MARKET COMMENTARY

Q4 | 2024

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IN REVIEW

U.S. equity markets made gains in the 4th quarter of 2024 to round out another strong year for the S&P 500. The 2.4% return in the 4th quarter brought the calendar year total return to 25% after the index returned 26.3% in 2023. Equities rallied in the 4th quarter on the heels of Donald Trump's victory in the presidential election and the accompanying "Red Sweep" which saw the Republicans take control of Congress. U.S. equity markets viewed these developments positively under the assumption of higher growth, lower taxes, and fewer regulations from the incoming administration. The results of the U.S. election acted as a headwind for returns within Eurozone and EM equity markets as investor fears over proposed tariffs and renewed trade wars weighed on sentiment. Global fixed income markets were volatile in the last quarter of 2024 due to potentially inflationary policies from the incoming administration and central bank policy signaling. The Fed cut rates by 25 basis points in both November and December, however they triggered a sell-off after scaling back the number of rate cuts expected in 2025. Against this backdrop, global government bonds returned -3.1% over 2024. Heightened geopolitical tensions, policy uncertainty, and renewed inflation fears pose the primary risks to another year of expansion for the global economy.

General Economic Conditions

Real GDP increased at an annualized rate of 3.1% in the 3rd quarter of 2024. The increase in real GDP primarily reflected increases in consumer spending, exports, nonresidential fixed investment, and federal government spending. Imports, which contribute negatively to GDP growth, increased in the 3rd quarter. According to the Atlanta Fed's GDPNow estimate, real GDP growth for the 4th quarter is expected to register a 2.4% increase. Coming into 2024, consensus expectations for GDP growth were less than 1%. Assuming 4th quarter estimates holds true, full-year GDP growth will be around 2.7%. Economists underestimated the strength and resilience of the U.S. consumer. In the 3rd quarter, consumption contributed 2.5% of the 3.1% increase. Consumers continue to be supported by impressive gains in household wealth and 20 consecutive months of real wage gains. Consumers should continue to be a source of strength for the economy as we move into 2025 as they remain in a healthy position. Labor markets should continue to support household income growth as there are still more jobs open than unemployed workers seeking to fill them. Household leverage and debt servicing costs remain low by historical standards. Flows into early delinquencies for auto, credit card, and mortgage loans have steadily increased and now sit above pre-pandemic levels. However, there are early signs that delinquency rates within auto and credit card loans are cresting and could stabilize around current levels. The personal savings rate sits at 4.4%, which is consistent with strong household balance sheets. That figure still sits below its long-term average of 8.5%, which could lead to a slowdown in spending if the savings rate starts to move swiftly back towards its long-term average. Lastly, consumer confidence increased by 2.2 points in December, suggesting a modest post-election bump. Despite higher borrowing costs, business investment continues to be supported by strong corporate balance sheets and AI-related capital investment. Lower rates will also provide a tailwind to business investment as the hurdle rate for profitable capital projects comes down. AI and tech related capital investment should continue to receive structural support from investor enthusiasm and the CHIPS Act.

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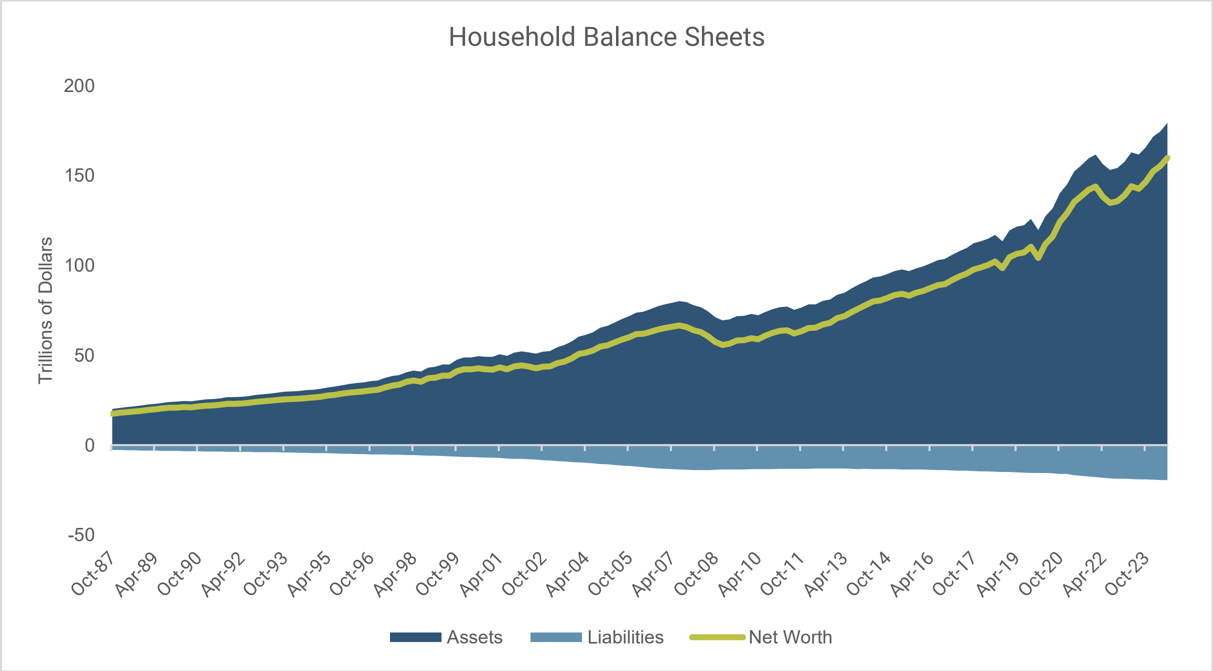
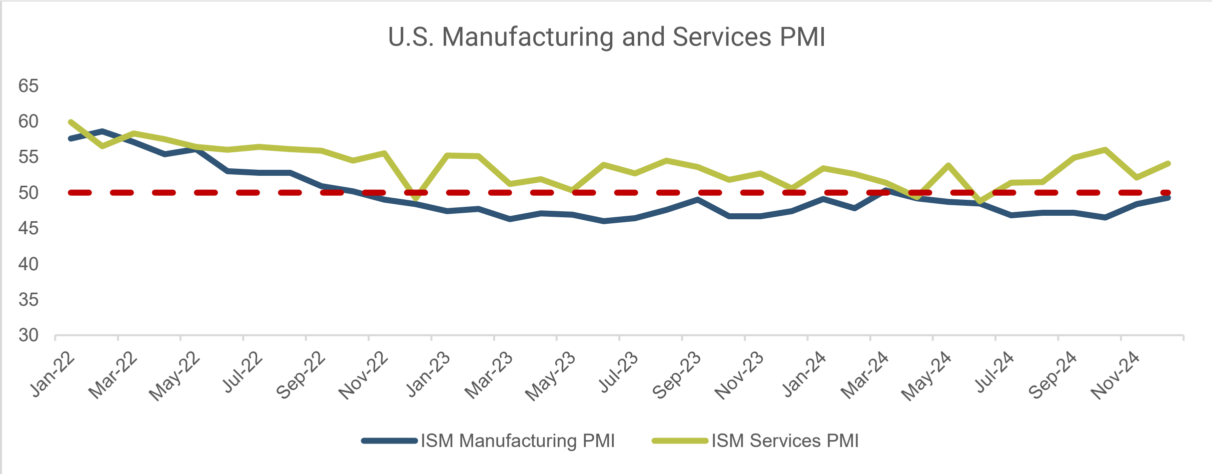
The housing market doesn't show any signs of excess with residential investment as a % of GDP below its long-term average. We don't expect residential investment to be an impactful source of support for the economy as home-building has remained subdued due to elevated mortgage rates, which have increased nearly 1% from their September lows. The combination of a strong dollar and sluggish overseas economic activity has weighed on the U.S. trade balance. The China and auto tariffs that are likely to be announced shortly after the inauguration would likely result in a modest drag on economic growth in the form of higher consumer prices and decreased business investment related to trade war uncertainty. While policy uncertainty and heightened geopolitical tensions loom, the risk backdrop for the U.S. economy looks relatively benign and a year of trend-like expansion seems the most likely outcome for 2025.



Source: Federal Reserve of St. Louis

Data from the manufacturing sector indicated contraction in December for the ninth consecutive month and the 25th time in the last 26 months. The Institute of Supply Management's Purchasing Managers' Index (PMI) registered 49.3% in December, a 0.9% increase over November's reading. Demand showed signs of improving in December, while output stabilized and inputs stayed accommodative. 52% of manufacturing GDP contracted in December, down from 66% in November. The share of manufacturing sector GDP registering a PMI at or below 45%, a good barometer of overall manufacturing weakness, was 49% in December, a 1% increase compared to the November report. Continued weakness in the manufacturing sector is something to monitor as it can have a lot of influence on sentiment, but factories' woes aren't the end all be all for the consumer-driven U.S. economy. A manufacturing PMI above 42.5% over a prolonged period generally indicates an expansion of the overall economy so that is the level where investors would start to become more concerned.



Source: Institute for Supply Management

In December, the Consumer Price Index increased 0.4%, marking a 2.9% increase over the previous 12 months. The index for energy rose 2.6% in December, accounting for over 40% of the monthly all items increase. Core CPI rose 0.2% in December, after increasing 0.3% in each of the previous four months. The year-over-year increase for core CPI was 3.2%, which was below consensus expectations. Shelter, airline fares, used cars and trucks, new vehicles, motor vehicle insurance, and medical care all contributed to the monthly increase.

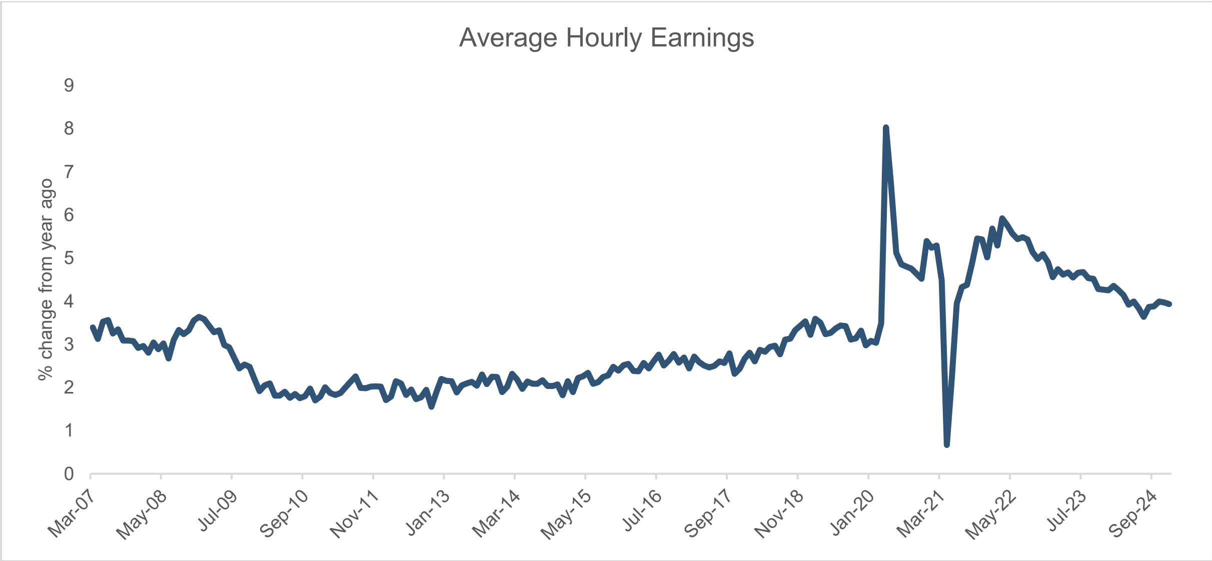
Inflation made meaningful progress towards the Federal Reserve's 2% target in 2024, allowing the Fed to kick off its rate cutting cycle. That said, downward momentum waned in the 4th quarter, sparking fears that progress on inflation has stalled. Headline CPI rose 2.9% year-over-year in December, compared to 2.4% just two months prior. The core PCE price index increased by 0.11% month-on-month in November, and the year-over-year rate ticked up to 2.82%, compared to 2.63% in June. However, the concerns over a rebound in underlying inflation have been somewhat exaggerated. Core PCE prices have risen at an annualized rate of 2.5% over the past three months, below the year-over-year rate of 2.8% and therefore consistent with ongoing disinflation. The Dallas Fed's trimmed-mean PCE inflation rate, a good measure of the underlying trend, registered 2.4% over the past three months and just 1.8% in November. At this point, there is little evidence that price pressures are building, and inflation should resume its downward trajectory in 2025. Core goods prices continue to trend lower as supply chains disruptions have abated. Supplier delivery times improved at a faster pace in November and have more room to improve as they trend towards pre-pandemic levels. Growth in Chinese exports and inventory normalization in Europe should also help keep core goods inflation subdued. Rising vehicle prices have been the primary culprit in upward pressure within core goods inflation. Auto inventories relative to sales have moved higher from their post-pandemic lows and used car auction prices are now 26% below their peak. This suggests that inflation pressure here should fade if these trends continue. Shelter inflation should continue to decelerate as it slowly continues to reflect lower real-time rental measures. Alternative measures of new lease rent growth were unchanged in November and the year-over-year rate is now 2.6%. Wage growth remains somewhat above the pace compatible with the 2% inflation target assuming labor productivity grows in line with the long-term trend. However, much of the remaining gap reflects lags in the catch-up of negotiated wages so further wage disinflation in 2025 is likely.

The remaining overshoot of the 2% target appears to be due to lagged catch-up inflation, rather than ongoing supply-demand imbalances. This primarily applies to core services segments like housing, health care, and auto insurance. In each of these sectors, market rates or input costs have increased sharply over the last few years but have since slowed, consumer prices are now catching up, and the pace of increases should gradually slow as the gap between prices and costs closes. Tariffs from the incoming administration have arisen as a new risk to continued disinflation. Tariffs are likely to delay a return to 2% inflation but shouldn't derail the overall trend. The tariffs that are broadly expected would have only a moderate and one-time effect on inflation, which would drop out of the inflation calculation after a year. Shifts in market expectations for future inflation also pose an upside inflation risk. Higher inflation expectations can become self-fulfilling as they tend to result in higher wage growth. After December's strong employment report, median inflation expectations over the next year increased by 0.5% to 3.3% and inflation expectations over the next 5 years increased 0.3% to 3.3% according to the University of Michigan survey. The latter marks the highest level since June 2008. Market-based indicators of forward expected inflation remain somewhat benign, but subsequent strong growth and employment readings could cause those measures to increase meaningfully as well. All told, inflation should continue to head towards the Fed's target, but the month-to-month readings could remain volatile.

Source: University of Michigan Survey of Consumers

Labor market conditions settled into a healthy position at the end of 2024. Nonfarm payrolls rose by 256,000 in December, well above consensus. Payroll growth was revised down by 15,000 in November and revised up by 7,000 in October. The 3-month average of payroll growth now stands at 170,000. The unemployment rate fell to 4.1%, which is lower than it has been almost 88% of the time over the past 50 years. Steady economic growth should ensure that job gains remain ample while more restrictive immigration policies could see unemployment drift lower over the course of the year. With stable unemployment, wage growth should stabilize also. Average hourly earnings growth in December registered 3.9%, in-line with the 50-year average. While slower immigration would likely put upward pressure on wage growth, sustained strong productivity gains could help limit any pass-through impacts on inflation.

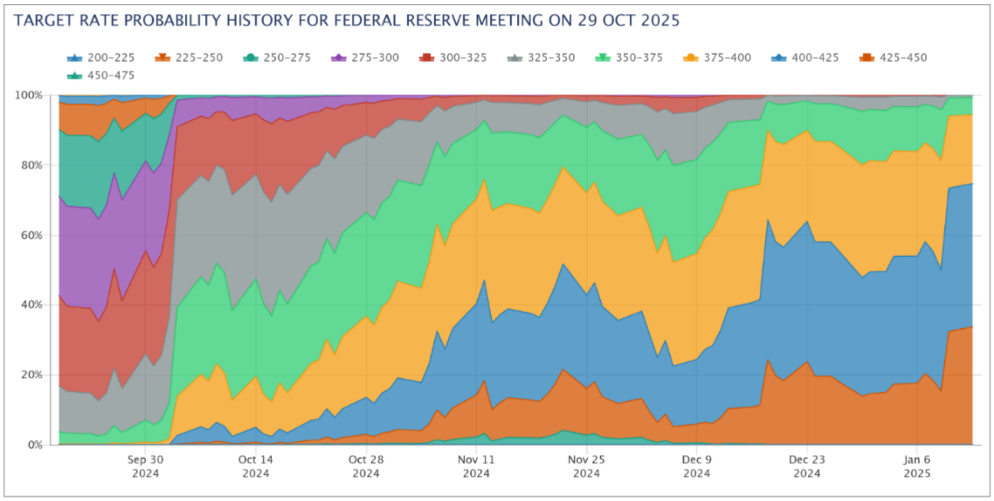
Most measures of labor market tightness are now back to their pre-pandemic levels, so any significant deterioration from here would strengthen the case for additional easing from the Fed in 2025.



Source: Federal Reserve of St. Louis

Monetary Policy

The Federal Reserve cut rates twice in the 4th quarter, each one a 25-basis point cut, to bring the target range for the federal funds rate down to 4.25%-4.50%. At the December meeting, policymakers noted they were at or near the point where it would be appropriate to slow the pace of policy easing. Additionally, projections from officials noted an expectation for just two rate cuts in 2025, down from a previous estimate of four. Fed funds futures markets have adjusted quickly to the messaging from the FOMC, pricing in expectations for just 40 basis points of cuts this year compared to 125 basis points after the first cut in September. The minutes to the December meeting noted that most FOMC participants observed disinflationary progress was apparent but upside risks to inflation had increased recently. Stronger than expected inflation readings, stronger labor market conditions, and the potential impact of policy changes from the incoming administration were cited as the primary upside inflation risks.



Source: CME Group

International Economies

Europe

2025 is likely to pose another challenging year for the Euro area economy. Proposed tariffs from the incoming administration are likely to weigh significantly on growth, with much of the drag stemming from higher trade policy uncertainty. Additionally, structural headwinds in the manufacturing sector will hamper growth as energy prices remain elevated and China has emerged as a key competitor to European goods production. That said, growth momentum remains modestly positive, and consumption is likely to remain supportive given rising real incomes and elevated savings. The ECB will likely continue to cut its deposit rate throughout the year to support growth as inflation looks to be largely contained in the region.

Japan

3rd quarter GDP came in at 1.2% for the Japanese economy. Domestic demand remains firm with continued real private consumption growth supported by improvements in real wages as well as the effects of permanent income tax cuts. The Japanese economy has long dealt with persistent inflation undershoots that created an ultra-low-rate environment for decades. With base wages increasing 3% year-over-year and sustainable inflation, the economy has likely reached a point where they can confidently continue to normalize monetary policy. As such, the BOJ will likely continue to raise rates throughout 2025.

China

Investors will be keenly observing whether the Chinese government can stimulate the economy enough to reach their growth target in 2025. This will be a difficult task given the direct and indirect growth hit from U.S. tariffs. Additionally, Chinese officials are already dealing with headwinds from demographic weakness, property price declines, and broader debt deflation pressures. The government's intent to keep the 2025 GDP growth target around 5% likely implies further stimulus measures will be announced as the year progresses, much of it via fiscal policy.

Investment Performance

U.S. equities returned 2.4% in the final quarter of 2024, bringing the total return for 2024 to 25%. The S&P 500 was the top performing equity market, powered by the “Magnificent 7” stocks that benefited disproportionately from investor enthusiasm surrounding artificial intelligence. Japanese markets returned 5.4% over the 4th quarter and finished second only to the S&P 500 for 2024, with the TOPIX Index returning 20.5% for the year. European and Chinese equity markets continued to struggle, with economic growth waning and additional trade policy uncertainty being introduced with election of Donald Trump. High yield bonds were the top performing sector within the fixed income markets thanks to strong economic growth and tightening spreads. Longer duration investment grade credit underperformed against the backdrop of rising government bond yields.

- **Growth outperformed Value** – Global growth stocks returned 3.9% in the final quarter of 2024 compared to -4.1% for value. For the full year, growth returned 26.2% compared to 12.3% for value. In the U.S., growth trades at a 28.9x 12-month forward P/E compared to 16.2x for value. The outperformance of U.S. mega cap tech ensured that global growth stocks dominated for the second year in a row. While the performance and concentration of the “Magnificent 7” stocks has drawn comparisons to the dot-com bubble, underlying fundamentals for those companies are much stronger than the broader market. Earnings growth for those companies averaged well over 20% per quarter throughout 2024 compared to roughly 5% for the rest of the S&P 500. Profit margins among that group currently stand at 23.5% compared to 9.3% for the rest of the index.
- **High valuations create vulnerabilities** – Confidence in the soft landing of the U.S. economy has risen in the past few months and markets have moved firmly in that direction. The surge in stock prices over the past two years has been in the 93rd percentile over equivalent periods in the past century. Market concentration also poses portfolio risks. The top 10 stocks in the index have a 12-month forward P/E of 29.8x and the remaining stocks in the index have a 12-month forward P/E of 18.2x compared to 30-year averages of 20.6x and 15.7x, respectively. While valuations are a poor indicator of near-term returns, they do tend to amplify the impact of events not priced into the market consensus. While we expect equity markets to make further progress over the year as whole, largely driven by earnings, they are increasingly vulnerable to a correction.
- **Diversification still works** – One of the most significant takeaways for multi-asset investors this year has been the shift in the outlook for stock/bond correlations. With inflation having returned to tolerable levels, central banks are once again positioned to ease financial conditions in the event of a shock to growth. The standard 60/40 portfolio has posted strong returns over the past two years after many questioned the validity of traditional diversification principles in the wake of the 2022 selloff. There will likely be more volatility ahead, but the options available to investors looking to build resilient portfolios are appealing with fixed income resuming its traditional role of buffering equity market downturns.

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LOOKING FORWARD

2024 began with low expectations for both the global economy and risk assets. Consensus estimates for U.S. economic growth were 1.3% and 50% of forecasters expected a recession. If Q4 GDP growth comes in near current estimates, real GDP growth for 2024 will register 2.7% growth, more than double the consensus expectation. Markets also outperformed on the back of economic resilience and better than expected earnings growth. As we look to 2025, many of the key themes from 2024 remain in place. U.S. outperformance remains front and center in market pricing and investor conversations. Investor concerns are still oscillating between too much and too little growth. Over the summer, the market relaxed about inflation but was much more worried about U.S. recession risk. Since then, markets have shifted towards a more upbeat U.S. growth view, but investors are now more skeptical about moderating inflation and lower rates. The risk backdrop heading into 2025 remains relatively benign and the U.S. economy is on track for another year of expansion. U.S. consumers have continued to support economic growth with strong consumption and most measures of consumer health support the notion that will continue over the next 12 months. Even in the event of a sharper than expected slowdown in services spending, government spending and business investment are in a position to offset some of that weakness. Despite the strong activity data, inflation looks set to continue trending towards the Fed's 2% target due to a deceleration in shelter inflation, core services inflation, and wage growth normalization. Trade policy uncertainty has become an additional headwind for lower inflation, but on its own shouldn't be enough to derail continued disinflation. Labor market data will remain in focus for investors as it will be a key determinant of future policy moves from the Federal Reserve. Labor market fundamentals look positive and healthy corporate balance sheets should raise the bar for widespread job cuts in the face of moderating growth. We remain neutral in our asset allocation as the economic backdrop has improved, but asset markets swiftly priced that in. As we previously highlighted, market performance has begun to broaden beyond the largest names in the index on the back of resilient economic activity. Emphasizing diversification outside of the largest names that drove index returns to record-highs positions portfolios to continue benefiting from this trend. We expect equities to grow in line with underlying earnings growth in 2025 given stretched valuations. Expectations for full year earnings growth after the conclusion of 4th quarter earnings season are 9%, driven primarily by margin expansion. Expectations for 2025 earnings growth range from 11%-14% on the back of accelerated revenue growth and sustained high margins. We continue to prefer U.S. equities relative to the rest of the world as the world's largest economy is better positioned in both the near-term and structurally over the long-term. However, selective active management within international equities could boost portfolio performance as strong earnings growth opportunities are available, global central banks have begun easing, and valuations remain low. Fixed income should play its traditional role of providing income and equity market diversification. Investment-grade and high yield credit spreads remain narrow, reflecting the market's positive expectations for economic growth. Using the fixed income sleeve of portfolios as a ballast to equities remains our preference, rather than sacrificing quality to reach for yield. Alternative assets that provide income and return profiles that are uncorrelated to equity markets continue to have a role in our asset allocation strategy.

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Scenario Updates

Base Scenario

U.S. GDP growth will finish in the 2.5%-3.0% range for 2024 and moderate towards trend growth levels in 2025. Growth remains non-recessionary as consumers remain in a healthy position. Inflation continues to decelerate towards target but remains above the Fed's target at the end of 2025. Labor markets will continue to support economic activity, but not to the degree they did in the post-pandemic recovery. The Fed provides at least 50 basis points of rate cuts throughout the year and leaves the door open for more easing in response to cooler inflation or labor market softening. Equities will remain beholden to economic growth, earnings growth, and the outlook for additional rate cuts. Fixed income returns will remain near current yields, with the potential to provide capital appreciation in the event of a growth slowdown.

Upside Opportunities

Factors that could influence the Upside Scenario:

- GDP growth rates remain in line with expectations, keeping fears of both more tightening and recession at bay.
- GDP growth continues to be driven by improvements on the supply-side of the economy or labor force productivity, providing a non-inflationary growth impulse.
- Macro uncertainty falls further, leading to a fall in savings rates globally and a pickup in consumption growth.
- Trade policy actions are less punitive than expected and the inflation impulse from higher tariffs is less than expected.
- Overcoming the last leg of disinflation proves to be easier than expected, allowing the Fed to respond to economic weakness decisively.
- Corporate earnings beat expectations, driven by resilient nominal growth, sustained record-high margins, and better-than-expected consumption spending.

Downside Risks

Factors that could influence the Downside Scenario:

- The conflict in Ukraine escalates, exacerbating supply chain disruptions and increasing oil prices.
- Concerns about U.S. fiscal sustainability related to the incoming administration reassert themselves, causing a spike in longer-dated treasury yields.
- Inflation re-accelerates in response to higher nominal growth rates or strong labor market conditions. Central banks are forced to delay rate cuts or resume tightening. Longer-dated yields spike as a result.
- The Fed's decisions thus far prove too restrictive for the economy, sending the U.S. economy into recession. Equities re-test or break through their previous lows as the earnings outlook dims.
- The incoming administration imposes a 10% across-the-board tariff on all imports. The resulting effects on inflation and growth create more uncertainty around monetary policy and consumer sentiment.
- Corporate earnings are well below expectations creating an environment of both falling earnings and compressing valuations leading to sharp equity market selloffs.

ECONOMIC STATISTICS	Current	One Year Ago
Real GDP Growth (Annl. % Change From Prior Qtr.)	2.72%	3.24%
Unemployment Rate	4.10%	3.80%
Labor Force Participation Rate	62.50%	62.50%
Core CPI (Year-Over-Year)	3.30%	3.91%
Real Personal Income Growth (Year-over-Year)	2.81%	2.42%
10 Year Treasury Rate	4.39%	4.02%

US EQUITY MARKET

Major US Market	Q4 2024	YTD	1 Year	3 Year	5 Year	2024	2023	2022
Russell 3000 Index	2.6%	23.8%	23.8%	8.0%	13.9%	23.8%	26.0%	-19.2%
FTSE RAFI US 3000 Index	-0.2%	16.9%	16.9%	7.8%	12.3%	16.9%	16.3%	-7.9%
Russell 3000 Equal Weighted	2.0%	10.9%	10.9%	-0.6%	7.9%	10.9%	14.8%	-22.9%
S&P 500 Index	2.4%	25.0%	25.0%	8.9%	14.5%	25.0%	26.3%	-18.1%
Russell Mid Cap Index	0.6%	15.3%	15.3%	3.8%	9.9%	15.3%	17.2%	-17.3%
Russell 2000 Index	0.3%	11.5%	11.5%	1.2%	7.4%	11.5%	16.9%	-20.4%
NASDAQ 100	4.9%	25.9%	25.9%	9.7%	20.2%	25.9%	55.1%	-32.4%

Russell 3000 Style & Cap Summary

Fourth Quarter Results

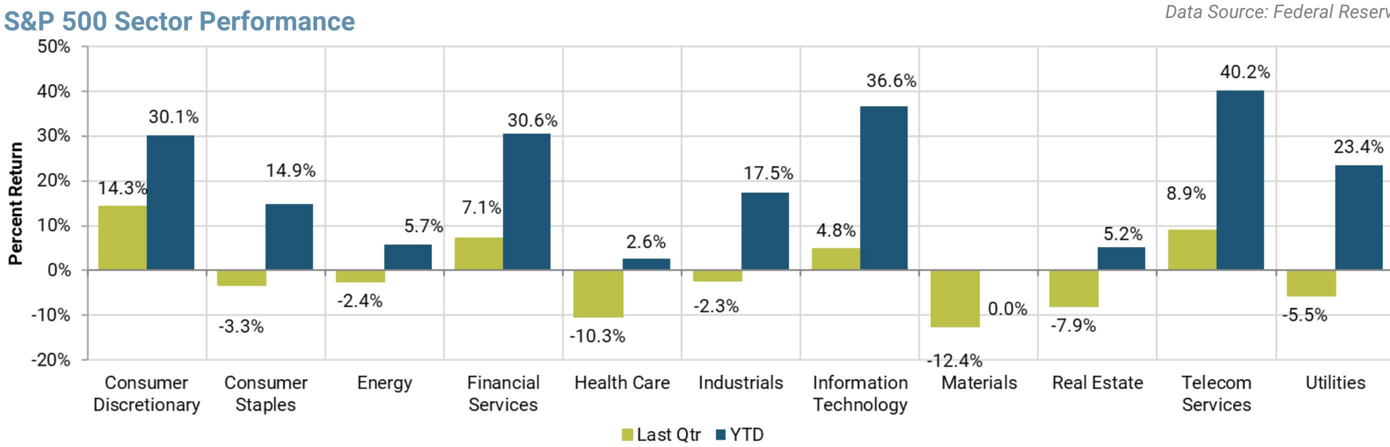
	Mo.	Qtr.	Value		Core		Growth	
Large	Oct		-1.02%		-0.74%		-0.57%	
	Nov	Q4	5.85%	-2.11%	5.76%	3.35%	5.69%	6.95%
	Dec		-6.57%		-1.54%		1.77%	
Mid	Oct		-1.26%		-0.54%		1.75%	
	Nov	Q4	7.36%	-1.75%	8.82%	0.62%	13.33%	8.14%
	Dec		-7.32%		-7.04%		-6.22%	
Small	Oct		-1.56%		-1.44%		-1.33%	
	Nov	Q4	9.65%	-1.06%	10.97%	0.33%	12.26%	1.70%
	Dec		-8.33%		-8.26%		-8.19%	

Year To Date Results

	Value	Core	Growth
Large	15.17%	27.44%	35.16%
Mid	13.07%	15.34%	22.10%
Small	8.05%	11.54%	15.15%

Data Source: Federal Reserve, Advus

S&P 500 Sector Performance



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US EQUITY MARKET (cont.)

Top Weights[(a)]	Weight	Return	Contribution
Apple Inc	7.15%	7.59%	0.55%
NVIDIA Corp	6.76%	10.59%	0.65%
Microsoft Corp	6.32%	-1.85%	-0.12%
Amazon.com Inc	3.82%	17.74%	0.63%
Meta Platforms Inc Class A	2.56%	2.37%	0.06%
Alphabet Inc Class A	2.04%	14.27%	0.28%
Tesla Inc	1.78%	54.36%	0.81%
Broadcom Inc	1.72%	34.74%	0.57%
Berkshire Hathaway Inc Class B	1.69%	-1.52%	-0.03%
Alphabet Inc Class C	1.69%	14.03%	0.23%

Top Contributors[(a)]	Weight	Return	Contribution
Tesla Inc	1.78%	54.36%	0.81%
NVIDIA Corp	6.76%	10.59%	0.65%
Amazon.com Inc	3.82%	17.74%	0.63%
Broadcom Inc	1.72%	34.74%	0.57%
Apple Inc	7.15%	7.59%	0.55%
Alphabet Inc Class A	2.04%	14.27%	0.28%
Alphabet Inc Class C	1.69%	14.03%	0.23%
JPMorgan Chase & Co	1.32%	14.35%	0.18%
Netflix Inc	0.71%	25.67%	0.16%
Palantir Technologies Inc Ordinary Shares - Class A	0.24%	103.31%	0.16%

Top Detractors[(a)]	Weight	Return	Contribution
Eli Lilly and Co	1.31%	-12.71%	-0.18%
Eli Lilly and Co	1.05%	-13.16%	-0.15%
UnitedHealth Group Inc	0.47%	-26.38%	-0.14%
Advanced Micro Devices Inc	6.32%	-1.85%	-0.12%
Microsoft Corp	0.75%	-10.05%	-0.08%
Johnson & Johnson	1.04%	-7.48%	-0.08%
Exxon Mobil Corp	0.42%	-15.84%	-0.08%
Thermo Fisher Scientific Inc	0.18%	-32.24%	-0.07%
Regeneron Pharmaceuticals Inc	0.51%	-12.70%	-0.07%
Coca-Cola Co	0.19%	-28.76%	-0.07%

(a)= SPDR S&P 500 ETF

Data Source for all data in tables: Morningstar Direct

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INTERNATIONAL EQUITY

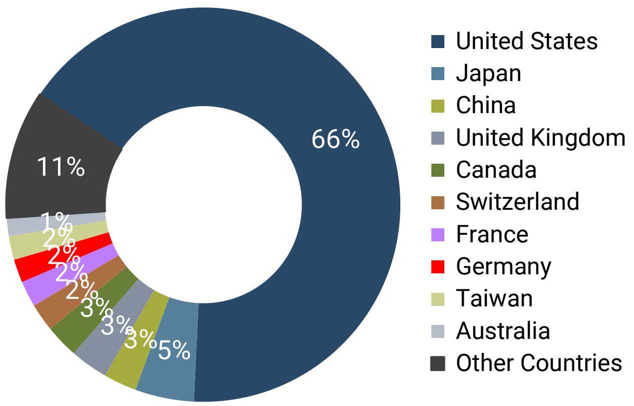
International Equity Market Performance	Q4 2024	YTD	1 Year	3 Year	5 Year
MSCI EAFE	-8.06%	4.35%	4.35%	2.17%	5.24%
MSCI EAFE Value	-7.06%	6.44%	6.44%	6.62%	5.77%
MSCI EAFE Growth	-9.07%	2.36%	2.36%	-2.26%	4.34%
MSCI EM	-7.84%	8.05%	8.05%	-1.48%	2.10%
MSCI ACWI Ex. USA.	-7.50%	6.09%	6.09%	1.35%	4.61%

	Last Quarter			Year-to-Date		
	Local	USD	Impact of US Dollar [(a)]	Local	USD	Impact of US Dollar [(a)]
MSCI ACWI Ex USA	-1.27%	-7.50%	-6.23%	13.22%	6.09%	-7.13%
MSCI Europe	-2.81%	-9.68%	-6.87%	8.43%	2.43%	-6.00%
MSCI Europe Ex UK	-3.58%	-10.51%	-6.93%	8.08%	0.96%	-7.12%
MSCI United Kingdom	-0.20%	-6.82%	-6.62%	9.47%	7.55%	-1.93%
MSCI Pacific Ex Japan	-1.03%	-9.10%	-8.07%	12.25%	4.68%	-7.56%
MSCI Japan	5.94%	-3.57%	-9.52%	21.15%	8.68%	-12.47%
MSCI France	-3.19%	-10.17%	-6.99%	1.77%	-4.60%	-6.37%
MSCI Switzerland	-4.65%	-11.25%	-6.60%	6.58%	-1.02%	-7.60%
MSCI Germany	1.63%	-5.71%	-7.34%	18.45%	11.03%	-7.41%
MSCI Canada	4.71%	-1.64%	-6.35%	22.97%	12.74%	-10.23%
MSCI China	-6.98%	-7.66%	-0.67%	19.76%	19.67%	-0.09%
MSCI India	-8.70%	-10.63%	-1.93%	15.65%	12.41%	-3.24%
MSCI Brazil	-9.99%	-19.26%	-9.27%	-11.36%	-29.47%	-18.12%
MSCI Russia	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

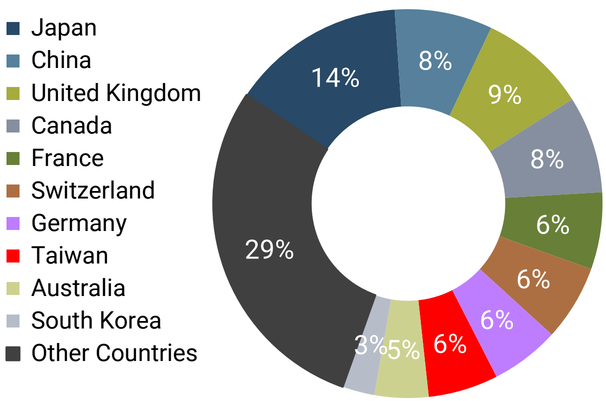
Assumes Gross Reinvestment of Dividends
(a) Impact of Dollar: For a US investor, a strengthening dollar has a negative impact on non-US asset returns when converted to US dollars since the conversion requires more of a foreign currency to purchase the more expensive US dollar. A weakening dollar has the opposite effect; the foreign currency can buy more US dollars.

COUNTRY WEIGHTS

MSCI All Country World Index



MSCI All Country World Index
(Ex. USA)



Data Source: Morningstar and iShares ETFs as the representative index proxies. Weights are average for Q4

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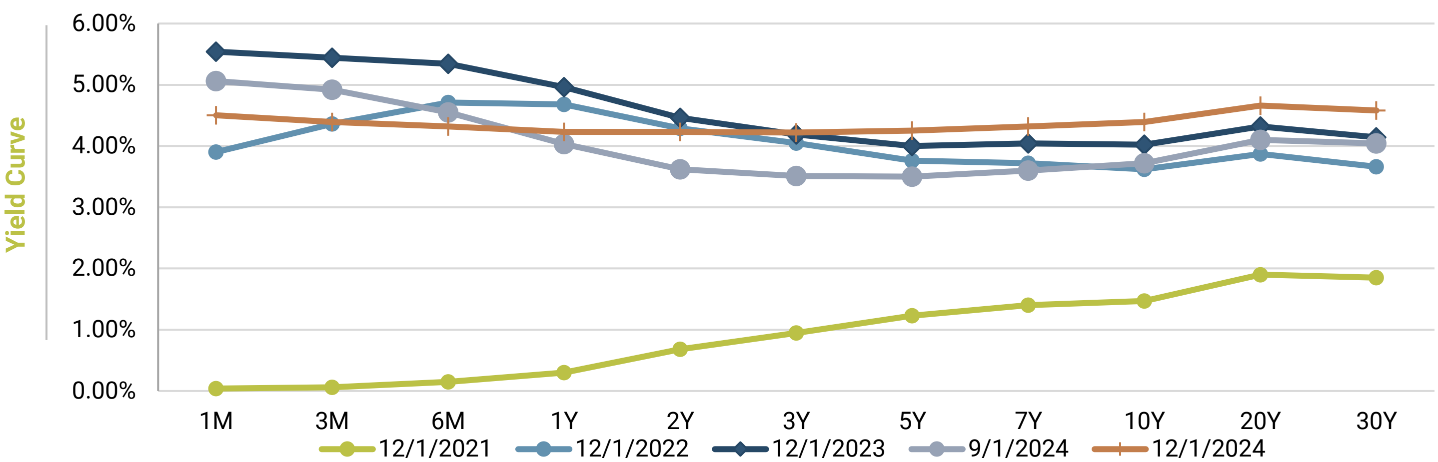
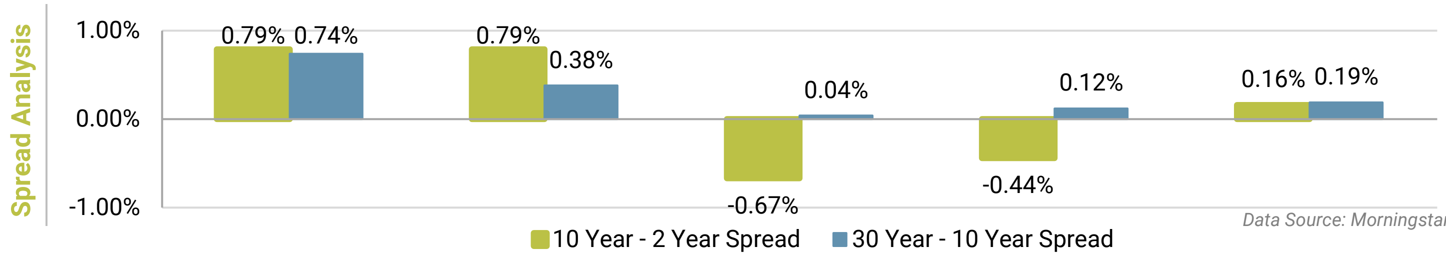
FIXED INCOME

Major Market Averages	Q4 2024	YTD	1 Year	3 Year
ICE BofAML US 3M Treasury Bill	1.17%	5.25%	5.25%	3.89%
Bloomberg Barclays US Govt/Credit 1-3 Yr	-0.02%	4.36%	4.36%	1.69%
Bloomberg Barclays US Govt Interm	-1.68%	2.44%	2.44%	-0.47%
Bloomberg Barclays US Govt/Credit Interm	-1.60%	3.00%	3.00%	-0.18%
Bloomberg Barclays US Govt/Credit	-3.08%	1.18%	1.18%	-2.59%
Bloomberg Barclays US Agg Interm	-2.07%	2.47%	2.47%	-0.83%
Bloomberg Barclays US Agg Bond	-3.06%	1.25%	1.25%	-2.41%
Bloomberg Barclays Global Agg Bond	-5.10%	-1.69%	-1.69%	-4.52%
Bloomberg Barclays US Treasury	-3.14%	0.58%	0.58%	-2.88%
Bloomberg Barclays US Treasury US TIPS	-2.88%	1.84%	1.84%	-2.30%
Bloomberg Barclays US Corporate IG	-3.04%	2.13%	2.13%	-2.27%
Bloomberg Barclays High Yield Corporate	0.17%	8.19%	8.19%	2.92%
Bloomberg Barclays Municipal	-1.22%	1.05%	1.05%	-0.55%
Bloomberg Barclays Municipal 7 Yr 6-8	-1.30%	0.51%	0.51%	-0.26%
Credit Quality				
B of A/Merril Lynch US Corporate AAA	-4.86%	-0.77%	-0.77%	-5.03%
B of A/Merril Lynch US Corporate AA	-3.45%	1.13%	1.13%	-3.22%
B of A/Merril Lynch US Corporate A	-3.03%	2.30%	2.30%	-2.08%
B of A/Merril Lynch US Corporate BBB	-2.50%	3.55%	3.55%	-1.57%
B of A/Merril Lynch US Corporate BB	-0.50%	6.28%	6.28%	1.94%
B of A/Merril Lynch US Corporate B	0.34%	7.55%	7.55%	3.10%
B of A/Merril Lynch US Corp. CCC & Lower	2.45%	18.18%	18.18%	5.98%





Data Source: Morningstar

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