

# Fiduciary Management, Inc.

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Quarterly Review - March 31, 2025

## FMI International Equity - Unhedged

Performance	Quarter	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception
International Unhedged (Gross)	0.38%	0.38%	0.23%	5.13%	11.94%	NA	4.28%
International Unhedged (Net)	0.20%	0.20%	-0.48%	4.40%	11.14%	NA	3.54%
iShares MSCI EAFE ETF <sup>2</sup>	8.09%	8.09%	5.56%	6.64%	12.06%	5.47%	6.04%
iShares MSCI EAFE Value ETF <sup>2</sup>	12.33%	12.33%	13.40%	10.20%	15.02%	5.03%	7.18%

Inception: December 31, 2019

Performance is preliminary and subject to reconciliation.

### Investment Philosophy:

Purchase durable business franchises that are selling at a discount to their intrinsic value.

### Investment Process:

We utilize a business owner's approach to investing, thoroughly investigating the economics of the business and the quality of the management team. Some of the characteristics of good businesses include strong recurring revenue and attractive returns-on-invested capital (ROIC). We have a strong orientation to low absolute and relative valuation, which are key to the execution of our investment strategy. A new idea will come from a variety of sources including company visits, screens, conferences, trade periodicals and general reading. All members of the research team are responsible for fundamental research.

Once an investment opportunity is identified it is put through an extensive due diligence process, which typically includes management interviews and site visits. When an acceptable level of conviction is achieved, the appropriate weighting (considering liquidity, valuation, etc.) is discussed and determined. A new company purchased in the portfolio will usually have an initial position size of 2-4%. The portfolio generally consists of 25-40 companies and is diversified across industries.

We are long-term investors, a typical holding period for our companies is three to five years, and portfolio turnover averages 20-40% per annum.

Portfolio Management Committee (PMC)	Research Team
Jonathan T. Bloom, CFA	✓
John S. Brandser	
Patrick J. English, CFA	✓
Robert M. Helf, CFA	✓
Benjamin D. Karek, CFA	✓
Jake E. Strole, CFA	✓
Matthew T. Sullivan, CFA	✓
Jordan S. Teschendorf, CFA	✓
Dain C. Tofson, CFA	✓

Please note disclosure footnote on reverse side.

<sup>1</sup>Estimated valuations are based on a representative account from the FMI International Equity Unhedged Composite. Weights and valuations for the strategy are based on fair value prices. Valuations are weighted average calculations, not reweighted to exclude cash, and financial companies are excluded from the EV/EBITDA calculation. Valuations for the portfolio are modified based on criteria identified by FMI. For more detailed information regarding these valuations, please contact FMI.

<sup>2</sup>Source: Bloomberg - returns do not reflect management fees, transaction costs or expenses. Performance is based on market price returns. Beginning 8/10/20, market price returns are calculated using closing price. Prior to 8/10/20, market price returns were calculated using midpoint bid/ask spread at 4:00 PM ET.

### Top 10 – Portfolio Holdings:<sup>1</sup>

Sony Group Corp.	5.0%
Unilever PLC	4.6%
Booking Holdings Inc.	4.5%
Ferguson Enterprises Inc.	4.4%
Sodexo S.A.	4.2%
Roche Holding AG	4.2%
Coca-Cola Europacific Partners PLC	3.9%
Weir Group PLC	3.9%
Rexel S.A.	3.8%
Koninklijke Philips N.V	3.7%

### Portfolio Characteristics:<sup>1</sup>

P/E Ratio (trailing one year)	19.7x
FY1 P/E Ratio (forward)	14.8x
FY2 P/E Ratio (forward)	13.3x
P/S Ratio	1.9x
P/B Ratio	3.7x
EV/EBITDA Ratio	10.6x
Number of Holdings	33
Active Share	96%

### Recent Purchase:

ICON PLC	Ticker: ICLR	Added: December 2024
<p>ICON is a global contract research organization (CRO) that provides outsourced clinical trial design, enrollment, operations, and data validation services to pharmaceutical and biotech clients. ICON specializes largely in providing services for clinical trials in phases 1-4 of drug development. Trials are becoming more complex, patients are harder to find and enroll, and sponsors are ever mindful of the need for incremental efficiency, all of which play into the strengths of an outsourced development model. Following its merger with PRA Health Sciences in 2021, ICON is now positioned as a high-quality contender with competitive differentiation within the CRO industry. Quality of output, resource depth and breadth, and a global footprint combine to help ICON win incremental business. The firm has commercial relationships with 17 of the top 20 pharma companies. Capital availability has tightened, and the pharma industry has been rationalizing research pipelines for the better part of a year. As a result, CRO industry growth has slowed to a trickle. In what appears to be a cyclical trough, the current valuation provides an attractive entry point. We initiated a 2.0% in December 2024.</p>		

### Recent Sale:

Arch Capital Group Ltd.	Ticker: ACGI	Sold: November 2024
<p>Arch Capital Group is a global provider of specialty insurance, reinsurance, and mortgage insurance. Their core philosophy is to cycle manage their underwriting and allocate capital to where there is more attractive (firmer) pricing. We believe this is one of the only proven ways to earn excess returns in a mostly commoditized business. Arch has executed this playbook masterfully over the last few years, as they harvested strong profits in mortgage insurance to reinvest in P&amp;C insurance and reinsurance markets. Arch's results have led to strong stock price performance. We have trimmed back ACGI in recent periods and sold our remaining 1.5% position in November in pursuit of better risk/reward opportunities for the portfolio.</p>		

**Fiduciary Management Inc.**  
**International Equity Unhedged Composite**  
**12/31/2019 - 12/31/2024**

Year	Total Return Gross of Fees %	Total Return Net of Fees %	*Benchmark Return %	Number of Portfolios	Dispersion %	Three Year Ex-Post Standard Deviation		Total Composite Assets End of Period (\$ millions)	Total Firm Assets End of Period (\$ millions)	Percentage of Firm Assets %
						Composite	*Benchmark			
2020	4.88	4.09	7.58	≤ 5	0.00	n/a	n/a	\$ 56.7	\$ 16,284.2	0.35%
2021	10.43	9.64	11.46	≤ 5	0.00	n/a	n/a	\$ 108.6	\$ 17,068.4	0.64%
2022	-16.23	-16.84	-14.36	≤ 5	0.30	22.12	20.20	\$ 80.7	\$ 13,021.5	0.62%
2023	23.72	22.90	18.40	≤ 5	0.30	17.71	17.20	\$ 112.0	\$ 14,729.1	0.76%
2024	3.43	2.72	3.50	≤ 5	0.48	17.65	17.41	\$ 93.1	\$ 14,761.5	0.63%

\*iShares MSCI EAFE ETF®

Returns reflect the reinvestment of dividends and other earnings.

The above table reflects past performance. Past performance does not guarantee future results. A client's investment return may be lower or higher than the performance shown above. Clients may suffer an investment loss.

Fiduciary Management, Inc. claims compliance with the Global Investment Performance Standards (GIPS®) and has prepared and presented this report in compliance with the GIPS standards. Fiduciary Management, Inc. has been independently verified for the periods 12/31/1993 - 12/31/2024. A firm that claims compliance with the GIPS standards must establish policies and procedures for complying with all the applicable requirements of the GIPS standards. Verification provides assurance on whether the firm's policies and procedures related to composite and pooled fund maintenance, as well as the calculation, presentation, and distribution of performance, have been designed in compliance with the GIPS standards and have been implemented on a firm-wide basis. The International Equity Unhedged Composite has had a performance examination for the periods 12/31/2019 - 12/31/2024. The verification and performance examination reports are available upon request.

FMI was founded in 1980 and is an independent investment counseling firm registered with the SEC and the State of Wisconsin. The firm manages over \$14.7 billion in assets of pension and profit sharing trusts, mutual funds, Taft-Hartley funds, insurance company portfolios, endowments and personal trusts. The firm includes both institutional and mutual fund business. Although the firm has participated in wrap programs, it is a separate and distinct business, and is excluded from firm-wide assets.

The International Equity Unhedged Composite was created and inceptioned on 12/31/2019. This composite invests mainly in a limited number (usually between 25-40) of large capitalization (namely, companies with more than \$5 billion market capitalization) foreign companies.

The International Equity Unhedged Composite reflects time-weighted and asset-weighted returns for all discretionary accounts. All returns are calculated using United States Dollars and are based on monthly valuations using trade date accounting. All accounts in this composite are fee paying. Gross of fees returns are calculated gross of management fees, gross of custodial fees, gross of withholding taxes and net of transaction costs. Net of fees returns are calculated net of actual management fees and transaction costs and gross of custodial fees and withholding taxes. Dispersion is calculated using the equal weighted standard deviation of all accounts in the composite for the entire period. As of 12/31/2021, 36 months of performance is not available; therefore the three year annualized ex-post standard deviation is not presented for the composite or the benchmark.

Currently, the advisory fee structure for the International Equity Unhedged Composite portfolios is as follows:

Up to \$25,000,000	0.70%
\$25,000,001-\$50,000,000	0.65%
\$50,000,001-\$100,000,000	0.60%
\$100,000,001 and above	0.55%

The firm generally requires a minimum of \$10 million in assets to establish a discretionary account. The minimum account sizes do not apply to new accounts for which there is a corporate, family, or other substantial relationship to existing accounts. In addition, the firm reserves the right to waive the minimum account size and minimum annual fee under certain circumstances. A complete list and description of all firm composites and FMI distributed mutual funds are available upon request.

The iShares MSCI EAFE ETF® seeks to track the investment results of the MSCI EAFE Index (the "Underlying Index"), which has been developed by MSCI Inc. (the "Index Provider" or "MSCI"). The Underlying Index is a free float-adjusted, market capitalization-weighted index designed to measure large- and mid-capitalization equity market performance of developed markets outside of the U.S. and Canada. The Underlying Index includes stocks from Europe, Australasia and the Far East and, as of July 31, 2021, consisted of securities from the following 21 developed market countries or regions: Australia, Austria, Belgium, Denmark, Finland, France, Germany, Hong Kong, Ireland, Israel, Italy, Japan, the Netherlands, New Zealand, Norway, Portugal, Singapore, Spain, Sweden, Switzerland and the United Kingdom (the "U.K."). The MSCI EAFE Net Index (USD)® is a free float-adjusted market capitalization index that is designed to measure the equity market performance of developed markets, excluding the US & Canada. The MSCI EAFE Net Index (USD)® consists of the following 21 developed market country indices: Australia, Austria, Belgium, Denmark, Finland, France, Germany, Hong Kong, Ireland, Israel, Italy, Japan, the Netherlands, New Zealand, Norway, Portugal, Singapore, Spain, Sweden, Switzerland, and the United Kingdom. It is reported in local currency and net of hedges. The International Equity Hedged composite uses the iShares MSCI EAFE ETF® as its primary benchmark comparison. In September 2022, the benchmark was changed from MSCI EAFE Net Index (USD)® to iShares MSCI EAFE ETF® for all periods.

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