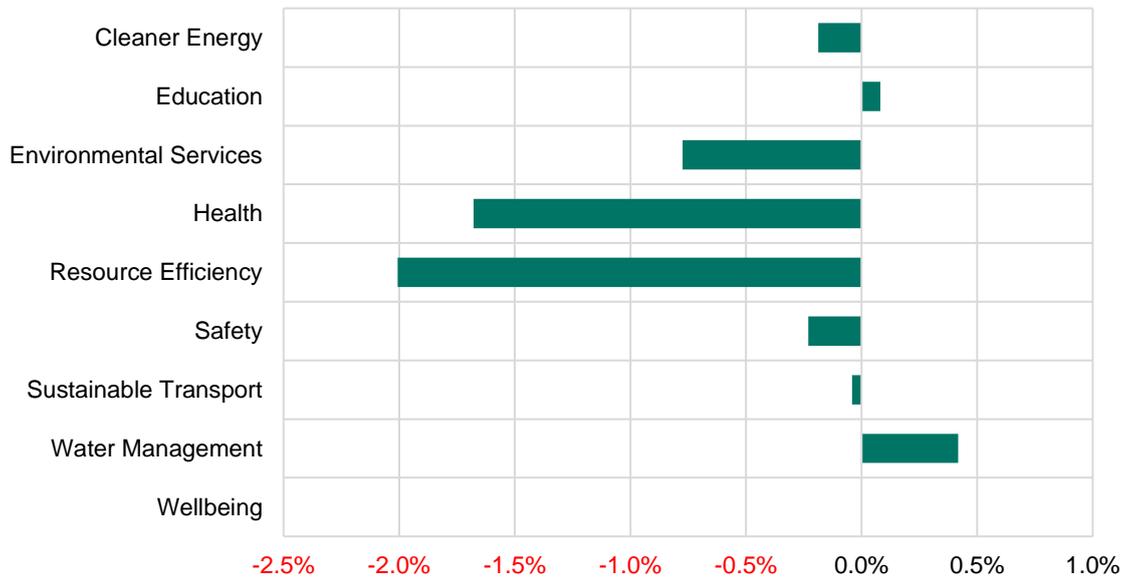
²⁷ MSCI World Total Return Index (net, AUD unhedged).

Quarterly Performance

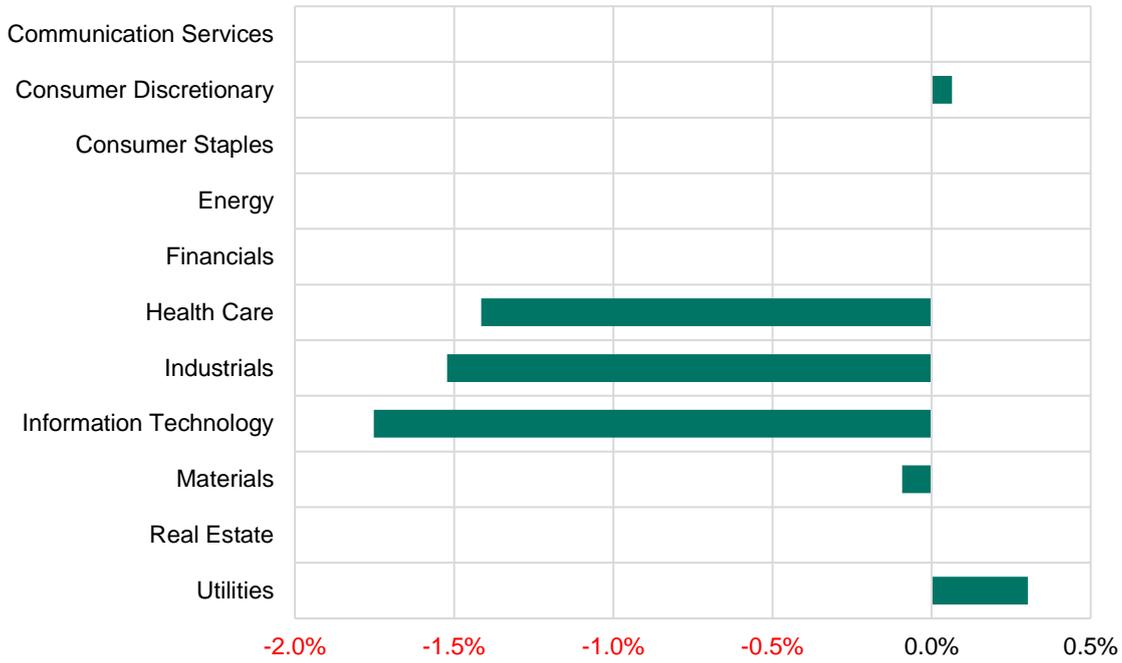
Contribution to Return by Stock (Top 5 & Bottom 5)



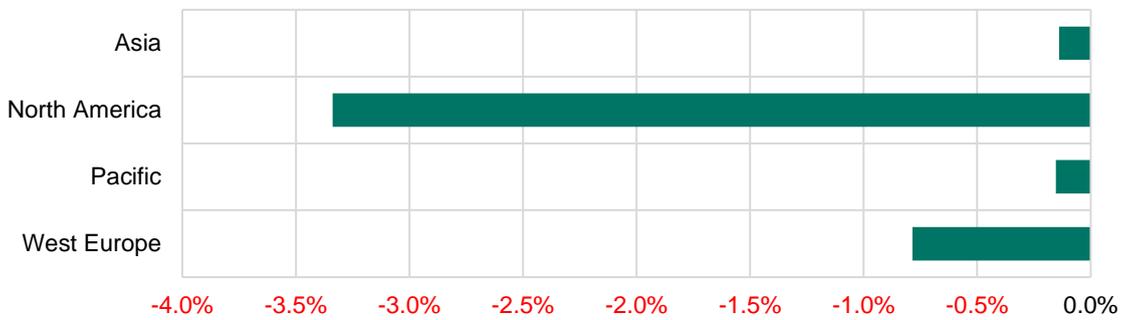
Contribution to Return by Sustainability Theme



Contribution to Return by Sector

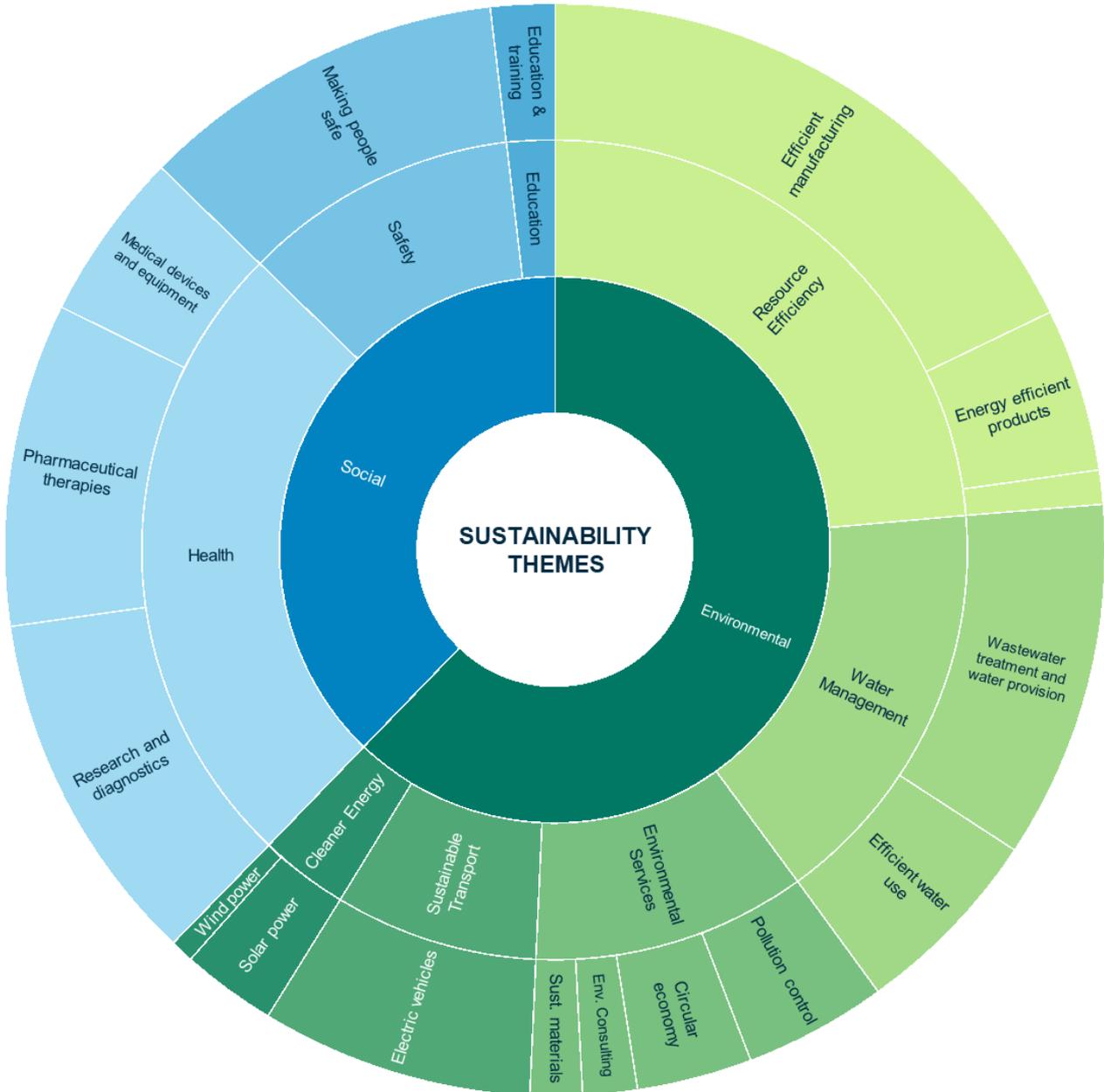


Contribution to Return by Geography

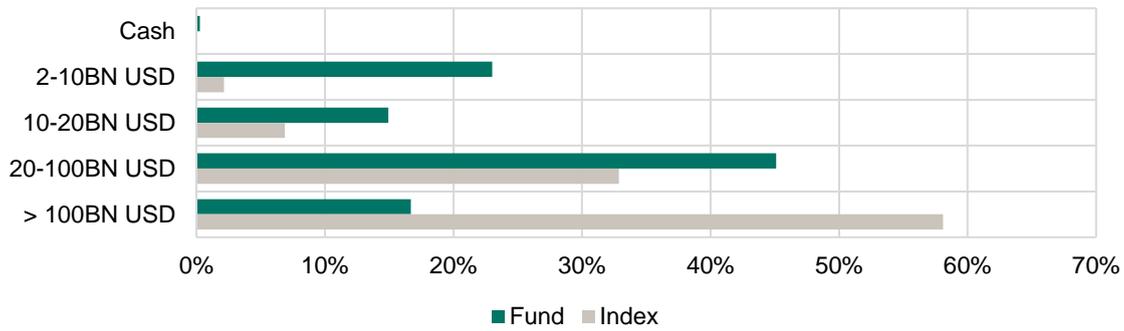


PORTFOLIO ANALYSIS AND POSITIONING OF STRATEGY

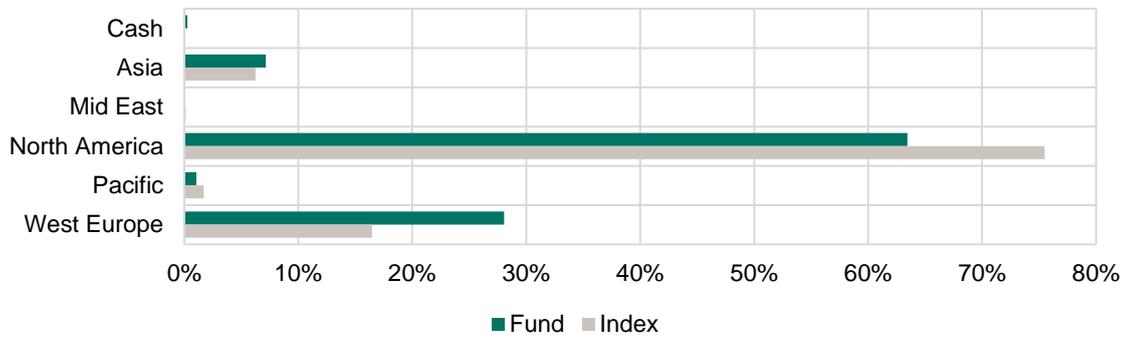
Exposure by Sustainability Theme



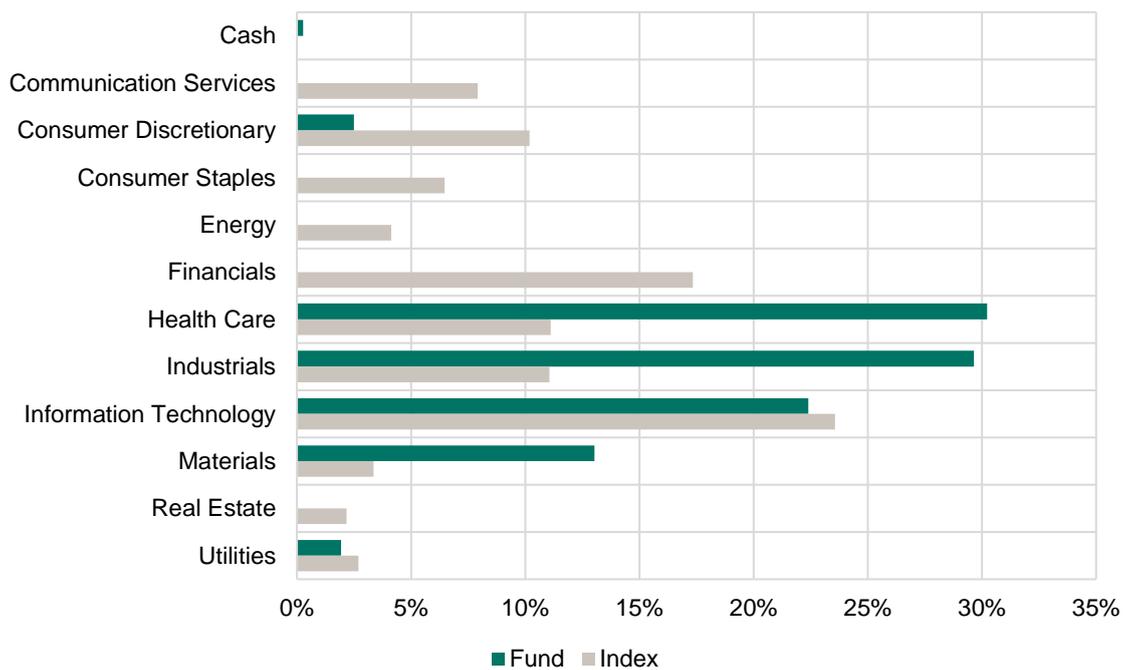
Exposure by Market Capitalisation



Exposure by Region



Exposure by Sector



Largest 10 Positions

Name	Sustainable Investment Theme	Description
Linde	Environmental Services	Pollution control
AstraZeneca	Health	Pharmaceutical therapies
TE Connectivity	Sustainable Transport	Electric vehicles
Ecolab	Water Management	Efficient water use
Xylem	Water Management	Wastewater treatment and water provision
Thermo Fisher Scientific	Health	Research and diagnostics
Bureau Veritas	Safety	Making people safe
Trimble	Resource Efficiency	Efficient manufacturing
Autodesk	Resource Efficiency	Efficient manufacturing
Keyence	Resource Efficiency	Efficient manufacturing

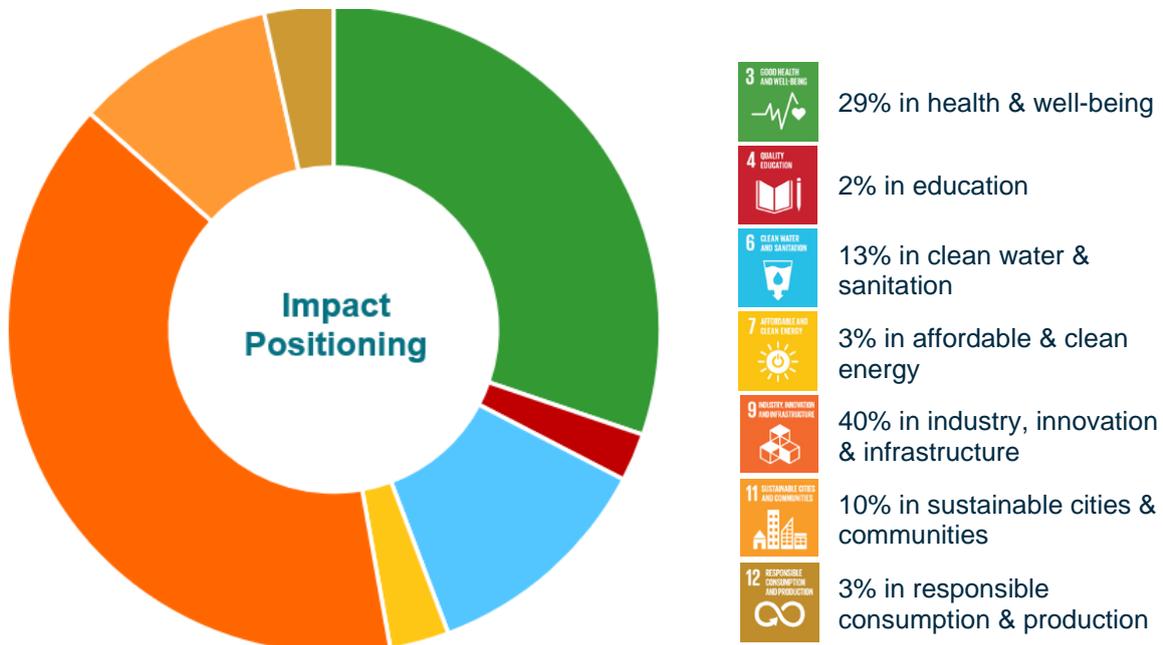
Strategy Characteristics

	WHEB	MSCI
FY1 Price/Earnings (PE)	25.59	22.14
FY2 Earnings Growth	16.21	11.22
FY1 PE/FY2 Earnings Growth (PEG)	1.58	1.97
3-year Volatility	16.17	12.04
Beta (predicted)		0.94
1-year Tracking Error (predicted)		6.65
5-year Tracking Error (ex-post)		8.86

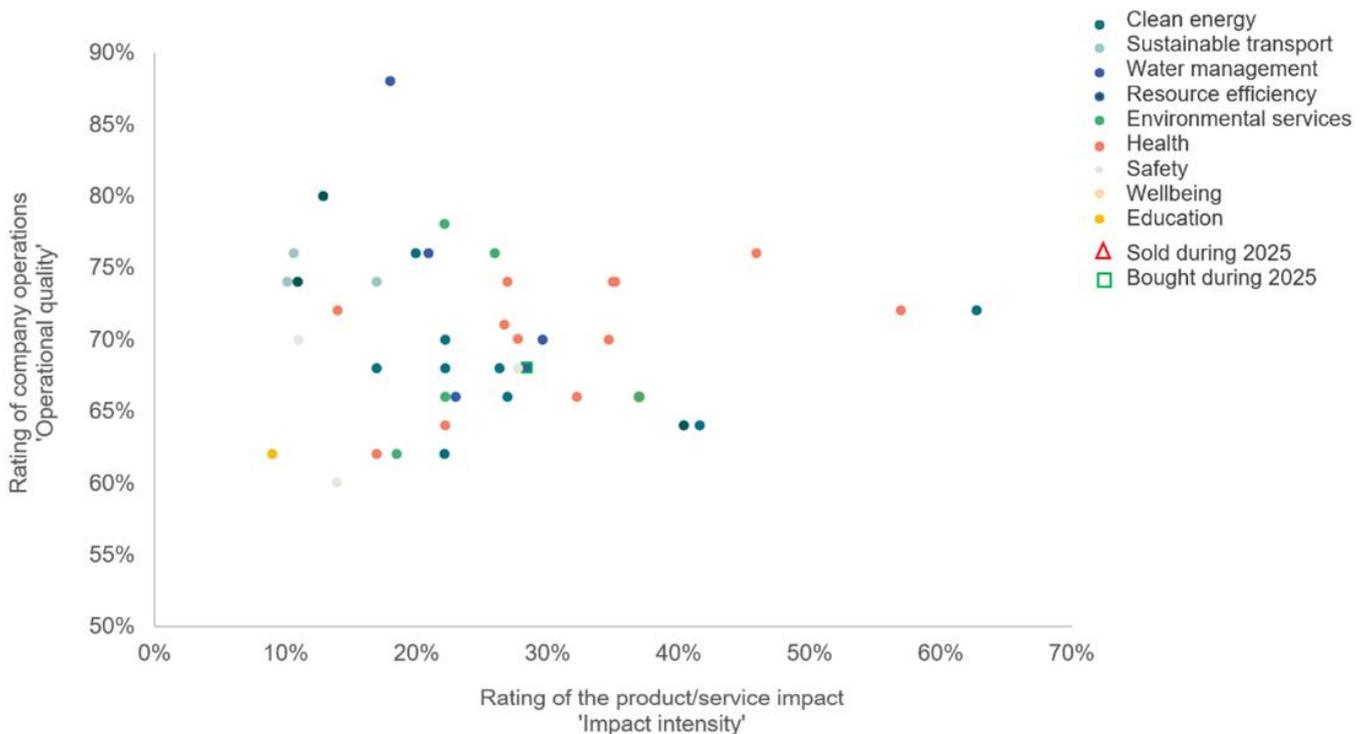
Trading Activity – Significant Portfolio Changes

Stock Name	Purchase or sale	Theme	Brief description or sale rationale
Kurita Water	Purchase	Water Management	An industrial water treatment company, Kurita Water is well-positioned for growth with its strong focus on sustainability, innovative solutions, and long-term service contracts.

Impact Positioning: Supporting the UN Sustainable Development Goals²⁸



Impact Map of the strategy's portfolio following quarterly changes²⁹



²⁸ For descriptions of impact mapping methodologies please see WHEB's impact reports, available at <https://impact.whebgroup.com/methodology/>. The SDG mapping methodology is described in the 2019 Impact Methodology Report, available at <https://impact.whebgroup.com/methodology/>, and the impact positioning graph is described in detail in the 2019 impact report.

²⁹ As above.

ESG profile of WHEB's investment strategy³⁰



³⁰ Source: Impact Cubed.

Quarterly ESG performance³¹

	WHEB Strategy	Proportion reported	MSCI world
Weighted average carbon intensity (scope 1 and 2)	100 tCO ₂ e/£1m of revenue	9%	185.9 tCO ₂ e/£1m of revenue
Scope 3 carbon efficiency	1,523 tCO ₂ e/£1m of revenue	79%	1061tCO ₂ e/£1m of revenue
Waste efficiency	11.3 tonnes / £1m of revenue	78%	512 tonnes / £1m of revenue
Water efficiency	5.1 thousand m ³ of fresh water/£1m of revenue	78%	12.1 thousand m ³ of fresh water/£1m of revenue
Gender equality	31% of board and top management positions are occupied by women	100%	28% of board and top management positions are occupied by women
Executive pay	77x – ratio of executive pay to employee pay	90%	129x - ratio of executive pay to employee pay
Board Independence	75% of board members are independent	100%	73% of board members are independent
Environmental good	33% of portfolio invested in environmental solutions	100%	12% of portfolio invested in environmental solutions
Social good	28% of portfolio allocated to help alleviate social issues	100%	12% of portfolio allocated to help alleviate social issues
Avoiding environmental harm	<1% of portfolio in industries that aggravate social issues	100%	7% of portfolio in environmentally destructive industries
Avoiding social harm	0% of portfolio in industries that aggravate social issues	100%	4% of portfolio in industries that aggravate social issues
Economic development	\$54,300 – median income of portfolio-weighted area of economic activity	100%	\$53,700 – median income of portfolio-weighted geography of economic activity
Avoiding water scarcity	2.4 – geographic water use	100%	2.5 – geographic water use
Employment	4.34% - unemployment in portfolio-weighted area of economic activity	100%	4.31% - unemployment in portfolio-weighted area of economic activity
Tax gap	3.03% - estimated % of tax avoided by corporate tax mitigation schemes	100%	3.62% - estimated % of tax avoided by corporate tax mitigation schemes

³¹ Source: Impact Cubed.

QUARTERLY ENGAGEMENT AND VOTING ACTIVITY

Voting Record

The table below summarises the voting record at companies held in WHEB's investment strategy over the quarter. Full details of how we voted on each of the individual votes are detailed on our website: <https://pengana.com/our-funds/wheb-sustainable-impact-fund/>

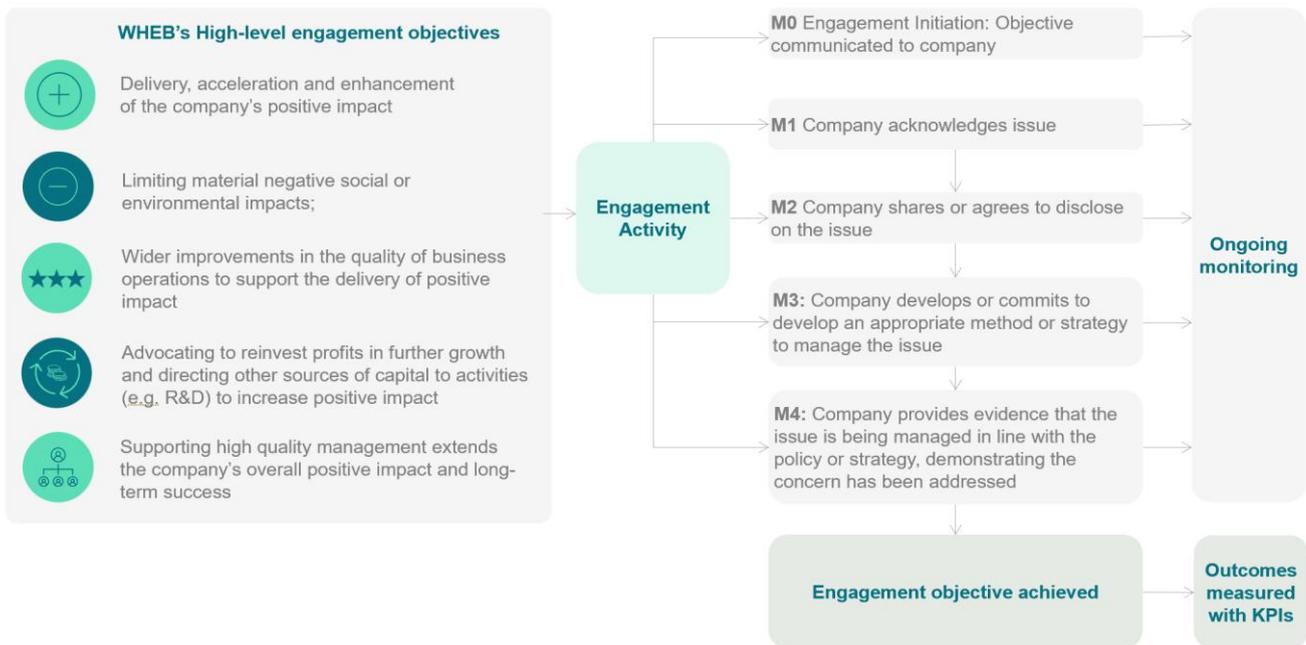
Meetings	No. of meetings	%
# votable meetings	8	
# meetings at which votes were cast	8	100%
# meetings at which we voted against management or abstained	7	100%

Resolutions	No. of resolutions	%
# votes cast with management	166	88%
# votes cast against mgmt. or abstained (see list in appendix)	22	12%
# resolutions where votes were withheld	1	0%

Company Engagement

Engagement Summary	Count	%
# Companies engaged	14	
# Engagements	32	
# Milestone 0 – company does not acknowledge issue	19	59%
# Milestone 1 – company acknowledges issue	4	13%
# Milestone 2 – company shares or agrees to disclose information on the issue	4	13%
# Milestone 3 – company develops or commits to developing an appropriate policy or strategy to manage the issue	3	9%
# Milestone 4 – Company provides evidence that the issue is being managed in line with the policy or strategy, demonstrating concerns have been addressed	2	6%

WHEB's engagement milestones



Company	Topic	WHEB's High-Level Objective	Company Objective	Method	Milestone
Agilent Technologies, Inc.	Classified Board	Supporting high quality management extends the company's overall positive impact and long-term success	Declassify board to improve corporate governance.	Vote/AGM Letter	0
	Director Independence/ Overboarding	Supporting high quality management extends the company's overall positive impact and long-term success	Rotate directors; director tenure over 10 years	Vote/AGM Letter	0
	Remuneration - Excessive Pay	Supporting high quality management extends the company's overall positive impact and long-term success	We consider any combined remuneration award in excess of 100 times of the median employee pay to be excessive and justifiable only in exceptional circumstances.	Vote/AGM Letter	0
	Remuneration - Sustainability/ESG metrics	Supporting high quality management extends the company's overall positive impact and long-term success	To include sustainability objectives within your compensation KPIs.	Vote/AGM Letter	0
	Auditor Independence/ Tenure	Supporting high quality management extends the company's overall positive impact and long-term success	Change auditor; tenure exceeds 10 years	Vote/AGM Letter	0
	Diversity - Gender	Supporting high quality management extends the company's overall positive impact and long-term success	Understand measures to counteract stall in improved female board representation	Vote/AGM Letter	0
Aptiv PLC	Tax	Supporting high quality management extends the	Requesting that Aptiv abandon plans to move tax jurisdiction to	Vote/AGM Letter	0

		company's overall positive impact and long-term success	Swiss subsidiary. Aptiv's objective is to avoid the minimum effective tax rate. We believe companies should pay a fair level of tax.		
Croda International Plc	Carbon - Net Zero Target/Strategy	Delivery, acceleration and enhancement of the company's positive impact	Further detail on the Scope 1 and 2 emission reduction plans (capex plans, engagement with suppliers and customers to drive further reductions) - Further detail on the carbon avoided disclosures that are generated through product sales	Collaborative	1
Daifuku Co., Ltd.	Diversity - Gender	Supporting high quality management extends the company's overall positive impact and long-term success	Increase gender diversity on the board and within the business.	Vote/AGM Letter	0
	Combined CEO and Chair	Supporting high quality management extends the company's overall positive impact and long-term success	Separate the roles of Chair of the Board and CEO.	Vote/AGM Letter	0
Datang International Power Generation Co., Ltd. Class H	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Further progress on net zero carbon strategy	Collaborative/Group	4
Ecolab Inc.	Environmental Pollution - Hazardous Chemicals	Limiting material negative social or environmental impacts	1. Increase transparency 2. Publish a time-bound phase-out plan of products that are, or in persistent chemicals. 3. Develop safer alternatives for hazardous chemical	Collaborative/Group	1
Genmab A/S	Remuneration - Excessive Pay	Supporting high quality management extends the company's overall positive impact and long-term success	Bring compensation in line with local peers.	Vote/AGM Letter	3
	Director Independence/ Overboarding	Supporting high quality management extends the company's overall positive impact and long-term success	Rotate directors; director tenure over 10 years	Vote/AGM Letter	1
	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Set a net zero carbon target/ SBTi targets	Email	2
Infineon Technologies AG	Remuneration - Excessive Pay	Supporting high quality management extends the company's overall positive impact and long-term success	Improve remuneration structure to ensure it aligns with long-term shareholders' interest.	Vote/AGM Letter	0
	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Specific request to develop a long-term net zero target including reference to the NZIF six core asks around ambition, targets, disclosures, emissions performance, decarbonisation strategy and capital allocation alignment.	Collaborative/Group	3
Keyence Corporation	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Develop more complete decarbonisation strategy	Collaborative/Group	1

Rockwell Automation, Inc.	Auditor Independence/ Tenure	Supporting high quality management extends the company's overall positive impact and long-term success	Rotate auditor; tenure over 10 years	Vote/AGM Letter	0
	Remuneration - Excessive Pay	Supporting high quality management extends the company's overall positive impact and long-term success	We consider any combined remuneration award in excess of 100 times of the median employee pay to be excessive and justifiable only in exceptional circumstances.	Vote/AGM Letter	0
	Classified board	Supporting high quality management extends the company's overall positive impact and long-term success	Declassify board to support best practice corporate governance	Vote/AGM Letter	0
	Combined chair and CEO	Supporting high quality management extends the company's overall positive impact and long-term success	Separate the Chair and CEO roles to maintain a balance of power and enhance independent oversight	Vote/AGM Letter	0
Schneider Electric SE	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Clear articulation of a credible net zero target include the six 'core asks'	Collaborative/Group	4
Smurfit Westrock PLC	Biodiversity	Limiting material negative social or environmental impacts	1. strengthen biodiversity and nature loss management by a) resolving score discrepancies with NA100 secretariat and b) strengthening engagement with local, vulnerable and indigenous communities, including: i. Update investors on mediation with Misak People ii. Improve related disclosures by providing quantitative progress indicators. 2. Strengthening public commitments to disclosures on climate targets	Collaborative/Group	2
	Disclosure - ESG	Supporting high quality management extends the company's overall positive impact and long-term success	Company request for assistance in TNFD adoption	Email	3
TE Connectivity plc	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Establish a net zero target	Email	1
	Director Independence/ Overboarding	Supporting high quality management extends the company's overall positive impact and long-term success	Encouraging company to improve director independence as	Vote/AGM Letter	1
	Remuneration - Excessive Pay	Supporting high quality management extends the company's overall positive impact and long-term success	Ensure Fair Compensation Practices: Align CEO compensation with company performance and median employee pay to maintain fairness and transparency.	Vote/AGM Letter	1
	Auditor Independence/ Tenure	Supporting high quality management extends the company's overall positive	Ensure Auditor Independence: The outside statutory auditor nominee's affiliation with the	Vote/AGM Letter	1

		impact and long-term success	company could compromise independence.		
Vestas Wind Systems A/S	Biodiversity	Limiting material negative social or environmental impact	Understand the company's approach to CSRD and TNFD and encourage the company to disclose approach to biodiversity according to these frameworks.	Call	2

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