



Employees' Retirement System of the City of Norfolk

January 7, 2026

Investment Committee Meeting

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Economic and Market Update

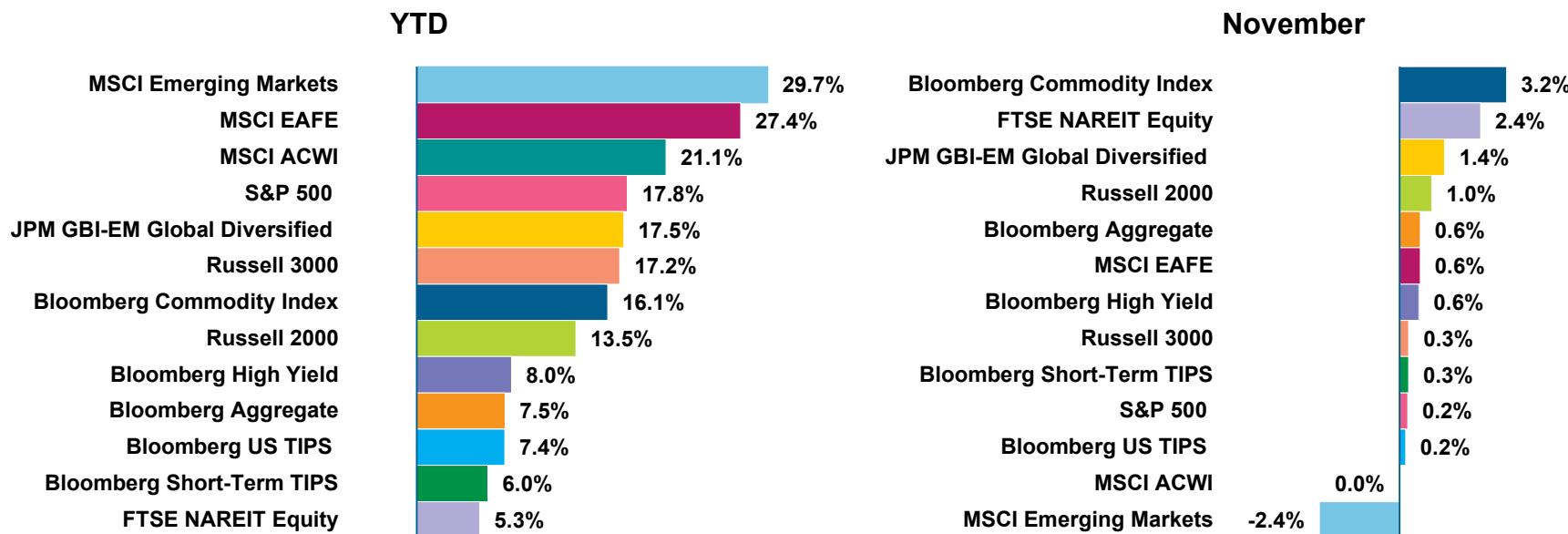
Data as of November 30, 2025

Commentary

In November, stocks were volatile but largely finished in positive territory, while bonds rose with expectations for rates to fall and weaker growth supporting lower bond-yields.

- After a weak start to the month, US equities (Russell 3000) rose slightly in November (0.3%) with rotation away from mega cap growth names toward value and small caps.
- Non-US developed stocks beat US equities slightly in November (MSCI EAFE +0.6%) with a similar dynamic of value beating growth.
- The MSCI Emerging Market index declined (-2.4%) in November but was up 29.7% year-to-date. Renewed China growth concerns weighed on Chinese stocks with the MSCI China falling 2.5% in November.
- Major bond markets finished November in positive territory. US bonds led the way with the US aggregate index and high yield bonds both up 0.6% for the month. Cooling inflation led to slightly lower returns for TIPS (+0.2%) and short TIPS (+0.3%).
- The government reopened in mid-November but the longest shutdown on record likely had a meaningful short-term impact on the economy, while delayed publication of key economic data increased uncertainty for policymakers and financial markets.
- Key questions going forward include how the Fed will manage interest rates given competing pressures on its dual mandate of inflation and employment, will tariff pressures eventually show up in inflation, can earnings growth remain resilient in the US, will the significant investment in the AI infrastructure buildout pay off, and how will China's economy and relations with the US track.

Index Returns¹



- In November, commodities led the way, driven by higher gold and energy prices. More broadly, stocks were choppy but finished slightly higher, except for emerging markets, while bond markets benefited from expectations of Fed rate cuts.
- Global markets have delivered a strong performance year-to-date helped by resilient earnings, AI optimism, a weaker US dollar, and expectations for lower interest rates.

¹ Source: Bloomberg. Data is as of November 30, 2025.

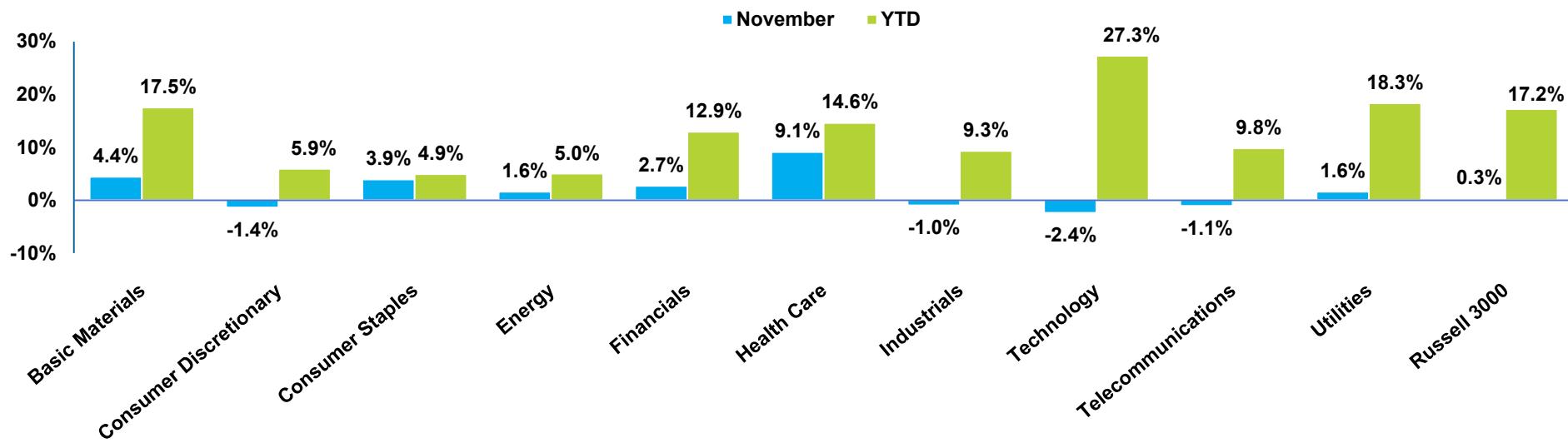
Domestic Equity Returns¹

Domestic Equity	November (%)	QTD (%)	YTD (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)
S&P 500	0.2	2.6	17.8	15.0	20.6	15.3	14.6
Russell 3000	0.3	2.4	17.2	13.6	19.8	14.1	14.0
Russell 1000	0.2	2.4	17.4	14.1	20.3	14.5	14.4
Russell 1000 Growth	-1.8	1.8	19.3	20.4	28.0	16.5	18.0
Russell 1000 Value	2.7	3.1	15.1	7.3	12.1	12.0	10.2
Russell MidCap	1.3	0.4	10.9	3.1	12.4	9.7	10.7
Russell MidCap Growth	-2.1	-2.4	10.1	3.3	16.8	7.9	12.4
Russell MidCap Value	2.4	1.4	11.0	2.9	10.3	10.8	9.4
Russell 2000	1.0	2.8	13.5	4.1	11.4	8.0	9.1
Russell 2000 Growth	-0.7	2.5	14.5	5.1	13.6	5.3	9.2
Russell 2000 Value	2.8	3.1	12.4	3.0	9.2	10.5	8.7

US Equities: The Russell 3000 index returned 0.3% in November and 17.2% year-to-date.

- US stocks finished a somewhat volatile month of November slightly positive. Uncertainty regarding the path of Fed rate cuts along with concerns with the valuations of AI-related stocks contributed to the volatility.
- Large cap stocks, represented by the Russell 1000 index, lagged small cap stocks (Russell 2000 index) during the month, bucking the trend seen year-to-date. This dynamic was driven in part by declines in large AI-related stocks such as NVIDIA, Microsoft, and Oracle, along with the small cap index's higher weighting to health care stocks.
- Value stocks outperformed growth stocks across the market cap spectrum in November, which also went against the year-to-date trend. The drop in technology stocks and the strength of financial stocks were the main drivers of this divergence.

¹ Source: Bloomberg. Data is as of November 30, 2025.

Russell 3000 Sector Returns¹

- Health care stocks were the month's largest gainers in the Russell 3000 index. The sector continues to rebound from lows reached when investors expressed concerns regarding political and regulatory uncertainty. The rise in these stocks in November was driven by broad earnings beats and merger activity.
- Technology stocks were the largest detractors in November but remain the leading sector year to date. The enthusiasm surrounding the AI trade dampened amid disappointing earnings reports and concerns regarding an "AI bubble."
- Basic materials demonstrated strength in November as investors rotated out of mega cap tech and into more value-oriented areas of the market.

¹ Source: Bloomberg. Data is as of November 30, 2025.

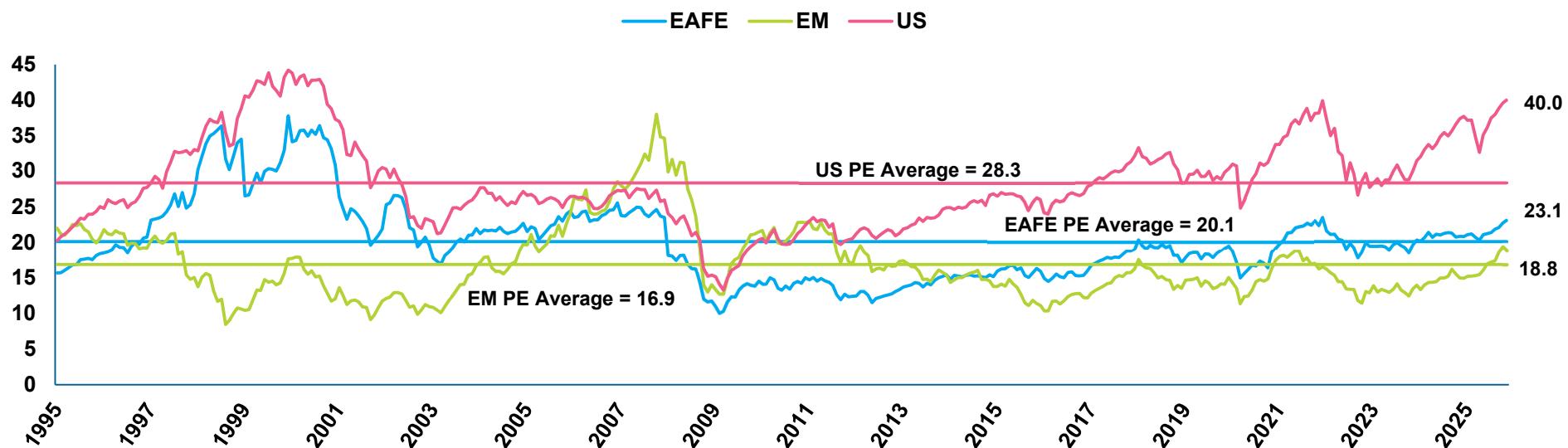
Foreign Equity Returns¹

Foreign Equity	November (%)	QTD (%)	YTD (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)
MSCI ACWI Ex US	0.0	2.0	28.5	26.0	15.9	8.4	7.9
MSCI EAFE	0.6	1.8	27.4	24.5	16.1	9.3	7.7
MSCI EAFE (Local Currency)	0.6	4.0	18.2	18.6	14.0	11.5	8.1
MSCI EAFE Small Cap	1.2	0.4	28.9	25.9	14.5	6.5	7.3
MSCI Emerging Markets	-2.4	1.7	29.7	29.5	14.7	5.1	7.9
MSCI Emerging Markets (Local Currency)	-1.6	2.9	27.9	29.5	15.9	7.3	9.2
MSCI EM ex China	-2.3	5.3	28.6	27.0	15.2	9.4	9.1
MSCI China	-2.5	-6.2	32.8	36.4	14.0	-2.4	5.5

Foreign Equity: Developed international equities (MSCI EAFE) returned 0.6% in November and 27.4% year-to-date, and the emerging markets index fell 2.4% in November and returned 29.7% year-to-date.

- Developed markets were slightly positive in November and characterized like the US by a rotation away from tech towards more defensive sectors. Eurozone equities rose slightly, benefiting from stimulus measures in Germany and robust earnings growth expectations. UK markets were essentially flat, with consumer sentiment weighing on returns. Japan saw significant volatility, selling off in early November before rallying strongly near month-end.
- Emerging market equities fell in November, with AI bubble concerns leading to significant selloffs in tech. Chinese markets fell 2.5%, with manufacturing PMIs remaining in contraction, stimulus enthusiasm beginning to wane, and investors increasingly focusing on structural headwinds. Korea and Taiwan both saw notable losses amid AI concerns. India reversed its losing streak, and Southeast Asia saw solid gains, with both benefitting from resilient domestic consumption.

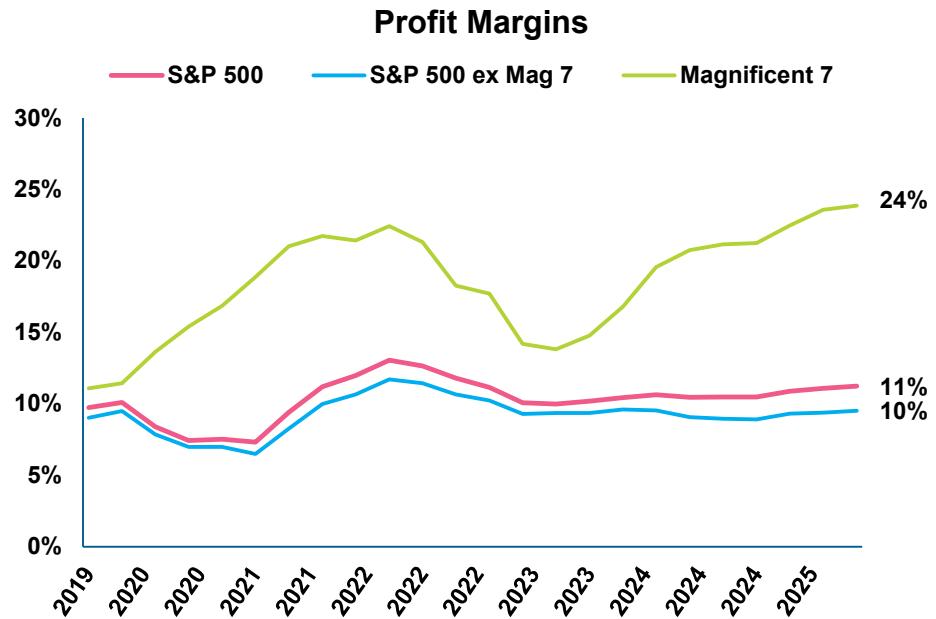
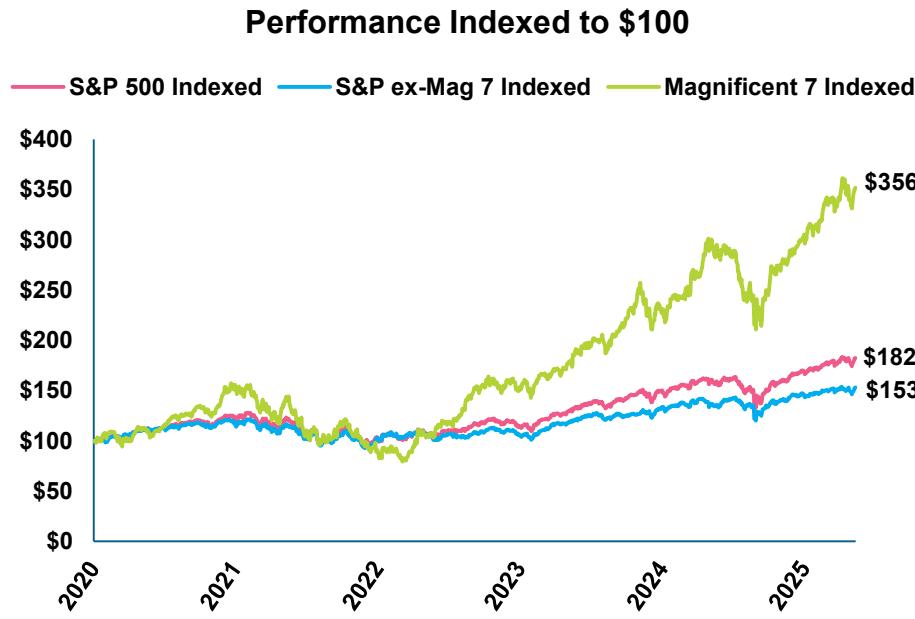
¹ Source: Bloomberg. Data is as of November 30, 2025.

Equity Cyclically Adjusted P/E Ratios¹

- Cyclically adjusted US stock valuations reached 40 in November, a level slightly above the peak coming out of the pandemic. AI-related optimism has been a key driver pushing valuations higher since the April lows.
- Given strong results this year in non-US developed stocks, valuations have moved further above their long-run P/E ratio (23.1 versus 20.1).
- As emerging market stocks lead the way in 2025, their valuations are now also trading at levels above their long-run average (18.8 versus 16.9).

¹ US Equity Cyclically Adjusted P/E on S&P 500 Index. Source: Robert Shiller, Yale University, and Meketa Investment Group. Developed and Emerging Market Equity (MSCI EAFE and EM Index) Cyclically Adjusted P/E Source: Bloomberg. Earnings figures represent the average of monthly "as reported" earnings over the previous ten years. Data is as of November 2025. The average line is the long-term average of the US, EM, and EAFE PE values from April 1998 to the recent month-end, respectively.

Performance and Profit Margins: S&P 500 and “Magnificent 7”¹



- Despite an over 25% decline to start the year, the so-called “Magnificent 7” AI-related technology stocks continue to drive market results gaining over 24% year-to-date through November. Since 2020, these stocks increased close to 3.6x while the other members of the S&P 500 increased roughly 1.5x.
- The relatively strong performance of the “Magnificent 7” has led to them currently comprising roughly a third of the S&P 500 index by market-capitalization, making their performance going forward key to overall market results.
- Profit margins have been relatively strong for these companies, with the latest readings more than double the broad market (24% versus 11%).

¹ Source: Bloomberg. Data is as of November 30, 2025, for index prices and September 30, 2025, for profit margins.

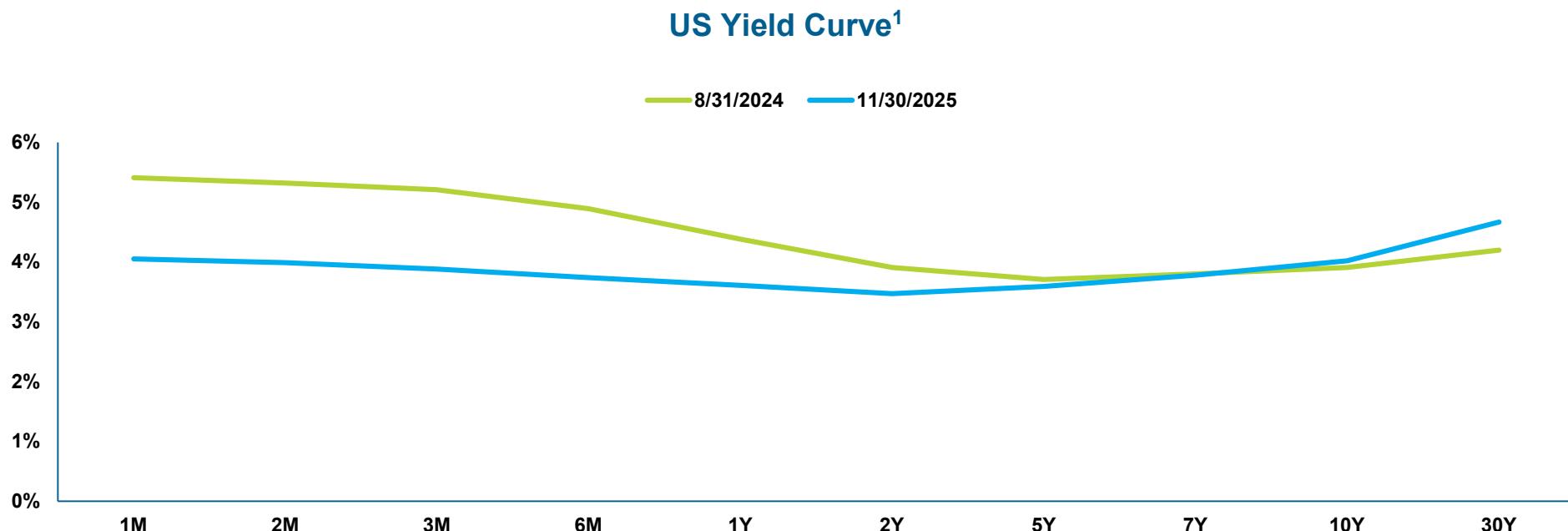
Fixed Income Returns¹

Fixed Income	November (%)	QTD (%)	YTD (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)	Current Yield (%)	Duration (Years)
Bloomberg Universal	0.6	1.3	7.7	6.0	5.1	0.1	2.4	4.5	5.9
Bloomberg Aggregate	0.6	1.2	7.5	5.7	4.6	-0.3	2.0	4.3	6.0
Bloomberg US TIPS	0.2	0.5	7.4	5.7	4.0	1.4	3.0	3.9	6.6
Bloomberg Short-term TIPS	0.3	0.3	6.0	5.9	5.0	3.7	3.1	3.6	2.4
Bloomberg US Long Treasury	0.4	1.7	7.4	1.7	0.6	-7.1	0.2	4.6	14.7
Bloomberg High Yield	0.6	0.7	8.0	7.5	9.6	4.8	6.2	6.6	3.1
JPM GBI-EM Global Diversified (USD)	1.4	1.8	17.5	15.2	9.7	1.5	3.5	--	--

Fixed Income: The Bloomberg Universal index rose 0.6% in November, returning 7.7% year-to-date.

- The US yield curve continued to move lower in November given soft economic data and expectations of further monetary policy easing.
- In this environment, the broad US bond market (Bloomberg Aggregate) returned 0.6% with longer dated US Treasuries returning 0.4%. Longer and short-dated TIPS gained 0.2% and 0.3%, respectively, as inflation concerns eased.
- Emerging market debt (+1.4%) lead the way for the month while US high yield (+0.6%) matched the broad market (Bloomberg Aggregate). Year-to-date performance in emerging markets exceeded other fixed income indices given relatively higher yields, an earlier start to central bank easing, and generally contained inflation.

¹ Source: Bloomberg. Data is as of November 30, 2025. The yield and duration data from Bloomberg is defined as the index's yield to worst and modified duration, respectively. JPM GBI-EM data is from J.P. Morgan. Current yield and duration data is not available.

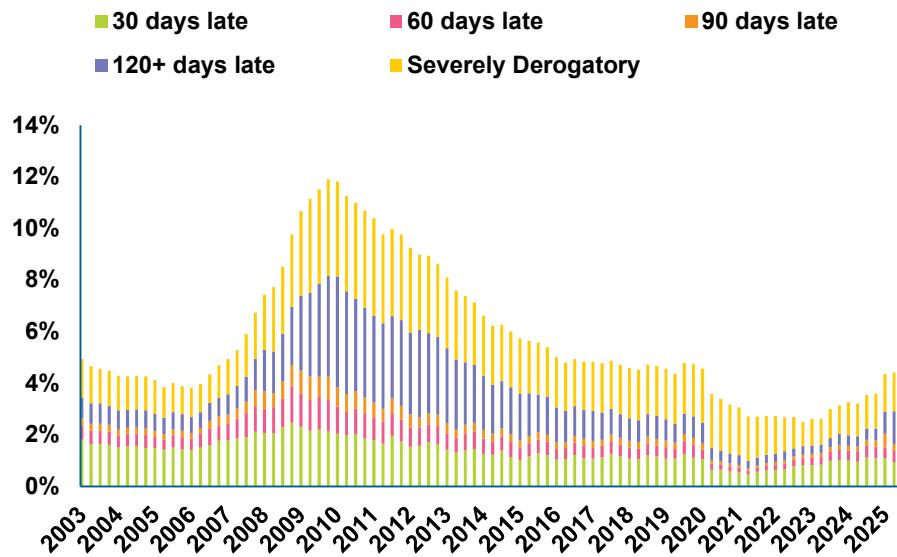


- Outside of longer maturities, interest rates generally fell in November on expectations of Fed rate cuts and some signs of cooling inflation.
- The policy sensitive 2-year nominal Treasury yield fell (3.57% to 3.49%) as expectations for a Fed rate cut at the last meeting moved from under a 30% probability mid-month to close to 100% at month-end. The 10-year nominal Treasury yield also fell (4.11% to 4.02%) on weak economic data, while the 30-year nominal Treasury yield stayed steady at around 4.67%.
- The shape of the yield curve has remained remarkably stable, with the spread between a two-year and ten-year Treasury staying in a tight range since April.

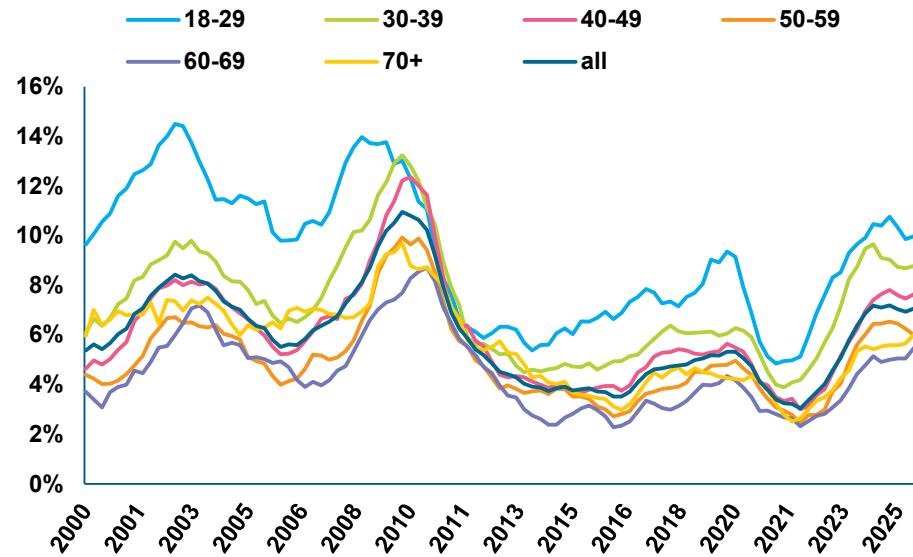
¹ Source: Bloomberg. Data is as of November 30, 2025. The August 2024 Treasury yields are shown as a reference before the first interest rate cut.

Stress is Building Among US Consumers

Percent of Total Outstanding Credit Card Balance by Delinquency Status¹

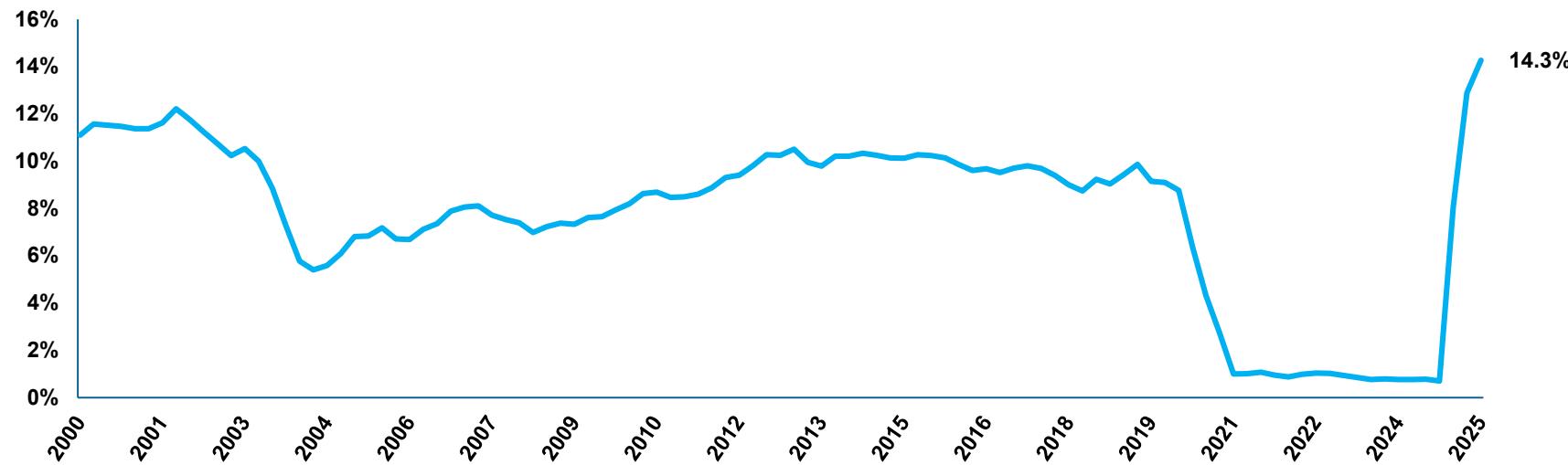


Transition into Serious Delinquency for Credit Cards by Age¹



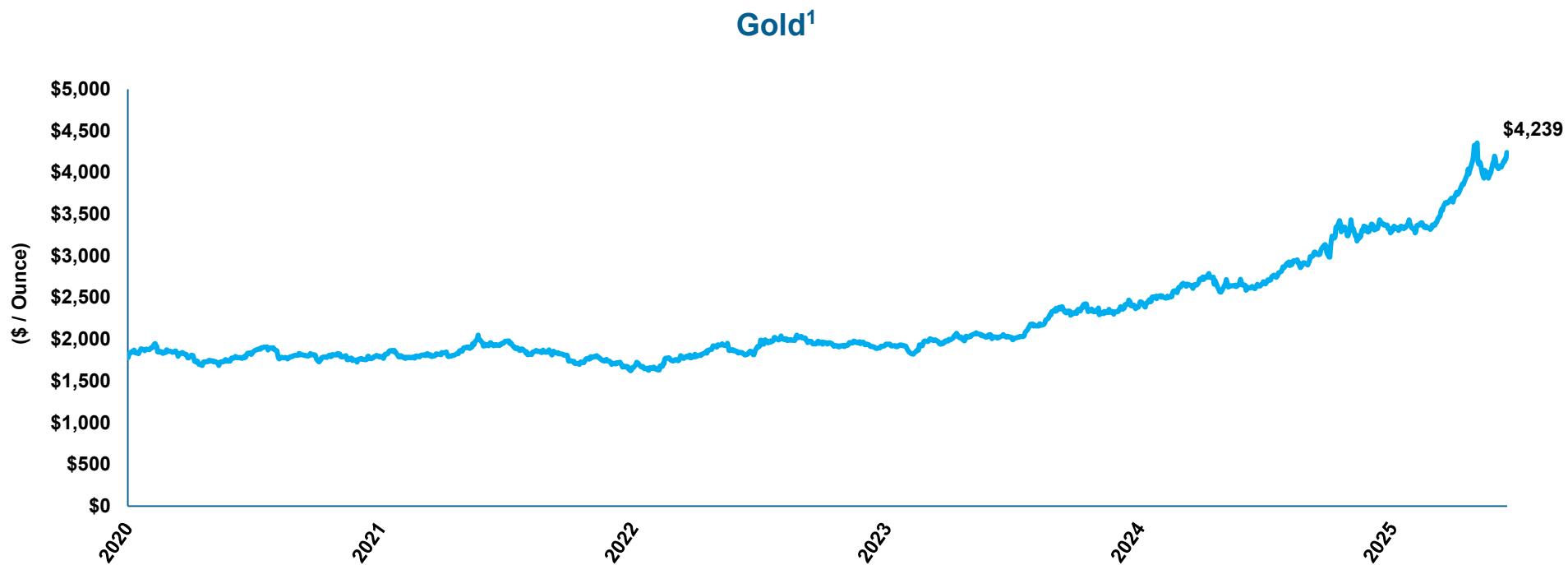
- Signs of stress on the US consumer have started to emerge given persistently higher prices and interest rates.
- After falling to historic lows during the pandemic, loan delinquencies have started to increase.
- Parts of the credit card market, especially for younger cohorts, have begun to show stress as most borrowers are subject to variable and higher borrowing costs. Total delinquencies are below pre-pandemic levels though.

¹ Source: New York Federal Reserve, Quarterly Household Debt and Credit Report. See also FRED. Data is as of September 30, 2025.

Transition Into Serious Delinquency (90+ Days) for Student Loans¹

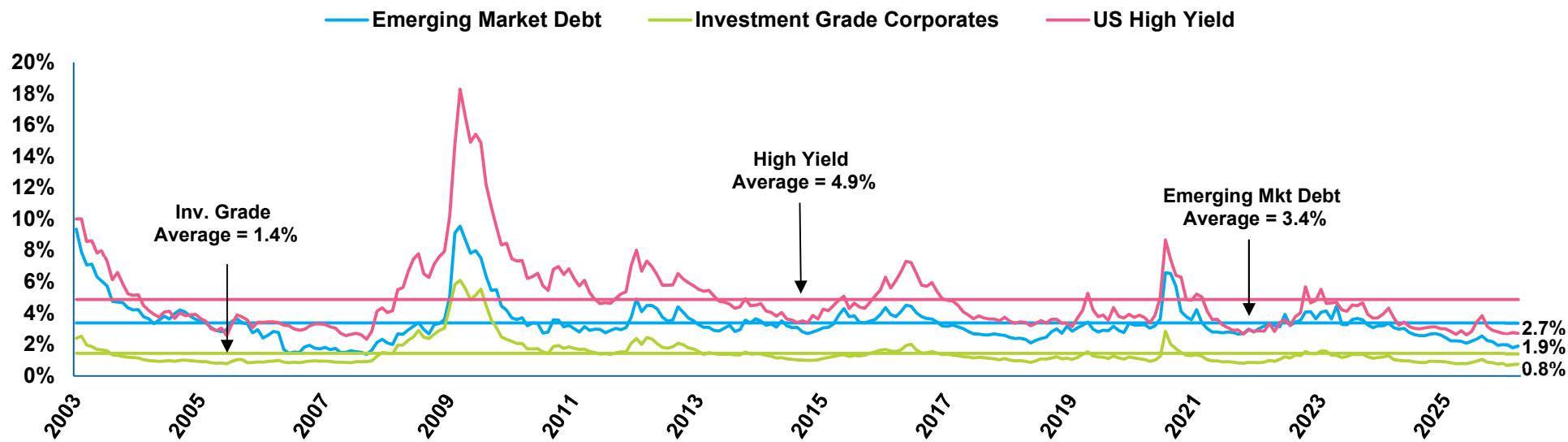
- The restarting of student loan payments and reporting for those in default could add further pressures to consumers.
- During the pandemic, student loan repayments were suspended with an estimated 43 million borrowers deferring payments.
- Pressures have been growing in the student loan market with roughly 9 million borrowers missing at least one loan payment in 2025.
- Approximately 14.3% of student debt is considered seriously delinquent.

¹ Source: New York Federal Reserve, Quarterly Household Debt and Credit Report. See also FRED. Data is as of September 30, 2025. Percent of student loan holders transitioning in serious default (90-days or more) based on four quarter moving average. Delays in reporting may cause fluctuations.



- In a period where risk assets have done particularly well, gold, which is usually perceived as a safe-haven, has done even better, gaining over 60% year-to-date through November.
- Key drivers of gold's strong year include central bank demand, a weaker US dollar, inflation concerns, central banks purchasing bullion, and expectations for lower rates.
- In November gold increased over \$200/ounce after its October decline largely driven by expectations of lower interest rates.

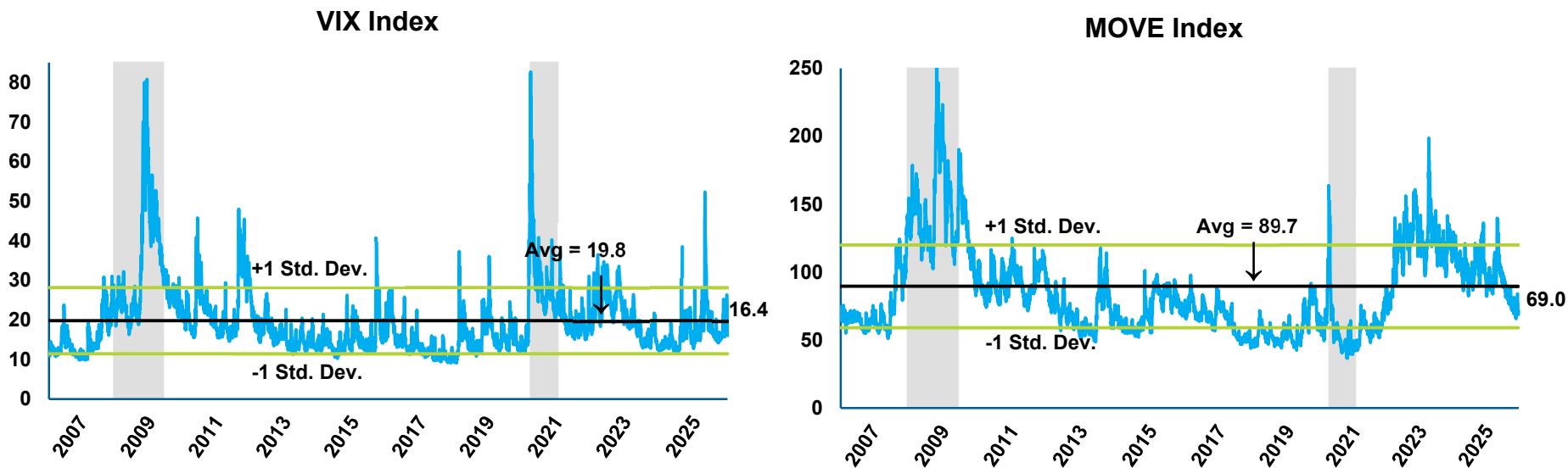
¹ Source: Bloomberg as of November 30, 2025. Gold Spot Price is quoted as US Dollars per Troy Ounce.

Credit Spreads vs. US Treasury Bonds¹

- Credit spreads remain historically tight, helped by the resilient US economy, strong corporate balance sheets/low default rates, and investor demand for yield.
- Investment grade spreads (the difference in yield from a comparable Treasury) remained below 1.0% in November.
- High yield spreads fell slightly from 2.8% to 2.7% for the month, while emerging market spreads rose from 1.8% to 1.9%.
- All yield spreads remained well below their respective long-run averages, especially high yield (2.7% versus 4.9%).

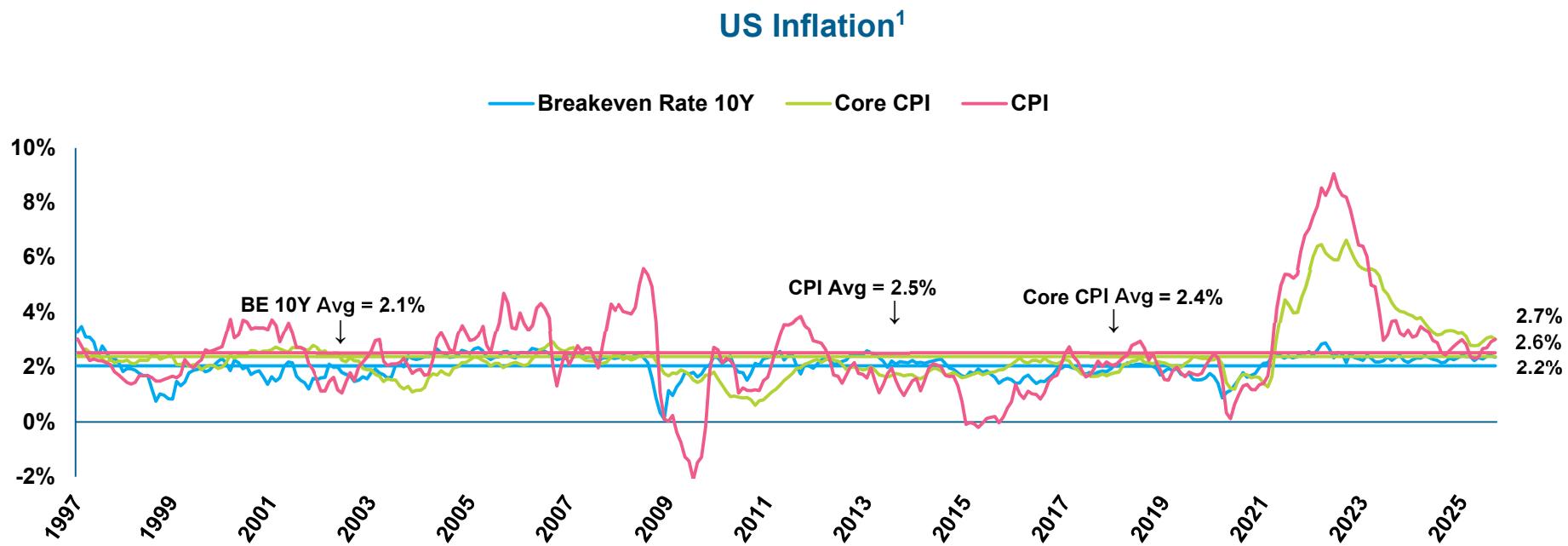
¹ Source: Bloomberg. Data is as of November 30, 2025. Average lines denote the average of the investment grade, high yield, and emerging market spread values from September 2002 to the recent month-end, respectively.

Equity and Fixed Income Volatility¹



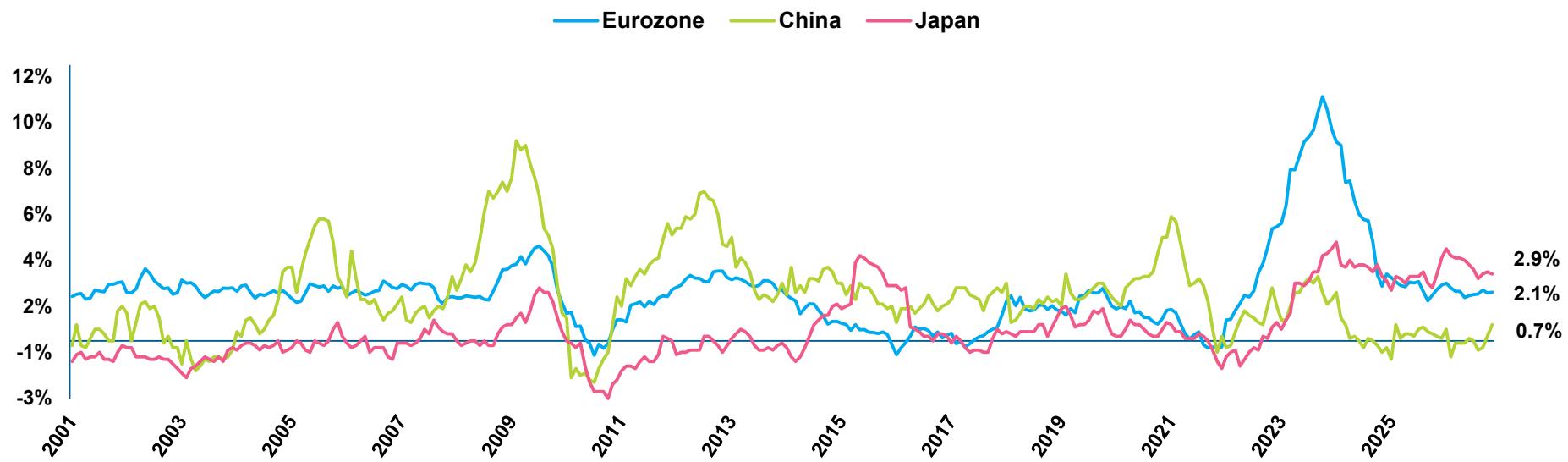
- Volatility rose mid-month on AI valuation concerns and rate uncertainty but subsequently fell toward month-end as expectations grew for a December rate cut by the Fed.
- Overall, resilient earnings data, optimism over AI-related stocks, and a general risk-on environment have all kept equity market volatility (VIX) relatively low.
- Despite fiscal policy uncertainty and debt concerns, the MOVE index has largely declined as confidence increased in the Fed cutting rates.

¹ Equity Volatility – Source: FRED. Fixed Income Volatility – Source: Bloomberg. Implied volatility as measured using VIX Index for equity markets and the MOVE Index to measure interest rate volatility for fixed income markets. Data is as of November 30, 2025. The average line indicated is the average of the VIX and MOVE values between January 2005 and November 2025.



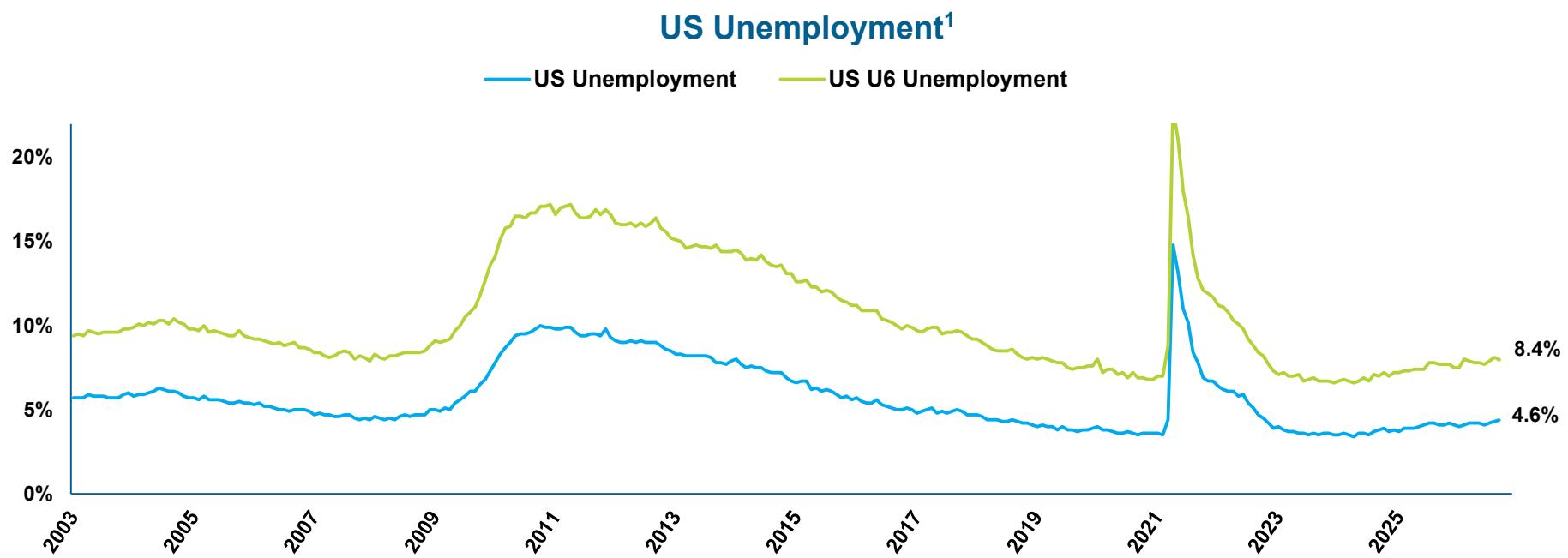
- During the government shutdown the BLS was unable to conduct price surveys in October, raising some questions regarding the November CPI annual gain of just 2.7%, below expectations of 3.1%. While data collection resumed in mid-November, some survey collected data remains outstanding.
- The energy index rose 4.2% year-on-year through November while food prices increased 2.6% year-on-year.
- Core inflation rose 2.6% year-on-year, below expectations of 3.0%, with shelter costs a key driver of elevated inflation levels rising just 1.8% over the period.
- Long term inflation expectations remain well anchored at 2.2% close to their long-run average of 2.1%.

¹ Source: FRED. Data is as of November 30, 2025. This represents the latest inflation data. The October report was canceled given the government shutdown.

Global Inflation (CPI Trailing Twelve Months)¹

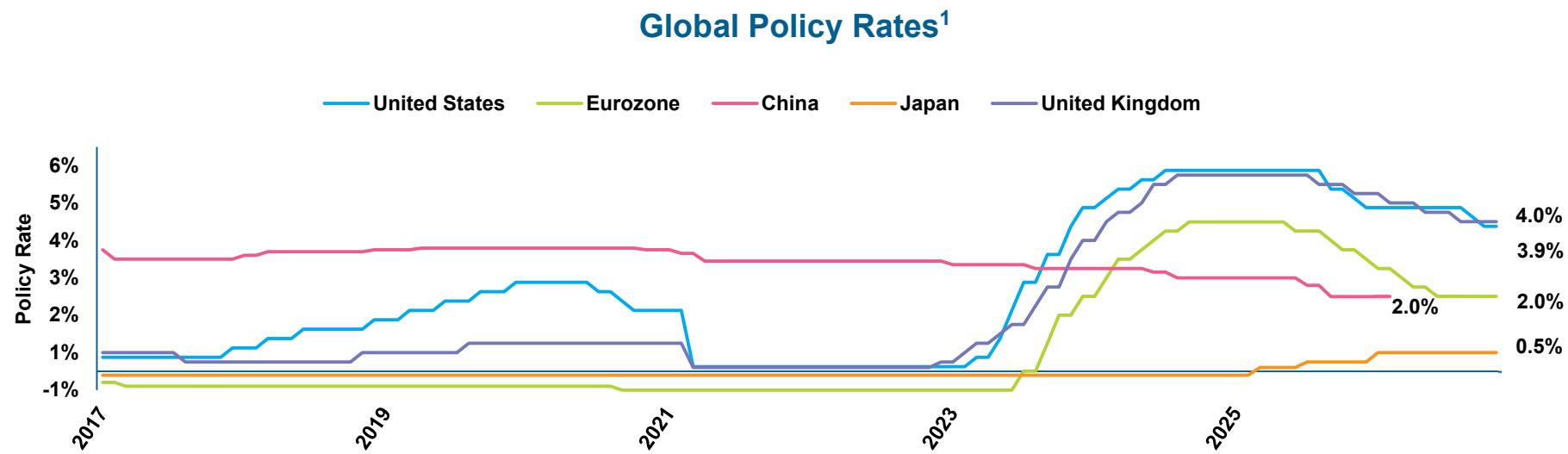
- With inflation around its 2.0% target, the ECB held policy rates steady at 2% in December with no further rate cuts expected in 2026.
- The Bank of Japan raised interest rates to highest level in three decades from 0.5% to 0.75%. Inflation in Japan fell slightly in November (3.0% to 2.9%). Despite the slight drop, inflation levels continue to be roughly 1% above the Bank of Japan's target level.
- China's annual inflation rate rose in November from 0.2% to 0.7% driven by food prices moving from falling to rising. Clothing, healthcare, and education also experienced price increases, contributing to the overall rise in CPI. Despite higher levels, inflation pressures remain weak even with significant policy stimulus.

¹ Source: Bloomberg. Data is as of November 2025.



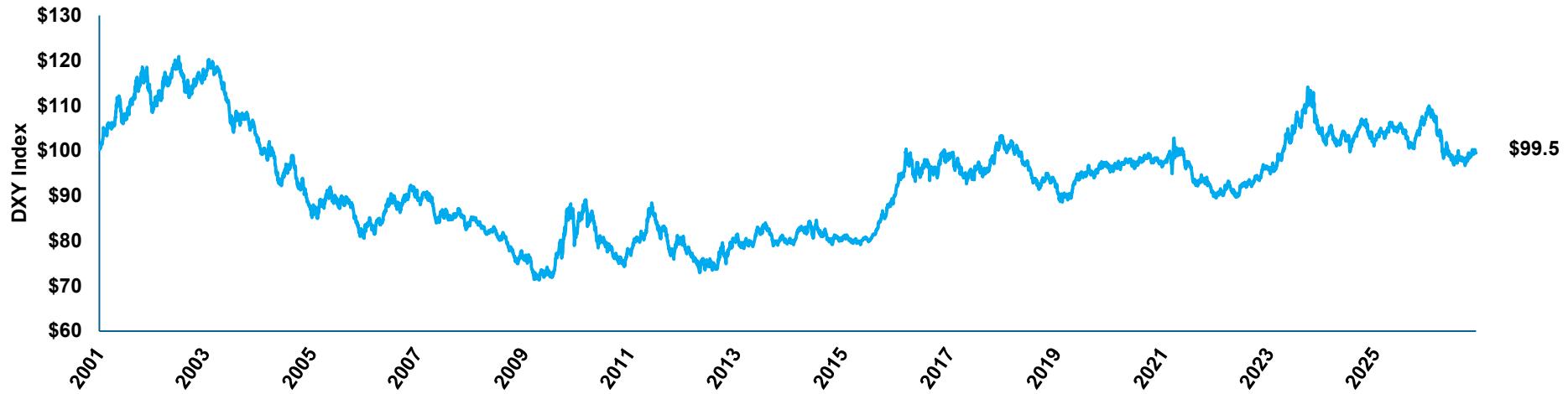
- In November the US added 64 thousand jobs above expectations of 50 thousand. The health care (+46 thousand), construction (+28 thousand), and social assistance (+18 thousand) sectors added jobs, while the transportation/warehousing (-18 thousand) and government sectors (-6 thousand) reduced jobs.
- The unemployment rate rose from the September level of 4.4% to 4.6% in November (the BLS did not calculate October given the shutdown) driven by reentrants into the labor force.
- Weekly initial jobless claims remain relatively low, averaging slightly more than 200 thousand on a four-week moving average. Continuing unemployment claims continue to hover around 1.9 million, a level higher than levels coming out of the pandemic but still historically low.

¹ Source: FRED. Data is as of November 30, 2025.



- It appears that we are moving into an environment in which the Fed continues to cut interest rates while other central banks are on hold or moving rates higher.
- The Fed cut interest rates again after month-end to a range of 3.5% to 3.75% with market expectations for roughly two more cuts over the next 12 months. Based on comments after the recent meeting it appears the Fed is going to take a cautious approach going forward, given inflation remaining elevated despite signs of weakness in the labor market.
- The ECB held rates steady since the summer. In 2026, there are no expectations of further cuts by the ECB, but markets are pricing in several additional cuts from the BOE.
- After cutting rates in May of last year, China's central bank has held rates steady, although disinflationary pressures continue to be a concern.
- After month-end the BOJ increased rates by 0.25% with markets expecting potentially one more hike in 2026, given inflation levels remaining above their 2% target.

¹ Source: Bloomberg. Data is as of November 30, 2025, except China which is as of February 28, 2025. United States rate is the mid-point of the Federal Funds Target Rate range. Eurozone rate is the ECB Deposit Facility Announcement Rate. Japan rate is the Bank of Japan Unsecured Overnight Call Rate Expected. China rate is the China Central Bank 1-Year Medium Term Interest Rate. UK rate is the UK Bank of England Official Bank Rate.

US Dollar vs. Broad Currencies¹

- The US dollar declined slightly in November after its recent gains from the September lows on relatively higher growth and interest rates in the US.
- Despite the recent increase, headwinds remain for the US dollar including a growing fiscal deficit and slowing growth.

¹ Source: Bloomberg. Data as of November 30, 2025.

Key Trends

- According to the International Monetary Fund's (IMF) October's World Economic Outlook, the global economy will decelerate from 3.2% in 2025 to 3.1% in 2026. The US is expected to modestly accelerate economic growth in 2026 to 2.1% from 2.0% in 2025. The euro area will slow slightly from 1.2% in 2025 to 1.1% in 2026. China's economy is expected to slow from 4.8% in 2025 to 4.2% in 2026.
- Despite the decline in tariff rhetoric since early April, many questions remain including how they will ultimately impact inflation. Overall, higher tariff levels and continued uncertainty could weigh on growth while increasing prices. Inflation levels and potential developments with tariffs combined with a weakening labor market will complicate the Fed's rate cutting path.
- Some signs of US consumer stress have started to emerge, with growing weakness in the jobs market and sentiment weakening since the start of the year. Consumers are particularly concerned about losing jobs and the potential for higher prices. Overall, risk to economic growth and to inflation from tariffs, as well as elevated borrowing costs, could put further pressure on consumers and lead to an even weaker job market. The resumption of collecting and reporting delinquent student loans could be a further headwind to consumption.
- US equities have fully recovered from substantial losses experienced during the first week of April and have reached new highs. A relatively strong third quarter earnings season, ongoing AI optimism, and rate cuts from the Fed all helped drive stocks higher. How earnings track from here, particularly for the large AI-related companies that make up a significant portion of the market, will be key going forward. Many questions remain about the return on investment for companies making significant investments in building AI infrastructure.
- Trade tensions between the US and China will remain an important focus as well as the overall health of China's economy. President Trump and President Xi met in late October and agreed to suspend trade sanctions for a year. However, it is not clear if China and the US will indeed de-escalate strategic high tech and rare earth tensions despite the official truce. How China manages its slowing economy, and deflationary pressures will also be important.

Executive Summary

Executive Summary

- In November, global equities were mixed, as developed markets benefited from easing inflation and resilient economic data while emerging markets faced pressure from Chinese growth concerns. Fixed income advanced as Treasury yields declined on cooling inflation and expectations for a December Fed rate cut.
- The table below reflects the latest estimated valuation data through November 2025.

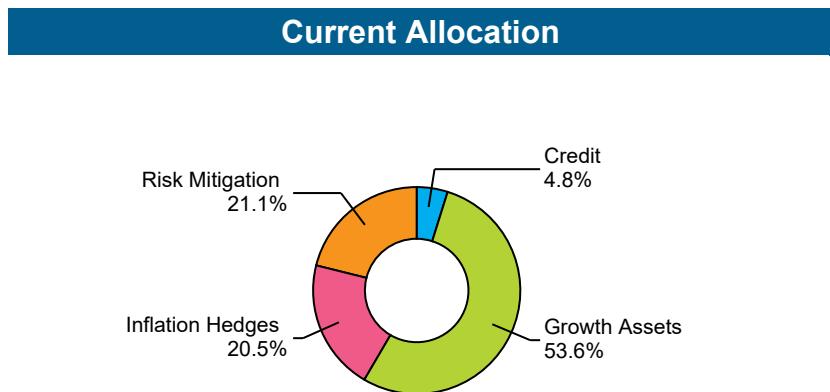
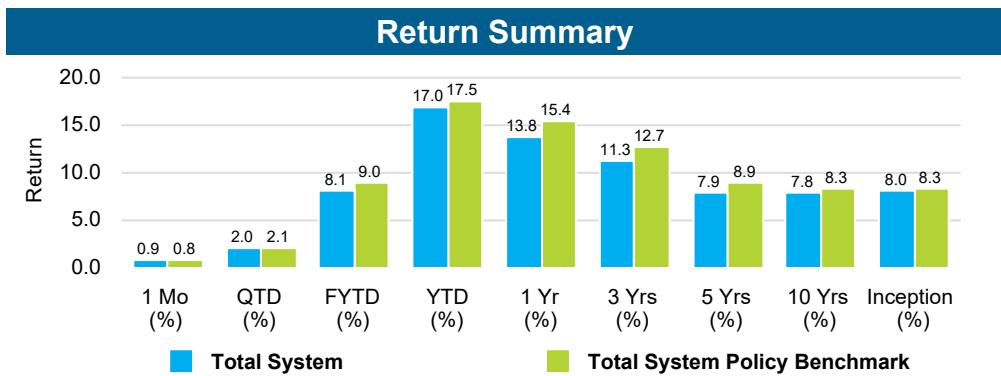
NERS	November 30, 2025	October 31, 2025	September 30, 2025	June 30, 2025
Total Fund Balance	\$1.54 Billion	\$1.53 Billion	\$1.52 Billion	\$1.42 Billion
Funded Status	98%	98%	97%	91%
NERS Assumed Rate of Return	6.75%	6.75%	6.75%	6.75%
FYTD Rate of Return	8.1%	7.1%	5.9%	11.3%
12 Months Trailing Rate of Return	17.0%	14.8%	11.1%	11.3%
Monthly Rate of Return	0.9%	1.1%	2.8%	3.0%
Monthly Gains/Losses	\$13.5 million	\$16.7 million	\$42.1 million	\$43.2 million
Monthly Net Cash Flow	-\$7.7 million	-\$8.2 million	-\$8.5 million	-\$8.6 million

- The Actuarial Determined Contribution rates for Fiscal Year 2026 are:
 - NERS: \$34.5 million
 - VRS: 7.84%
- As of November 30, the System was inside of its target asset allocation ranges for all asset classes.

Performance Summary

Portfolio Objective

The Employees' Retirement System of the City of Norfolk is a long-term investor whose objective is to enable the System to provide retirement income for plan participants and beneficiaries. The System's strategy is to generate a return that meets the long-term return objective, while minimizing volatility.



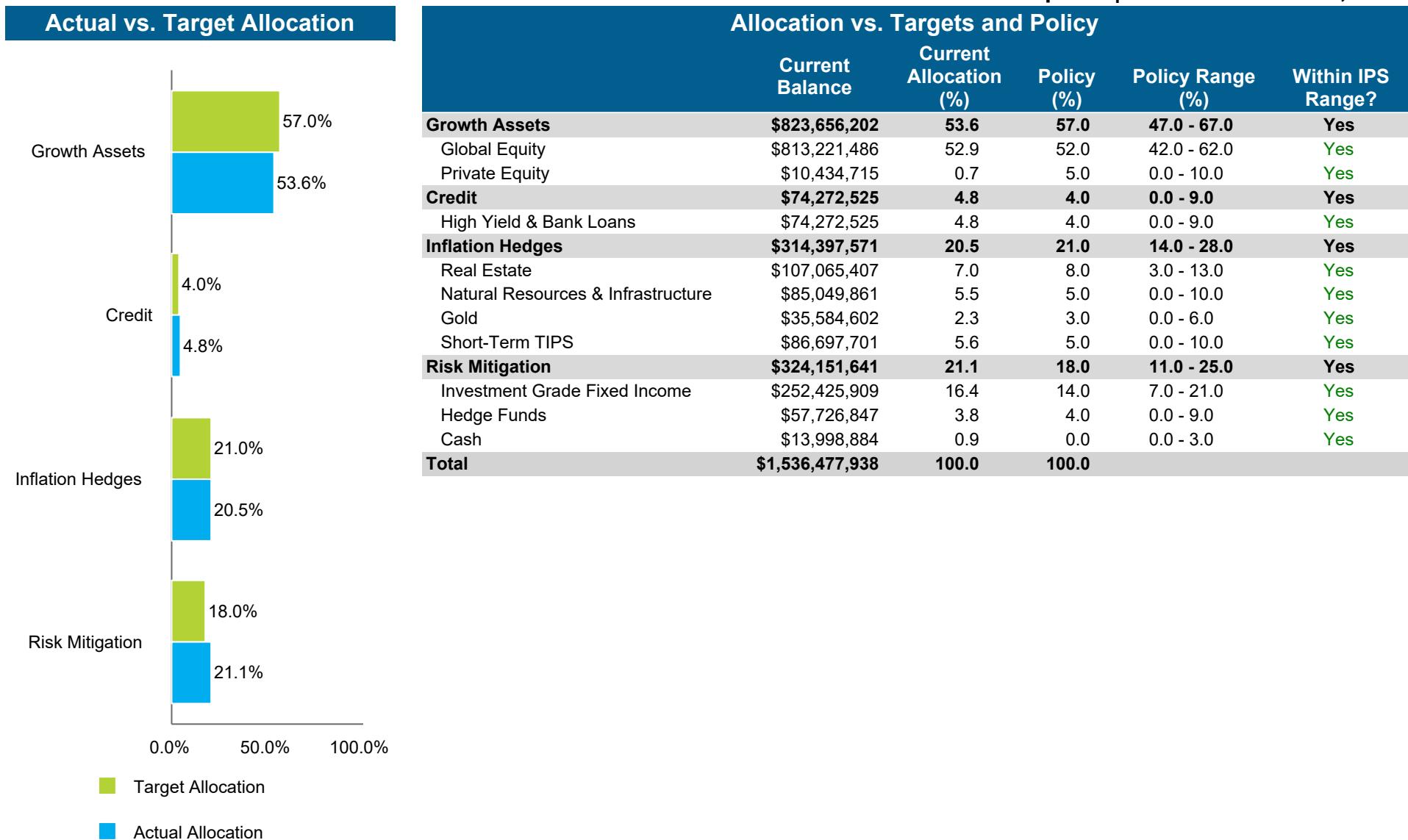
	1 Mo (%)	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Total System	0.9	2.0	8.1	17.0	13.8	11.3	7.9	7.8	8.0	10/01/1990
Total System Policy Benchmark	0.8	2.1	9.0	17.5	15.4	12.7	8.9	8.3	8.3	



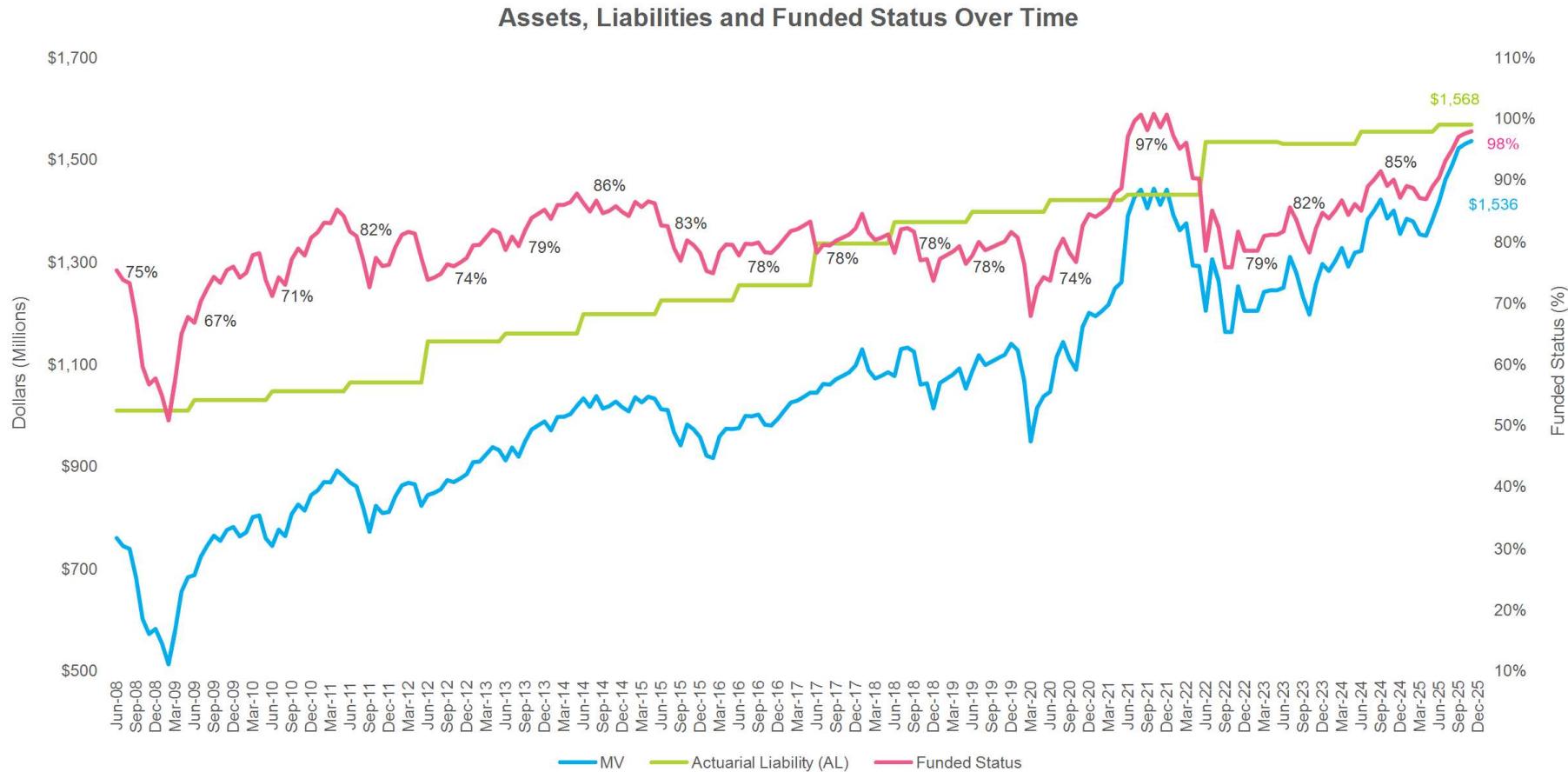
Summary of Cash Flows

	Last Month	Year-To-Date	One Year
Total System			
Beginning Market Value	1,530,715,873	1,354,588,745	1,400,372,717
Net Cash Flow	-7,704,111	-46,962,460	-54,864,628
Net Investment Change	13,466,176	228,851,653	190,969,849
Ending Market Value	1,536,477,938	1,536,477,938	1,536,477,938

Performance Update | As of November 30, 2025



Cash balance reflects First Eagle Gold proceeds that will be reinvested in December.



As of June 30, 2025, Total Plan Actuarial Liability (AL) is \$1.568 billion and the Actuarial Value of Assets (AVA) is \$1.377 billion for an Actuarial Funded Ratio (AVA/AL) of 88%. Using the Market Value of Assets (MVA), the Market Funded Ratio (MVA/AL) was approximately 98% in both October and November 2025.

Performance Update | As of November 30, 2025

Asset Class Performance Summary													
	Market Value (\$)	% of Portfolio	1 Mo (%)	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date	
Total System	1,536,477,938	100.0	0.9	2.0	8.1	17.0	13.8	11.3	7.9	7.8	8.0	Oct-90	
Total System Policy Benchmark			0.8	2.1	9.0	17.5	15.4	12.7	8.9	8.3	8.3		
Total Fund Actual Allocation Benchmark			0.7	2.0	8.5	17.6	15.1	12.3	--	--	--		
Total Fund Public Benchmark			0.3	1.9	8.2	17.3	14.5	14.5	8.0	8.3	8.4		
Growth Assets	823,656,202	53.6	0.5	2.3	9.7	20.8	16.9	16.8	--	--	16.8	Dec-22	
Growth Assets Custom Benchmark			0.4	2.4	10.6	20.5	17.8	18.4	--	--	18.4		
Global Equity	813,221,486	52.9	0.5	2.4	9.8	20.9	17.1	16.9	11.1	11.1	9.5	Oct-90	
Global Equity Policy Benchmark			0.1	2.2	10.0	20.8	17.6	18.0	11.6	11.1	9.9		
Private Equity	10,434,715	0.7											
MSCI ACWI + 3% 1Q Lag			2.7	4.4	17.2	16.2	19.2	21.1	--	--	21.1		
Credit	74,272,525	4.8	0.0	0.3	3.1	8.5	7.8	--	--	--	9.3	May-23	
Credit Custom Benchmark			0.4	0.6	2.7	6.6	6.7	--	--	--	9.3		
High Yield & Bank Loans	74,272,525	4.8	0.0	0.3	3.1	8.5	7.8	--	--	--	9.3	May-23	
High Yield & Bank Loans Custom Benchmark			0.4	0.6	2.7	6.6	6.7	--	--	--	9.3		
Inflation Hedges	314,397,571	20.5	2.2	2.0	8.9	18.9	15.7	4.8	--	--	4.8	Dec-22	
Inflation Hedges Custom Benchmark			2.3	2.3	9.9	20.8	18.5	5.4	--	--	5.4		
Real Estate	107,065,407	7.0	0.3	0.4	1.4	3.1	0.6	-3.6	1.2	2.5	5.4	Apr-11	
NCREIF ODCE (Net)			0.0	0.0	0.5	2.2	3.2	-6.1	2.6	4.1	6.5		
Natural Resources & Infrastructure	85,049,861	5.5	2.9	2.5	12.6	25.7	20.2	--	--	--	8.5	Apr-23	
S&P Global LargeMidcap Resources & Commodities NR USD			3.7	3.1	15.6	31.7	23.0	--	--	--	8.5		
Gold	35,584,602	2.3	9.9	8.6	37.3	86.9	78.3	--	--	--	34.6	Apr-23	
60% Gold (Spot) / 40% FTSE Gold Mines			9.5	10.3	43.0	96.8	88.5	--	--	--	38.9		
Short-Term TIPS	86,697,701	5.6	0.2	0.4	1.9	6.0	5.9	--	--	--	5.1	Mar-23	
Blmbg. U.S. TIPS 0-5 Year			0.3	0.3	1.9	6.0	5.9	--	--	--	5.5		
Risk Mitigation	324,151,641	21.1	0.6	1.6	3.8	6.6	4.7	3.6	--	--	3.6	Dec-22	
Risk Mitigation Custom Benchmark			0.6	1.4	4.1	6.9	5.7	4.2	--	--	4.2		
Investment Grade Fixed Income	252,425,909	16.4	0.6	1.4	3.6	7.4	4.8	4.1	-0.5	2.0	5.1	Oct-90	
Blmbg. U.S. Aggregate Index			0.6	1.3	3.3	7.5	5.7	4.6	-0.3	2.0	5.1		
Intermediate-Term Bonds	201,229,917	13.1	0.6	1.3	3.4	7.4	5.7	5.1	0.0	2.3	5.2	Oct-90	
Blmbg. U.S. Aggregate Index			0.6	1.3	3.3	7.5	5.7	4.6	-0.3	2.0	5.1		

Total Fund Public Benchmark consists of 74% MSCI ACWI IMI / 26% Bloomberg US Aggregate. Historical varies. See benchmark history page for additional benchmark detail.
 Fiscal Year begins July 1.

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	Market Value (\$)	% of Portfolio	1 Mo (%)	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
Long-Term Bonds	51,195,992	3.3	0.5	1.7	4.2	7.5	1.6	--	--	--	0.8	Mar-23
<i>Bloomberg U.S. Treasury: Long</i>			0.4	1.7	4.2	7.4	1.7	--	--	--	0.8	
Hedge Funds	57,726,847	3.8	0.7	2.5	4.9	3.4	4.4	--	--	--	1.0	Apr-23
<i>Hedge Fund Custom Benchmark</i>			0.7	1.9	6.9	4.8	5.6	--	--	--	3.8	
Cash	13,998,884	0.9										

Fiscal Year begins July 1.

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	Trailing Net Performance												
	Market Value (\$)	% of Portfolio	1 Mo (%)	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date	
Total System	1,536,477,938	100.0	0.9	2.0	8.1	17.0	13.8	11.3	7.9	7.8	8.0	Oct-90	
Total System Policy Benchmark			0.8	2.1	9.0	17.5	15.4	12.7	8.9	8.3	8.3		
Total Fund Actual Allocation Benchmark			0.7	2.0	8.5	17.6	15.1	12.3	--	--	--		
Total Fund Public Benchmark			0.3	1.9	8.2	17.3	14.5	14.5	8.0	8.3	8.4		
Growth Assets	823,656,202	53.6	0.5	2.3	9.7	20.8	16.9	16.8	--	--	16.8	Dec-22	
Growth Assets Custom Benchmark			0.4	2.4	10.6	20.5	17.8	18.4	--	--	18.4		
Global Equity	813,221,486	52.9	0.5	2.4	9.8	20.9	17.1	16.9	11.1	11.1	9.5	Oct-90	
Global Equity Policy Benchmark			0.1	2.2	10.0	20.8	17.6	18.0	11.6	11.1	9.9		
SSIM Russell 1000 Growth Index	46,519,755	3.0	-1.8	1.7	12.5	19.3	20.3	--	--	--	31.4	Mar-23	
<i>Russell 1000 Growth Index</i>				-1.8	1.8	12.4	19.3	20.4	--	--	31.4		
SSIM Russell 1000 Value Index	50,991,773	3.3	2.6	3.1	8.6	15.1	7.2	--	--	--	14.3	Mar-23	
<i>Russell 1000 Value Index</i>				2.7	3.1	8.6	15.1	7.3	--	--	14.4		
DF Dent Small Cap Growth Fund	14,300,117	0.9	1.3	0.6	0.8	-2.3	-10.3	--	--	--	4.6	Jun-24	
<i>Russell 2000 Growth Index</i>				-0.7	2.5	15.0	14.5	5.1	--	--	16.7		
DFA U.S. Small Cap Value Portfolio	13,805,536	0.9	4.0	2.2	11.0	7.2	-1.3	--	--	--	8.2	Nov-24	
<i>Russell 2000 Value Index</i>					2.8	3.1	16.1	12.4	3.0	--	--	11.9	
SSIM Russell 3000 Index	264,576,342	17.2	0.3	2.4	10.7	17.1	13.5	--	--	--	22.5	Mar-23	
<i>Russell 3000 Index</i>					0.3	2.4	10.8	17.2	13.6	--	--	22.6	
SSIM MSCI EAFE	88,520,479	5.8	0.6	1.8	6.7	27.7	24.8	--	--	--	15.5	Mar-23	
<i>MSCI EAFE</i>					0.6	1.8	6.7	27.4	24.5	--	--	15.3	
SSIM Emerging Markets Index	26,111,781	1.7	-2.4	1.6	12.7	29.9	29.7	--	--	--	16.1	Mar-23	
<i>MSCI Emerging Markets</i>					-2.4	1.7	12.5	29.7	29.5	--	--	16.4	
ABS China Direct	11,359,162	0.7	-2.4	-6.8	12.2	29.8	32.1	--	--	--	7.4	Mar-23	
<i>MSCI China</i>					-2.5	-6.2	13.2	32.8	36.4	--	--	13.2	
ABS EM ex China Direct	27,726,914	1.8	-1.4	5.5	13.6	30.1	28.4	--	--	--	18.9	Mar-23	
<i>MSCI EM ex China (Net)</i>					-2.3	5.3	12.3	28.6	27.0	--	--	18.1	
Kopernik Global All-Cap	33,017,105	2.1	4.7	4.9	18.7	62.1	53.1	--	--	--	24.1	Apr-23	
<i>MSCI AC World Index</i>					0.0	2.2	10.0	21.1	18.2	--	--	19.8	
First Eagle Global Equity	138,617,074	9.0	2.0	2.4	9.8	23.6	18.3	--	--	--	16.0	Apr-23	
<i>MSCI AC World Index</i>					0.0	2.2	10.0	21.1	18.2	--	--	19.8	
J. Stern & Co. World Stars Global Equity Fund	97,675,447	6.4	-1.0	2.3	5.8	13.7	11.3	--	--	--	15.2	Feb-24	
<i>MSCI AC World IMI Index</i>					0.1	2.2	10.0	20.8	17.6	--	--	20.3	

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	Market Value (\$)	% of Portfolio	1 Mo (%)	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
Private Equity	10,434,715	0.7										
MSCI ACWI + 3% 1Q Lag				2.7	4.4	17.2	16.2	19.2	21.1	--	--	21.1
NexPhase Capital Fund V, L.P.	1,609,150	0.1										
Vitruvian Investment Partnership V	1,102,736	0.1										
Lexington Capital Partners X, L.P.	5,587,699	0.4										
Flagship Pioneering Fund VIII, L.P.	485,501	0.0										
Gauge Capital IV, L.P.	451,837	0.0										
KPS Special Situations Fund VI, L.P.	391,880	0.0										
Oakley Capital VI	339,875	0.0										
Mainsail Partners VII	107,797	0.0										
Falfurrias Capital Partners VI, L.P.	140,000	0.0										
Mountaingate Capital Fund III, L.P.	188,761	0.0										
SSC Partners III-A, L.P.	29,480	0.0										
Credit	74,272,525	4.8	0.0	0.3	3.1	8.5	7.8	--	--	--	9.3	May-23
Credit Custom Benchmark			0.4	0.6	2.7	6.6	6.7	--	--	--	9.3	
High Yield & Bank Loans	74,272,525	4.8	0.0	0.3	3.1	8.5	7.8	--	--	--	9.3	May-23
High Yield & Bank Loans Custom Benchmark			0.4	0.6	2.7	6.6	6.7	--	--	--	9.3	
Sculptor Credit Opportunities Overseas Fund	28,368,129	1.8	-0.4	0.4	3.6	10.6	9.1	--	--	--	7.2	May-23
Blmbg. Global High Yield Index			0.6	1.3	3.9	11.0	10.4	--	--	--	11.7	
Brigade High Income Fund	45,904,397	3.0	0.3	0.3	2.7	6.8	6.7	--	--	--	10.9	May-23
60% Bloomberg U.S. Corporate High Yield & 40% S&P UBS Lev Loans			0.4	0.6	2.9	6.9	6.9	--	--	--	9.3	
Inflation Hedges	314,397,571	20.5	2.2	2.0	8.9	18.9	15.7	4.8	--	--	4.8	Dec-22
Inflation Hedges Custom Benchmark			2.3	2.3	9.9	20.8	18.5	5.4	--	--	5.4	
Real Estate	107,065,407	7.0	0.3	0.4	1.4	3.1	0.6	-3.6	1.2	2.5	5.4	Apr-11
NCREIF ODCE			0.0	0.0	0.5	2.2	3.2	-6.1	2.6	4.1	6.5	
JP Morgan Asset Management Strategic Property Fund	46,203,636	3.0	0.7	0.9	1.8	3.7	4.5	-5.8	1.4	3.2	6.2	Apr-11
NCREIF ODCE			0.0	0.0	0.5	2.2	3.2	-6.1	2.6	4.1	6.5	
UBS Trumbull Property Fund	19,984,856	1.3	0.0	0.0	1.0	3.6	4.4	-6.9	0.2	1.5	3.6	Dec-11
NCREIF ODCE			0.0	0.0	0.5	2.2	3.2	-6.1	2.6	4.1	6.3	
Morgan Stanley Prime Property Fund	40,876,914	2.7	0.0	0.0	1.3	2.7	--	--	--	--	2.7	Jan-25
NCREIF ODCE			0.0	0.0	0.5	2.2	--	--	--	--	2.2	

All Private Equity market values are based on June 30, 2025, fair market values and adjusted for subsequent cash flows. However, Falfurrias, Mountaingate and SSC Partners' market values reflect their initial capital call amounts, which occurred on 6/10, 9/17 and 11/12, respectively. Sculptor's market value is estimated using preliminary 11/30/2025 performance.

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	Market Value (\$)	% of Portfolio	1 Mo (%)	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
Natural Resources & Infrastructure	85,049,861	5.5	2.9	2.5	12.6	25.7	20.2	--	--	--	8.5	Apr-23
S&P Global LargeMid Commodity & Resources			3.7	3.1	15.6	31.7	23.0	--	--	--	8.5	
SSIM S&P Global LargeMidCap Natural Resources Index	66,638,729	4.3	3.7	3.2	15.7	31.8	23.2	--	--	--	8.6	Apr-23
S&P Global LargeMid Commodity & Resources			3.7	3.1	15.6	31.7	23.0	--	--	--	8.5	
JP Morgan Infrastructure Investments Fund	18,411,132	1.2	0.0	0.0	2.8	7.5	10.5	--	--	--	9.9	Oct-23
Dow Jones Brookfield Global Infrastructure			4.0	1.1	2.7	15.3	8.5	--	--	--	17.6	
Gold	35,584,602	2.3	9.9	8.6	37.3	86.9	78.3	--	--	--	34.6	Apr-23
60% Gold (Spot) / 40% FTSE Gold Mines			9.5	10.3	43.0	96.8	88.5	--	--	--	38.9	
First Eagle Institutional Gold Fund, LP	35,584,602	2.3	9.9	8.6	37.3	86.9	78.3	--	--	--	34.6	Apr-23
60% Gold (Spot) / 40% FTSE Gold Mines			9.5	10.3	43.0	96.8	88.5	--	--	--	38.9	
Short-Term TIPS	86,697,701	5.6	0.2	0.4	1.9	6.0	5.9	--	--	--	5.1	Mar-23
Blmbg. U.S. TIPS 0-5 Year			0.3	0.3	1.9	6.0	5.9	--	--	--	5.5	
Vanguard Short-Term TIPS Index	86,697,701	5.6	0.2	0.4	1.9	6.0	5.9	--	--	--	4.9	Apr-23
Blmbg. U.S. TIPS 0-5 Year			0.3	0.3	1.9	6.0	5.9	--	--	--	4.9	
Risk Mitigation	324,151,641	21.1	0.6	1.6	3.8	6.6	4.7	3.6	--	--	3.6	Dec-22
Risk Mitigation Custom Benchmark			0.6	1.4	4.1	6.9	5.7	4.2	--	--	4.2	
Investment Grade Fixed Income	252,425,909	16.4	0.6	1.4	3.6	7.4	4.8	4.1	-0.5	2.0	5.1	Oct-90
Blmbg. U.S. Aggregate Index			0.6	1.3	3.3	7.5	5.7	4.6	-0.3	2.0	5.1	
Intermediate-Term Bonds	201,229,917	13.1	0.6	1.3	3.4	7.4	5.7	5.1	0.0	2.3	5.2	Oct-90
Blmbg. U.S. Aggregate Index			0.6	1.3	3.3	7.5	5.7	4.6	-0.3	2.0	5.1	
SSIM US Aggregate Bond	48,684,208	3.2	0.6	1.3	3.3	7.4	5.6	4.6	-0.3	2.0	2.9	Jan-09
Blmbg. U.S. Aggregate Index			0.6	1.3	3.3	7.5	5.7	4.6	-0.3	2.0	2.9	
Wellington Core Bond	115,936,871	7.5	0.6	1.2	3.5	7.4	5.9	--	--	--	4.8	May-23
Blmbg. U.S. Aggregate Index			0.6	1.3	3.3	7.5	5.7	--	--	--	4.1	
Brandywine U.S. Fixed Income	36,608,838	2.4	0.6	1.4	3.5	7.6	5.5	--	--	--	4.2	Jun-23
Blmbg. U.S. Aggregate Index			0.6	1.3	3.3	7.5	5.7	--	--	--	4.7	
Long-Term Bonds	51,195,992	3.3	0.5	1.7	4.2	7.5	1.6	--	--	--	0.8	Mar-23
Blmbg. U.S. Treasury: Long			0.4	1.7	4.2	7.4	1.7	--	--	--	0.8	
SSIM Long US Treasury Index	51,195,992	3.3	0.5	1.7	4.2	7.5	1.6	--	--	--	0.8	Mar-23
Blmbg. U.S. Treasury: Long			0.4	1.7	4.2	7.4	1.7	--	--	--	0.8	

JP Morgan Infrastructure Investments Fund is based on September 30, 2025 fair market value and adjusted for subsequent cash flows.

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	Market Value (\$)	% of Portfolio	1 Mo (%)	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
Hedge Funds	57,726,847	3.8	0.7	2.5	4.9	3.4	4.4	--	--	--	1.0	Apr-23
Hedge Fund Custom Benchmark			0.7	1.9	6.9	4.8	5.6	--	--	--	3.8	
36 South Kohinoor Series (Cayman) Fund	17,932,451	1.2	0.3	1.8	3.2	4.3	4.3	--	--	--	2.0	Apr-23
HFR/EurekaHedge Long Vol Blended Benchmark			0.0	1.2	2.8	8.5	8.7	--	--	--	1.6	
BH-DG Systematic Trading Master Fund	16,020,871	1.0	0.7	4.1	9.9	3.1	3.4	--	--	--	-1.5	Apr-23
SG Trend Index			1.4	2.8	11.6	0.5	2.0	--	--	--	2.4	
Lombard Odier Bear Convexity	5,978,988	0.4	0.2	2.7	0.7	3.2	3.6	--	--	--	0.3	Apr-23
HFR/EurekaHedge Long Vol Blended Benchmark			0.0	1.2	2.8	8.5	8.7	--	--	--	1.6	
Alpstone Global Macro Fund	17,794,536	1.2	1.2	1.5	3.4	3.1	5.7	--	--	--	2.5	May-23
HFR Macro (Total) Index			0.6	1.6	6.4	5.1	5.7	--	--	--	4.6	
Cash	13,998,884	0.9										
Cash	13,998,884	0.9										

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 Annual Investment Expense Analysis
 As of November 30, 2025

	Fee Schedule	Market Value	Estimated Fee Value	Estimated Fee (%)
Total System		\$1,536,477,938	\$4,802,642	0.31
Growth Assets		\$823,656,202	\$2,047,934	0.25
Global Equity		\$813,221,486	\$1,955,094	0.24
SSIM Russell 1000 Growth Index	0.02 % of Assets	\$46,519,755	\$9,304	0.02
SSIM Russell 1000 Value Index	0.02 % of Assets	\$50,991,773	\$10,198	0.02
DF Dent Small Cap Growth Fund	0.85 % of Assets	\$14,300,117	\$121,551	0.85
DFA U.S. Small Cap Value Portfolio	0.31 % of Assets	\$13,805,536	\$42,797	0.31
SSIM Russell 3000 Index	0.02 % of Assets	\$264,576,342	\$52,915	0.02
SSIM MSCI EAFE	0.04 % of Assets	\$88,520,479	\$35,408	0.04
SSIM Emerging Markets Index	0.08 % of Assets	\$26,111,781	\$20,889	0.08
ABS China Direct	0.65 % of Assets	\$11,359,162	\$73,835	0.65
ABS EM ex China Direct	0.50 % of Assets	\$27,726,914	\$138,635	0.50
Kopernik Global All-Cap	0.75 % of Assets	\$33,017,105	\$247,628	0.75
First Eagle Global Equity	0.55 % of Assets	\$138,617,074	\$762,394	0.55
J. Stern & Co. World Stars Global Equity Fund	0.45 % of Assets	\$97,675,447	\$439,540	0.45
Private Equity		\$10,434,715	\$92,840	0.89
NexPhase Capital Fund V, L.P.	2.00 % of Assets	\$1,609,150	\$32,183	2.00
Vitruvian Investment Partnership V	1.90 % of Assets	\$1,102,736	\$20,952	1.90
Lexington Capital Partners X, L.P.	1.00% on committed capital.	\$5,587,699	-	-
Flagship Pioneering Fund VIII, L.P.	2.00 % of Assets	\$485,501	\$9,710	2.00
Gauge Capital IV, L.P.	2.00 % of Assets	\$451,837	\$9,037	2.00
KPS Special Situations Fund VI, L.P.	1.25 % of Assets	\$391,880	\$4,898	1.25
Oakley Capital VI	2.00 % of Assets	\$339,875	\$6,798	2.00
Mainsail Partners VII	2.00 % of Assets	\$107,797	\$2,156	2.00
Falfurrias Capital Partners VI, L.P.	2.00 % of Assets	\$140,000	\$2,800	2.00
Mountaingate Capital Fund III, L.P.	2.00 % of Assets	\$188,761	\$3,775	2.00
SSC Partners III-A, L.P.	1.80 % of Assets	\$29,480	\$531	1.80

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	Fee Schedule	Market Value	Estimated Fee Value	Estimated Fee (%)
Credit		\$74,272,525	\$522,384	0.70
High Yield & Bank Loans		\$74,272,525	\$522,384	0.70
Sculptor Credit Opportunities Overseas Fund	Performance Based 1.00 % and 20.00 %	\$28,368,129	\$283,681	1.00
Brigade High Income Fund	0.52 % of Assets	\$45,904,397	\$238,703	0.52
Inflation Hedges		\$314,397,571	\$1,369,379	0.44
Real Estate		\$107,065,407	\$941,694	0.88
JP Morgan Asset Management Strategic Property Fund	0.91 % of Assets	\$46,203,636	\$420,453	0.91
UBS Trumbull Property Fund	0.96 % of First \$10 M 0.83 % of Next \$15 M 0.81 % of Next \$25 M 0.79 % of Next \$50 M 0.67 % of Next \$150 M 0.60 % of Next \$150 M 0.56 % of Next \$200 M 0.52 % Thereafter	\$19,984,856	\$177,875	0.89
Morgan Stanley Prime Property Fund	0.84 % of Assets	\$40,876,914	\$343,366	0.84
Natural Resources & Infrastructure		\$85,049,861	\$241,544	0.28
SSIM S&P Global LargeMidCap Natural Resources Index	0.10 % of Assets	\$66,638,729	\$66,639	0.10
JP Morgan Infrastructure Investments Fund	0.95 % of Assets	\$18,411,132	\$174,906	0.95
Gold		\$35,584,602	\$160,131	0.45
First Eagle Institutional Gold Fund, LP	0.45 % of Assets	\$35,584,602	\$160,131	0.45
Short-Term TIPS		\$86,697,701	\$26,009	0.03
Vanguard Short-Term TIPS Index	0.03 % of Assets	\$86,697,701	\$26,009	0.03
Risk Mitigation		\$324,151,641	\$862,946	0.27
Investment Grade Fixed Income		\$252,425,909	\$270,386	0.11
Intermediate-Term Bonds		\$201,229,917	\$255,027	0.13
SSIM US Aggregate Bond	0.02 % of Assets	\$48,684,208	\$9,737	0.02
Wellington Core Bond	0.12 % of Assets	\$115,936,871	\$139,124	0.12
Brandywine U.S. Fixed Income	0.29 % of Assets	\$36,608,838	\$106,166	0.29
Long-Term Bonds		\$51,195,992	\$15,359	0.03
SSIM Long US Treasury Index	0.03 % of Assets	\$51,195,992	\$15,359	0.03

Performance Update | As of November 30, 2025

	Fee Schedule	Market Value	Estimated Fee Value	Estimated Fee (%)
Hedge Funds		\$57,726,847	\$592,560	1.03
36 South Kohinoor Series (Cayman) Fund	Performance Based 1.00 % and 20.00 %	\$17,932,451	\$179,325	1.00
BH-DG Systematic Trading Master Fund	0.80 % of Assets	\$16,020,871	\$128,167	0.80
Lombard Odier Bear Convexity	Performance Based 0.75 % and 27.50 %	\$5,978,988	\$44,842	0.75
Alpstone Global Macro Fund	Performance Based 1.35 % and 20.00 %	\$17,794,536	\$240,226	1.35
Cash		\$13,998,884	-	-
Cash		\$13,998,884	-	-

		Benchmark History
From Date	To Date	Benchmark
Total System		
01/01/2024	Present	14.0% Blmbg. U.S. Aggregate Index, 2.0% Blmbg. U.S. Corp: High Yield Index, 4.0% Hedge Fund Custom Benchmark, 8.0% NCREIF Fund Index-Open End Diversified Core Equity (VW) (Net), 52.0% MSCI AC World IMI Index (Net), 5.0% Blmbg. U.S. TIPS 0-5 Year, 5.0% S&P Global LargeMid Commodity & Resources (Net), 2.0% S&P UBS Leveraged Loan Index, 3.0% 60% Gold (Spot) / 40% FTSE Gold Mines, 5.0% MSCI ACWI + 3% 1Q Lag
12/01/2022	12/31/2023	14.0% Blmbg. U.S. Aggregate Index, 2.0% Blmbg. U.S. Corp: High Yield Index, 4.0% HFRI Macro (Total) Index, 8.0% NCREIF Fund Index-Open End Diversified Core Equity (VW) (Net), 52.0% MSCI AC World IMI Index (Net), 5.0% Blmbg. U.S. TIPS 0-5 Year, 5.0% S&P Global LargeMid Commodity & Resources (Net), 2.0% S&P UBS Leveraged Loan Index, 3.0% 60% Gold (Spot) / 40% FTSE Gold Mines, 5.0% MSCI ACWI + 3% 1Q Lag
05/01/2016	11/30/2022	30.0% Blmbg. U.S. Aggregate Index, 7.5% NCREIF Fund Index-Open End Diversified Core Equity (VW) (Net), 7.5% Alerian MLP Index, 55.0% MSCI AC World IMI Index (Net)
03/01/2016	04/30/2016	33.0% Russell 3000 Index, 30.0% Blmbg. U.S. Aggregate Index, 7.5% NCREIF Fund Index-Open End Diversified Core Equity (VW) (Net), 22.0% MSCI AC World ex USA (Net), 7.5% Alerian MLP Index
02/01/2013	02/29/2016	33.0% Russell 3000 Index, 35.0% Blmbg. U.S. Aggregate Index, 5.0% NCREIF Fund Index-Open End Diversified Core Equity (VW) (Net), 22.0% MSCI AC World ex USA (Net), 5.0% Alerian MLP Index
03/01/2011	01/31/2013	36.0% Russell 3000 Index, 35.0% Blmbg. U.S. Aggregate Index, 5.0% NCREIF Fund Index-Open End Diversified Core Equity (VW) (Net), 24.0% MSCI AC World ex USA (Net)
09/01/2009	02/28/2011	36.0% Russell 3000 Index, 40.0% Blmbg. U.S. Aggregate Index, 24.0% MSCI AC World ex USA (Net)
06/01/2009	08/31/2009	42.0% Russell 3000 Index, 40.0% Blmbg. U.S. Aggregate Index, 18.0% MSCI AC World ex USA (Net)
06/01/2006	05/31/2009	42.0% Russell 3000 Index, 40.0% Blmbg. U.S. Aggregate Index, 18.0% MSCI EAFE (Net)
07/01/2003	05/31/2006	60.0% S&P 500 Index, 40.0% Blmbg. U.S. Aggregate Index
10/01/2002	06/30/2003	55.0% S&P 500 Index, 45.0% Blmbg. U.S. Aggregate Index
10/01/1990	09/30/2002	50.0% S&P 500 Index, 50.0% Blmbg. U.S. Aggregate Index

Total Fund Public benchmark consists of 74% MSCI ACWI IMI / 26% Bloomberg US Aggregate. Historical Varies.

Total Fund Actual Allocation Benchmark reflects the asset classes set forth in the Fund's investment policy statement, weighted for the Fund's actual investments and performance of the indexes referenced above.

Performance Update | As of November 30, 2025

From Date	To Date	Benchmark History	Benchmark
Growth Assets			
12/01/2022	Present	91.0% MSCI AC World IMI Index (Net), 9.0% MSCI ACWI + 3% 1Q Lag	
Global Equity			
05/01/2016	Present	100.0% MSCI AC World IMI Index (Net)	
09/01/2009	04/30/2016	60.0% Russell 3000 Index, 40.0% MSCI AC World ex USA (Net)	
06/01/2009	08/31/2009	70.0% Russell 3000 Index, 30.0% MSCI AC World ex USA (Net)	
01/01/2006	05/31/2009	70.0% Russell 3000 Index, 30.0% MSCI EAFE (Net)	
10/01/1990	12/31/2005	100.0% S&P 500 Index	
Credit			
12/01/2022	Present	50.0% Blmbg. U.S. Corp: High Yield Index, 50.0% S&P UBS Leveraged Loan Index	
High Yield & Bank Loans			
12/31/1992	Present	50.0% Blmbg. U.S. Corp: High Yield Index, 50.0% S&P UBS Leveraged Loan Index	
Inflation Hedges			
12/01/2022	Present	38.0% NCREIF Fund Index-Open End Diversified Core Equity (VW) (Net), 24.0% Blmbg. U.S. TIPS 1-5 Year Index, 24.0% S&P Global LargeMid Commodity & Resources (Net), 14.0% 60% Gold (Spot) / 40% FTSE Gold Mines	
Risk Mitigation			
01/01/2024	Present	78.0% Blmbg. U.S. Aggregate Index, 22.0% Hedge Fund Custom Benchmark	
12/01/2022	12/31/2023	78.0% Blmbg. U.S. Aggregate Index, 22.0% HFRI Macro (Total) Index	
Hedge Funds			
01/01/2025	Present	33.3% HFRI Macro (Total) Index, 33.3% SG Trend Index, 33.3% HFR / EurekaHedge Long Volatility Blended Benchmark	
01/01/2024	12/31/2024	33.3% HFRI Macro (Total) Index, 33.3% SG Trend Index, 33.3% CBOE Eurekahedge Long Volatility Hedge Fund Index	
03/01/2023	12/31/2023	100.0% HFRI Macro (Total) Index	

Asset Allocation Transition Plan

Asset Allocation Transition Plan

Transition Plan

- In November, the Investment Committee approved a new Asset Allocation Policy. To facilitate a smooth transition, interim targets will be implemented over the next nine months.
 - The reason for using interim targets is to maintain transparency while the global equity allocation is reduced.

	Current Targets (Today)	Phase 1 (Q1 2026)	Phase 2 (Q2 2026)	New Targets (Q3 2026)
Growth Assets	57	53	49	45
Global Equity	52	48	44	40
Private Equity	5	5	5	5
Credit	4	6	8	11
High Yield Bonds & Bank Loans	4	6	6	6
Private Credit	0	0	2	5
Inflation Hedges	21	21	23	23
Short-term TIPS	5	5	5	5
Real Estate	8	8	8	8
Natural Resources	2	2	4	2
Gold	3	3	3	3
Infrastructure	3	3	3	5
Risk Mitigation	18	20	20	21
Investment Grade Bonds	10	12	12	13
Long-term Government Bonds	4	4	4	4
RMS Hedge Funds	4	4	4	4

Appendices

Corporate Update



Client and employee counts as of September 30, 2025; assets under advisement preliminary as of June 30, 2025; assets in alternative investments preliminary as of June 30, 2025.

Client retention rate is one minus the number of clients lost divided by the number of clients at prior year-end. Average over the previous five years.

THOUGHT LEADERSHIP



The Spectrum of Infrastructure Assets

When most people hear “infrastructure,” they think of roads, power lines, and utilities. In reality, the investable universe of infrastructure assets is much broader. This white paper explores the full spectrum, from lower-risk “core” assets to potentially higher-returning “non-core” and “opportunistic” strategies. For investors, understanding this continuum is vital to navigating the risks and rewards of this asset class.

Read more here:

<https://meketa.com/leadership/the-spectrum-of-infrastructure-assets/>



Tariffs, Tech, and the Tug-of-War for Alpha

In this edition of meeting of the minds, our Public Markets Equity Research team cuts through the noise. From tariff-driven rotations to AI-fueled headwinds, from quality's setback in small caps to the growing risks of index concentration, we explore how managers are adapting and where opportunities may emerge.

Read more here:

<https://meketa.com/leadership/tariffs-tech-and-the-tug-of-war-for-alpha/>



Rate Cuts Under Pressure The Risk of Yield Curve Steepening Amid Questions of Fed Independence

While US GDP has remained resilient, the labor market is showing signs of stress. August's weaker employment report and sharp downward revisions to May and June as well as a significant downward revision of total jobs added between March 2024 and March 2025 point to a potential turning point in the cycle.

Read more here:

<https://meketa.com/news/meketa-connectives-rate-cuts-under-pressure-the-risk-of-yield-curve-steepening-amid-questions-of-fed-independence/>

CONGRATULATIONS TO MARY MUSTARD AND LISA RUBIN ON CELEBRATING 15 YEARS WITH MEKETA

We recently chronicled Mary's 15-year journey with Meketa where she has built a reputation for calm confidence, trusted client service, and mentorship across the firm.

View the full story here:

From Luck to Leadership: Mary Mustard's 15-Year Journey at Meketa

https://meketa.com/wp-content/uploads/2025/08/MEKETA_2025-Mary-Mustard_15-Year-Anniversary.pdf



MARY MUSTARD
Managing Principal /
Consultant



LISA M. RUBIN
Managing Principal /
Director of Marketing

MEKETA IN THE WILD

The Meketa team has been active at industry conferences this last quarter and is looking forward to attending others in the months ahead.

We're thankful for the chance to join fellow industry leaders in meaningful discussions on today's most important investment issues and to build both longtime and new connections.



FAOG 2025 Conference

Steve Voss, Laura Wirick, & Kathleen Neelon, attended FAOG's (Finance, Administration & Operations Group) 2025 Conference, where Steve led a panel on managing investment committees.



Pensions & Investments

Mark McKeown moderated a panel at the Pensions & Investments 2025 Fixed Income & Credit conference.



ACG Private Capital Markets Event

Steve Hartt spoke on a panel at the Association for Corporate Growth (ACG) San Diego Mid-Year Private Capital Markets Event.



LAPERS Conference

Shawn Bowen, Henry Jaung, & Aaron Lally attended the Louisiana Association of Public Employees' Retirement Systems (LAPERS) conference.



LAPERS Conference

Derek Proctor participated in discussion on infrastructure and real estate at Markets Group's New England Institutional Forum.

HABITAT FOR HUMANITY BUILD DAYS

As part of Meketa's volunteer opportunities, each employee is given 8 hours to volunteer in their local communities. During the summer, our office in Carlsbad and Westwood host Habitat for Humanity Build Days.

In August, employees from our Carlsbad location traveled to San Diego to help build and paint a playhouse for a local school.

Volunteering with Habitat for Humanity is a great way to bond with colleagues, but more importantly it's a great way to give back to our local communities. I encourage all of our colleagues to get involved in Meketa sponsored volunteer opportunities.

Larry Witt
Managing Principal/Consultant, Meketa



MEKETA IS A COMPANY OF VOLUNTEERS

During our *Season of Service*, volunteers from coast to coast helped food donation centers, Rosie's Place, Sarah's Circle, Blanchet House, and Feeding San Diego with their efforts to fight hunger. These organizations provide millions of meals every year to children, families, students, veterans, and other underserved populations.

In addition, volunteers in our Westwood location helped fill 40 backpacks for donation to the Dedham Youth Commission and Rosie's Place.



CELEBRATING THE RELEASE OF OUR 2024 CORPORATE CULTURE REPORT

View our full report here:
<https://meketa.com/news/meketa-is-pleased-to-present-our-2024-corporate-culture-report/>

Our True North commitment to integrity, excellence, belonging, and community drives everything we do.



Our Values Are Our Compass. Meketa is proud to share our "2024 Corporate Culture Report: True North." The report highlights how our values, Enduring Integrity, Relentless Excellence, Opportunity, Belonging, and Advancement, guide everything we do for clients, colleagues, and communities. Explore real stories of stewardship, innovation, inclusion, and service that reflect our commitment to being a trusted partner for mission-driven institutions.

MEKETA IN THE NEWS

New Private Markets

Impact 50: Investors Turn to Affordable Housing

Sustained Political Support and a Drive to New Markets Have Allowed Affordable Housing Funds to Become a Mainstay in Private Markets Impact.

By Michael Bowen | August, 27, 2025

"Affordable housing, specifically in the US, is a big ship," says Rajeev Ranade, senior vice-president and real estate consultant at US investment management and advisory firm Meketa Investment Group.

Ranade describes how housing-related impact investing strategies have evolved from an emerging markets play to become a feature of developed markets, often focused on major cities in the US, looking to meet the needs of lower middle-class residents in expensive markets.

"These are major markets - New York, Boston, San Francisco, Los Angeles, places where the middle has really been hollowed out. That's the new view of impact. It can be done in rich markets," he tells New Private Markets.

Read More:

<https://www.newprivatemarkets.com/impact-50-investors-turn-to-affordable-housing/>

Private Equity International

Out of Reach?

Private Equity's 401(k) Ambitions

By Hannah Zhang | July/August 2025

While a growing number of PE firms are targeting retirement money in the US, the adoption of private market products in the participant-directed DC universe is still limited, according to Ted Benedict, managing principal and consultant at Meketa.

"I've seen and evaluated some of the products, but the adoption within the defined contribution space has been very slow," Benedict tells PEI. "The one asset class on the private side that has seen some adoption is core private real estate. [As for] private equity and private credit, I have not seen broad adoption, in my experience."

Liquidity and valuations are also top concerns. **"The main hurdles that you have to overcome in getting privates into a defined contribution plan are valuation process for more frequent valuations, and secondly, a liquidity process to be able to provide regular liquidity to the plans,"** says Benedict.

He adds that one reason private real estate has seen faster adoption in 401(k) plans compared with PE is its longer history of using open-end fund structures, which typically offer at least quarterly liquidity windows and allow investors to enter subscription or redemption queues. "That didn't really exist in other private market asset classes until recently, with the launch of interval funds and tender offer funds."

Read More:

<https://www.privateequityinternational.com/tapping-the-trillions-private-equitys-401k-ambitions/>

Buyouts

Under Siege: University Endowments Face Unique Challenges

Uncertainty Abounds as Endowments Scramble to Adapt to Government Policies, Sluggish Dealmaking and Diminished Exits.

By Alfe Crooks | September 2025

"I think you may see a shift," says Laura Wirick, managing principal at Meketa. "It's becoming a more attractive environment for smaller endowments and foundations that have wanted to access private markets asset classes that maybe couldn't get the attention of certain GPs that they wanted to invest with, historically."

"I was at a conference recently where a top-tier GP that maybe wouldn't have been marketing in this conference in the past was giving out more access to information to these smaller endowments and foundations."

Read More:

<https://www.buyoutsinsider.com/under-siege-university-endowments-face-unique-challenges/>

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PERFORMANCE DATA CONTAINED HEREIN REPRESENT PAST PERFORMANCE. PAST PERFORMANCE IS NO GUARANTEE OF FUTURE RESULTS.

Credit Risk: Refers to the risk that the issuer of a fixed income security may default (i.e., the issuer will be unable to make timely principal and/or interest payments on the security).

Duration: Measure of the sensitivity of the price of a bond to a change in its yield to maturity. Duration summarizes, in a single number, the characteristics that cause bond prices to change in response to a change in interest rates. For example, the price of a bond with a duration of three years will rise by approximately 3% for each 1% decrease in its yield to maturity. Conversely, the price will decrease 3% for each 1% increase in the bond's yield. Price changes for two different bonds can be compared using duration. A bond with a duration of six years will exhibit twice the percentage price change of a bond with a three-year duration. The actual calculation of a bond's duration is somewhat complicated, but the idea behind the calculation is straightforward. The first step is to measure the time interval until receipt for each cash flow (coupon and principal payments) from a bond. The second step is to compute a weighted average of these time intervals. Each time interval is measured by the present value of that cash flow. This weighted average is the duration of the bond measured in years.

Information Ratio: This statistic is a measure of the consistency of a portfolio's performance relative to a benchmark. It is calculated by subtracting the benchmark return from the portfolio return (excess return), and dividing the resulting excess return by the standard deviation (volatility) of this excess return. A positive information ratio indicates outperformance versus the benchmark, and the higher the information ratio, the more consistent the outperformance.

Jensen's Alpha: A measure of the average return of a portfolio or investment in excess of what is predicted by its beta or "market" risk. Portfolio Return- [Risk Free Rate+Beta*(market return-Risk Free Rate)].

Market Capitalization: For a firm, market capitalization is the total market value of outstanding common stock. For a portfolio, market capitalization is the sum of the capitalization of each company weighted by the ratio of holdings in that company to total portfolio holdings; thus it is a weighted-average capitalization. Meketa Investment Group considers the largest 65% of the broad domestic equity market as large capitalization, the next 25% of the market as medium capitalization, and the smallest 10% of stocks as small capitalization.

Market Weighted: Stocks in many indices are weighted based on the total market capitalization of the issue. Thus, the individual returns of higher market-capitalization issues will more heavily influence an index's return than the returns of the smaller market-capitalization issues in the index.

Maturity: The date on which a loan, bond, mortgage, or other debt/security becomes due and is to be paid off.

Prepayment Risk: The risk that prepayments will increase (homeowners will prepay all or part of their mortgage) when mortgage interest rates decline; hence, investors' monies will be returned to them in a lower interest rate environment. Also, the risk that prepayments will slow down when mortgage interest rates rise; hence, investors will not have as much money as previously anticipated in a higher interest rate environment. A prepayment is any payment in excess of the scheduled mortgage payment.

Price-Book Value (P/B) Ratio: The current market price of a stock divided by its book value per share. Meketa Investment Group calculates P/B as the current price divided by Compustat's quarterly common equity. Common equity includes common stock, capital surplus, retained earnings, and treasury stock adjusted for both common and nonredeemable preferred stock. Similar to high P/E stocks, stocks with high P/B's tend to be riskier investments.

Price-Earnings (P/E) Ratio: A stock's market price divided by its current or estimated future earnings. Lower P/E ratios often characterize stocks in low growth or mature industries, stocks in groups that have fallen out of favor, or stocks of established blue chip companies with long records of stable earnings and regular dividends. Sometimes a company that has good fundamentals may be viewed unfavorably by the market if it is an industry that is temporarily out of favor. Or a business may have experienced financial problems causing investors to be skeptical about its future. Either of these situations would result in lower relative P/E ratios. Some stocks exhibit above-average sales and earnings growth or expectations for above average growth. Consequently, investors are willing to pay more for these companies' earnings, which results in elevated P/E ratios. In other words, investors will pay more for shares of companies whose profits, in their opinion, are expected to increase faster than average. Because future events are in no way assured, high P/E stocks tend to be riskier and more volatile investments. Meketa Investment Group calculates P/E as the current price divided by the I/B/E/S consensus of twelve-month forecast earnings per share.

Quality Rating: The rank assigned a security by such rating services as Fitch, Moody's, and Standard & Poor's. The rating may be determined by such factors as (1) the likelihood of fulfillment of dividend, income, and principal payment of obligations; (2) the nature and provisions of the issue; and (3) the security's relative position in the event of liquidation of the company. Bonds assigned the top four grades (AAA, AA, A, BBB) are considered investment grade because they are eligible bank investments as determined by the controller of the currency.

Sharpe Ratio: A commonly used measure of risk-adjusted return. It is calculated by subtracting the risk free return (usually three-month Treasury bill) from the portfolio return and dividing the resulting excess return by the portfolio's total risk level (standard deviation). The result is a measure of return per unit of total risk taken. The higher the Sharpe ratio, the better the fund's historical risk adjusted performance.

STIF Account: Short-term investment fund at a custodian bank that invests in cash-equivalent instruments. It is generally used to safely invest the excess cash held by portfolio managers.

Standard Deviation: A measure of the total risk of an asset or a portfolio. Standard deviation measures the dispersion of a set of numbers around a central point (e.g., the average return). If the standard deviation is small, the distribution is concentrated within a narrow range of values. For a normal distribution, about two thirds of the observations will fall within one standard deviation of the mean, and 95% of the observations will fall within two standard deviations of the mean.

Style: The description of the type of approach and strategy utilized by an investment manager to manage funds. For example, the style for equities is determined by portfolio characteristics such as price-to-book value, price-to-earnings ratio, and dividend yield. Equity styles include growth, value, and core.

Tracking Error: A divergence between the price behavior of a position or a portfolio and the price behavior of a benchmark, as defined by the difference in standard deviation.

Yield to Maturity: The yield, or return, provided by a bond to its maturity date; determined by a mathematical process, usually requiring the use of a "basis book." For example, a 5% bond pays \$5 a year interest on each \$100 par value. To figure its current yield, divide \$5 by \$95—the market price of the bond—and you get 5.26%. Assume that the same bond is due to mature in five years. On the maturity date, the issuer is pledged to pay \$100 for the bond that can be bought now for \$95. In other words, the bond is selling at a discount of 5% below par value. To figure yield to maturity, a simple and approximate method is to divide 5% by the five years to maturity, which equals 1% pro rata yearly. Add that 1% to the 5.26% current yield, and the yield to maturity is roughly 6.26%.

$$\frac{5\% \text{ (discount)}}{5 \text{ (yrs. to maturity)}} = \frac{1\% \text{ pro rata, plus}}{5.26\% \text{ (current yield)}} = 6.26\% \text{ (yield to maturity)}$$

Yield to Worst: The lowest potential yield that can be received on a bond without the issuer actually defaulting. The yield to worst is calculated by making worst-case scenario assumptions on the issue by calculating the returns that would be received if provisions, including prepayment, call, or sinking fund, are used by the issuer.

NCREIF Property Index (NPI): Measures unleveraged investment performance of a very large pool of individual commercial real estate properties acquired in the private market by tax-exempt institutional investors for investment purposes only. The NPI index is capitalization-weighted for a quarterly time series composite total rate of return.

NCREIF Fund Index - Open End Diversified Core Equity (NFI-ODCE): Measures the investment performance of 28 open-end commingled funds pursuing a core investment strategy that reflects funds' leverage and cash positions. The NFI-ODCE index is equal-weighted and is reported gross and net of fees for a quarterly time series composite total rate of return.

Sources: Investment Terminology, International Foundation of Employee Benefit Plans, 1999.
The Handbook of Fixed Income Securities, Fabozzi, Frank J., 1991

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Throughout this report, numbers may not sum due to rounding.

Returns for periods greater than one year are annualized throughout this report.

Values shown are in millions of dollars, unless noted otherwise.