

# Q2 2025 REPORT



## **Pengana WHEB Sustainable Impact Fund**

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# THIRST TRAP: BUILDING A WATER-SECURE FUTURE

By Katie Woodhouse

For 4 billion people globally, water is becoming harder to access every year. From Indonesia to the UK, in busy cities and quiet farming communities, water stress is no longer a distant issue. The World Economic Forum lists water crises as the largest global risk in terms of potential impact.<sup>1</sup> Nearly two-thirds of the world's population faces severe water scarcity for at least one month annually.<sup>2</sup> By 2030 global water demand is expected to outpace supply by 40%.<sup>3</sup> But this crisis is about so much more than just water quantity. It's about water quality, water accessibility, and the resilience of the systems we depend on.

Building water resilience goes beyond just using less. We need to redesign how we manage and protect water, ensuring it's safe, sustainable, and equitably shared, even as climate change, growing populations, and industrial demands increase the challenge.

The shift to water resilience is a systems shift. It needs to be big and transformational, but it is also deeply local. Each community and river basin plays a part in the solution.

## A global vision, driven by business

Leading the charge is the UN Global Compact and its CEO Water Mandate, an initiative seeking to align the public and private sectors to address water challenges together. One of the Mandate's key initiatives is the Water Resilience Coalition (WRC), a partnership of global businesses working to secure freshwater in water basins across the globe.

During London Climate Week 2025, Foresight Group, the WRC, CEO Water Mandate, and the UN Global Compact UK hosted a session titled "Collective Actions for Water Resilience." Held at our offices at The Shard, the event brought together leaders from companies such as Ecolab, Heineken, Kering, Coca-Cola EuroPacific Partners, and Haleon to share real-world examples of water stewardship around the world.

Their shared goal? Net positive water impact in 100 of the world's most water-stressed basins. This includes a new focus on Europe, with emerging collaborations in France, Spain, Italy, and the UK.

## Ecolab: Standard setters

**Ecolab**, held in the WHEB funds and a founding member of the WRC, is setting the standard. As 'Basin Champion' for California, Ecolab is playing a key role in one of the world's most water-stressed and economically important regions.<sup>4</sup> California, home to 39m people and a major agricultural hub, is expected to lose 10% of its water supply by 2040.<sup>5</sup> In response to this, Ecolab and other members of the California WRI have committed to reduce, reuse and restore 1 million acre-feet per year by 2030, equivalent to 320bn gallons of water.<sup>6</sup> With 124 projects currently in progress, the wheels are in motion to meet this ambitious target.

Building on the experience in California, Ecolab is expanding the ambition further to two more regions increasingly affected by drought and water stress, Southern France and Southern Spain. At the London session, breakout discussions invited participants to pinpoint shared goals, surface barriers, and explore practical ways to collaborate in key water-stressed regions. In the France and Spain group, attendees raised a common frustration: the

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<sup>1</sup><https://pmc.ncbi.nlm.nih.gov/articles/PMC4758739/#:~:text=We%20find%20that%20two%2Dthirds,water%20scarcity%20all%20year%20round.>

<sup>2</sup> ibid

<sup>3</sup> [https://commission.europa.eu/topics/environment/water-resilience-strategy\\_en](https://commission.europa.eu/topics/environment/water-resilience-strategy_en)

<sup>4</sup> <https://wateractionhub.org/basin-collaborative/california-water/>

<sup>5</sup> <https://resources.ca.gov/-/media/CNRA-Website/Files/Initiatives/Water-Resilience/CA-Water-Supply-Strategy.pdf>

<sup>6</sup> <https://wateractionhub.org/basin-collaborative/california-water/>

fragmentation caused by too many overlapping initiatives. There was a clear call for greater alignment between existing efforts and more collaboration across the multiple water stewardship platforms companies already engage with. There was also discussion around innovative finance ideas, such as creating water-based credits inspired by the UK's Biodiversity Net Gain system.

Beyond philanthropic efforts, Ecolab is helping customers preserve water through its end-to-end water conservation solutions. In 2024 alone, its technologies enabled customers to save 226bn gallons of water, equivalent to the drinking water for 781m people for one year.<sup>7</sup> For example, in partnership with Kraft Heinz, Ecolab's 3D Trasar products monitored and optimised water use in real time using predictive analysis. The result was 51m gallons of water saved, 1.3bn BTUs<sup>8</sup> of energy reduced, and 170 metric tons of CO<sub>2</sub> equivalent avoided<sup>9</sup> in 2021.

## Croda: Investing in smart solutions

**Croda**, another WRC member and WHEB portfolio company, also participated in the France and Spain breakout session. Croda's strategy is rooted in two approaches:

1. **WASH initiatives:** Through their foundation, Croda supports water, sanitation and hygiene (WASH) projects, focused in the water stressed regions where there are larger Croda employee communities and where business operations are.
2. **Customer-focused solutions:** Croda is also developing products that help customers use less water. One real world example of Croda's water-saving products is Coltide Radiance, a fabric care ingredient. The biopolymer is added to fabric conditioners, helping to extend the life of clothing. In 2020, this saved 13.45m m<sup>3</sup> of water and helped to avoid 44,200 tonnes of CO<sub>2</sub><sup>10</sup> through the reduction of clothes waste.

## Investing for water security

We are optimistic about the growth of companies focusing on supporting customers with water preservation and access. We have been slowly building our exposure to the Water Management theme over the past year, with additions such as Kurita Water and American Water Works joining Ecolab, Xylem and Veralto. As well as being exposed to the critical water sector, these companies have attractive investment characteristics such as: stable and high recurring revenues; high barriers to entry; and high resilience during downturns due to the essential nature of the products and services being sold.

The London session was a reminder that water resilience is not a solo pursuit, it is a collaboration. Together, these businesses are proving that when companies come together across industries and lead with purpose, everyone benefits.

Water resilience is about building a world where clean, accessible water supports communities and economies. The tools and expertise exist. Now it's time to turn collective intention into lasting impact.

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<sup>7</sup> <https://en-uk.ecolab.com/expertise-and-innovation/water>

<sup>8</sup> BTU stands for British Thermal Unit. It's a unit of energy, specifically measuring the amount of heat required to raise the temperature of one pound of water by one degree Fahrenheit.

<sup>9</sup> [https://tnfd.global/wp-content/uploads/2024/12/Ecolab\\_1026\\_FINAL.pdf](https://tnfd.global/wp-content/uploads/2024/12/Ecolab_1026_FINAL.pdf)

<sup>10</sup> <https://www.croda.com/en-gb/about-us/case-studies/coltide-radiance-sustainability-in-use?>

# FOCUSING ON THE FUTURE

By Seb Beloe

WHEB produced our first impact report in 2015. We believe that we were the first listed equity manager to produce one. With our 11th report, again we believe we're the first to produce a report that meets the requirements of the 'product-level' disclosure under the Sustainability Disclosure Requirements (SDR).

As well as providing robust data on the impact of the Fund, we have tried in this year's report to present a stronger narrative, recounting the 'story' of the Fund in 2024. We feel that providing narrative alongside data is an important innovation that connects investors more closely to the Fund and one that we hope others in the industry will adopt. To this end, we have been convening our peers, as well as clients, consultants and data providers to support the development of best practices in impact reporting. This has included hosting our own roundtable as well as working with the Impact Investing Institute.<sup>11</sup>

## A challenging environment for sustainability investment

As investors will no doubt already know, 2024 contained more than its fair share of challenges for impact investors. Enduring excitement about the potential for AI to reconfigure activity across the global economy led to outsized returns from companies exposed to AI infrastructure. These companies deploy undifferentiated AI infrastructure and are not sufficiently exposed to positive impact applications to be investable in by the Fund. They also come with a hefty carbon footprint – currently with an 18% compound annual growth rate (CAGR) and doubling approximately every four years.

The WHEB strategy also suffered from on-going negative sentiment towards sustainability generally. There has been a dramatic reversal in the sustainability optimism of just a few years ago when governments and businesses were committing to net-zero carbon (NZC) targets.

Since then, the world has seen a war in Europe, skyrocketing inflation, a cost-of-living crisis, a supply-chain crisis, and the re-election of Donald Trump as US president. Together the economic challenges created by these events have undermined momentum for a greater focus on sustainability. And meanwhile, underlying sustainability challenges have compounded with climate change as the stand-out example of this.

## Rolling with the punches

With this very negative back-drop the WHEB strategy has been cautious about the more volatile and highest impact parts of our investment universe. For example, we reduced our exposure to residential solar and heat pump markets both of which have suffered as demand has declined under the weight of higher interest rates and lower government support.

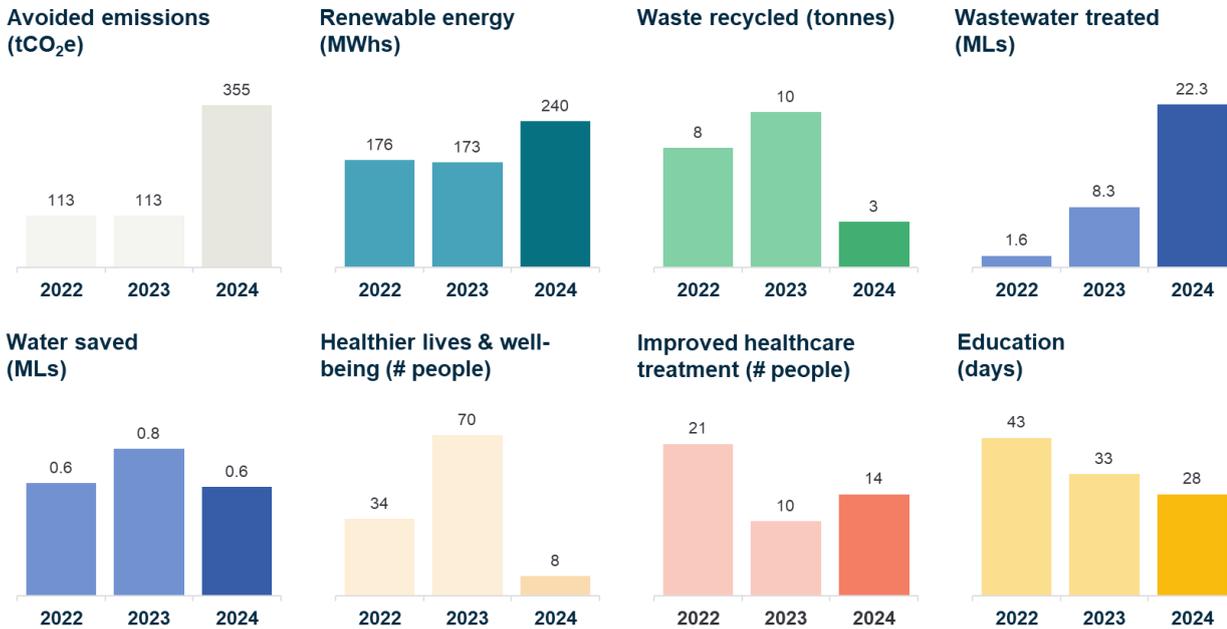
Instead, through our bottom-up process we have been adding to steadier parts of the market which are less exposed to these dynamics. For example, the Fund's weighting in areas like Water Management and Safety have risen progressively from less than 15% of the strategy historically to more than 25% at the end of 2024.

Notwithstanding this shift in emphasis in the portfolio, our positive impact remains at a very high level as demonstrated by data in our impact calculator. Figure 1 below shows the impact associated with an investment of A\$1m in the Fund from 2022-24. Higher impact in avoided emissions and renewable energy is primarily driven by the improving economics of these technologies with more positive impact being delivered at lower unit cost. In other areas such as wastewater treated and education, year on year changes are primarily due to shifting weights in the Fund as described above.

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<sup>11</sup> <https://www.impactinvest.org.uk/our-work/helping-investors-have-a-positive-impact/asset-managers/>

**Figure 1: Impact per A\$1m invested (2022-24)<sup>12</sup>**

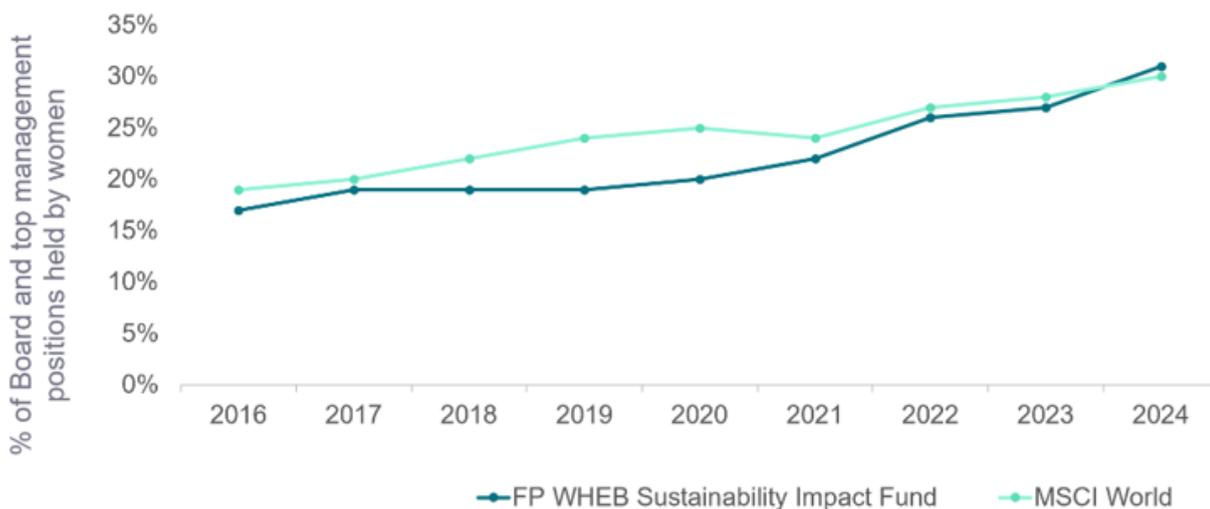


Donald Trump was elected President of the United States for a second time on the fifth of November last year, although it seems like years ago now. Shortly after, we wrote about what it would mean for sustainable investors; you can read that [here](#). We also talked about the implications in our fourth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

### Foundations for recovery

Alongside the continued focus on positive impact, we have also sought to retain the high quality characteristics of the portfolio. We see management of material ESG issues as supportive of commercial success and engage proactively with management on these issues. In 2024, for example, we were pleased to see this focus contribute to significant improvements in both diversity and carbon emissions across the portfolio including exceeding the MSCI World on both measures and achieving one of our net-zero carbon commitments a year early.

**Figure 2: Sustained improvements in gender diversity<sup>13</sup>**



<sup>12</sup> Source: Net Purpose / WHEB

<sup>13</sup> Source: Impact Cubed / WHEB

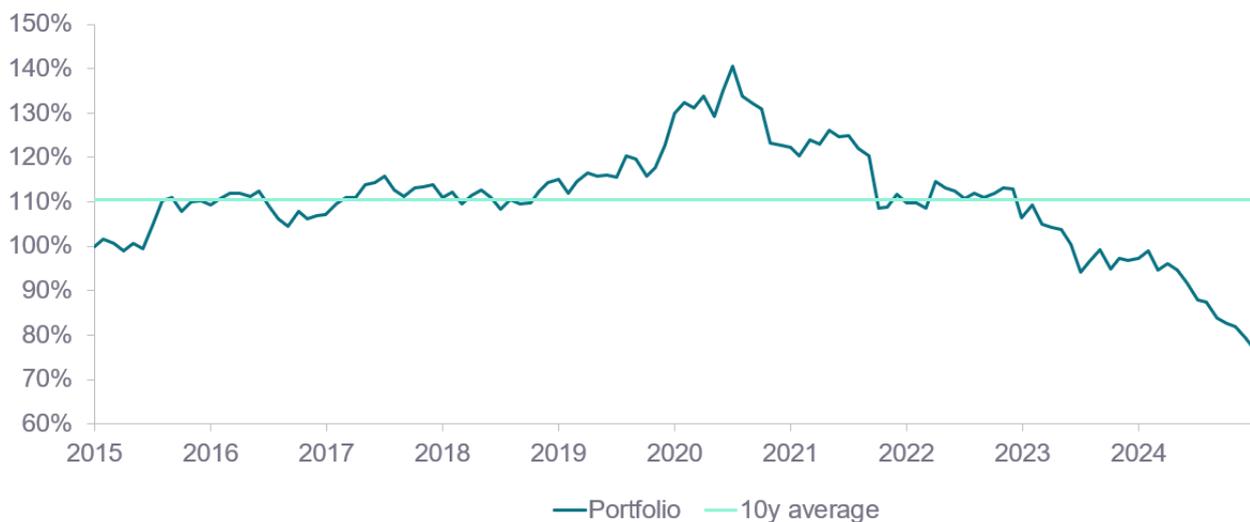
## Well-positioned for a return to growth

Stock markets are prone to cyclical behaviour. And just as the market was overly optimistic about the prospects of sustainability focused assets in 2021, in our view it is overly negative today. The first cleantech cycle which peaked in the late 90’s burst along with the wider tech bubble at that time. This happened again in 2008 when cleantech stocks peaked before following the rest of the market into the global financial crisis. In both cases the sector came back bigger and stronger.

We are confident that the same will happen here. In fact, we think the prospects are much better this time because returns will not be driven so much by policy, but by economics. While market and political headwinds facing sustainability have been dominant over the past few years, the performance and competitiveness of the underlying technologies has continued to improve.

Our contention is that stock market prices do not fully reflect the competitiveness and strong potential for the companies providing these technologies. In fact, for the WHEB portfolio as a whole, the valuation is on some measures the lowest it has been for over ten years (Figure 3).

**Figure 3: Portfolio price to forward book ratio, relative to local markets, rebased<sup>14</sup>**



Mark Twain once said after reading his own obituary in a newspaper that rumours of his death had been “greatly exaggerated”. We feel the same way about sustainability and impact investing. Some commentators are already writing their obituaries for sustainability investing, but surveys routinely and consistently find undimmed demand amongst savers and pension beneficiaries for these types of investments; an appetite that is particularly pronounced among women and younger investors.

Meanwhile, we believe that the markets that we invest in are overdue a recovery. The Fund is invested in companies that are trading at highly attractive valuations and that possess high quality franchises selling products and services that offer compelling economic benefits as well as positive social and environmental impacts. It is these companies that we believe are ideally placed to convert accelerating revenue growth into strong financial returns for our investors.

WHEB is also now part of Foresight Group - a stronger and much larger business that is focused on investments that enable the transition to a zero carbon and more sustainable economy. We are excited about the next few years and believe that the prospects for investing in sustainability have not looked this good for at least a decade.

<sup>14</sup> Figures reported are the mean ratio of price to next reported book value by analysts’ estimates, FP WHEB Sustainability Impact Fund, excluding distortions from meaningless denominator in the case of Autodesk. Source: Factset as at 22/4/25

# THE DEI HYPE CYCLE: LEARNING TO FAIL FORWARD IN A POLITICISED LANDSCAPE

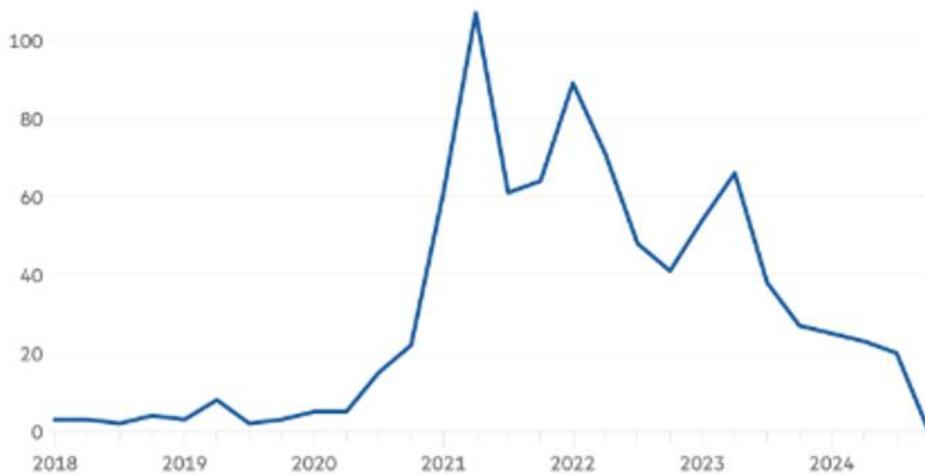
By Anna Elliot and Rachael Monteiro

As we have previously noted,<sup>15</sup> Diversity, Equity, and Inclusion (“DEI”), has become a politicised symbol of partisan battles, overshadowing its core purpose of strengthening both organisations and broader society.

In the US especially, actions taken by President Trump<sup>16</sup> are forcing companies to retreat on DEI commitments. For example, **Novo Nordisk**, a Danish pharmaceutical company held in WHEB’s health theme, is amongst 200<sup>17</sup> of the largest corporates to have recently dropped senior management gender diversity targets in the US (Figure 1).<sup>18</sup>

According to Novo, ‘changing legal requirements’ – US government investigations into alleged illegal DEI practices in federal agencies, and now also the private sector, – threaten eligibility for Contacted Medicare & Medicaid Services (CMS), which represent over 20% of its US business.

**Figure 1: Conversations about DEI between companies and investors are in decline<sup>19</sup>**



And it’s not only legal recourse corporates are wary of. Robby Starbuck, a conservative commentator called for a boycott of **John Deere**, which is held in a Foresight Capital Management (“FCM”) fund,<sup>20</sup> for going ‘woke’ with its DEI-focused policies (Figure 2). Given the brand’s deep cultural resonance in rural, conservative America, Deere subsequently withdrew support for Pride parades, audited internal training materials to remove ‘socially driven content’, and clarified its position on diversity quotas and pronoun policies.

<sup>15</sup> <https://www.whebgroup.com/our-thoughts/dei-evolution-looking-beyond-gender-and-facing-the-facts>

<sup>16</sup> <https://www.whitehouse.gov/presidential-actions/2025/01/ending-illegal-discrimination-and-restoring-merit-based-opportunity/>

<sup>17</sup> <https://www.reuters.com/sustainability/society-equity/drugmaker-novo-nordisk-drops-gender-representation-requirements-us-2025-05-07/>

<sup>18</sup> <https://www.ft.com/content/c2320415-dcf6-4b69-acd4-3187507d762c>

<sup>19</sup> Source: AlphaSense <https://www.ft.com/content/8e01f7fd-71a2-42ff-b166-5bf9f6177b73>

<sup>20</sup> John Deere is held in FP Foresight Sustainable Future Themes Fund (“SFT”) only.

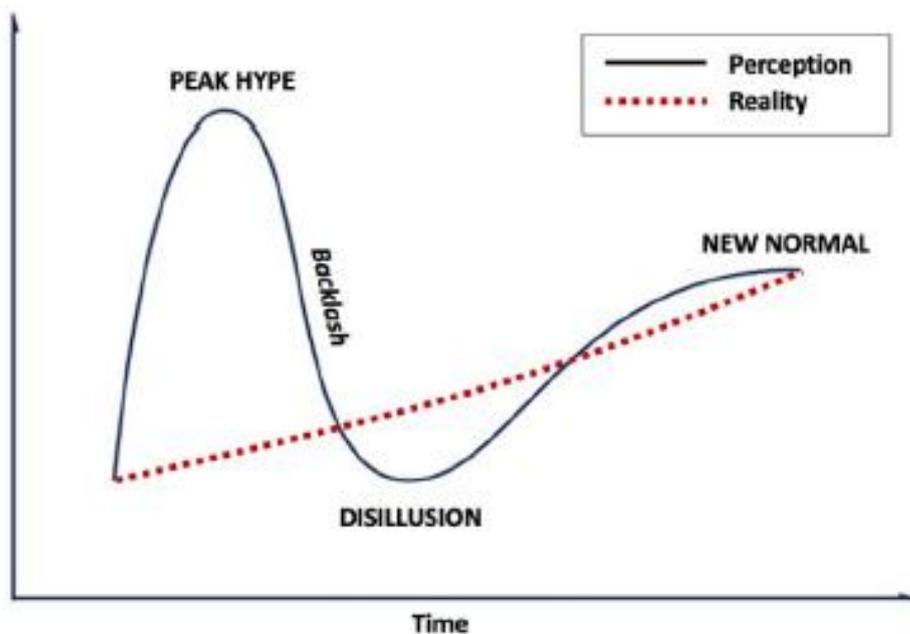
Figure 2: Conservative commentator calls out John Deere for ‘going woke’<sup>21</sup>



### The zone of disillusion

We believe this moment reflects the Gartner Hype Cycle, where enthusiasm for new ideas often gives way to disillusionment before stabilising. The rise of DEI initiatives peaked around 2019–2020, driven by gender quotas and racial justice movements, with major financial institutions backing diversity through policies and practices, marking ‘peak hype’. Mapping Figure 1 to Figure 3 suggests we’re in the disillusionment phase amid backlash.

Figure 3: ‘DEI’ in the Gartner Hype Cycle’s zone of disillusion?<sup>22</sup>



But reaching the “new normal” requires a pragmatic view of the situation. Amidst the ideological push back, the business case for DEI has been further weakened by poorly implemented initiatives, sparking concerns about reverse discrimination,<sup>23</sup> and recent (justified) critiques of the research often used to justify action on DEI.<sup>24</sup>

<sup>21</sup> Screenshot from Robby Starbuck’s feed on X taken 25/06/2025

<sup>22</sup> <https://www.weforum.org/stories/2023/08/heres-where-we-are-in-the-esg-investing-hype-cycle/>

<sup>23</sup> <https://www.theguardian.com/commentisfree/2025/may/26/white-men-terrified-work-advice>; <https://www.thetimes.com/uk/politics/article/white-men-dei-worries-work-wtd207rn9>

<sup>24</sup> McKinsey produced research that has been the basis for claims diversity is correlated with improved firm performance has been found to have basic errors <https://medium.com/@alex.edmans/is-there-really-a-business-case-for-diversity-c58ef67ebffa>. Fortunately, this is resulting in deeper investigations into the links between workforce characteristics and firm performance, for example: [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3933687](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3933687)

## Letting DEI ‘fail forward’

As a response, scrapping DEI initiatives altogether would be a significant step backwards. Instead, we must learn from where the concept has failed and then to adapt approaches to better achieve the outcomes sought, as these are what matter.

And appetite for ‘DEI 2.0’ is there, even if it needs a rebrand.

Returning to our example of John Deere, its 2025 AGM became somewhat of a battleground with a counter-boycott launched by customers from the National Black Farmers Union<sup>25</sup> and shareholder proposals filled on both sides. But pro-DEI investor sentiment prevailed with almost 30% (including FCM) voting in favour of an independent civil rights audit<sup>26</sup> while anti-DEI proposals drew less than 1.5% support.<sup>27, 28</sup>

Similar outcomes were seen at Disney, Goldman Sachs, Levi’s, and Coca-Cola’s AGMs and one study suggests shareholder support for workforce diversity in this proxy season was as high as 98%.<sup>29</sup>

## Leading with the end before the means

For many corporations, improved firm performance has been the primary motivation for pursuing DEI initiatives, with broader societal benefits seen as a welcome bonus.

Encouragingly, a growing body of credible research is now linking firm performance to aspects of cognitive diversity<sup>30</sup> and employee satisfaction,<sup>31</sup> both of which align closely with DEI principles.

These findings are significant in today’s political environment, where legislative efforts are underway to redefine materiality and challenge the compatibility of ESG considerations with fiduciary duty.<sup>32</sup>

## Putting it into practice: evolving our engagement on DEI

Given our broader exposure to US listed companies, we’re adapting our engagement strategy.

Despite recent US policy changes, Novo Nordisk’s global DEI approach remains strong. The company has reaffirmed its target of 45% women in senior leadership by 2025 and continues to embed DEI through the ‘Novo Nordisk Way’. We therefore aim to prioritise resources for engagement on DEI elsewhere.

In our post-AGM engagement call with Deere, the company clarified that its inclusion efforts are ongoing but are being reframed to maintain impact while avoiding political sensitivities. This will be a challenging balancing act and we intend to support the company by sharing emerging evidence on how inclusive practices drive performance.

WHEB’s diversity matrix (Figure 4), detailed in a previous blog,<sup>33</sup> remains a useful tool to identify engagement priorities. For example, **Xylem**, in the WHEB strategy’s Water Management theme, performs well in terms of ‘management priority’, but less so on the key performance indicator of senior gender diversity. We aim to explore how the company will respond to the evolving US context and will share research linking cognitive diversity, psychological safety, and performance.

In contrast, **Advanced Drainage Systems**, which is held in WHEB’s Environmental Services theme continues to underperform on both gender diversity and management priority. Consequently, we will consider shifting the conversation away from DEI terminology and instead focus on the core principles of high-performing teams, supported by evidence and aligned with long-term value creation.

<sup>25</sup> <https://www.prnewswire.com/news-releases/national-black-farmers-association-boyd-calls-for-resignation-of-john-deere-ceo-john-may--deere-boycott-302199952.html>

<sup>26</sup> <https://corpgov.law.harvard.edu/2025/04/25/the-evolving-landscape-of-dei-shareholder-proposals/>

<sup>27</sup> AGM results from Bloomberg

<sup>28</sup> <https://www.asyousow.org/press-releases/2025/2/25/as-you-sow-withdraws-meritocracy-shareholder-resolution-at-deere>

<sup>29</sup> As You Sow

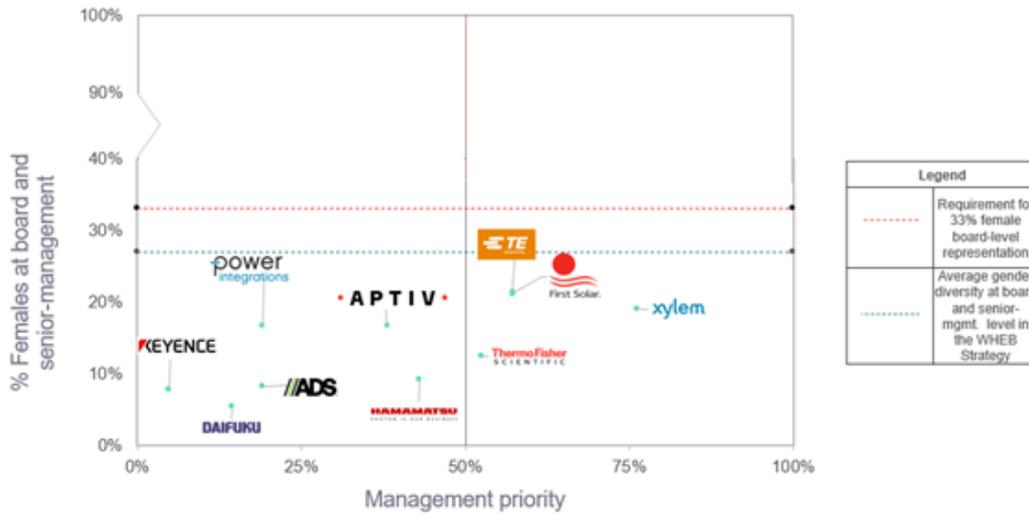
<sup>30</sup> <https://diversityproject.com/wp-content/uploads/2025/06/DP-Cognitive-Diversity-Full-Research-Paper.pdf>

<sup>31</sup> [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3933687](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3933687)

<sup>32</sup> For example, Senate Bill (SB) 2337

<sup>33</sup> <https://www.whebgroupp.com/our-thoughts/dei-evolution-looking-beyond-gender-and-facing-the-facts>

Figure 4: Mapping gender diversity priorities within the strategy<sup>34</sup>



## Conclusion

The current backlash against DEI marks not an end, but a transition. We believe that the route forward lies in focusing less on labels and more on outcomes. As is typical of our approach, ensuring engagement objectives are grounded in evidence-based practices will help us navigate the heightened political challenges characteristic of this period.

In this way we can evolve our strategies to remain effective stewards of long-term value, while staying true to the core purpose of DEI: building better businesses and a more equitable society.

<sup>34</sup> We have identified the ten companies with the lowest gender diversity at board and senior management level, using data from Impact Cubed (x axis). We have also assessed management's priority in addressing the topic, indicated by related targets, commitments or goals, talent pipeline plans, disclosure of diversity data, previous engagement responses and supply-chain diversity efforts (y axis). The red dotted line marks the WHEB voting policy's minimum board diversity threshold; the blue line indicates average female representation at board and senior levels in the WHEB portfolio. Data correct as of July 2024.

# PERFORMANCE COMMENTARY

## Market review

The second quarter of 2025 was the first complete quarter under the new Trump administration in the US. The President's agenda immediately made its mark, after the announcement on 2 April of a raft of proposed tariffs for US trading partners. Equity markets globally fell heavily on that news, but then recovered remarkably quickly, generally erasing losses before the middle of the following month.

That market rise partly reflected a fairly swift climb down by the administration, particular as regards its largest trading partner, China. However, with negotiations ongoing, it is unclear how close the final tariffs will be to those proposed in early April. Confidence was further boosted by receding recession fears for the US economy, and the potential for the tax cuts introduced in Trump's first term to be prolonged.

The equity market recovery was also strongly led by some of the mega cap technology companies. The new administration is viewed as being friendly towards them, despite their very dominant market positions and sometimes controversial activities.

Unfortunately, companies serving the sustainable transition don't enjoy the same favours from the Republican government. The progress of Trump's signature "One Big Beautiful Bill" through the quarter included striking provisions to dramatically reduce both the installation of clean energy technology, as well as the healthcare safety net for the poorest Americans, hurting companies in our health theme.

Outside of the US, global commitments to solving climate change are facing similar challenges from populist politicians, but in most cases more pragmatic compromises are being reached.

## Performance review

The strongest positive contribution to return came from the Resource Efficiency theme. **Trane Technologies** and **Schneider Electric** continued their strong runs, as their temperature and energy management solutions benefit from growing global energy demands, which need to be serviced in a climate-friendly way.

Also in the theme, automation and efficient manufacturing stocks performed strongly as economic confidence started to lift from very low levels. Companies such as **Rockwell Automation**, **Autodesk**, **Trimble** and **ATS** could benefit from an increasingly de-globalised world where re-shoring of industrial production takes priority. Additionally, there were signs of positive developments in industrial semiconductor markets, benefiting our holdings in **Silicon Labs** and **Power Integrations**.

The next-best performing theme was Sustainable Transport driven by holdings in **Infineon** and **TE Connectivity**. Infineon was strong as expectations rose for a cyclical recovery in automotive and industrial semiconductor markets, which have faced a long downturn as a result of a major inventory destocking. TE Connectivity similarly benefited from signs of an inventory correction ending, amidst recovering demand. Success in its non-automotive business, which includes more efficient data centre connectivity, further added to the good performance.

On the other side of the coin, Health was the stand-out negative contributor for the strategy. The sector currently faces a number of headwinds, including low economic confidence resulting in reduced R&D investment. This is compounded by messages from the Trump administration that threaten dramatic reductions in therapy prices and seem to undermine the careful scientific approach on which many breakthroughs rely.

While Western companies grapple with this changing landscape, China has taken the opposite approach and made significant strides in its ability to compete in high-tech healthcare markets.

The companies most impacted by these crosscurrents in the second quarter, included life sciences tools makers **Thermo Fisher Scientific**, **Danaher** and **Agilent**, as well as contract research organisation **ICON**. Drugmakers **AstraZeneca**, **Novo Nordisk** and **CSL** were also weak in the period.

## Outlook

Since we wrote last quarter, the dramatic stock market movements have reflected the considerable economic uncertainty brought about by the Trump administration in the US.

This is likely to continue, at least through the summer, given persistent trade and tariff uncertainty. However, with much of the administration's other policy goals now secured, particularly around tax cuts for the wealthy and corporations, the rate of policy announcements should slow.

Our impact investing markets have had to weather a slew of adverse policy announcements. With policy certainty re-emerging, albeit at a much reduced level, we see a path re-emerging for sustainability solutions.

In the meantime, our stocks continue to price in a very negative view of their future prospects. Sentiment towards impact investing is at a record low, as we see from relative multiples of our portfolio.

We expect sentiment to slowly turn, and for the opportunity to become increasingly clear from here. This will be compounded as the increasing intensity of the sustainability challenge becomes more and more apparent. With climate change, water scarcity and other challenges accelerating, market forces will increasingly drive demand for the affordable technological solutions that already exist to solve these challenges.

# PORTFOLIO ACTIVITY

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

## Purchases

We initiated a position in **Lantheus Medical** in our Health theme. Lantheus Medical offers radiopharmaceutical products used with PET and CT scans, allowing for early detection of cancer, heart, brain and lung disease.

The company's diagnostic assets for Alzheimer's disease, both in its pipeline and acquired inorganically, have huge potential for social impact as well as a strong commercial opportunity for the business.

Further, Lantheus has a strong pipeline across multiple disease areas which leverages the company's expertise in nuclear medicine. Its pipeline includes both diagnostics and therapies, with the aim of creating 'theragnostic pairs'. This is an emerging precision medicine technique which aims for more targeted and effective treatment of cancer and other diseases.

## Sales

There were no sales during this period.

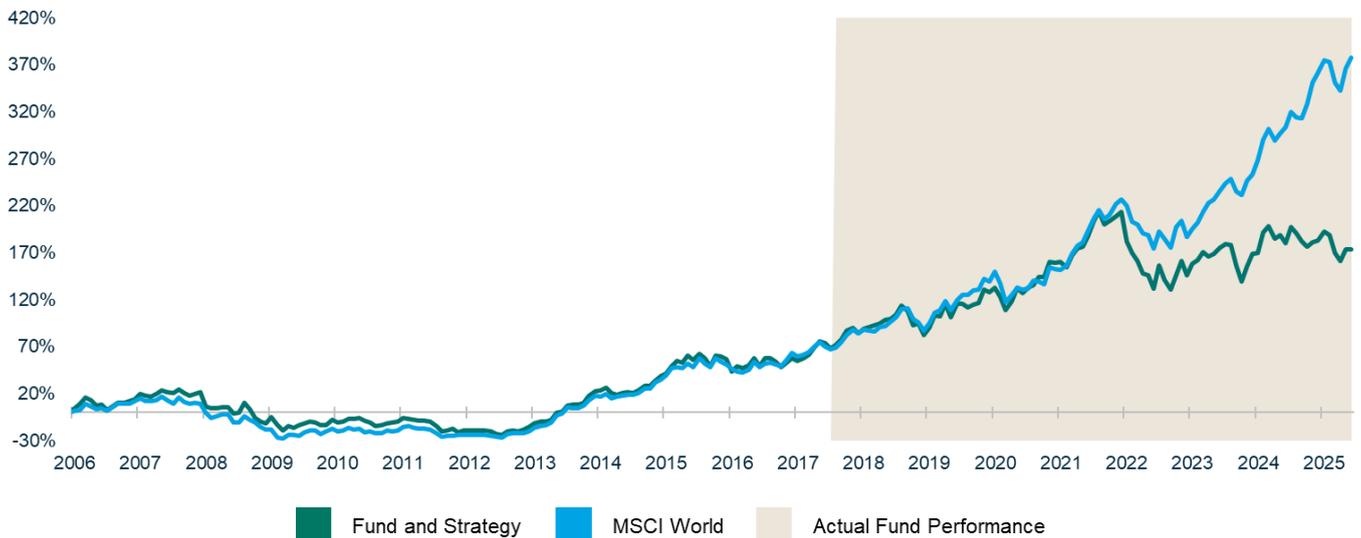
# INVESTMENT PERFORMANCE

## Cumulative Investment Returns

Net performance for periods ending 30 June 2025 (%)

	3 mth	1 yr	3 yrs p.a.	5 yrs p.a.	Since inception p.a.
Fund	-3.3	-2.4	5.7	3.8	
Strategy (partial simulation) <sup>35</sup>					5.3
MSCI World <sup>36</sup>	3.4	18.5	20.2	15.7	8.4

## Performance Since Strategy Inception

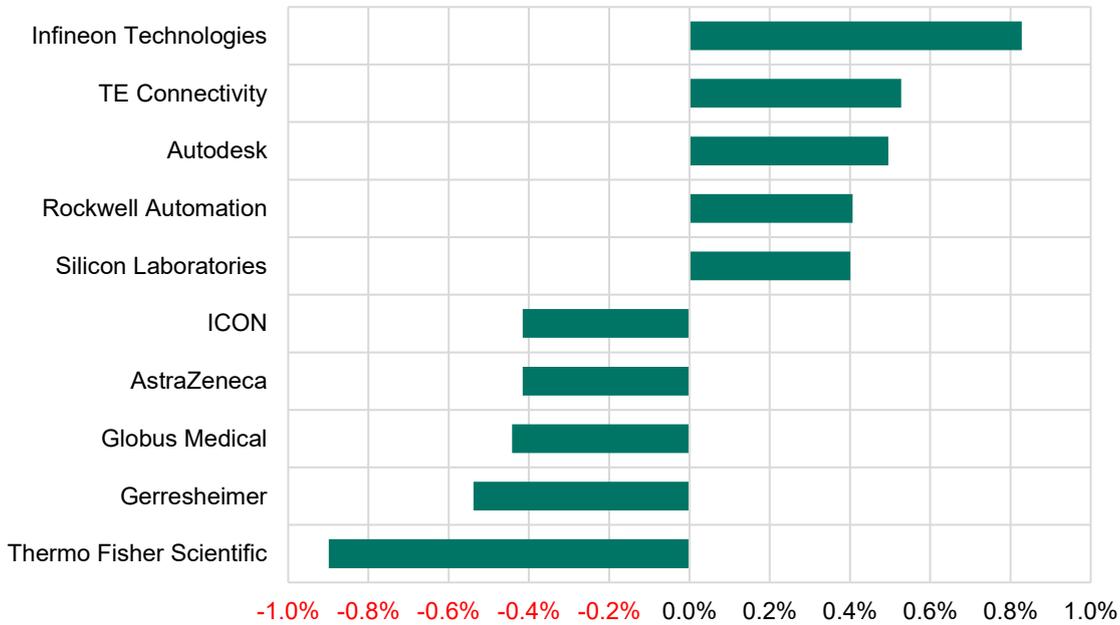


<sup>35</sup> From August 2017, performance figures are those of the Pengana WHEB Sustainable Impact Fund's class A units (net of fees and including reinvestment of distributions). The strategy's AUD performance between January 2006 and July 2017 has been simulated by Pengana from the monthly net GBP 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.

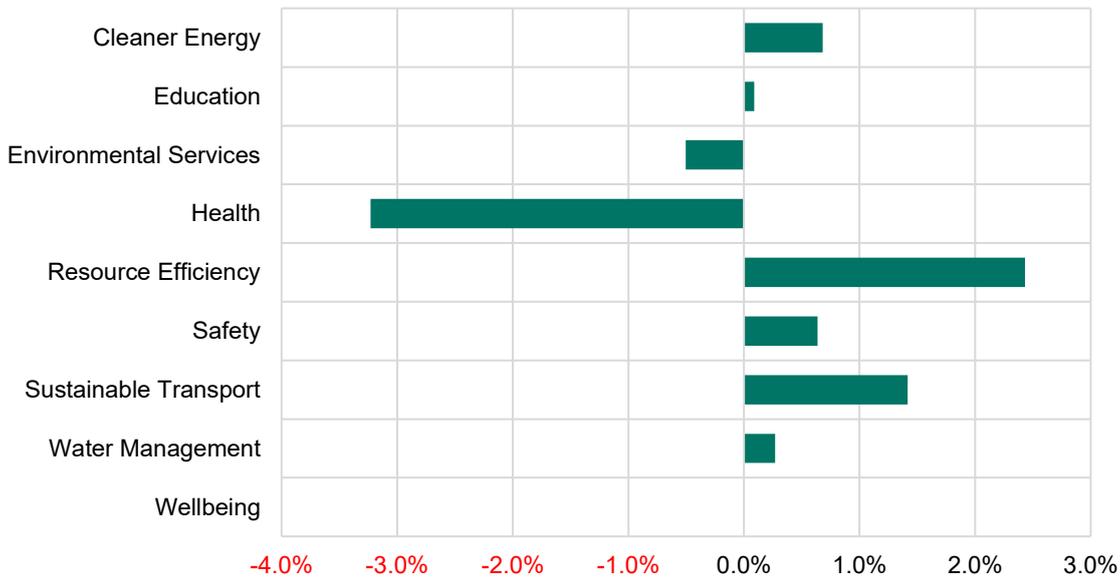
<sup>36</sup> MSCI World Total Return Index (net, AUD unhedged).

## Quarterly Performance

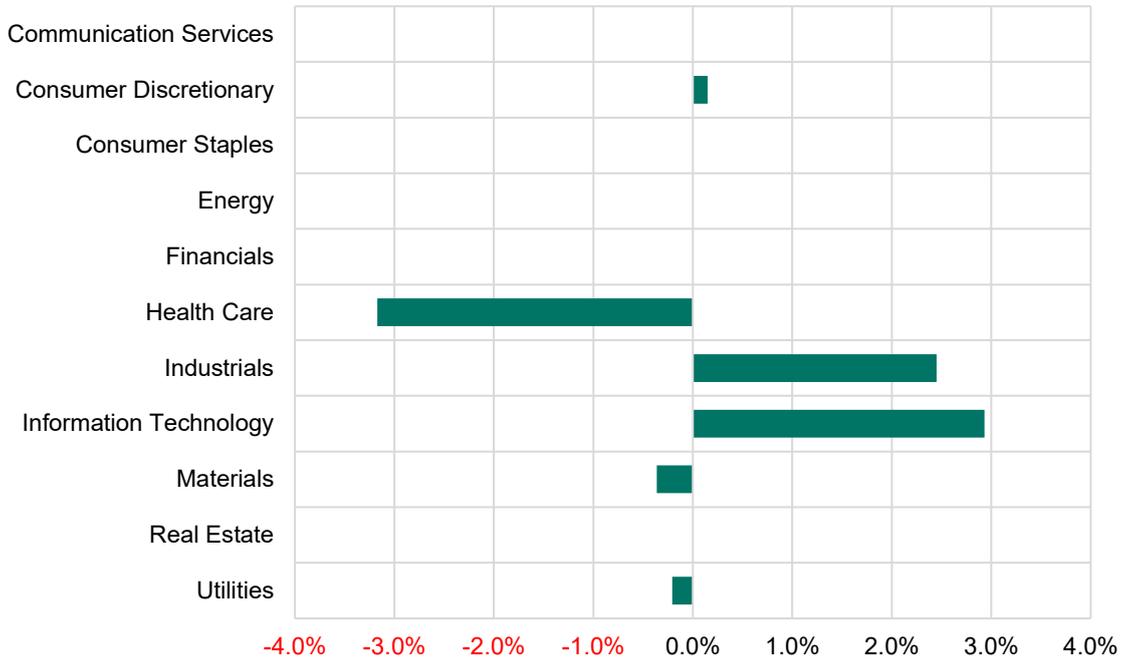
### Contribution to Return by Stock (Top 5 & Bottom 5)



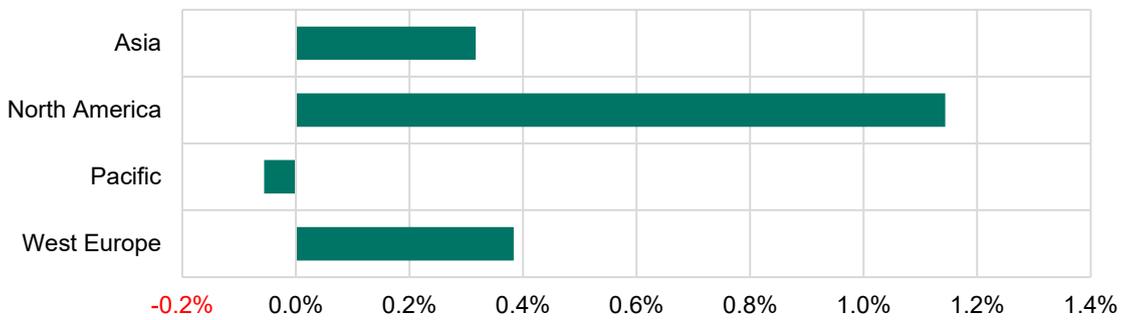
### Contribution to Return by Sustainability Theme



### Contribution to Return by Sector

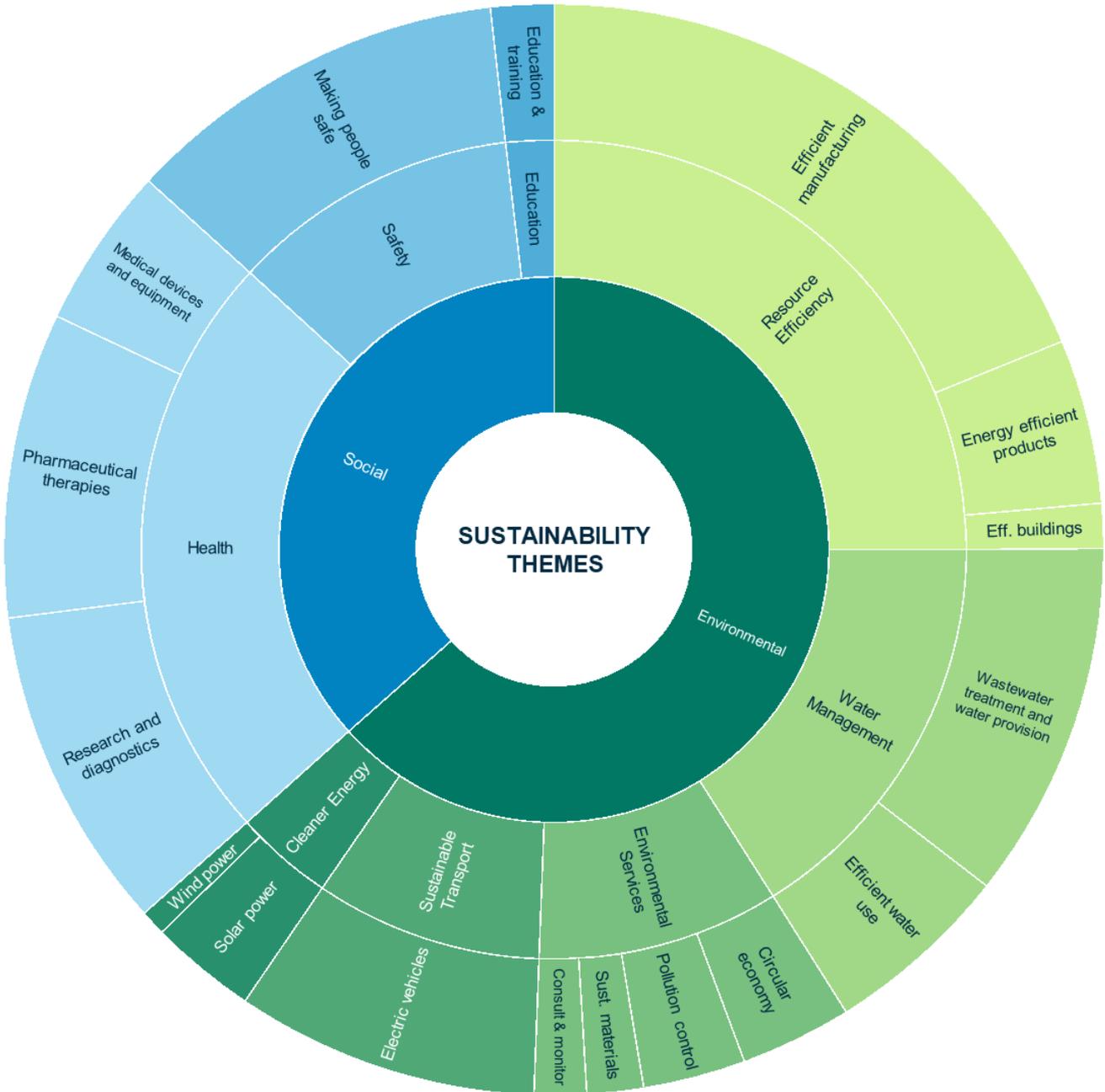


### Contribution to Return by Geography

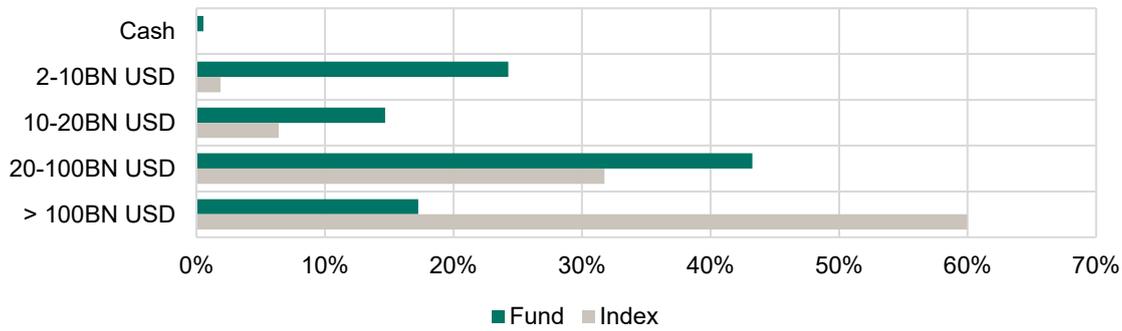


# PORTFOLIO ANALYSIS AND POSITIONING OF STRATEGY

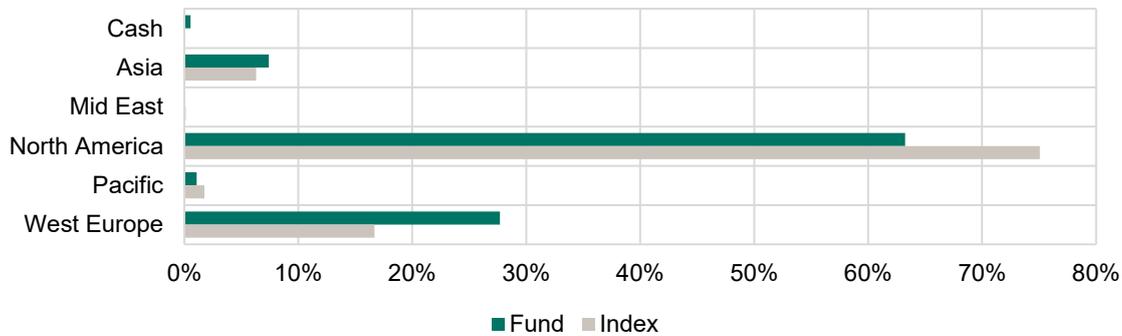
## Exposure by Sustainability Theme



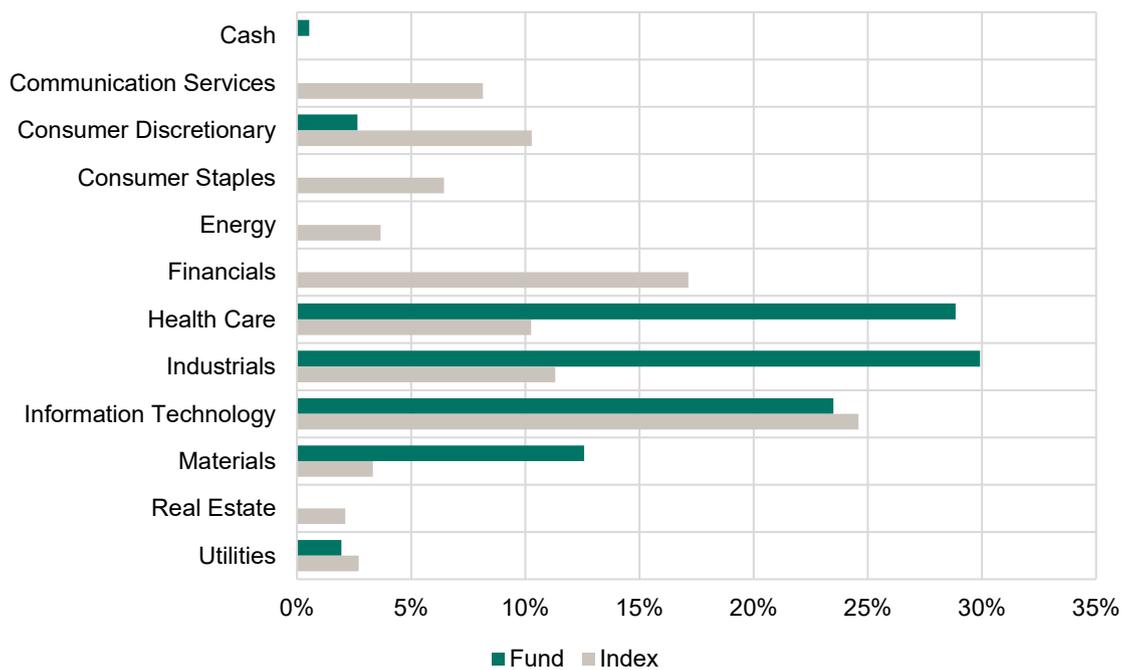
### Exposure by Market Capitalisation



### Exposure by Region



### Exposure by Sector



## Largest 10 Positions

Name	Sustainable Investment Theme	Description
Autodesk	Resource Efficiency	Efficient manufacturing
Bureau Veritas	Safety	Making people safe
Ecolab	Water Management	Efficient water use
Infineon Technologies	Sustainable Transport	Electric vehicles
Keyence	Resource Efficiency	Efficient manufacturing
MSA Safety	Safety	Making people safe
STERIS	Safety	Making people safe
TE Connectivity	Sustainable Transport	Electric vehicles
Trimble	Resource Efficiency	Efficient manufacturing
Xylem	Water Management	Wastewater treatment and water provision

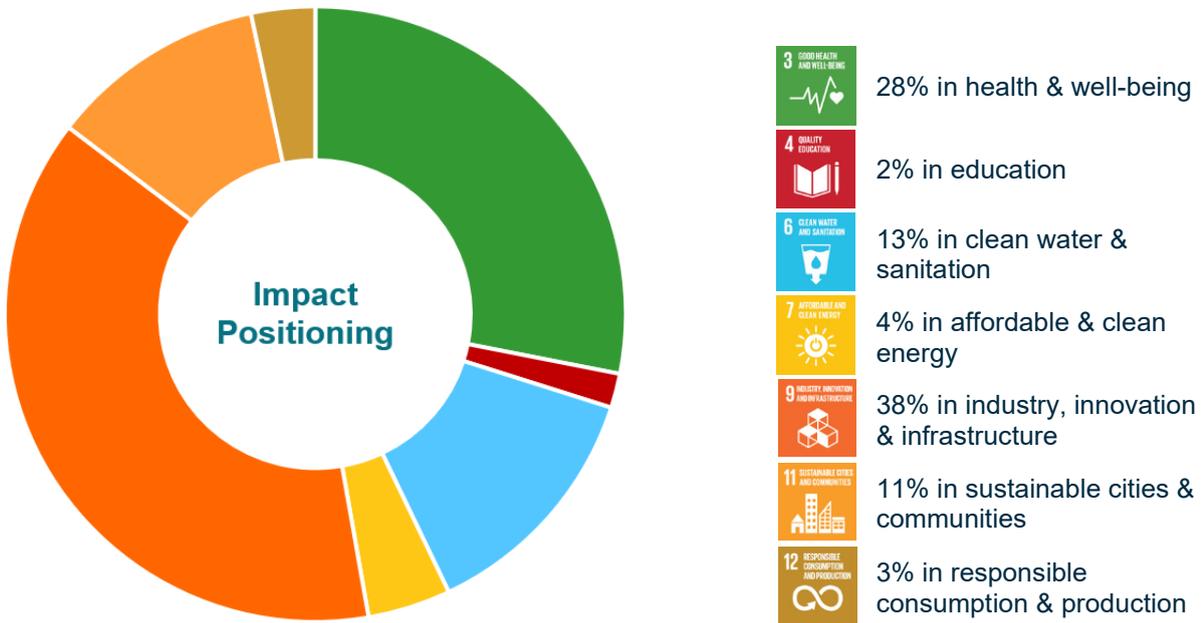
## Strategy Characteristics

	WHEB	MSCI
FY1 Price/Earnings (PE)	26.37	23.49
FY2 Earnings Growth	16.20	12.30
FY1 PE/FY2 Earnings Growth (PEG)	1.63	1.91
3-year Volatility	16.18	12.11
Beta (predicted)		0.94
1-year Tracking Error (predicted)		6.71
5-year Tracking Error (ex-post)		8.78

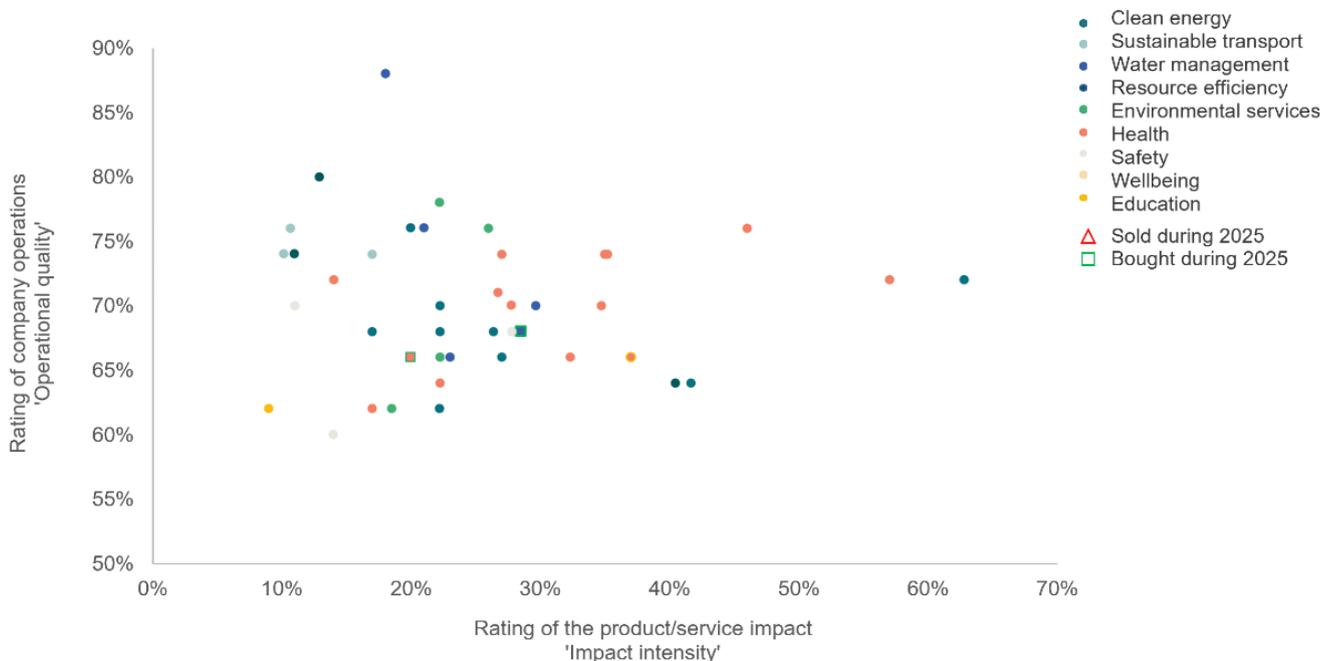
## Trading Activity – Significant Portfolio Changes

Stock Name	Purchase or sale	Theme	Brief description or sale rationale
Lantheus	Health	Purchase	Leading radiopharmaceutical company specialising in diagnostic and therapeutic imaging agents with a compelling growth opportunity in Alzheimer's therapies.

## Impact Positioning: Supporting the UN Sustainable Development Goals<sup>37</sup>



## Impact Map of the strategy's portfolio following quarterly changes<sup>38</sup>



<sup>37</sup> 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.

<sup>38</sup> As above.

## ESG profile of WHEB's investment strategy<sup>39</sup>



<sup>39</sup> Source: Impact Cubed.

## Quarterly ESG performance<sup>40</sup>

Measure	WHEB Strategy	Proportion reported	MSCI world
Weighted average carbon intensity (scope 1 and 2)	99.6 tCO <sub>2</sub> e/£1m of revenue	95%	166.2 tCO <sub>2</sub> e/£1m of revenue
Scope 3 carbon efficiency	1,468 tCO <sub>2</sub> e/£1m of revenue	72%	1454 tCO <sub>2</sub> e/£1m of revenue
Waste efficiency	10.4 tonnes / £1m of revenue	80%	367 tonnes / £1m of revenue
Water efficiency	5.1 thousand m <sup>3</sup> of fresh water/£1m of revenue	79%	13 thousand m <sup>3</sup> of fresh water/£1m of revenue
Gender equality	31% of board and top management positions are occupied by women	100%	30% of board and top management positions are occupied by women
Executive pay	130x – ratio of executive pay to employee pay	94%	612x - ratio of executive pay to employee pay
Board Independence	76% of board members are independent	100%	79% of board members are independent
Environmental good	31% of portfolio invested in environmental solutions	100%	13% of portfolio invested in environmental solutions
Social good	26% of portfolio allocated to help alleviate social issues	100%	10% of portfolio allocated to help alleviate social issues
Avoiding environmental harm	<1% of portfolio in industries that aggravate social issues	100%	6% 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	\$53,900 – median income of portfolio-weighted area of economic activity	100%	\$58,200 – median income of portfolio-weighted geography of economic activity
Avoiding water scarcity	2.4 – geographic water use	100%	2.5 – geographic water use
Employment	4.32% - unemployment in portfolio-weighted area of economic activity	100%	4.24% - unemployment in portfolio-weighted area of economic activity
Tax gap	2.66% - estimated % of tax avoided by corporate tax mitigation schemes	100%	3.98% - estimated % of tax avoided by corporate tax mitigation schemes

<sup>40</sup> 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	28	
# meetings at which votes were cast	28	100%
# meetings at which we voted against management or abstained	25	89%

Resolutions	No. of resolutions	%
# votes cast with management	438	88%
# votes cast against mgmt. or abstained (see list in appendix)	94	22%
# resolutions where votes were withheld	7	0%

## Company Engagement

Engagement Summary	Count	%
# Companies engaged	17	
# Engagements	49	
# <b>Milestone 0</b> – company does not acknowledge issue	20	41%
# <b>Milestone 1</b> – company acknowledges issue	24	49%
# <b>Milestone 2</b> – company shares or agrees to disclose information on the issue	2	4%
# <b>Milestone 3</b> – company develops or commits to developing an appropriate policy or strategy to manage the issue	2	4%
# <b>Milestone 4</b> – Company provides evidence that the issue is being managed in line with the policy or strategy, demonstrating concerns have been addressed	1	2%

## WHEB’s engagement milestones



Company	Topic	WHEB’s High-Level Objective	Company Objective	Method	Milestone
Arcadis	Director Overboarding	Supporting high quality management extends the company's overall positive impact and long-term success	Directors to serve max 2 year terms	Vote/AGM Letter	0
Autodesk	Auditor Independence/ Tenure	Wider improvements in the quality of business operations to support the delivery of positive impact	Rotate Auditor	Vote/AGM Letter	1
	Remuneration - Excessive Pay	Wider improvements in the quality of business operations to support the delivery of positive impact	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	1
	Remuneration - Sustainability/ ESG metrics	Wider improvements in the quality of business operations to support the delivery of positive impact	To include sustainability objectives within your compensation KPIs	Vote/AGM Letter	1
	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	1
Bureau Veritas	Auditor Independence/ Tenure	Wider improvements in the quality of business operations to support the delivery of positive impact	Replace auditor with tenure over 10 years	Vote/AGM Letter	0
	Director Independence/ Overboarding	Supporting high quality management extends the company's overall positive impact and long-term success	Resolve overboarding issue of director(s) involved	Vote/AGM Letter	0

	Committee Independence	Supporting high quality management extends the company's overall positive impact and long-term success	Appoint an independent Chair or Lead Director	Vote/AGM Letter	0
	Disclosure - ESG	Supporting high quality management extends the company's overall positive impact and long-term success	Correcting an incorrect water use number published in their sustainability report	Email	4
Ecolab	Environmental Pollution - Hazardous Chemicals	Limiting material negative social or environmental impacts	Commit to a time-bound phase out SVHCs, PFAS. R&D and improved marketing of safer alternatives.	Collaborative/Group	0
	Auditor Independence/ Tenure	Wider improvements in the quality of business operations to support the delivery of positive impact	Replace PwC who has served for more than 10 years.	Vote/AGM Letter	1
	Director Independence/ Overboarding	Supporting high quality management extends the company's overall positive impact and long-term success	Resolve overboarding issue of a director	Vote/AGM Letter	1
	Remuneration - Excessive Pay	Wider improvements in the quality of business operations to support the delivery of positive impact	Align CEO compensation with performance	Vote/AGM Letter	1
	Combined CEO and Chair	Supporting high quality management extends the company's overall positive impact and long-term success	Separate chair and CEO roles	Vote/AGM Letter	1
First Solar			Collaborative engagement through the Sustainable Solar Investment Group with multiple objectives to encourage greater attention to human rights in operations, supply-chain and in the selection of new manufacturing facilities	Vote/AGM Letter	1
	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	1
	Board Independence	Supporting high quality management extends the company's overall positive impact and long-term success	Resolve issue of a non-independent board.	Vote/AGM Letter	1
	Auditor Independence/ Tenure	Wider improvements in the quality of business operations to support the delivery of positive impact	Replace auditor with tenure over 10 years	Vote/AGM Letter	1
Globus Medical	Committee Independence	Supporting high quality management extends the company's overall positive impact and long-term success	Improve committee independence by addressing lack of director independence	Vote/AGM Letter	0
	Sustainability Leadership	Wider improvements in the quality of business operations to support the delivery of positive impact	Board director with responsibility for sustainability nor does it disclose any on the topic quantitative information or targets.	Vote/AGM Letter	0

	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
	Board Independence	Supporting high quality management extends the company's overall positive impact and long-term success	Improve board independence by addressing lack of director independence	Vote/AGM Letter	0
	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Commit and disclose roadmap to net zero carbon emissions by 2050	Vote/AGM Letter	0
	Remuneration - Excessive Pay	Wider improvements in the quality of business operations to support the delivery of positive impact	Align CEO compensation with performance	Vote/AGM Letter	1
	Remuneration - Sustainability/ ESG metrics	Wider improvements in the quality of business operations to support the delivery of positive impact	To include sustainability objectives within your compensation KPIs.	Vote/AGM Letter	1
Grand Canyon Education	Remuneration - Sustainability/ ESG Metrics	Wider improvements in the quality of business operations to support the delivery of positive impact	To include sustainability objectives within your compensation KPIs.	Vote/AGM Letter	1
	Combined CEO and Chair	Supporting high quality management extends the company's overall positive impact and long-term success	Separate chair and CEO roles	Vote/AGM Letter	1
	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Commit and disclose roadmap to net zero carbon emissions by 2050	Vote/AGM Letter	0
	Auditor Independence/ Tenure	Wider improvements in the quality of business operations to support the delivery of positive impact	Replace auditor with tenure over 10 years	Vote/AGM Letter	1
	Remuneration - Excessive Pay	Wider improvements in the quality of business operations to support the delivery of positive impact	Align CEO compensation with performance	Vote/AGM Letter	1
	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
Keyence Corporation	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Develop more complete decarbonisation strategy	Meeting/ Video Meeting	3
Kurita Water Industries	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
	Board Independence	Supporting high quality management extends the company's overall positive impact and long-term success	Improve board independence by addressing lack of director independence	Vote/AGM Letter	0

Linde	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Various through NZEI covering targets for scope 3, details on transition plan (which approaches are doing the heavy lifting) and integration of climate risks into forward-looking financial statements	Collaborative/Group	3
Novo Nordisk	Diversity - Gender	Supporting high quality management extends the company's overall positive impact and long-term success	Question about removal of gender diversity target in the US.	Vote/AGM Letter	2
	Director Independence/Overboarding	Limiting material negative social or environmental impacts	Highlighting an overboarding issue for their Board and understanding the company's position	Email	2
Schneider Electric	Classified Board	Limiting material negative social or environmental impacts	Remove classified board structure	Email	1
	Director Independence/Overboarding	Supporting high quality management extends the company's overall positive impact and long-term success	Resolve overboarding issue of a director	Vote/AGM Letter	1
	Remuneration - Excessive Pay	Wider improvements in the quality of business operations to support the delivery of positive impact	Align CEO compensation with performance	Vote/AGM Letter	1
Silicon Laboratories	Classified Board	Wider improvements in the quality of business operations to support the delivery of positive impact	Remove classified board structure	Email	0
	Director Independence/Overboarding	Supporting high quality management extends the company's overall positive impact and long-term success	Resolve overboarding issue of a director	Vote/AGM Letter	0
	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Set a net zero target	Meeting/ Video Meeting	0
Synopsys	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Setting a net zero carbon target after getting SBTi validation for shorter term targets.	Email	1
Veralto Corporation	Remuneration - Excessive Pay	Wider improvements in the quality of business operations to support the delivery of positive impact	Align CEO compensation with performance	Vote/AGM Letter	0
	Remuneration - Sustainability/ ESG metrics	Wider improvements in the quality of business operations to support the delivery of positive impact	To include sustainability objectives within your compensation KPIs.	Vote/AGM Letter	0
	Diversity - Gender	Supporting high quality management extends the company's overall positive impact and long-term success	Encouraging further progress on diversity	Formal Letter	0
Vestas Wind Systems	Biodiversity	Delivery, acceleration and enhancement of the company's positive impact	Explain Biodiversity Non-Materiality; Disclose Biodiversity Risk Management; Refine Biodiversity Methods.	Meeting/ Virtual meeting	3

Xylem	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
	Auditor Independence/ Tenure	Wider improvements in the quality of business operations to support the delivery of positive impact	Ensure Auditor Independence: The outside statutory auditor nominee's affiliation with the company could compromise independence.	Vote/AGM Letter	1

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