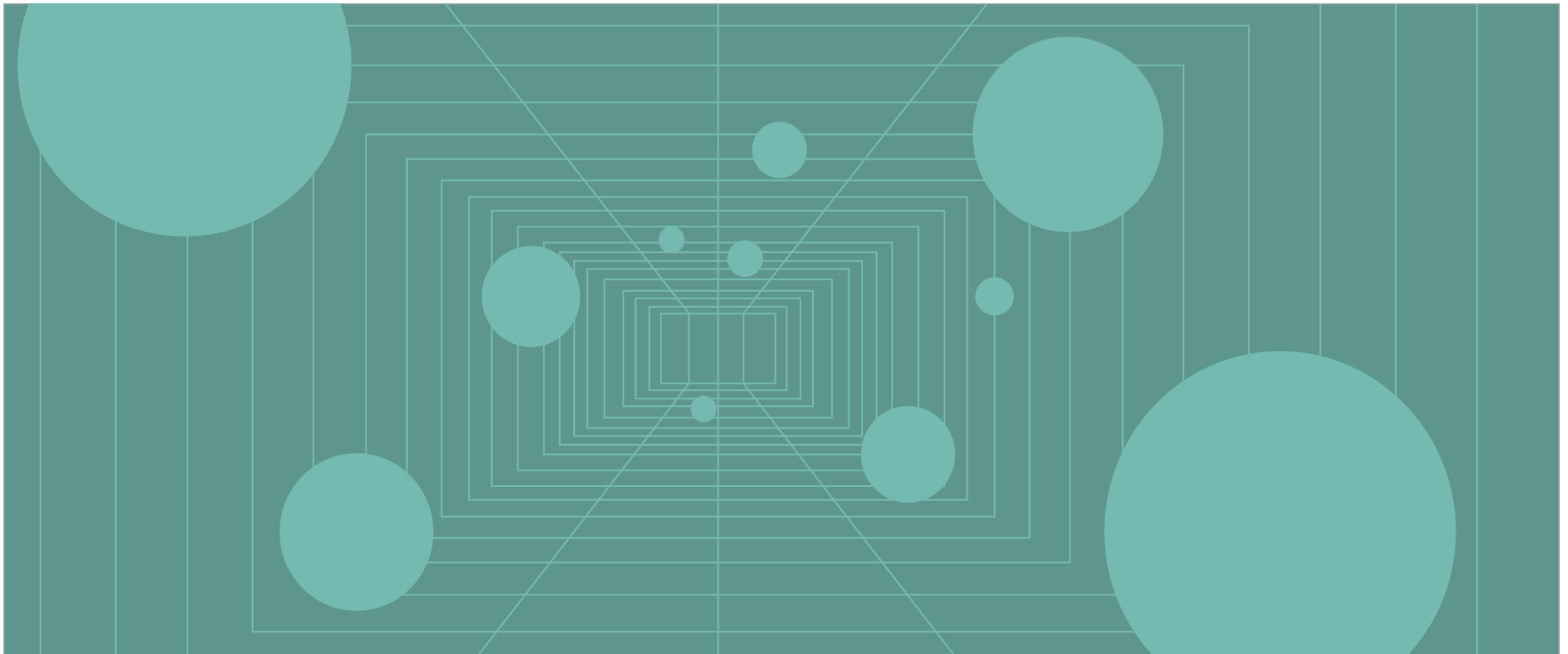


GLOBAL EX US EQUITY MANAGER PERFORMANCE

ANALYSIS OF 2021 AND PERFORMANCE SINCE 2001



51% of managers underperformed the index in 2021

GLOBAL EX US EQUITY MANAGER ANNUAL RETURNS BY QUANTILES

2012–21 • Percent (%)



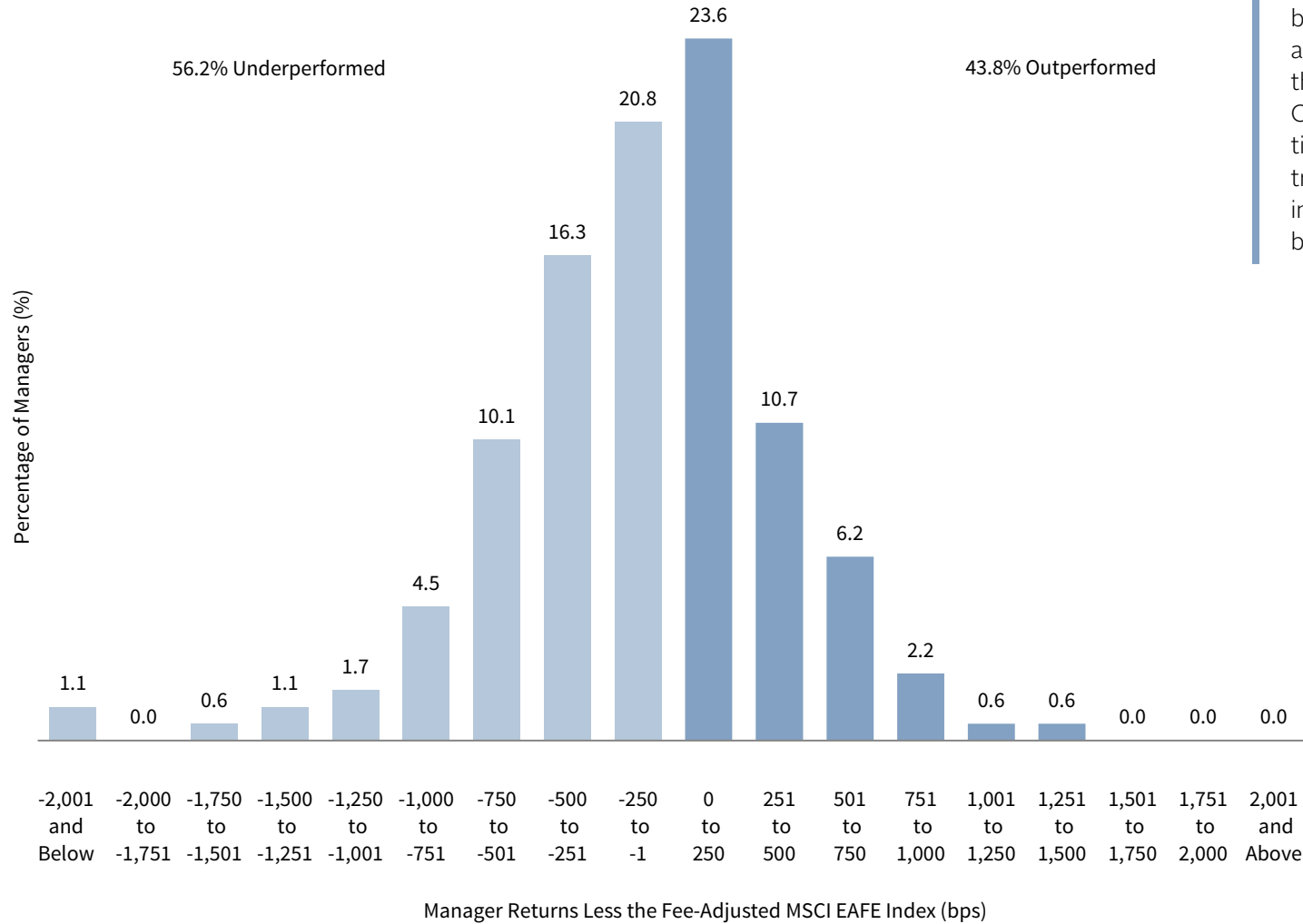
The median manager trailed the index for just the second time since 2004.

| | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|-------------------|------|------|------|------|------|------|-------|------|------|------|
| 5th Percentile | 25.1 | 32.2 | 1.7 | 7.3 | 8.9 | 38.5 | -8.0 | 32.6 | 33.7 | 18.4 |
| 25th Percentile | 21.1 | 26.3 | -1.8 | 2.9 | 3.8 | 31.2 | -12.5 | 28.3 | 20.5 | 14.1 |
| Median | 19.0 | 23.0 | -4.0 | 0.5 | 1.4 | 27.5 | -15.1 | 23.8 | 11.8 | 11.2 |
| 75th Percentile | 16.5 | 18.9 | -6.0 | -2.3 | -0.8 | 25.2 | -17.1 | 19.9 | 5.3 | 7.9 |
| 95th Percentile | 12.4 | 14.4 | -8.8 | -7.4 | -4.9 | 21.7 | -20.5 | 16.2 | -1.2 | 2.1 |
| MSCI EAFE Index | 17.3 | 22.8 | -4.9 | -0.8 | 1.0 | 25.0 | -13.8 | 22.0 | 7.8 | 11.3 |
| # of Managers | 265 | 267 | 268 | 272 | 265 | 258 | 252 | 246 | 237 | 178 |
| % Outperforming | 66.4 | 51.7 | 61.9 | 65.4 | 53.2 | 76.0 | 37.7 | 63.0 | 65.4 | 49.4 |
| % Underperforming | 33.6 | 48.3 | 38.1 | 34.6 | 46.8 | 24.0 | 62.3 | 37.0 | 34.6 | 50.6 |

Adjusted for fees, the percentage of underperformers in 2021 was 56%

MANAGER RETURNS RELATIVE TO THE FEE-ADJUSTED MSCI EAFE INDEX

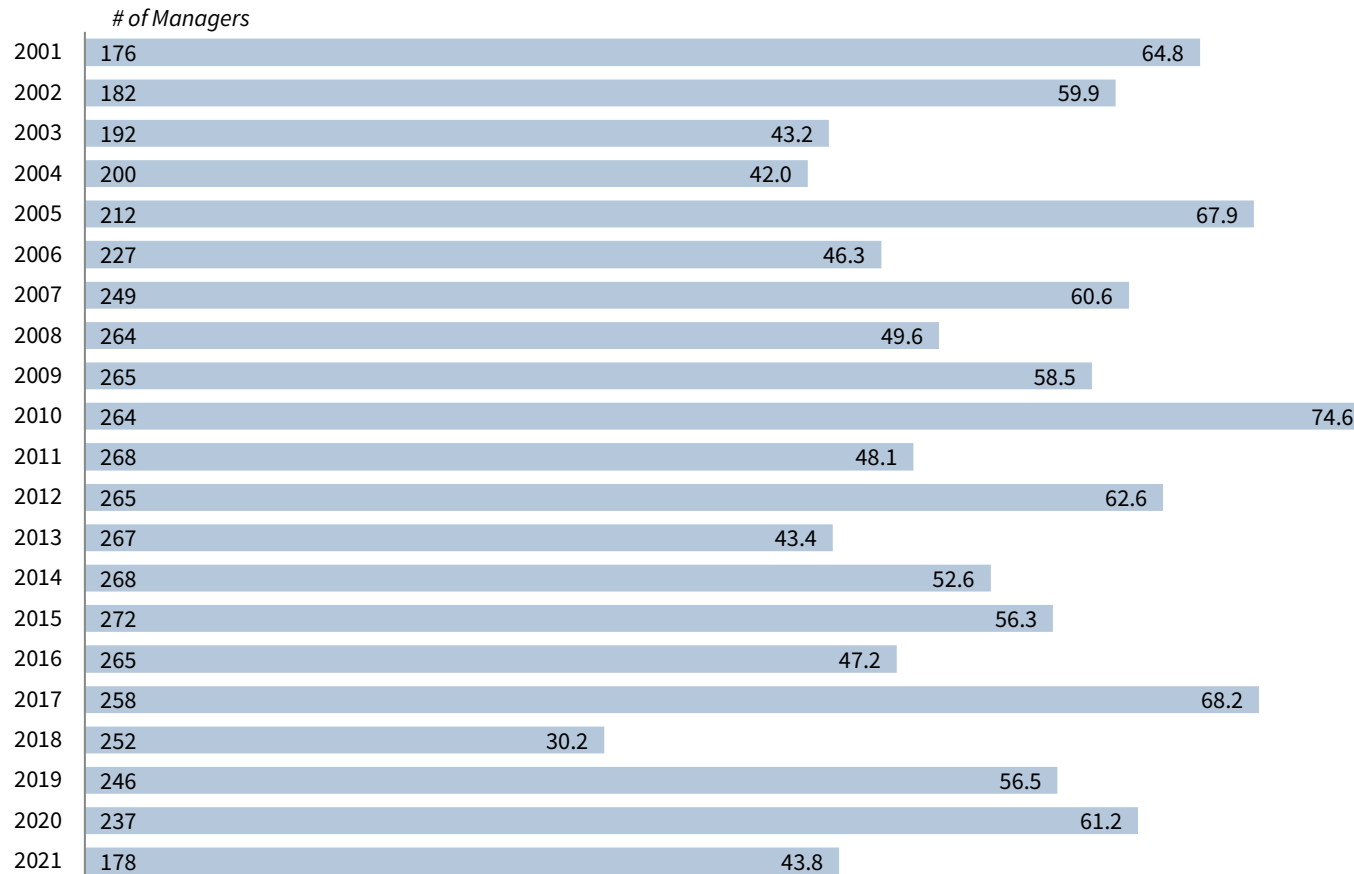
Calendar Year 2021 • $n = 178$



Of 178 global ex US managers, just two bested the fee-adjusted index by more than 1,000 bps in 2021. On the flip side, four times that amount trailed the fee-adjusted index by at least 1,000 bps.

Active manager outperformance is cyclical

PERCENTAGE OF GLOBAL EX US EQUITY MANAGERS OUTPERFORMING THE FEE-ADJUSTED MSCI EAFE INDEX
2001–21 • Percent (%)

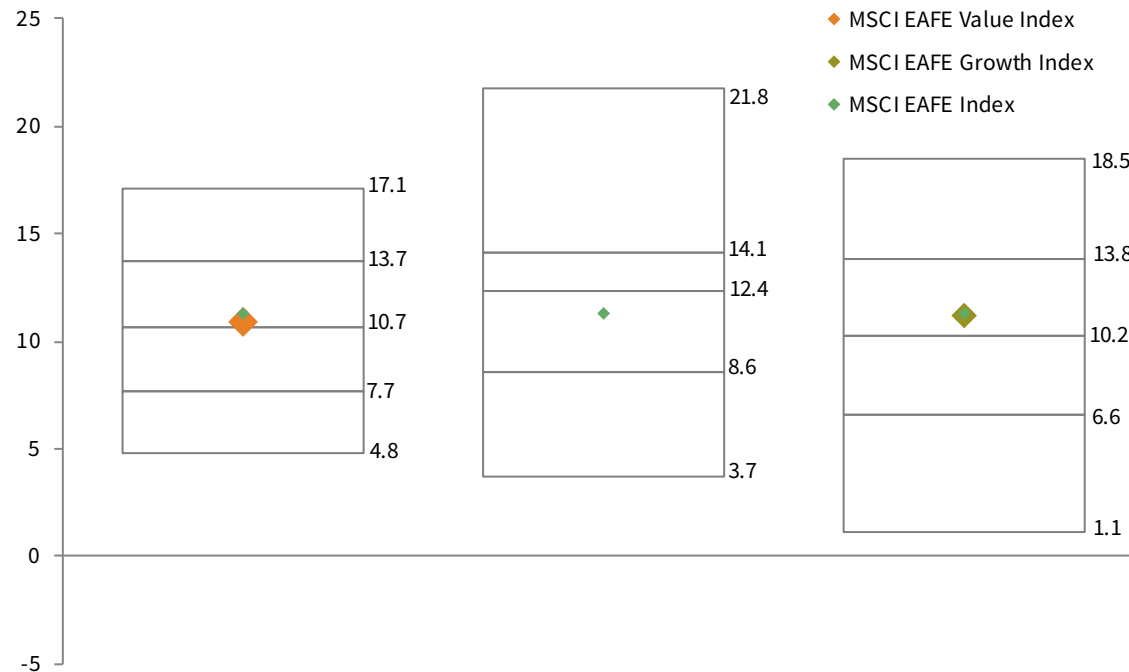


Since the beginning of the GFC, the majority of managers have outperformed the index more often than not, posting better performance in eight of 13 years. However, manager outperformance has been trending downward since the GFC.

Diversified managers outperformed other styles in 2021

GLOBAL EX US EQUITY MANAGER UNIVERSE RETURN QUANTILES BY INVESTMENT PHILOSOPHY

Calendar Year 2021 • Percent (%)



Diversified managers were the only style to have the median manager top its benchmark in 2021.

Volatility in growth versus value index relative performance throughout the year provided an environment for skilled diversified managers to generate alpha by shifting between style bets—something growth and value managers are less equipped to do, given their respective mandates.

Investment styles go in and out of favor over time

THE CYCLICAL NATURE OF GLOBAL EX US EQUITY INVESTMENT PHILOSOPHIES

2001–21 • Percent (%)

Annual Total Returns

| Year | Median Growth Mgr | <i>n</i> | Median Value Mgr | <i>n</i> | Global ex US Stocks (MSCI EAFE) |
|------|----------------------|----------|---------------------|----------|------------------------------------|
| 2001 | -21.7 | 73 | -12.7 | 47 | -21.4 |
| 2002 | -16.3 | 74 | -10.0 | 52 | -15.9 |
| 2003 | 34.9 | 72 | 41.1 | 61 | 38.6 |
| 2004 | 18.0 | 72 | 22.4 | 68 | 20.2 |
| 2005 | 17.3 | 74 | 14.4 | 73 | 13.5 |
| 2006 | 24.6 | 74 | 28.0 | 83 | 26.3 |
| 2007 | 17.3 | 76 | 10.0 | 85 | 11.2 |
| 2008 | -45.2 | 87 | -40.8 | 85 | -43.4 |
| 2009 | 35.8 | 82 | 33.7 | 87 | 31.8 |
| 2010 | 12.4 | 79 | 9.9 | 86 | 7.8 |
| 2011 | -11.2 | 80 | -11.6 | 88 | -12.1 |
| 2012 | 19.5 | 76 | 18.4 | 88 | 17.3 |
| 2013 | 20.3 | 76 | 23.1 | 91 | 22.8 |
| 2014 | -3.6 | 76 | -5.0 | 91 | -4.9 |
| 2015 | 1.3 | 80 | -0.6 | 88 | -0.8 |
| 2016 | -0.3 | 77 | 3.3 | 83 | 1.0 |
| 2017 | 31.4 | 72 | 26.2 | 82 | 25.0 |
| 2018 | -14.2 | 68 | -15.6 | 82 | -13.8 |
| 2019 | 28.9 | 65 | 21.4 | 79 | 22.0 |
| 2020 | 20.9 | 63 | 4.9 | 77 | 7.8 |
| 2021 | 10.2 | 46 | 10.7 | 62 | 11.3 |

Average Annual Compound Returns: Periods Ended December 31, 2021

| | | | | | |
|----------------|-------------|----|------|----|------|
| Trailing 15-Yr | 6.3 | 27 | 4.0 | 39 | 3.6 |
| Trailing 10-Yr | 10.9 | 35 | 8.2 | 50 | 8.0 |
| Trailing 5-Yr | 14.7 | 43 | 8.6 | 59 | 9.5 |
| Trailing 3-Yr | 19.9 | 45 | 12.4 | 62 | 13.5 |

Growth has edged value over short- and long-term lookback periods.

Styles can experience cyclical shifts; value outperformed growth in seven of nine years from the dot-com bubble to the beginning of the Global Financial Crisis, while growth has outperformed in ten of 13 years since.

Managers' sector allocations can affect relative performance

GLOBAL EX US EQUITY MANAGERS' MEDIAN SECTOR ALLOCATIONS VERSUS INDEX WEIGHT

Percent (%) • *n* = 160

| | Manager Median Underweight/Overweight vs Index (bps) | 12/31/2020 Index Weight (%) | CY 2021 Index Returns | Net Allocation Effect (+/-) |
|-------------|--|-----------------------------|-----------------------|-----------------------------|
| | Underweight vs Index Overweight vs Index | | | |
| Con Disc | 44 | 12.5 | 11.0 | – |
| Con Stap | -257 | 10.9 | 7.7 | + |
| Energy | -94 | 3.1 | 23.8 | – |
| Financials | -44 | 16.3 | 17.3 | – |
| Healthcare | -147 | 12.9 | 9.1 | + |
| Industrials | 17 | 15.2 | 14.0 | + |
| IT | 527 | 8.9 | 21.2 | + |
| Materials | -64 | 7.9 | 10.7 | + |
| Real Estate | -221 | 3.1 | 4.6 | + |
| Comm Svcs | 84 | 5.2 | -4.7 | – |
| Utilities | -167 | 3.9 | 0.6 | + |
| | | MSCI EAFE | 11.8 | |

On a median basis, managers' largest sector bets paid off.

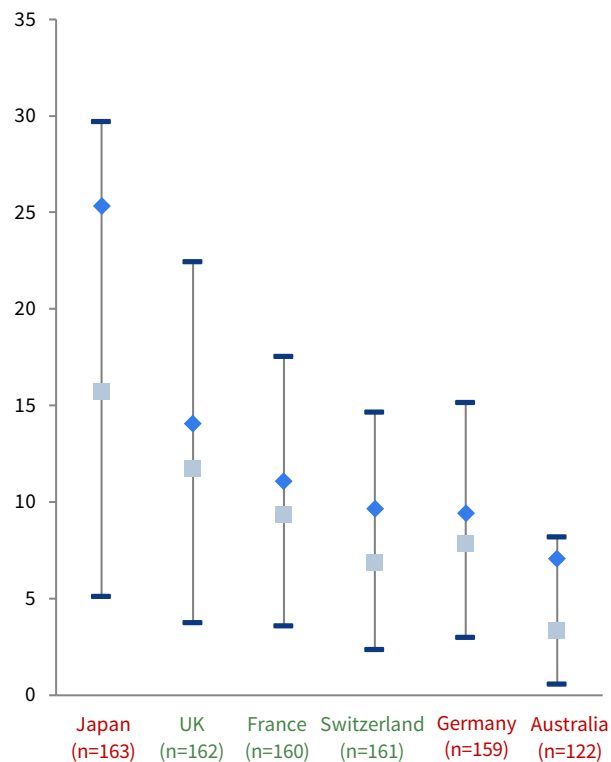
IT, which the median manager overweighted more than 500 bps, outperformed the broad index, while consumer staples, real estate, healthcare, and utilities—each underweighted by the median manager by more than 100 bps—lagged.

Off-benchmark country bets can significantly affect relative performance

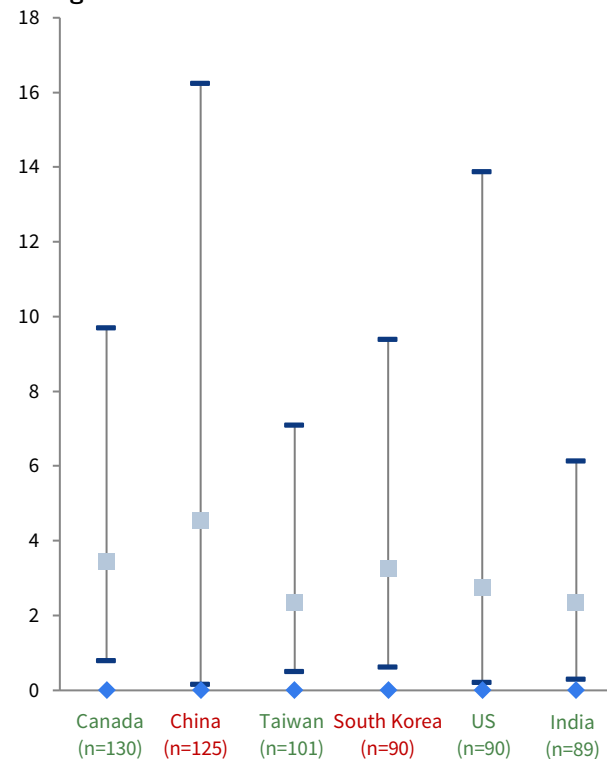
GLOBAL EX US EQUITY MANAGERS' COUNTRY ALLOCATIONS VS THE MSCI EAFE INDEX

n = 165

Manager Allocations to Top MSCI EAFE Countries (> 5% Index Weight)



Non-Zero Manager Allocations to Off-Benchmark Countries Where >50% Managers Have Allocations



— 95th Percentile ◆ MSCI EAFE Index ■ Median — 5th Percentile

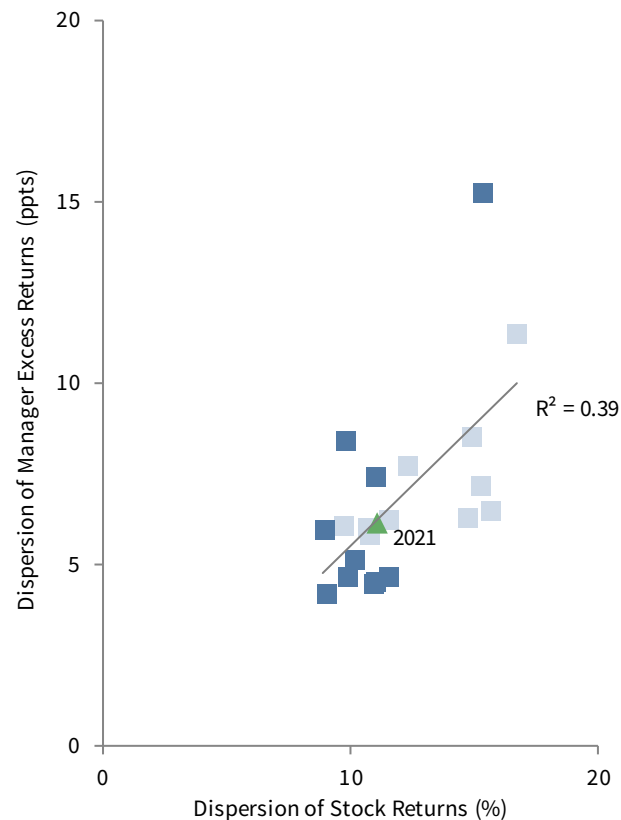
A majority of managers had allocations to six countries not in the MSCI EAFE Index. Among these, the most common off-benchmark bet was on Canada, which outgained the index by more than 15 ppts in 2021.

Dispersion of stock returns is correlated to dispersion of manager performance

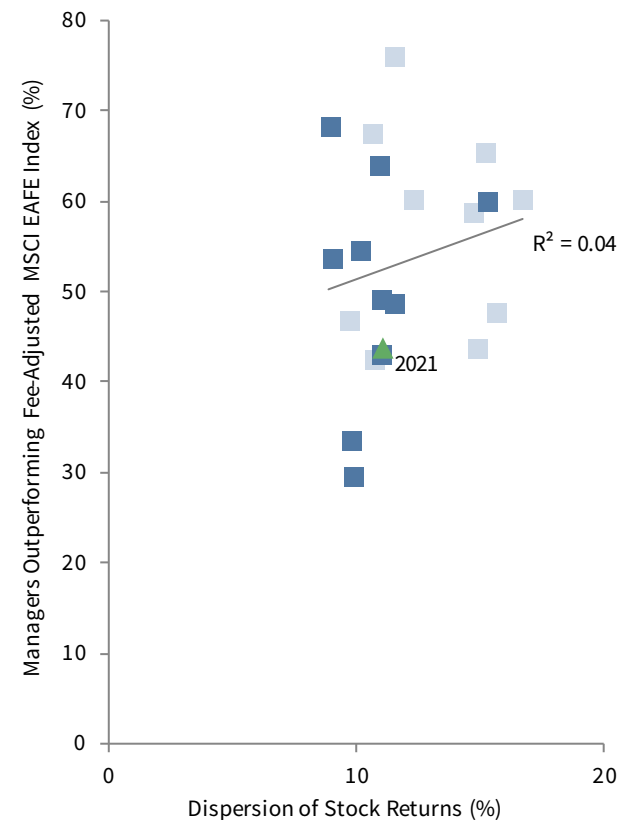
STOCK DISPERSION DRIVES MANAGER DISPERSION BUT NOT MANAGER PERFORMANCE

2001–21

Dispersion of Stock Returns and Dispersion of Manager Performance



Dispersion of Stock Returns and Managers Outperforming



■ 2001–10 ■ 2011–20 ▲ 2021

Dispersion of stock returns is meaningfully positively correlated with dispersion of manager excess returns, not the percentage of managers outperforming.

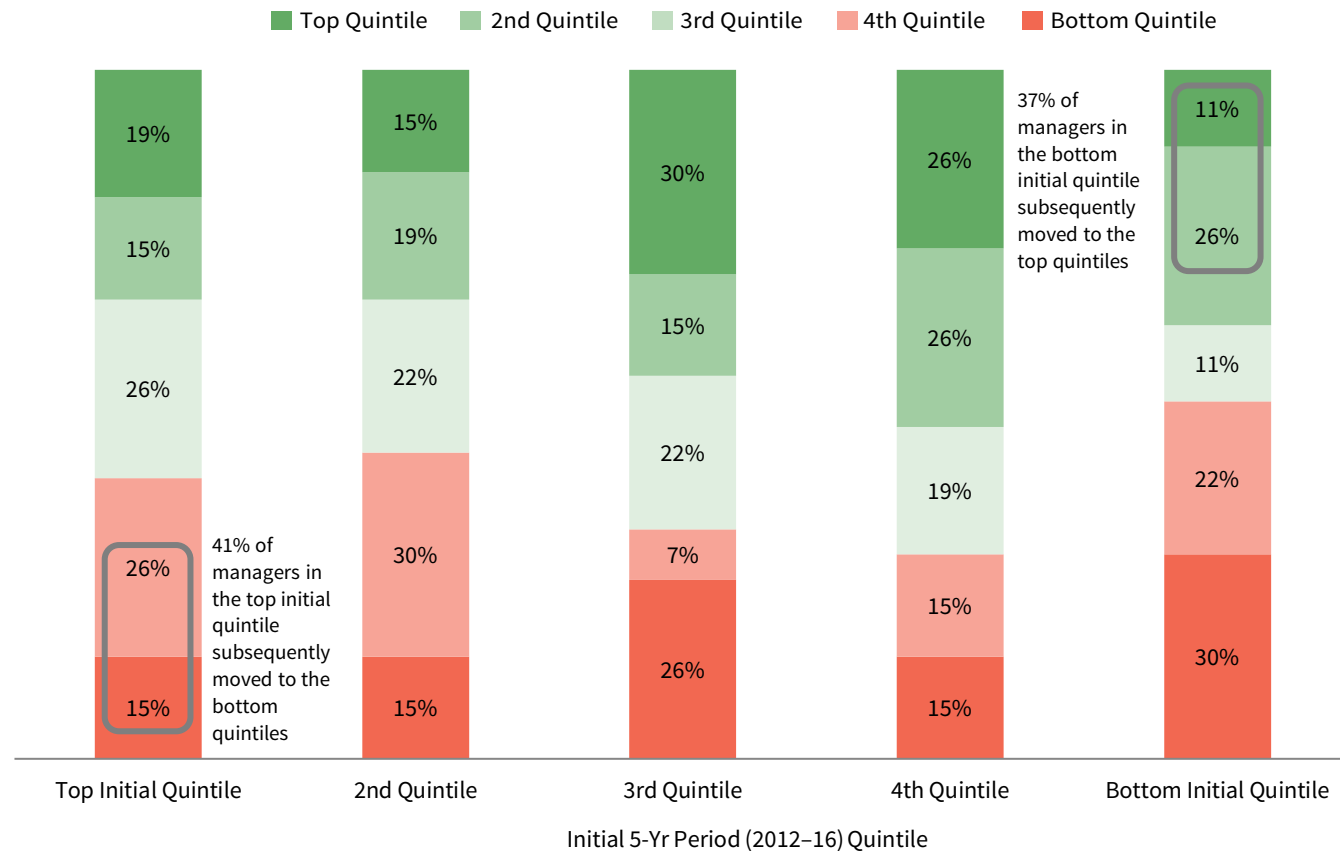
2021 reinforced this relationship between stock return dispersion and manager excess return dispersion as its datapoint fell almost exactly on the regression line based on data from the previous two decades.

Managers typically move between top and bottom quintiles

ANALYSIS OF GLOBAL EX US EQUITY MANAGER RETURNS BY QUINTILE OVER FIVE-YEAR PERIODS

2012–21 • *n* = 135

Percent of Managers in Subsequent 5-Yr Period (2017–21) Quintile



Past performance is not a guarantee of future results—41% of top-performing managers in the initial five-year period fell to the bottom two quintiles in the subsequent five-year period. Similarly, 37% of bottom-performing managers in the initial five-year period were in the top two quintiles in the most recent five-year period.



Contributors to this report include David Kautter, Sean Duffin, Davan Bazil, and Kristin Roesch.

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