INSIGHTS

PENGANA
CAPITAL GROUP

Q3 2026 REPORT



Pengana WHEB
Sustainable Impact Fund

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MORE MOMENTOUS MID-TERMS

By Ted Franks

On November 3rd, the United States will return to the polls for mid-term elections, so called because they happen half-way through a presidential term, and we are feeling cautiously optimistic about what this means for the Strategy. While President Donald Trump is not on the ballot, the Republicans and Democrats are fighting over control of Congress, which incorporates the House of Representatives, the lower chamber, and the Senate, the upper chamber.

One could argue about when the US began its slide into political polarisation, but certainly since Trump's first win in 2016, every election has been a tense and rancorous affair. They have all felt pretty momentous, and in many cases for good reason. As the 2026 mid-terms approach, there is the same sense of trepidation for anyone interested in sustainability. But is it justified?

Elections Have Consequences

On the surface, there seem to be some good reasons to think so. In his second term, Trump has been relatively unleashed; as he went into office in 2025, his control over the Republican Party was near total. Many of the pet projects which his advisers managed to tame in his first term were given new life – new White House ballroom, anyone?

Combined with control over both chambers of Congress, this has meant a pretty gruelling diet of 'red meat' anti-environmental policies. Kicking off on day one by withdrawing the US (again) from the Paris Agreement on Climate Change, the administration has kept up a steady tempo of moves to give any environmentalist heartburn. These have taken the form of cuts to agencies, relaxations of permitting rules, watering down of efficiency standards, and the partisan favouring of fossil over clean energy. Perhaps the most visible was Trump's "One Big Beautiful Bill" (OBBB) last summer, which gutted many of the climate-friendly provisions of President Biden's Inflation Reduction Act. But perhaps the most important was, in fact, the rescission of the 2009 'Endangerment Finding' which underpinned the legal basis for regulating greenhouse gases.

As followers of our strategy will know, these changes are very much in the real world, but they have an impact on equity markets too. We think our portfolio appears extremely good value compared to broader equity markets; sentiment has been solidly against it since the peak optimism of 2021. Many of the environmental names such as **Xylem**, **Veralto**, and **Spirax Group** have solidly grown cash flow even as their share prices have stalled. There are always multiple factors driving share prices, but this backdrop isn't helping.

It therefore seems clear that, to borrow a phrase, 'elections have consequences', and nervousness around the mid-terms feels justified. Even with Trump in power until 2029, Democratic control of Congress would at least help to slow the pace of anti-environmentalist measures.

Most importantly, any budget bills need to pass both chambers, so the OBBB would not have passed if the Democrats had controlled either one. But even executive actions can be stalled and stymied. Committee oversight and subpoena power help set up legal challenges to executive actions. Spending bills can have riders attached that support clean objectives. In the less likely case that the Democrats take control of the Senate, they could refuse to confirm the administration's nominees to key roles. For example, current energy secretary Chris Wright has said that too little atmospheric carbon dioxide is a "bigger risk" than rising CO2 levels[1]. Would he have made it through a Democratic Senate?

It is hard then to be too blasé about November 3rd. Clearly, political gridlock would be better than the status quo for environmentalism. The signs are pointing that way. As I write, polling expert Nate Silver has the Democrats 9.3 percentage points ahead in surveys of voting intention. Prediction market provider Polymarket has the Democrats

[1] Wall St Journal 30 August 2025: "Energy Secretary Chris Wright on Resetting the Climate Debate", https://www.wsj.com/video/wsj-opinion-energy-secretary-chris-wright-on-resetting-the-climate-debate/C7635431-CDD9-41AF-83D9-E20C0AAE9B12

91% favourites to take the House of Representatives, and 64% favourites to take the Senate.

Don’t Dread the Misfire

Polls and predictions can of course misfire. But there are two factors which lower the stakes for sustainability: the visibility of the challenges, and the availability of the solutions.

Pressure on the environment grows every year, but 2026 was another record-breaker, with global temperatures hitting new highs. The arriving “super El Niño” atmospheric phenomenon is already racking up alarming statistics. This is showing up everywhere from clean water shortages to vanishing insurance markets to wasted harvests.

With it, public opinion continues to change. Donald Trump is hitting new lows of popularity; it is easy and surely correct to ascribe that to the cost of living challenges the US faces. But his historic negative ratings suggest there is much about his administration that people don’t like; that could certainly include his environmental agenda. Even if the Republicans pull off a remarkable comeback this time, how long before right-wing environmentalism returns to the stage?

Over in Europe, ideological fellow-traveller Marine Le Pen has already changed tack and is now calling the financing of “hundreds of billions in necessary investments for decarbonisation” an “ethical and economic imperative”, but these mid-terms could even be the last time the environment is stuck in the culture wars.

And if the mood does shift, it will be because the solutions are now so cheaply available. After years of remarkable efficiency gains, the low-carbon alternatives are now often also the low-cost alternative – portfolio holding **Trane**’s efficient air conditioning units, for example, or the electric vehicles **Infineon** helps to create.

This looks especially compelling when diesel costs over $6 per gallon. Add that to the ease, amenity and safety advantages, and the case gets stronger still. These conditions, as you might expect, have produced a very natural human response: a study in September showed 56% of Americans now thinking about buying an EV, up from only 10% the same time last year.[2]

For our money, this all adds up to a less tense November than in recent years. The election theatre remains mesmerising, but the real drama may already be behind us.

[2] CarBuzz September 2026: “With Fuel Prices At Record Highs, Americans Are Suddenly Interested In EVs”, https://carbuzz.com/most-americans-interested-in-evs-september-2026/

WHEN ENGAGEMENT ISN'T LINEAR: WHEB'S SMURFIT WESTROCK STORY

By Rachael Monteiro

Introduction

Stewardship is often portrayed as a linear exercise: identify a problem, engage with a company, see progress and move on. The reality, though, is not so straightforward. Investor priorities evolve, new risks emerge, and conversations can move in unexpected directions.

Our engagement with Smurfit WestRock over the last seven years illustrates this. It began in 2019 as a discussion about avoided emissions and emissions intensity. It has since expanded to include biodiversity and nature loss, indigenous community relations and climate transition planning.[3, 4, 5]

For a business whose long-term success depends on the health of forests, natural ecosystems and the communities connected to them, these are not separate sustainability issues but closely interconnected drivers of both risk and value creation.

Our engagement has therefore sought to strengthen the resilience of the business and the natural and social systems on which it depends, in support of sustainable long-term value creation.

Why these issues are material

GHG Emissions

Smurfit WestRock's products can help reduce greenhouse gas emissions through recycled content, circularity and the replacement of more carbon-intensive packaging materials. However, paper manufacturing remains highly energy-intensive and the company currently accounts for c.50% of financed emissions in the Guinness WHEB Strategy.[6] Climate has therefore been a long-standing engagement priority.

Biodiversity

Wood fibres cannot be recycled infinitely, meaning virgin fibre remains essential to the business model. As a result, Smurfit WestRock owns and manages substantial forestry assets alongside its recycling operations. This creates both biodiversity-related risks and opportunities, making biodiversity a natural area of focus for engagement.

[3] WHEB Stewardship Report 2023, "Engaging Smurfit Kappa on biodiversity"; Smurfit Kappa Engagement Case Study Q3 2023.
[4] Correspondence and meetings relating to biodiversity, indigenous community issues and the Misak mediation process, including engagement with Garrett Quinn and the Nature Action 100 investor group.
[5] Nature Action 100 engagement records, investor letters and stewardship reporting covering TNFD, biodiversity governance, climate transition planning and avoided emissions discussions.
[6] Source: Net Purpose, as of 1st October 2026

Key themes in the engagement

Climate: from ambition to delivery

Our climate engagement began in 2019 with discussions on emissions targets and the role Smurfit WestRock could play in supporting a lower-carbon economy. We questioned whether the company's intensity-based targets were sufficiently ambitious and aligned with the Paris Agreement. We encouraged greater disclosure on emissions reduction projects and operational efficiency.

Avoided emissions have also been a recurring theme. In 2019, we shared external research suggesting that recycling one tonne of paper and cardboard could avoid 1.0-1.4 tonnes of CO_2e[7] and encouraged the company to quantify the climate benefits enabled by recycled fibre and paper-based packaging. Since then, Smurfit WestRock has developed product-level life cycle assessments and reports avoided emissions for selected solutions, though not at a company-wide level.

More recently, the focus has shifted from ambition to delivery. Discussions now centre on science-based target validation, Scope 3 emissions and execution of the company's climate transition plan, which targets a 28% absolute reduction in Scope 1 and 2 emissions by 2030 versus a 2019 baseline. A notable example is the Cali biomass boiler in Colombia, a c.US$100m investment expected to reduce legacy Scope 1 and 2 emissions by around 6%, and now operational.[8]

We have also been encouraged by broader signs of progress, including over 700,000MWh of renewable electricity contracted annually through Virtual Power Purchase Agreements and the achievement of net-zero operational emissions at four French sites in 2025.[9]

Biodiversity: from compliance to outcomes

Our biodiversity engagement began in 2021 after portfolio analysis highlighted Smurfit WestRock's forestry operations as a key area of focus.[10] The company already had a strong foundation, including plantations with Forest Stewardship certification, a partnership[11] with the World Wildlife Fund in Colombia and long-running biodiversity research programmes. Also already established were a number of mechanisms designed to embed sustainability into decision-making. These include sustainability-linked financing arrangements, and biodiversity-related performance metrics linked to executive remuneration.

Our objective was therefore not to encourage new initiatives, but to understand whether existing activities were delivering measurable biodiversity outcomes. This focus on evidence became increasingly important through our shared engagement with Nature Action 100, where we have encouraged stronger biodiversity governance, adoption of standards set by the Taskforce on Nature-related Financial Disclosures (TNFD), and more outcome-based reporting. Today, discussions focus on demonstrating outcomes through initiatives such as Natural Forest Studies.[12]

Smurfit WestRock has committed to TNFD and plans to report in line with the framework for financial year 2026. We see TNFD as a useful tool to improve governance, assessment and disclosure, and to support future Nature

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[7] In 2019, WHEB cited research from WRAP suggesting that recycling one tonne of paper and cardboard could avoid around 1.4 tonnes of CO_2e, and encouraged Smurfit Kappa to quantify and disclose the climate benefits enabled by recycled fibre and paper-based packaging. WRAP (2010), Environmental Benefits of Recycling – 2010 Update, Table 4.7.

[8] Based on the legacy Smurfit Kappa emissions baseline. The approximately US$100 million Cali biomass boiler project was expected to reduce group Scope 1 and 2 emissions by around 6%

[9] Smurfit Westrock 2025 Sustainability Report: https://www.smurfitwestrock.com/sustainability/reporting

[10] Investment Advisory Committee minutes: https://www.guinnessgi.com/literature/fp-wheb-sustainability-impact-ri-minutes-2021-10.pdf

[11] The WWF Colombia partnership focuses on forest restoration, biodiversity conservation and sustainable land management. WHEB's engagement subsequently focused on how the outcomes of this work were measured and disclosed.

[12] Since 2009, the company has worked with four Colombian universities to study flora and fauna populations in and around its forests. By 2025, these Natural Forest Studies had identified more than 1,400 species and provided evidence that the Andean bear, previously thought to have disappeared from the region, was using the company's protected forests as habitat. Smurfit Westrock 2025 Sustainability Report.

Action 100 assessments, but our primary objective remains better biodiversity outcomes rather than improved reporting or benchmark scores.

Communities: biodiversity and social licence

The engagement expanded in 2022 following concerns raised by an indigenous community regarding historical land ownership claims associated with the company's forestry operations in Colombia.

While initially separate from our biodiversity discussions, the issue highlighted the close relationship between environmental stewardship, local communities and a company's social licence to operate. Our focus therefore broadened to include stakeholder engagement and community dialogue.

Smurfit WestRock has consistently maintained that the land in question was lawfully acquired and has continued to engage through an ongoing mediation process. Based on our engagement and monitoring, we are satisfied with the company's response to date and have been encouraged by increased disclosure on community engagement and indigenous communities in its sustainability reporting.[13]

The issue also forms part of the Nature Action 100 assessment framework,[14] in which engagement with local and indigenous communities is considered alongside broader biodiversity objectives. As a result, our involvement in Nature Action 100 provides an ongoing mechanism for monitoring progress on these issues as part of the wider nature and biodiversity engagement.

Area	Evidence of progress
Governance	Sustainability metrics linked to executive remuneration and financing arrangements
Strategy	Double materiality assessment completed
Climate	28% absolute Scope 1 & 2 reduction target by 2030; Cali biomass boiler operational
Biodiversity	Natural Forest Studies, biodiversity inventories, species monitoring
Biodiversity outcomes	Andean bear habitat identified; >1,400 species recorded
Communities	Ongoing stakeholder engagement and mediation process
Disclosure	TNFD commitment and reporting planned for FY2026

Our contribution

Looking back, the specific topics changed several times, but the underlying objective, to evaluate whether the company's approach to sustainability strengthens its long-term competitive position, has remained consistent.

We think the evidence in support of Smurfit Westrock’s approach is compelling. This supports the original investment case, in which long-term success depends on good management of issues such as sustainable fibre, circularity and responsible forestry. We continue to work in partnership with the company to drive more long-term value creation this way.

[13] Smurfit Kappa Sustainable Development Report 2023: pages 54-55.
[14] https://www.natureaction100.org/company-benchmark/

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PERFORMANCE COMMENTARY

Market Review

The summer of 2026 will be remembered for its extremes. Conflict in the Middle East flared again, energy prices swung sharply, and record heat, drought and floods tested communities around the world. Markets, meanwhile, were largely driven by shifting hopes and fears about artificial intelligence and by pressures on inflation and government finances.

The fragile June ceasefire agreement between the US and Iran fell apart in early July, and attacks on shipping closed the Strait of Hormuz once more. Oil prices jumped, eased as talks of a truce increased, then climbed again in September as fighting resumed. With energy costs threatening to drive up prices across the economy, central banks moved from wary patience to action: the US Federal Reserve raised interest rates for the first time since 2023, and the European Central Bank and Bank of Japan followed.

Equity markets continued to show narrow leadership. Enthusiasm for artificial intelligence faded in July, roared back on strong company results in August, and by September a handful of the largest technology companies were holding up US market indices while most fell in line with the weakening economic backdrop. Software companies found themselves caught between excitement about AI and fear of being replaced by it, while healthcare outperformed, helped by greater clarity on drug pricing and tariffs, and a rotation into more defensive names.

Beneath the market noise, the case for a cleaner, more resilient economy grew stronger. The oil shock reminded governments that home-grown, electric power is also secure power, and the International Energy Agency noted countries turning to electrification in response. California's largest companies must now report their carbon emissions, and new EU rules ban ‘forever chemicals’ (per-and poly fluoroalkyl substances or PFAS) from food packaging. Meanwhile, August tied for the hottest month on record, a stark sign that adapting to a changing climate is no longer optional.

Fund Review

The Fund returned -1.2% over the quarter, underperforming the MSCI World Index’s gain of +1.5%.

Health was the strongest performing theme, led by life science tools companies. **Thermo Fisher** was the largest contributor. Second-quarter organic revenue, profit and earnings came in ahead of expectations, and management raised full-year guidance, citing strong pharmaceutical and biotech demand and early signs of end market improvement, including biotech funding, pre-clinical activity and the stabilisation of academic and government funding. Life sciences peer **Agilent** followed, bucking the wider pressure on healthcare as accelerating growth, recovering demand from China and strength in its contract manufacturing business led to a second consecutive guidance upgrade. In September, both benefited further from demand for biologics manufacturing and the reshoring of pharmaceutical supply chains.

Genmab, the Danish antibody therapeutics company in the Health theme, was the third-best contributor. Second-quarter results beat expectations, and management confirmed that late-stage trial results for its own lymphoma, ovarian and head and neck cancer treatments are due in the fourth quarter. These programmes are central to Genmab’s growth as royalties from Darzalex begin to fade later this decade.

Sustainable Transport was the weakest-performing theme, and **Aptiv**, the automotive electronics provider, was the greatest detractor. Despite an earnings beat, guidance fell well below consensus as weak auto production, particularly in China and a revenue reset from its wiring business spin-off weighed on sentiment. **Infineon**, a power semiconductor supplier also in the theme, retreated from recent highs in June as investors rotated out of AI-related stocks, despite a record quarter and raised guidance.

Xylem, the water technology company, also detracted as rising bond yields drove a sector wide de-rating of water stocks, compounded by softer demand in China, a small part of the business, and the deliberate pruning of lower margin product lines.

Outlook

The quarter's rise in bond yields weighed on share prices across our impact universe, where many businesses invest today for rewards that unfold over years. Yet the setback has owed more to sentiment than to substance. In several cases, share prices have fallen even as the companies behind them have continued to grow.

The forces sustaining that growth have, if anything, gathered strength. With energy expensive and its supply uncertain, the case for using less of it, and for relying less on imported fuel, has grown more persuasive, lending fresh momentum to investment in electricity grids, electrification and efficiency. The spread of data centres, each hungrier for power than the last, places a rising premium on technologies that deliver it more efficiently.

Beyond energy, the picture is no less encouraging. Across much of the developed world, water networks long starved of investment are at last being renewed. In healthcare, advances in diagnostics and treatment are rising to meet the demands of longer lives. And as households, businesses and governments seek to protect what they have built, solutions that make homes, infrastructure and supply chains more resilient are finding a ready market.

None of these needs answers to the bond market. Markets may remain changeable in the near term, but the companies we own are well placed to grow through it. For patient investors, moments when sentiment and substance part company are often where opportunity begins.

PORTFOLIO ACTIVITY

We exited two positions in the Fund over Q3.

Purchases

There were no purchases during this period.

Sales

We exited our position in **Novo Nordisk**, the Danish pharmaceutical company and a global leader in diabetes and obesity treatments. While the long-term opportunity in GLP-1 therapies remains substantial, the outlook for Novo's core weight-loss franchise has become less certain, and we have less conviction in the pace and shape of its growth. The company is also now contemplating large-scale M&A, which in our view adds execution risk and could divert management attention and capital from the core business.

We also exited our position in **ATS**, a provider of automation solutions to customers across life sciences, transportation, food and consumer end markets. Our thesis rested on the company capturing growth from rising demand for automation, but poor execution has meant it has failed to convert that opportunity into results. With the delivery that underpinned our original case no longer evident and management struggling to turn the company around, we chose to sell and redeploy the capital elsewhere.

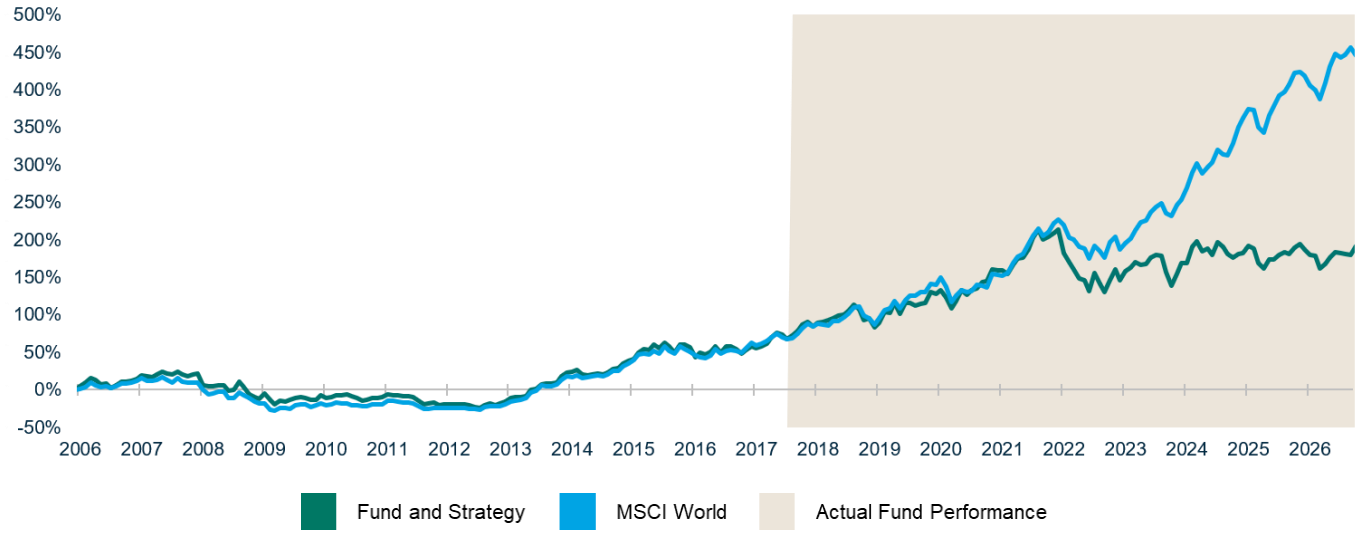
INVESTMENT PERFORMANCE

Cumulative Investment Returns

Net performance for periods ending 30 September 2026 (%)

	3 mth	1 yr	3 yrs p.a.	5 yrs p.a.	Since inception p.a.
Fund &	-1.2	-0.4	3.0	-1.3	
Strategy (partial simulation)[15]					5.1
MSCI World[16]	1.5	9.8	18.4	12.7	8.6

Performance Since Strategy Inception

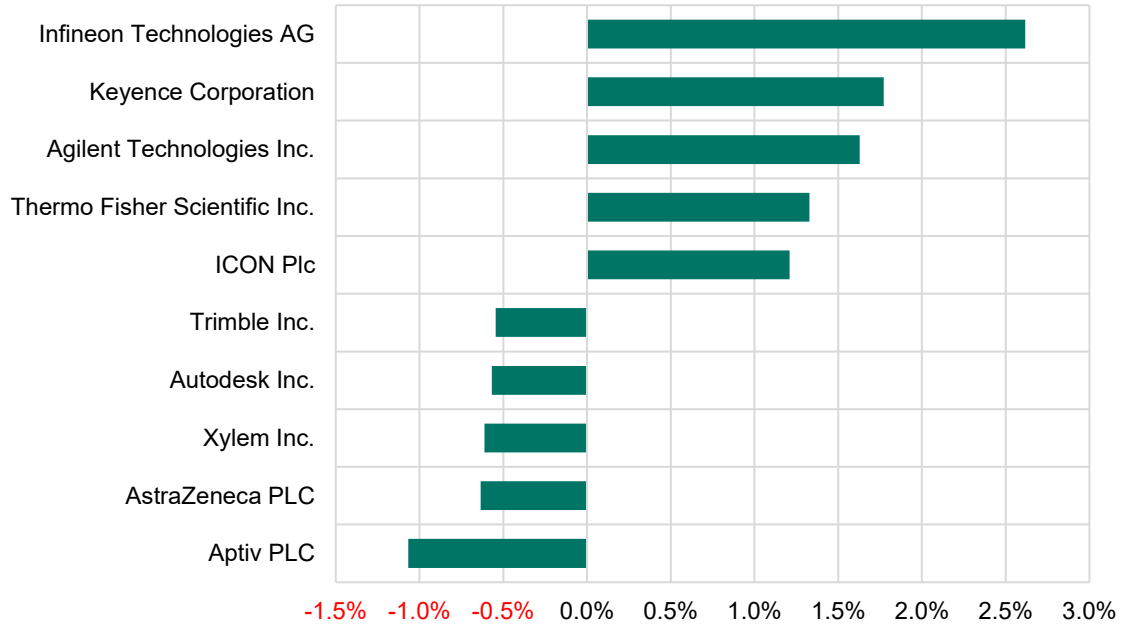


[15] From August 2017, performance figures are those of the Pengana WHEB Sustainable Impact Fund's class A units (net of fees and including reinvestment of distributions). The strategy's AUD performance between January 2006 and July 2017 has been simulated by Pengana from the monthly net GBP returns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

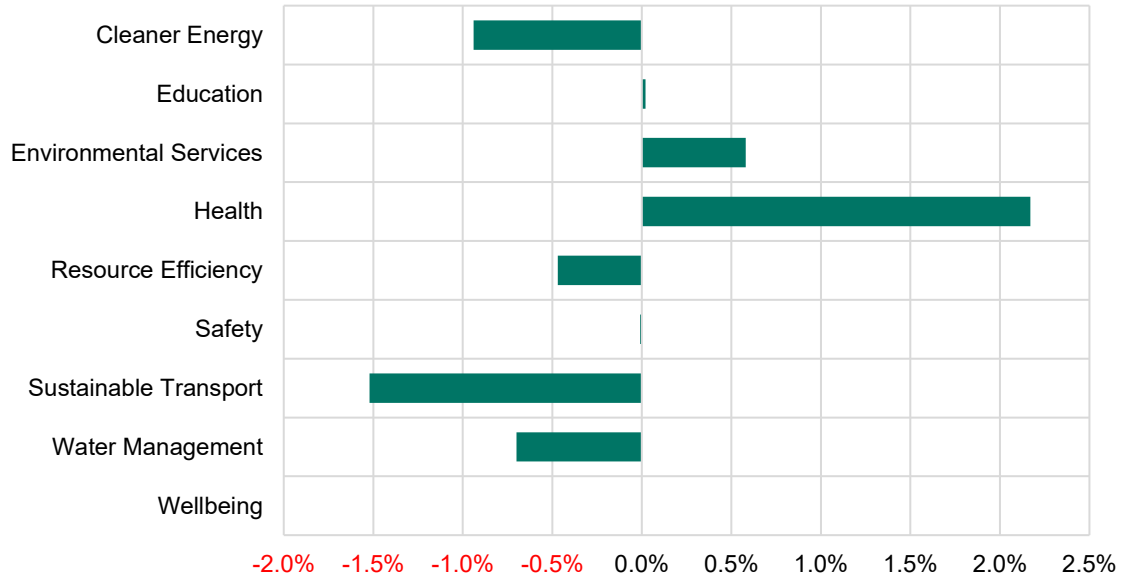
[16] MSCI World Total Return Index (net, AUD unhedged).

Quarterly Performance

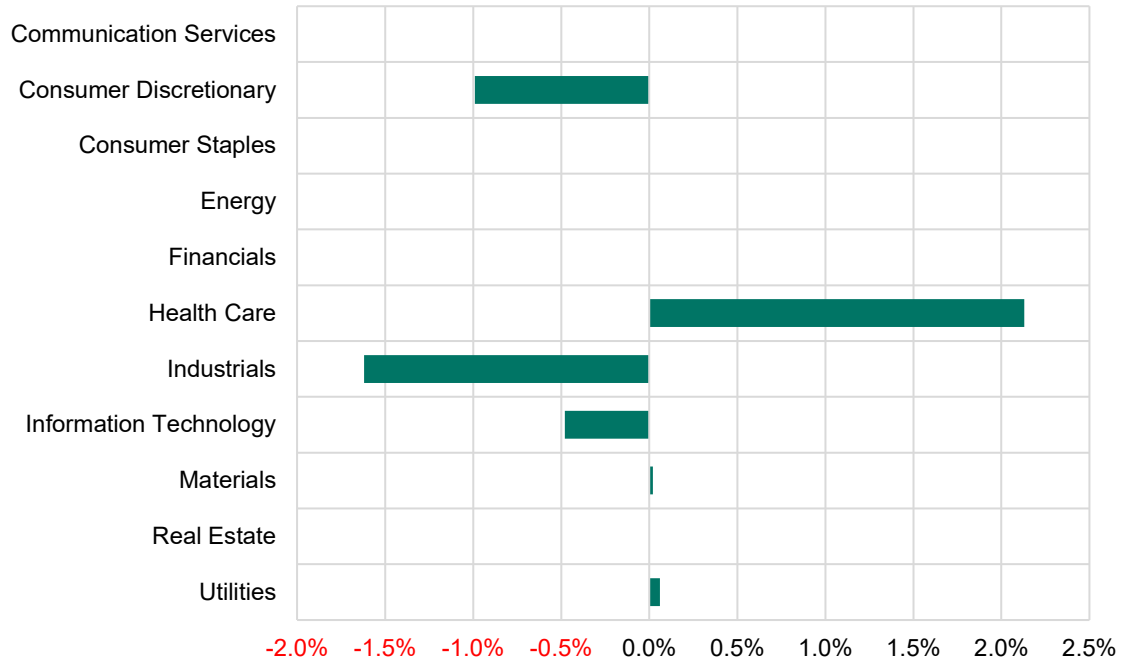
Contribution to Return by Stock (Top 5 & Bottom 5)



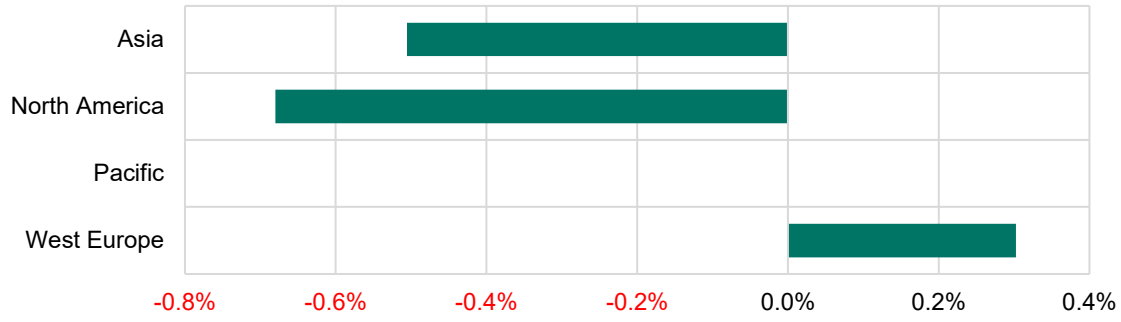
Contribution to Return by Sustainability Theme



Contribution to Return by Sector

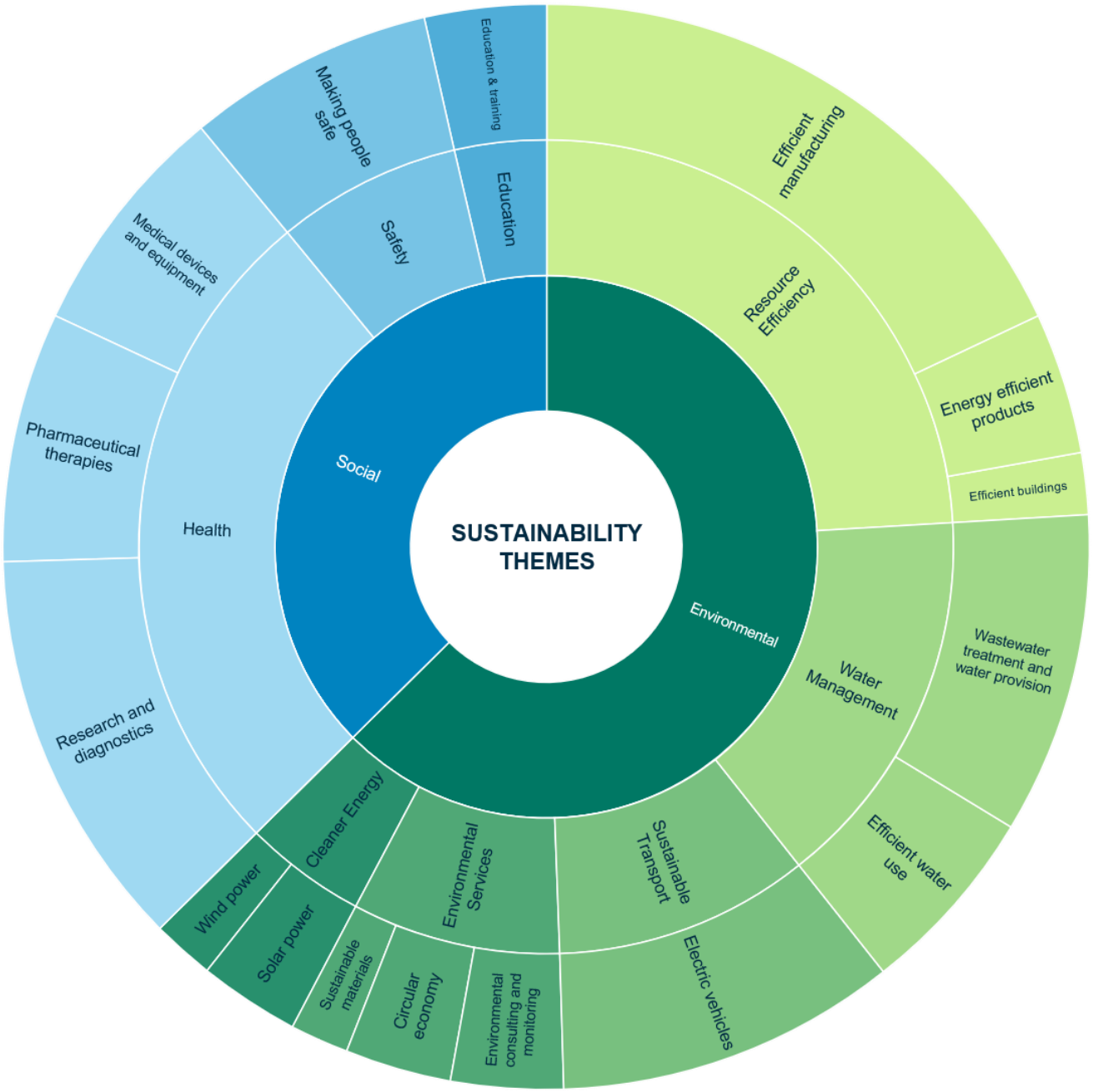


Contribution to Return by Geography

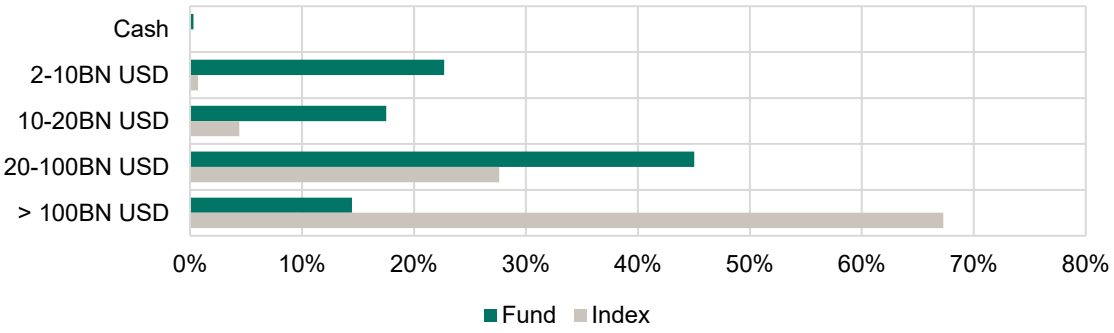


PORTFOLIO ANALYSIS AND POSITIONING OF STRATEGY

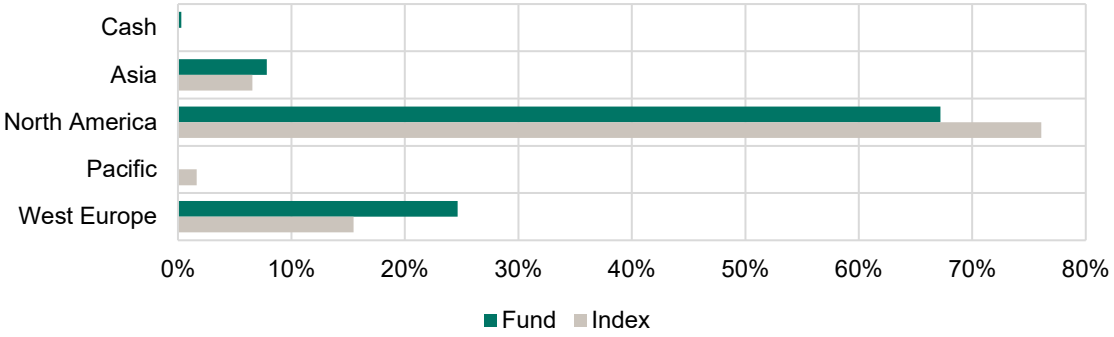
Exposure by Sustainability Theme



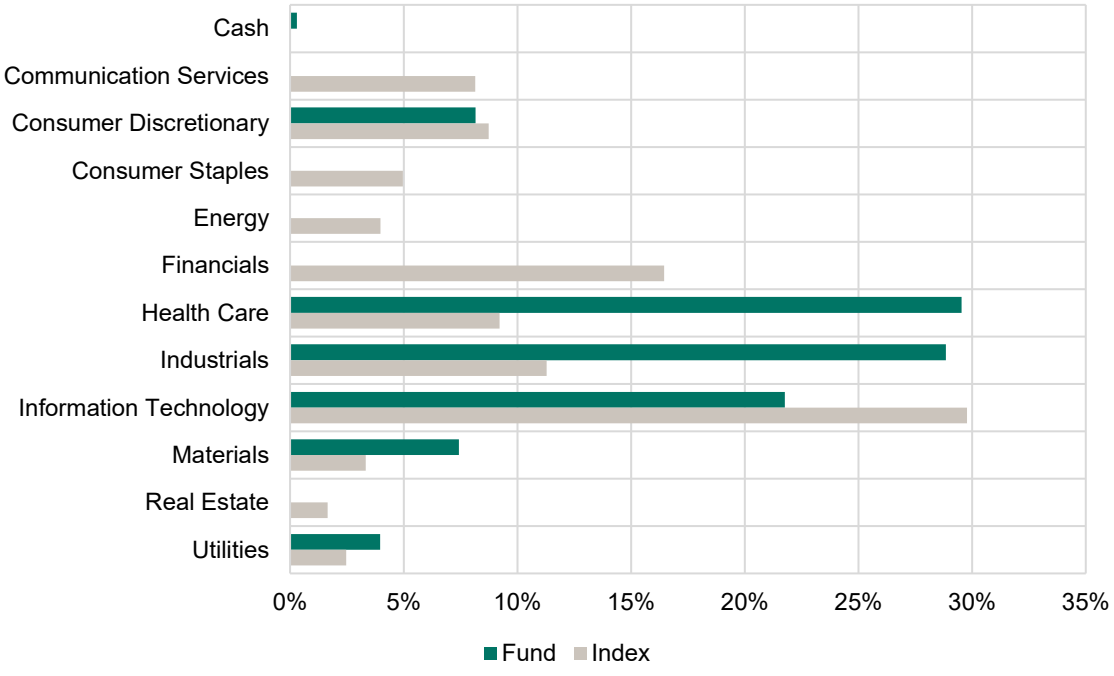
Exposure by Market Capitalisation



Exposure by Region



Exposure by Sector



Largest 10 Positions

Name	Sustainable Investment Theme	Description
Agilent Technologies, Inc.	Health	Research and diagnostics
Ecolab Inc.	Water Management	Efficient water use
Globus Medical Inc Class A	Health	Medical devices and equipment
ICON Plc	Health	Research and diagnostics
Keyence Corporation	Resource Efficiency	Efficient manufacturing
STERIS plc	Safety	Making people safe
TE Connectivity plc	Sustainable Transport	Electric vehicles
Thermo Fisher Scientific Inc.	Health	Research and diagnostics
Trimble Inc.	Resource Efficiency	Efficient manufacturing
Xylem Inc.	Water Management	Wastewater treatment and water provision

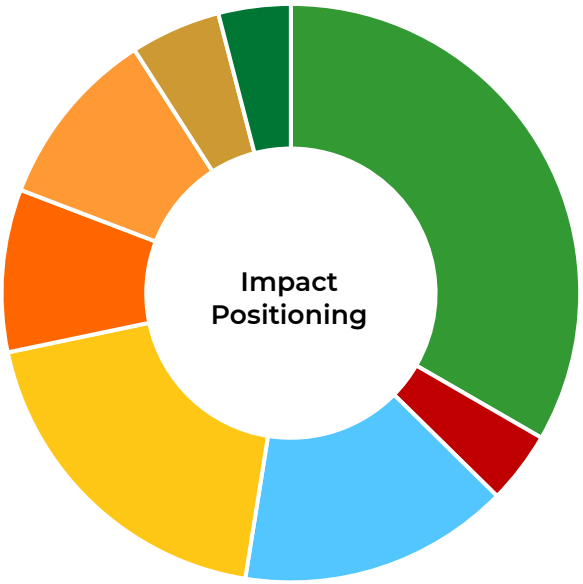
Strategy Characteristics

	WHEB	MSCI
FY1 Price/Earnings (PE)	18.2	20.2
FY2 Earnings Growth	15.6	17.2
FY1 PE/FY2 Earnings Growth (PEG)	1.2	1.2
3-year Volatility	15.2	11.9
Beta (predicted)		0.8
1-year Tracking Error (predicted)		9.3
5-year Tracking Error (ex-post)		8.4

Trading Activity – Significant Portfolio Changes

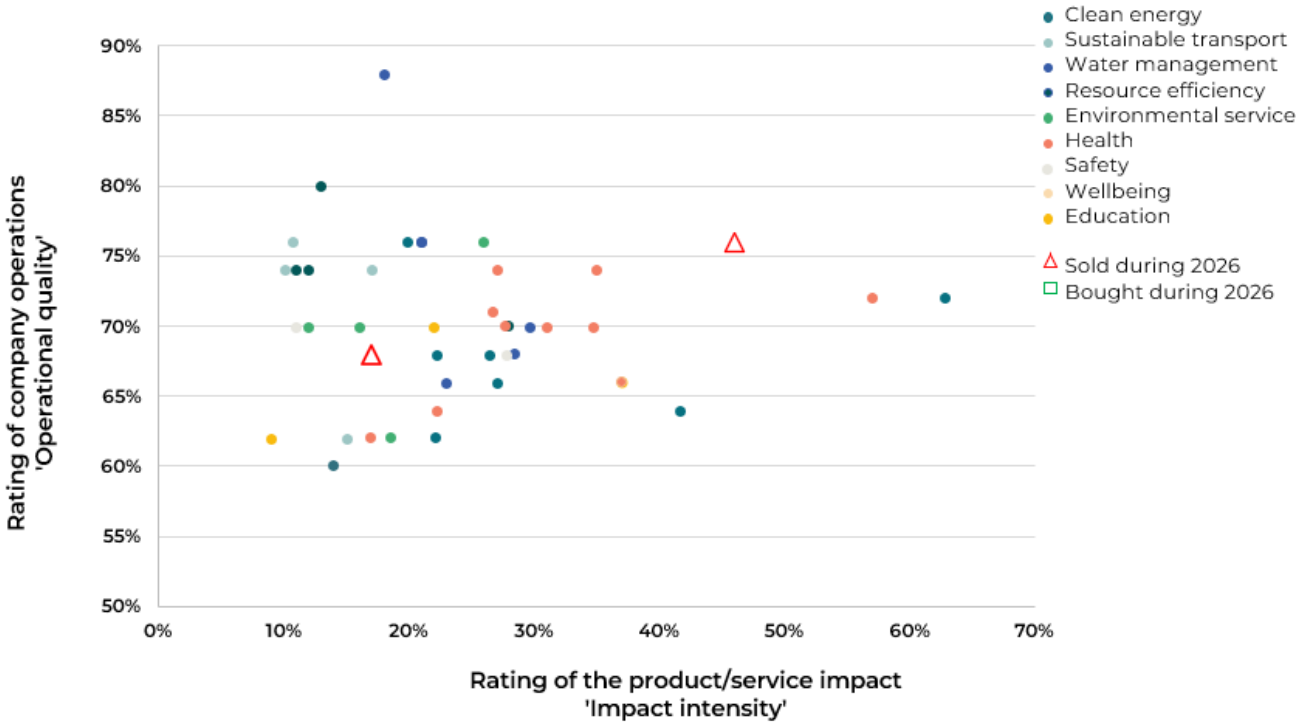
Stock Name	Theme	Purchase or sale	Rationale
ATS	Sale	Resource Efficiency	Our thesis rested on the company capturing growth from rising demand for automation, but poor execution has meant it has failed to convert that opportunity into results.
Novo Nordisk	Sale	Health	The outlook for Novo's core weight-loss franchise has become less certain, and we have less conviction in the pace and shape of its growth.

Impact Positioning: Supporting the UN Sustainable Development Goals[17]



- 34% in health & well-being
- 4% in education
- 15% in clean water & sanitation
- 19% in affordable & clean energy
- 10% in industry, innovation & infrastructure
- 10% in sustainable cities & communities
- 5% in responsible consumption & production
- 3% in climate action

Impact Map of the strategy's portfolio following quarterly changes[18]



[17] For descriptions of impact mapping methodologies please see WHEB's impact reports, available at https://pengana.com/our-funds/wheb-sustainable-impact-fund/. The SDG mapping methodology is described in the 2019 Impact Methodology Report, available at https://pengana.com/our-funds/wheb-sustainable-impact-fund/, and the impact positioning graph is described in detail in the 2019 impact report.
[18] As above.

ESG profile of WHEB's investment strategy[19]



[19] Source: Impact Cubed.

Quarterly ESG performance[20]

Measure	WHEB Strategy	Proportion reported	MSCI world
Carbon intensity (scope 1 and 2)	43 tCO2e/£1m of revenue	91%	179 tCO2e/£1m of revenue
Scope 3 carbon efficiency	1,279 tCO2e/£1m of revenue	80%	1,305 tCO2e/£1m of revenue
Waste efficiency	16 tonnes / £1m of revenue	70%	556 tonnes / £1m of revenue
Water efficiency	4.3 thousand m3 of fresh water/£1m of revenue	68%	8.4 thousand m3 of fresh water/£1m of revenue
Gender equality	31% of board and top management positions are occupied by women	96%	28% of board and top management positions are occupied by women
Executive pay	168x – ratio of executive pay to employee pay	89%	870x - ratio of executive pay to employee pay
Board Independence	68% of board members are independent	96%	74% of board members are independent
Environmental good	37% of portfolio invested in environmental solutions	100%	11% of portfolio invested in environmental solutions
Social good	29% of portfolio allocated to help alleviate social issues	100%	11% of portfolio allocated to help alleviate social issues
Avoiding environmental harm	0% of portfolio in environmentally destructive industries	100%	7% of portfolio in environmentally destructive industries
Avoiding social harm	0% of portfolio in industries that aggravate social issues	100%	3% of portfolio in industries that aggravate social issues
Economic development	$59,000 – median income of portfolio-weighted area of economic activity	100%	$55,800 – median income of portfolio-weighted geography of economic activity
Avoiding water scarcity	2.3 – geographic water use	100%	2.5 – geographic water use
Employment	4.5% - unemployment in portfolio-weighted area of economic activity	100%	4.5% - unemployment in portfolio-weighted area of economic activity
Tax gap	2.70% - estimated % of tax avoided by corporate tax mitigation schemes	100%	2.75% - estimated % of tax avoided by corporate tax mitigation schemes

[20] 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/

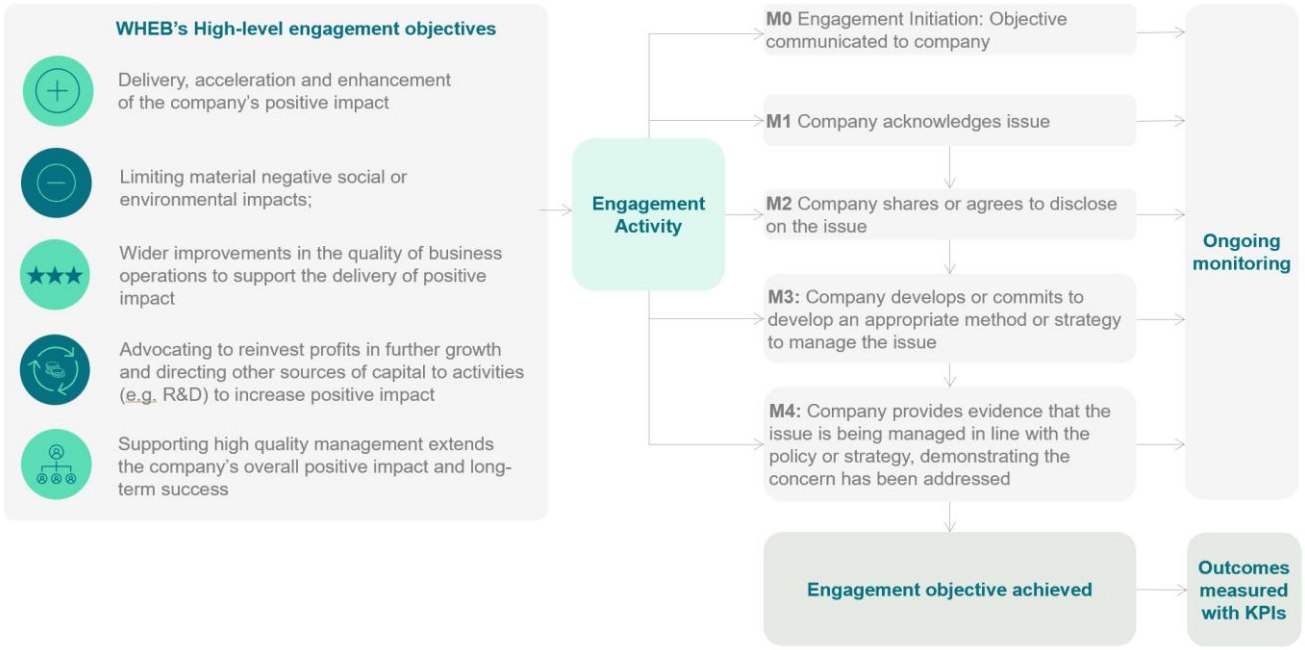
Meetings	No. of meetings	%
# votable meetings	5	
# meetings at which votes were cast	5	100%
# meetings at which we voted against management or abstained	5	100%

Resolutions	No. of resolutions	%
# votes cast with management	46	73%
# votes cast against mgmt. or abstained (see list in appendix)	17	27%
# resolutions where votes were withheld	1	2%

Company Engagement

Engagement Summary	Count	%
# Companies engaged	8	
# Engagements	23	
# Milestone 0 – company does not acknowledge issue	5	22%
# Milestone 1 – company acknowledges issue	11	48%
# Milestone 2 – company shares or agrees to disclose information on the issue	6	26%
# Milestone 3 – company develops or commits to developing an appropriate policy or strategy to manage the issue	1	4%
# Milestone 4 – Company provides evidence that the issue is being managed in line with the policy or strategy, demonstrating concerns have been addressed	0	0%

WHEB's engagement milestones



Company	Topic	WHEB's High-Level Objective	Company Objective	Method	Milestone
ATS Corporation	Director Independence / Overboarding	Supporting high-quality management extends the company's overall positive impact and long-term success	Appoint an independent Chair or Lead Director.	AGM Vote/Letter	M1
ATS Corporation	Auditor Independence/tenure	Supporting high-quality management extends the company's overall positive impact and long-term success	Promote auditor independence through regular rotation.	AGM Vote/Letter	M1
ATS Corporation	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Set a company-wide net zero target for 2050 or earlier.	AGM Vote/Letter	M1
ATS Corporation	Remuneration – Sustainability / ESG Metrics	Supporting high-quality management extends the company's overall positive impact and long-term success	Include sustainability metrics in CEO pay.	AGM Vote/Letter	M1
First Solar, Inc.	Carbon/GHG – Emissions / Strategy	Limiting material negative social or environmental impacts	Reduce Scope 1-2 emissions, improve hazardous chemicals disclosure, and strengthen protections for workers and Indigenous communities (FPIC).	Collaborative	M3
ICON Plc	Remuneration – Sustainability / ESG Metrics	Supporting high-quality management extends the company's overall positive impact and long-term success	Include quantitative sustainability metrics in CEO pay.	AGM Vote/Letter	M1
ICON Plc	Diversity - Gender	Supporting high-quality management extends the company's overall positive impact and long-term success	Increase female board representation from 30% to at least one-third.	AGM Vote/Letter	M1
Nextpower Inc.	Carbon - Net Zero Target/Strategy	Limiting material negative social or environmental impacts	Set a net zero target for 2050 or earlier, covering the full value chain.	AGM Vote/Letter	M0
Nextpower Inc.	Remuneration - Excessive Pay	Supporting high-quality management extends the company's overall positive impact and long-term success	Keep CEO pay proportionate: currently 324x median employee pay vs 100x limit.	AGM Vote/Letter	M0

Nextpower Inc.	Remuneration – Sustainability / ESG Metrics	Supporting high-quality management extends the company's overall positive impact and long-term success	Add binding sustainability targets (>10% of pay), incl. GHG reduction, to CEO pay.	AGM Vote/Letter	M0
Nextpower Inc.	Diversity - Gender	Supporting high-quality management extends the company's overall positive impact and long-term success	Increase female board representation from 30% to at least one-third.	AGM Vote/Letter	M0
Nextpower Inc.	Other - Shareholder Rights	Supporting high-quality management extends the company's overall positive impact and long-term success	Have directors stand for re-election at least every two years.	AGM Vote/Letter	M0
Rockwell Automation, Inc.	Other	Limiting material negative social or environmental impacts	Cybersecurity - Clarify whether the CISA advisory revealed vulnerabilities in Rockwell's devices or software.	Email	M2
Schneider Electric SE	ESG Governance	Delivery, acceleration and enhancement of the company's positive impact	Climate governance - Disclose directors' climate skills in the URD and align with the IIGCC framework.	Collaborative	M2
Schneider Electric SE	Carbon / GHG – Emissions / Strategy	Delivery, acceleration and enhancement of the company's positive impact	Climate lobbying - Commit to publishing a climate lobbying report in line with the Global Standard.	Collaborative	M2
Schneider Electric SE	Carbon / GHG – Emissions / Strategy	Delivery, acceleration and enhancement of the company's positive impact	Scope 3 - Understand Schneider's views on market-based instruments and GHG Protocol changes.	Collaborative	M2
Smurfit Westrock PLC	Human Rights	Limiting material negative social or environmental impacts	Show how community and Indigenous input influences forestry and land-use decisions.	Collaborative	M1
Smurfit Westrock PLC	Biodiversity	Limiting material negative social or environmental impacts	Set biodiversity outcome targets beyond certification and disclose digital inventory methodology.	Collaborative	M1
Smurfit Westrock PLC	Biodiversity	Limiting material negative social or environmental impacts	Disclose non-certified virgin fibre share and the due diligence applied.	Collaborative	M1
Smurfit Westrock PLC	Biodiversity	Limiting material negative social or environmental impacts	Confirm scope and timing of the first TNFD-aligned disclosure.	Collaborative	M2
Smurfit Westrock PLC	Carbon - Net Zero Target / Strategy	Limiting material negative social or environmental impacts	Disclose levers to meet 2030 Scope 1-2 target and pursue SBTi validation.	Collaborative	M2
Smurfit Westrock PLC	Carbon / GHG – Emissions / Strategy	Delivery, acceleration and enhancement of the company's positive impact	Expand product-level avoided emissions figures across the product range.	Collaborative	M1
Thermo Fisher Scientific Inc.	Human Rights	Limiting material negative social or environmental impacts	Understand links to PT AMNT and how human rights due diligence (incl. FPIC) applies to customers in high-risk sectors.	Email	M1

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