

# WOMEN IN LEADERSHIP U.S. EQUITY

## QUARTERLY COMMENTARY

### HIGHLIGHTS

- Large Capitalization stocks (as represented by the Russell 1000 Index) rose +10.3% during the quarter.
- The Glenmede Women in Leadership U.S. Equity strategy underperformed the Russell 1000 Index by -1.0% net of fees for the quarter.
- The strategy had stock selection outperformance in seven of eleven sectors. The most positive relative contributions were in the Industrials and Consumer Discretionary sectors. The most negative relative contributions were in the Information Technology and Health Care sectors.

The Glenmede Women in Leadership U.S. Equity Composite had a total return for First Quarter 2024 of +9.3% (net of fees). On a relative basis, the Women in Leadership U.S. Equity Composite underperformed the Russell 1000 Index by -1.0%. The strategy invests in large cap companies with significant female representation in leadership that meet at least one of the following criteria: a Chairwoman, a female CEO, women comprising at least 33% of Board or 33% of senior management, respectively. In addition, the strategy incorporates other gender lens metrics in differentiating companies.

For the First Quarter 2024, the S&P 500 and Russell 1000 Indexes had total returns of +10.6% and +10.3%, respectively. Equity markets gained in response to higher-than expected real GDP, job growth, positive earnings surprises and AI exuberance. Although the CPI for January and February were slightly above expectations, the PCE was in line. The market expects three interest rate cuts this year. The 10-Year Treasury yield increased by about 0.3% to 4.2% and stock market volatility as measured by the CBOE VIX increased from about 12.5 to 13.0. For Fourth Quarter 2023 results, about 74% of Russell 1000 companies reported positive earnings surprises. In the first quarter, only six names contributed about half (503 basis points) of the total return for the Russell 1000 Index. The average stock (equal-weighted) in the Index underperformed with a total return of about +6.9%. The Russell 1000 Growth Index (+11.4%) outperformed the Russell 1000 Value Index (+9.0%) by about +2.4%. In the quarter, the best performing sectors in the Russell 1000 Index were Communication Services (+15.0%) and Energy (+13.3%). The worst performing sectors were Real Estate (-1.1%) and Utilities (+5.4%).

For the quarter, the strategy had mixed contributions from multi-factor stock selection models, including biases towards lower valuations. The strategy was unfavorably impacted from relative lower market capitalizations versus the Russell 1000 Index. The strategy had stock selection outperformance in seven of eleven sectors. The most positive relative contributions were in the Industrials and Consumer Discretionary sectors. The most negative relative contributions were in the Information Technology and Health Care sectors. Industry group biases had a net unfavorable impact on performance, including overweightings in Consumer Discretionary and underweightings in Information Technology stocks.

The U.S. real GDP estimate for Fourth Quarter was +3.4% versus +4.9% for the Third Quarter. The quarter reflected gains in personal consumption expenditures (+3.3%), government spending (+4.6%), and exports (+5.1%). Imports (+2.2%) was a detractor. For 2024, many economists project real GDP growth in a range of 2% to 3% and CPI of 2% to 3%. We expect positive corporate profit growth of 3% to 5% supported by high employment, declining inflation, and prudent Fed monetary policy. However, geopolitical risks can have significant global economic and financial impacts. Currently, our leading industry group indicators target overweightings in Consumer Discretionary, Materials and Utilities, and underweightings in Industrials, Financials, Communication Services and Consumer Staples. We believe this strategy is well positioned with its multifactor approach favoring stocks with more attractive valuations, high cash flows, strong fundamentals, positive earnings/revenue estimate trends and favorable technicals.

## WOMEN IN LEADERSHIP U.S. EQUITY Composite Performance (%)

| As of 3/31/2024    | QTD  | YTD  | 1 YEAR | 3 YEAR* | 5 YEAR* | 10 YEAR* | SINCE INCEPTION* (12/31/15) |
|--------------------|------|------|--------|---------|---------|----------|-----------------------------|
| Glenmede (Gross)   | 9.5  | 9.5  | 22.8   | 8.1     | 12.2    | n/a      | 12.3                        |
| Glenmede (Net)     | 9.3  | 9.3  | 21.9   | 7.3     | 11.4    | n/a      | 11.5                        |
| Russell 1000 Index | 10.3 | 10.3 | 29.9   | 10.5    | 14.8    | n/a      | 14.0                        |

\*Annualized

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**Past performance is not indicative of future performance and may be lower or higher than the performance quoted.** All of the composites' valuations and returns are computed and stated in U.S. Dollars. Net numbers are net of max allowable management fee for this strategy. Additional information regarding the Firm's policies for valuing portfolios, calculating performance and preparing compliant presentations, is available upon request. A GIPS® compliant presentation, as well as a complete list of firm composites and performance, can be requested from GIM Client Service at 215.419.6662. Please see the GIPS® presentation for further explanation.

The Women in Leadership U.S. Equity Composite objective is to provide maximum long-term total return consistent with reasonable risk to principle, by investing at least 80% of the net assets in equity securities of U.S. large cap companies that are demonstrating commitment to advancing women through gender diversity on their boards or in management. The Russell 1000 Index is an unmanaged, market value weighted index, which measures performance of the largest 1,000 companies in the market. One cannot invest directly in an index.

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