

Portfolio Management



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Promethos Capital is a 100% employee-owned and majority women-owned institutional investment firm. Promethos is the Promise of Ethos contained in our mission to invest with goals aligned with those of our clients.

Strategy Characteristics

Inception January 31, 2020

Benchmark MSCI ACWI

Position Size 5% Maximum

Holdings 45 to 65

Active Share >90%

Sector +/-5%

Region +/-5%

Top 10 Holdings 20%-30%

Market Cap Multi (Large & Mid)

Tracking Error 3%–6%

Beta ~1.0

Style Core

Investment Strategy

Objective: The strategy utilizes a risk-controlled framework that seeks to provide long-term capital appreciation and excess returns relative to the MSCI ACWI Index.

Promethos Investment Process- Our active investment process is built to adapt to constantly changing market opportunities. We integrate fundamental and sustainability analysis, big data tools, and thoughtful risk management to build concentrated portfolios of companies with long term return potential.

Characteristics of Portfolio

Diversity*

- Gender and inclusion policies
- Women in leadership

Sustainability

- Disclosure
- Governance
- Risk

Environmental Care

- GHG emissions
- Relative ranking
- Future temperature rise impact

Impact Results*	Portfolio	Universe	% Better
Board Diversity	36%	28%	30%
Executive Diversity	31%	23%	34%
C Suite Diversity	27%	15%	77%
ESG Disclosure	61	47	28%
ISS Governance	3.1	4.8	36%
Sustainalytics Risk	18	22	18%
S&P Global Env Rank	87	59	47%
Scope 1 GHG/Revenues	59	365	84%
Scope 2 GHG/Revenues	41	69	40%
SBTi 2030 Temperature Rise	1.3	2.0	36%

Source: Bloomberg. *Diversity data is based on gender



	QTD	1-year	3-year*	Since Inception*
Global - Gross	-2.38%	20.01%	8.49%	13.49%
Global - Net	-2.53%	19.30%	7.85%	12.82%
MSCI ACWI Index - Net	-0.99%	17.49%	5.43%	10.49%
Excess return - Net	-1.54%	1.82%	2.41%	2.33%

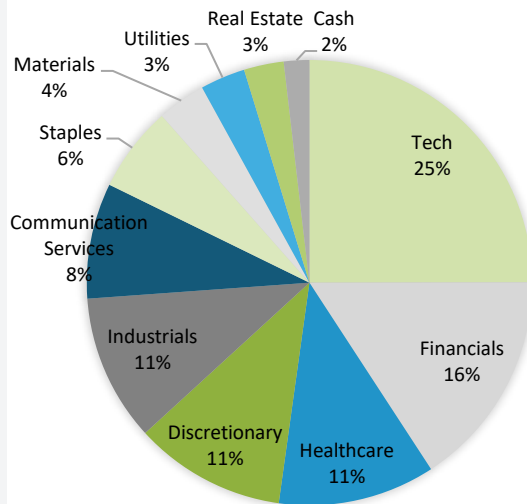
*Annualized

The chart above represents the growth of a hypothetical investment of \$10,000. All performance figures are net returns and assume reinvestment of all income unless otherwise noted. This chart is not intended to imply any future performance.

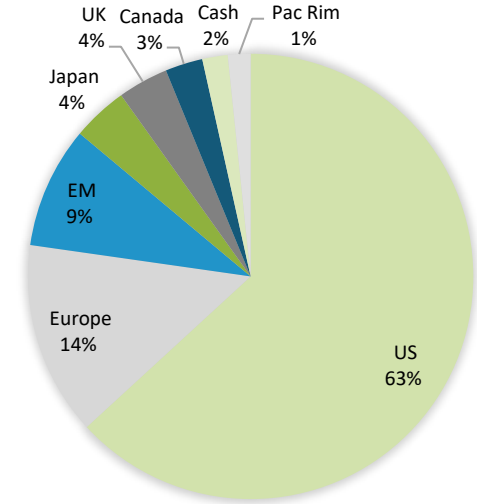
Risk Management Goals

- Mitigate unintended risk and exposure
- Manage concentration risk
- Diversify across multiple dimensions including sector, region, factor, theme
- Focus on stock selection as key driver of alpha
- Build risk/reward matrix around client-defined investment objectives

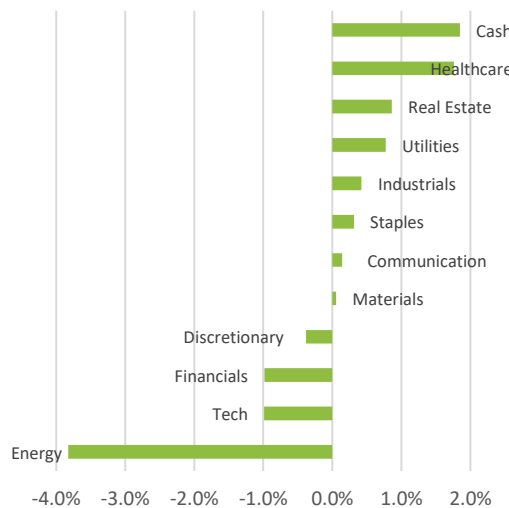
Sector Composition (%)



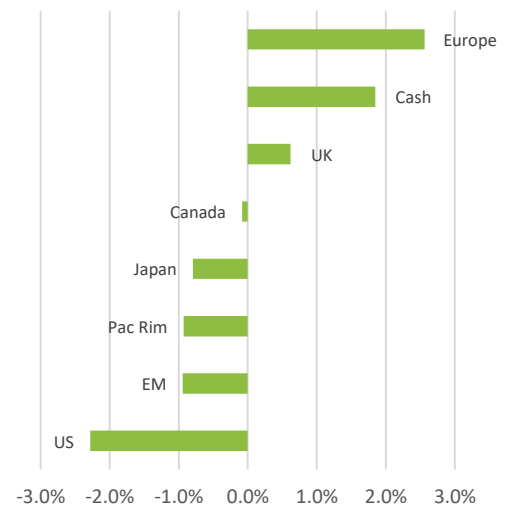
Regional Composition



Active Sector Weights vs Benchmark



Active Regional Weights vs Benchmark



Portfolio Characteristics

Wtd Avg Market Cap	\$441.4 bn
Price/Book	3.1
Holdings	50
Dividend yield	2.1%
Price/Earnings	15.4

Top 10 Holding (%)

APPLE INC	5.23
MICROSOFT CORP	4.35
NETFLIX INC	3.50
SALESFORCE INC	3.29
OWENS CORNING	2.93
IRON MOUNTAIN INC	2.90
HARTFORD FINANCIAL	2.74
WILLIAMS-SONOMA INC	2.51
BRISTOL-MYERS SQUIBB CO	2.50
TAIWAN SEMICONDUCTOR ADR	2.43

Investment strategies:

- International
- International EAFE
- Global
- Global Climate Resilience
- Global Small Cap Gender Forward

Promethos Capital

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Signatory of:



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Respect, Diversity, Intellectual Curiosity & Rigor, Objectivity and Humility

All data as of December 31, 2024 unless otherwise noted

Disclosures:

Promethos is a fee-based, U.S. Securities and Exchange Commission (“SEC”) registered advisory firm serving the portfolio management needs of institutional and high-net worth clients. Registration with the SEC or any state securities authority does not imply a certain level of skill or training. Data quoted is past performance and current performance may be lower or higher. Past performance is no guarantee of future results. Results are based on fully discretionary accounts under management, including those accounts no longer with the firm. The currency used to express performance is USD. Returns are presented gross and net of management fees and include the reinvestment of all income. Gross-of-fee returns are reduced by trading costs. Net of fee performance was calculated using an annualized model management fee of 0.60%, applied monthly. The model management fee is based upon the highest management fee expected to be charged for an account within the strategy for the intended audience of accounts greater than \$10mm in assets under management. Actual investment advisory fees incurred by clients may vary.

The MSCI ACWI captures large and mid cap representation across 23 Developed Markets (DM) and 25 Emerging Markets (EM) countries*. With 2,966 constituents, the index covers approximately 85% of the global investable equity opportunity set. Index performance is discussed for illustrative purposes only as a benchmark for each strategy’s performance and does not predict or depict performance of that strategy. While index comparisons may be useful to provide a benchmark for a strategy’s performance, it must be noted that investments are not limited to the investments comprising the indices. Each of the strategy benchmark indices are unmanaged and cannot be purchased directly by investors.

Principles for Responsible Investment (“PRI”) is an industry leading proponent of responsible investment. It works to understand the investment implications of environmental, social and governance (ESG) factors and to support its international network of investor signatories in incorporating these factors into their investment and ownership decisions. The PRI acts in the long-term interests of its signatories, of the financial markets and economies in which they operate, and of the environment and society as a whole.

Impact Results table – Definitions

Board Diversity: Percentage of Board Members that are Women. Executive diversity: Percentage of Executive Team Members that are Women. C-suite Diversity: Percentage of C-Suite level (CEO, CFO and COO) Members that are Women. ESG Disclosure: Proprietary Bloomberg score based on the extent of a company’s Environmental, Social, and Governance (ESG) disclosure. ISS Governance: ISS’ Governance QualityScore assigns a numeric, decile-based score indicating corporate governance risk relative to other companies in the applicable index or region. Scores 1 to 10 – 1 is better. Sustainalytics Risk: Offers clear insights into company-level ESG risk by measuring the size of an organization’s unmanaged ESG risk. Lower is better. CDP: Reflects the level of company commitment to climate change mitigation, adaptation, and transparency. Scores 1-8 – 8 is better. S&P Global Env Rank Total Sustainability rank, converted from the total sustainability score, based on the RobecoSam Corporate Sustainability Assessment. Scope 1 GHG/Revenues: Ratio of total emissions which are directly related to the activities of the company, to sales revenue. Scope 2 GHG/Revenues: Ratio of total emissions which result from the generation of electricity purchased by the company, to sales revenue. SBTI 2030 Temperature Rise: From Bloomberg and Science Based Targets initiative (SBTi), temperature scores that translate corporate greenhouse gas emission reduction forecasts into implied temperature changes expressed in degrees Celsius. Temperature Rise Disclosure: % of companies providing data to compute SBTi 2030 Temperature Rise. Figures are calculated based on available data. Constituents not reporting are not included in the calculation for portfolio and for universe.

Promethos claims compliance with the Global Investment Performance Standards (GIPS®). To receive a GIPS report, please contact info@Promethoscapital.com.

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Attribution information is based on Bloomberg portfolio analytics.