



City of Milwaukee
Employees' Retirement System

Patrick J. McClain
Executive Director

David M. Silber, CFA, CAIA
Chief Investment Officer

Daniel A. Gopalan, CPA
Deputy Director

Gust P. Petropoulos
Deputy Director

Mr. Jim Owczarski
City Clerk
Room 205, City Hall

Dear Mr. Owczarski:

Please be advised that an Investment Committee Meeting of the Annuity and Pension Board has been scheduled for **Thursday, February 12 at 9:00 a.m.** This meeting will be conducted via teleconference.

Special Notice: Instructions for the public on how to observe the meeting will be available on the ERS's website (www.cmers.com) prior to the meeting.

The agenda is as follows:

- I. Appointment of Investment Committee Chair for 2026.
- II. Election of Vice Chair.
- III. Callan 2026 Capital Markets Projections and Asset Allocation Modeling Presentation.

Please be advised that the Investment Committee may vote to convene in closed session on the following items (IV., V., VI., and VII.), as provided in Section 19.85(1)(e), Wisconsin Statutes, to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The Investment Committee may then vote to reconvene in open session following the closed session.

- IV. Callan Core Fixed Income Investment Manager Search Presentation.
- V. Consider, Discuss, and Potentially Approve Fixed Income Manager Search Finalists.
- VI. Consider, Discuss, and Potentially Approve Recommendation regarding Morgan Stanley Prime Property Fund, LLC consent to Restructure.
- VII. Callan Real Assets Benchmark and Structure Changes Update.
- VIII. Approval of Real Assets Structure.
- IX. Approval of Statement of Investment Policy Update.
- X. CMERS 4th Quarter 2025 Performance Update.
- XI. Value Add Analysis.

Sincerely,

Patrick J. McClain
Executive Director

PJM:jmw



Callan

February 12, 2026



**City of Milwaukee Employees'
Retirement System**

2026 Capital Market Projections

John P. Jackson, CFA
Investment Consulting

Michael Joecken
Investment Consulting

Adam Lozinski, CFA
Capital Markets Research

Important Disclosures regarding the use of this document are included at the end of this document. These disclosures are an integral part of this document and should be considered by the user.

Agenda

Summary of 2026 projections

Current market conditions

2026 expectations

Fixed Income

Equity

Private Markets

Portfolio implications

Summary of 2026 Projections

Why Make Capital Market Projections?

Guiding objectives and process

Cornerstone of a prudent process is a long-term strategic investment plan

- Capital market projections are key elements — set reasonable return and risk expectations for the appropriate time horizon
- Projections represent our best thinking regarding the long-term (10-year) outlook, recognizing our median projections represent the midpoint of a range, rather than a specific number
- Develop results that are readily defensible both for individual asset classes and for total portfolios
- Be conscious of the level of change suggested in strategic allocations for long-term investors: DB plan sponsors, foundations, endowments, trusts, DC participants, families and individuals
- Reflect common sense and recent market developments, within reason

Callan's forecasts are informed by current market conditions, but are not built directly from them

- Balance recent, immediate performance and valuation against long-term equilibrium expectations

How Our Capital Markets Assumptions Are Constructed

Guiding objectives and process

Underlying beliefs guide the development of the projections:

- An initial bias toward long-run averages
- A conservative bias
- An awareness of risk premiums
- A presumption that markets are ultimately clear and rational

Reflect our beliefs that long-term equilibrium relationships between the capital markets and lasting trends in global economic growth are key drivers to setting capital markets expectations

Long-term compensated risk premiums represent “beta” – exposure to each broad market, whether traditional or “exotic,” with limited dependence on successful realization of alpha

The projection process is built around several key building blocks:

- Advanced modeling at the individual asset class level (e.g., a detailed bond model, an equity model)
- A path for interest rates and inflation
- A cohesive economic outlook
- A framework that encompasses Callan beliefs about the long-term operation and efficiencies of the capital markets

How Are Capital Market Projections Constructed?

Projections are 10-year forward-looking, representing a medium to long-term planning horizon:

Differs from the actuarial assumptions, which tend to reflect longer-term horizons of 30-40 years

Projections consist of return and two measures that contribute to portfolio volatility: standard deviation and correlation

Cover most broad asset classes and inflation

Broad U.S. equity

- Large cap
- Small/mid cap

Global ex-U.S. equity

- Developed market
- Emerging market

U.S. fixed income

- Short duration
- Core U.S. fixed
- TIPS
- High yield
- Long duration (government, credit and G/C)
- Global ex-U.S. fixed income

Real estate

Alternative investments: private equity, hedge funds, private debt

Cash

Inflation

Callan's Capital Markets Assumptions: 10 Years (2026–2035)

No key changes from 2025 projections

Summary of key forecast points for 2026 Capital Markets Assumptions

- Cash return held constant at 3.0%
- Core fixed income return held at 4.75%
- Long G/C return held at 5.20%; the major peg points for fixed income remain unchanged, with minor adjustments to fixed income sectors
- Public equity returns are unchanged from 2025, with Broad US at 7.35% and Broad Non-US at 7.45%; equity risk premium over cash and over fixed income held at the lowest level in our forecast history
- Inflation held at 2.5%
- Private markets returns are unchanged from 2025

Allocations within equity reflect neutral weights to the broad markets

- Efficient SMID cap weight set to 15% of broad U.S. equity
- Efficient emerging market equity weight set to 30% of global ex-U.S. equity
- Efficient U.S. / global ex-U.S. equity set to 60/40 neutral weight (not a change, but the market has now caught up to us!)

Broadening set of diversifying asset classes to consider

- Private credit
- Private infrastructure
- Inflation-sensitive assets – REITs, natural resources, global listed infrastructure, return of commodities (?)

Callan's 2026-2035 Capital Market Assumptions

Asset Class	Proxy	Expected Return*	Standard Deviation
Equities			
CMERS Public Equity	Custom Blend ¹	7.60%	18.00%
Broad US Equity	Russell 3000	7.35%	17.35%
Large Cap US Equity	S&P 500	7.25%	17.00%
Small/Mid Cap US Equity	Russell 2500	7.45%	22.00%
Global ex-US Equity	MSCI ACWI ex USA	7.45%	21.25%
Developed ex-US Equity	MSCI World ex USA	7.25%	20.15%
Emerging Market Equity	MSCI Emerging Markets	7.45%	25.65%
Fixed Income			
Short Duration Gov't/Credit	Bloomberg 1-3 Yr G/C	3.90%	2.40%
CMERS Fixed Income	Custom Blend ²	5.30%	5.40%
Core US Fixed	Bloomberg Aggregate	4.75%	4.45%
Global ex-US Fixed	Bloomberg Glbl Agg xUSD	2.90%	9.80%
TIPS	Bloomberg TIPS	4.50%	5.40%
High Yield	Bloomberg High Yield	5.90%	11.75%
Bank Loans	S&P/LSTA Leveraged Loan Index	6.00%	9.90%
EMD	EMBI Global Diversified	5.00%	10.70%
Alternatives			
CMERS Liquid Real Assets	Custom Blend ³	6.25%	9.65%
Core Real Estate	NCREIF ODCE	6.25%	14.00%
Private Infrastructure	MSCI Glb Infra/FTSE Dev Core 50/50	6.35%	15.20%
Private Equity	Cambridge Private Equity	8.50%	27.60%
Private Credit	Cambridge Senior Debt Index	7.25%	15.70%
Absolute Return	Callan Hedge FoF Database	5.70%	8.20%
Commodities	Bloomberg Commodity	3.90%	18.05%
Cash Equivalents			
	90-Day T-Bill	3.00%	0.90%
Inflation			
	CPI-U	2.50%	1.60%

¹ 44% Large Cap U.S. Equity / 11% Small/Mid Cap U.S. Equity / 34% Developed ex-U.S. Equity / 11% Emerging Market Equity

² 64.5% Core Fixed Income / 35.5% High Yield

³ 50% Large Cap US Equity / 35% TIPS / 15% Commodities

*10-year annualized return

- Asset classes used in this study are highlighted in blue
- Capital market assumptions represent passive exposure (beta only) with the exception of alternative investments where no passive option exists
- All return expectations are net of fees

2026 Asset Allocation Modeling – CMERS Outlook

Asset Class	Target	Target ex Liquid RA
CMERS Public Equity	36.0%	36.0%
CMERS Fixed Income	31.0%	31.0%
Cash Equivalents	1.0%	1.0%
CMERS Liquid Real Assets	3.3%	0.0%
Core Real Estate	8.7%	12.0%
Private Equity	11.0%	11.0%
Absolute Return	9.0%	9.0%
Totals	100.0%	100.0%
Expected Return*	7.03%	7.06%
Projected Standard Deviation	11.57%	11.53%
Projected Sharpe Ratio	0.34	0.34
Actuarial Discount Rate	6.8%	6.8%

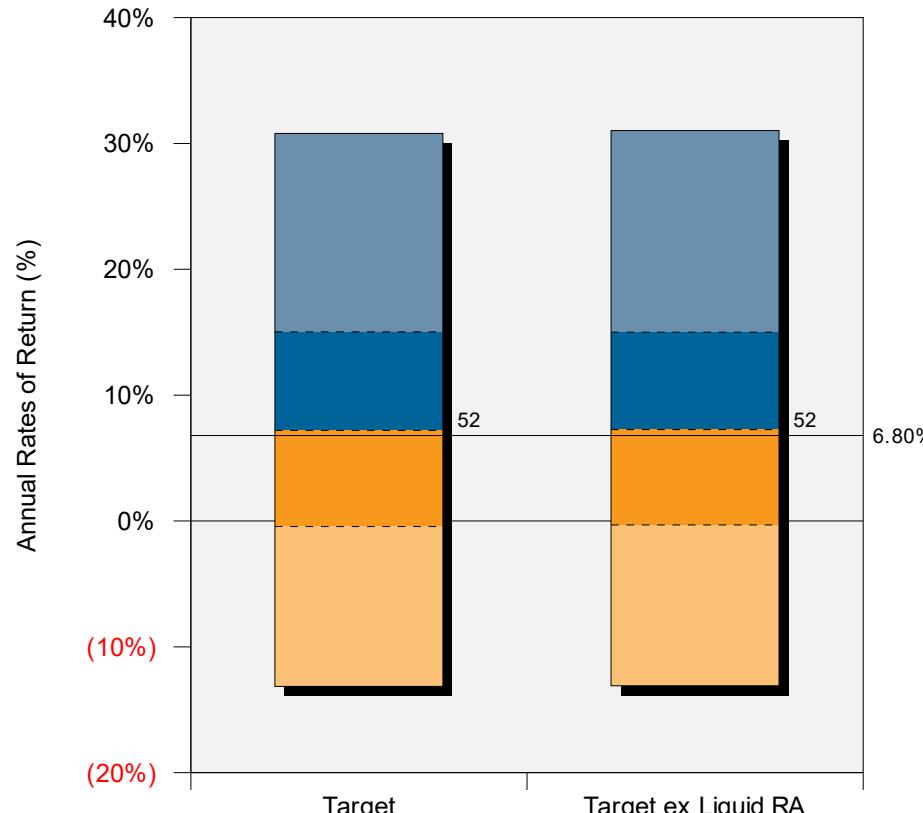
Eliminating Liquid Real Assets and reallocating to Core Real Estate is expected to have only a marginal effect on total portfolio risk and return projections.

Both portfolios are projected to exceed the actuarial discount rate of 6.8%.

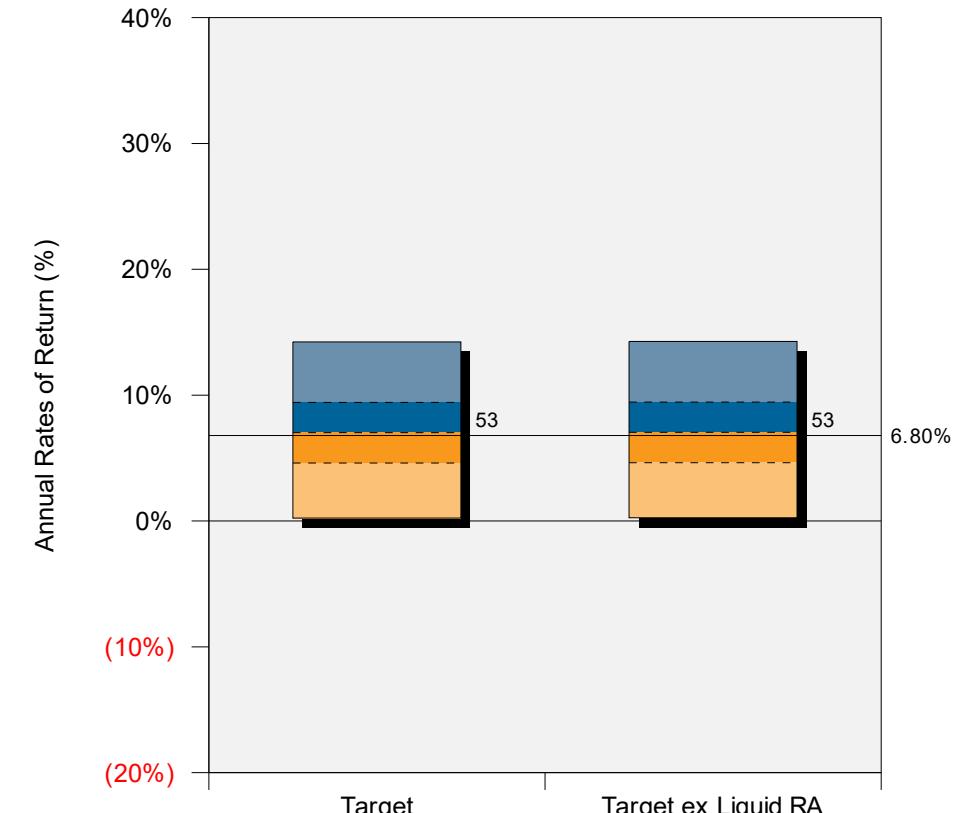
Note: Based on Callan's 2026-2035 Capital Market Assumptions.

2026 Asset Allocation Modeling – CMERS Range of Potential Outcomes

Range of Projected Rates of Return: 1 Year



Range of Projected Rates of Return: 10 Years



Note: Based on Callan's 2026-2035 Capital Market Assumptions.

Current Market Conditions

A Wild Ride in 2025 But It Leads to the Same 10-Year Projections?

A recession stayed away after we were sure it would show up.

The economy showed signs of slowing as we entered 2025, but GDP growth surged in 2Q and 3Q and wage growth beat inflation in the US. Around the world, stock markets shot up after the massive tariff uncertainty in 2Q.

- The job market data was inconsistent with mid-year GDP growth surge, as new job creation ground to a halt in April and remained dormant through the end of the year. A sudden drop in foreign-born labor supply cushioned any spike in the unemployment rate, and speculation abounds that AI advances may have boosted productivity and lessened the demand for workers.
- The Federal Reserve's process of rate hikes, from elevated inflation, and spreading geopolitical turmoil barely dented the U.S. economic engine through the end of 2024. The Fed cautiously began to cut rates in the second half of the year, and the Fed Funds rate came down 75 basis points in three 25 bps increments.
 - Inverted yield curve remains in place, but it's been inverted since 2022. The inversion is now concentrated at the short end; the 2–10 is no longer inverted.
- Real incomes rose and real wage growth supported consumer incomes and spending, but consumer confidence is waning, and business investment came to sudden halt mid-year, as the option value of doing nothing rose sharply amid tariff uncertainty.

Is recession still inevitable, and if so, when?

Strong GDP growth conflicts with early signs of easing in labor markets; the prospect for continued inflationary pressure from tariffs is high in the short run, the pressure from the labor market is lessening.

- Getting inflation down to the Fed's stated goal of 2% will take time, and some discomfort. Squeezing out the last of excess inflation will require a period of below trend growth, a substantial loosening of the labor market, and the pain of a rise in unemployment.
- The probability and likelihood of recession keeps falling and being pushed off into the future. The Fed will be in a difficult position to argue for interest rate changes with strong GDP and a stable labor market.

Key Macro Theme: Tariffs

Uncertainty in policy and implementation remains, and the impact could still be dramatic

Tariffs are a tax on the sale of imported goods (and possibly services) to consumers, businesses, and governments.

- The cost is absorbed by the buyer, the seller (U.S. importer), or both.

Tariffs as currently implemented substantially increase the price of many imported goods:

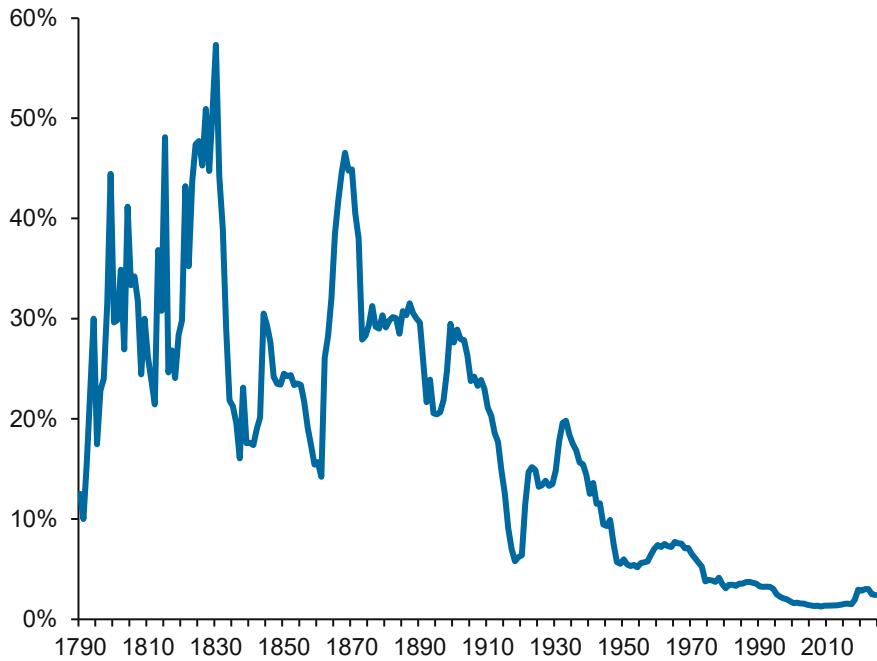
- Final goods such as food, clothing, tools, electronics, and automobiles
- Intermediate goods ranging from raw materials (timber, metals) to processed materials (steel, aluminum) to auto parts

Higher tariffs could meaningfully increase inflation in the shorter term, and possibly over the longer term if they remain in place as a long-term economic policy rather than a negotiating strategy.

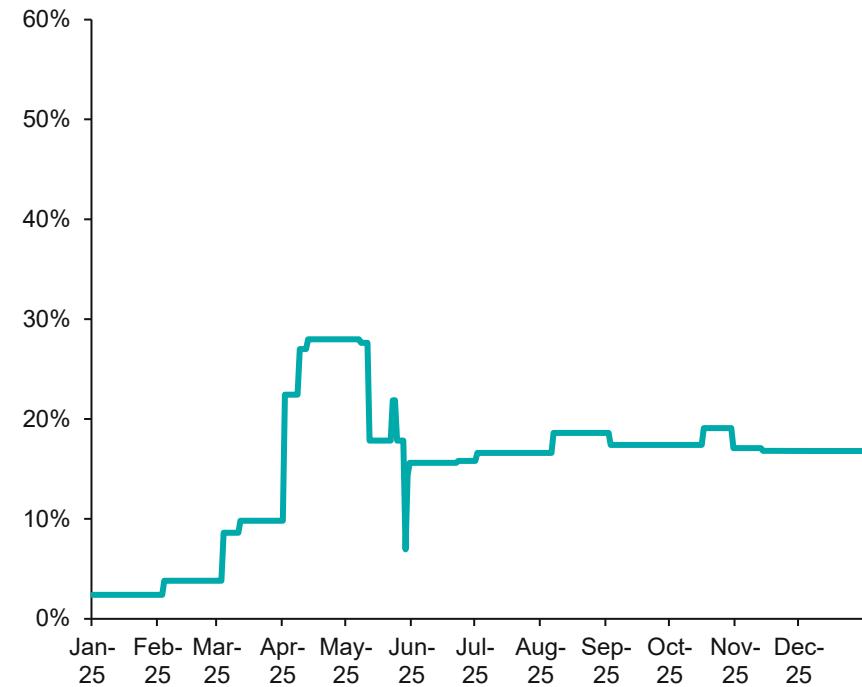
After uncertainty rocked the equity markets in April 2025, global markets now appear to be “looking past” tariffs, with strong reported profits, strong U.S. GDP growth, and falling expectations for recession fueling investor confidence.

Tracking the Effective Tariff Rate

Historical Effective Tariff Rate



Estimated Average Effective Tariff Rate



Big picture: The imposition of tariffs as they have currently evolved will likely raise prices for imported goods, adding to inflation pressures. The potential reduction in purchasing power from higher prices may slow demand and the economy. For goods with a ready domestic substitute, consumers and businesses can shift demand, but the prices paid for goods may still be higher.

- The charts compare the historical effective tariff rate in the United States through 2024 to the estimated average effective tariff rate in 2025 based on the shifting policies throughout the year.
- The current estimate puts the effective tariff rate at the highest level since 1935.

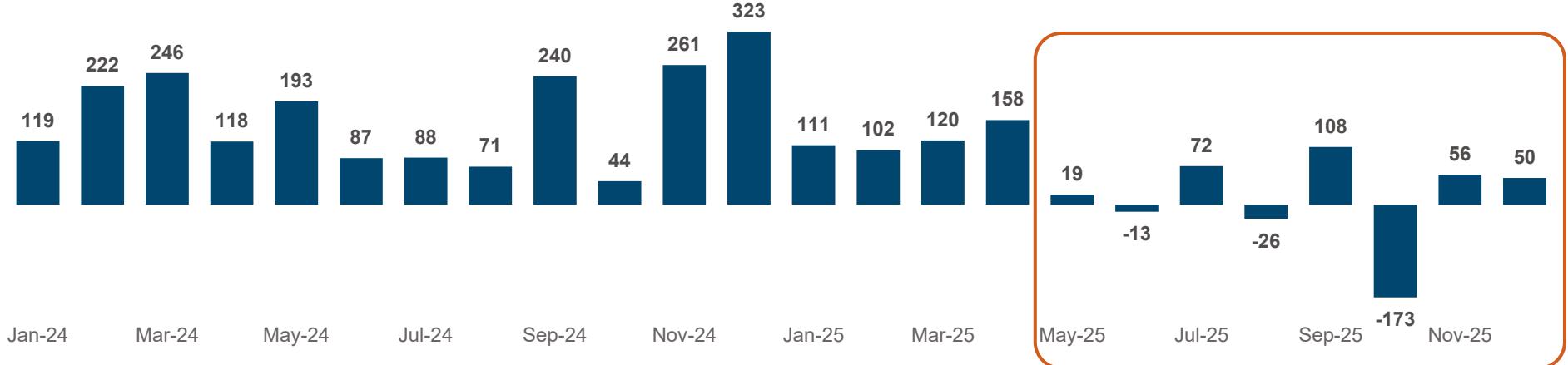
Source: The Budget Lab at Yale

Key Macro Theme: The Job Market

Slowdown in hiring is a conundrum

The job market is showing the first sign of a crack in the U.S. economy; the run rate for new jobs through April 2025 had been in the 100,000–200,000 range per month; since April, the U.S. has created 93,000 jobs cumulatively over the eight months ended December.

Non-Farm Employment Monthly Change (thousands)



The unemployment rate remains low, but job turnover ground to a halt. Digging through the economic data has resulted in few clear signs of an impact from tariffs, whether inflation, GDP, or consumption. (Hard economic data typically lags market responses, especially to policy changes, and the markets can overreact to sentiment.)

Source: U.S. Bureau of Labor Statistics

Global Equities Continue to Run in 2025

Non-U.S. markets lead U.S. markets by widest margin in last 15 years

Big gains for global stocks

- S&P 500 rose 17.9% in 2025, while U.S. small caps jumped 12.8%. Non-U.S. developed stocks climbed 31.9% and emerging markets gained 33.6%.

Solid returns for fixed income

- The Bloomberg Aggregate rose 7.3% in the year. Long duration gained 6.6% as long rates fell more modestly than intermediate.
- Headline CPI-U rose 2.7% (year-over-year) through December. The core index rose by a similar amount, coming in at 2.6%. The headline and core numbers are down from 2.9% and 3.2%, respectively, at the end of 2024. Though inflation is moderating relative to the mid-2022 peak, it has been holding at levels above the Fed's 2% target for the last few years.

Dislocation in economic growth measures

- The job market stopped expanding after April while GDP growth surged in 2Q and 3Q and is expected to post a gain for all of 2025.
- Consumer spending has surprised on the upside; business spending has paused.

Returns for Periods ended 12/31/25

	Quarter	1 Year	3 Years	5 Years	10 Years	25 Years
U.S. Equity						
Russell 3000	2.40	17.15	22.25	13.15	14.29	8.86
S&P 500	2.66	17.88	23.01	14.42	14.82	8.83
Russell 2000	2.19	12.81	13.73	6.09	9.62	8.21
Global ex-U.S. Equity						
MSCI World ex USA	5.20	31.85	17.64	9.46	8.55	5.54
MSCI Emerging Markets	4.73	33.57	16.40	4.20	8.42	8.49
MSCI ACWI ex USA Small Cap	2.96	29.26	15.61	6.91	8.13	8.19
Fixed Income						
Bloomberg Aggregate	1.10	7.30	4.66	-0.36	2.01	3.77
90-day T-Bill	0.97	4.18	4.81	3.17	2.18	1.84
Bloomberg Long Gov/Credit	-0.02	6.62	3.06	-4.89	1.98	5.00
Bloomberg Global Agg ex-US	-0.47	8.85	3.29	-3.59	0.56	2.96
Real Estate						
NCREIF:Total Index	1.15	4.91	-1.01	3.79	4.85	7.29
FTSE Nareit Equity	-1.56	2.88	8.36	6.63	5.70	8.94
Alternatives						
Cambridge Private Equity*	2.63	9.51	7.21	12.58	13.36	10.45
Cambridge Senior Debt*	1.06	7.78	10.11	8.33	7.95	4.97
HFRI Fund Weighted	2.76	12.52	10.11	7.11	6.62	5.86
Bloomberg Commodity	5.85	15.77	3.96	10.64	5.73	1.62
Gold Spot Price	12.08	64.37	33.46	18.03	15.14	11.69
Inflation: CPI-U	-0.23	2.68	2.97	4.46	3.20	2.52

*Cambridge Private Equity and Cambridge Senior Debt data as of 3Q25.

Returns greater than one year are annualized.

Sources: Bloomberg, Callan, Cambridge, FTSE Russell, HFRI, MSCI, NCREIF, S&P Dow Jones Indices

The Callan Periodic Table of Investment Returns

Annual Returns for Key Indices Ranked in Order of Performance (2006–2025)

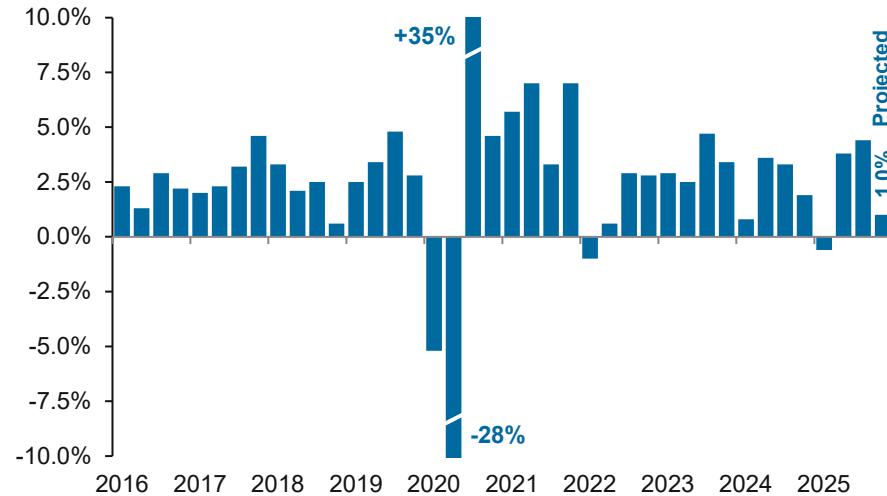
2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Real Estate	Emerging Market Equity	U.S. Fixed Income	Emerging Market Equity	Small Cap Equity	U.S. Fixed Income	Real Estate	Small Cap Equity	Real Estate	Large Cap Equity	Small Cap Equity	Emerging Market Equity	Cash Equivalent	Large Cap Equity	Small Cap Equity	Large Cap Equity	Cash Equivalent	Large Cap Equity	Large Cap Equity	Emerging Market Equity
42.12%	39.38%	5.24%	78.51%	26.85%	7.84%	27.73%	38.82%	15.02%	1.38%	21.31%	37.28%	1.87%	31.49%	19.96%	28.71%	1.46%	26.29%	25.02%	33.57%
Emerging Market Equity	Developed ex-U.S. Equity	Global ex-U.S. Fixed	High Yield	Real Estate	High Yield	Emerging Market Equity	Large Cap Equity	Large Cap Equity	U.S. Fixed Income	High Yield	Developed ex-U.S. Equity	U.S. Fixed Income	Small Cap Equity	Large Cap Equity	Real Estate	High Yield	Developed ex-U.S. Equity	Small Cap Equity	Developed ex-U.S. Equity
32.17%	12.44%	4.39%	58.21%	19.63%	4.98%	18.23%	32.39%	13.69%	0.55%	17.13%	24.21%	0.01%	25.52%	18.40%	26.09%	-11.19%	17.94%	11.54%	31.85%
Developed ex-U.S. Equity	Global ex-U.S. Fixed	Cash Equivalent	Real Estate	Emerging Market Equity	Global ex-U.S. Fixed	Developed ex-U.S. Equity	Developed ex-U.S. Equity	U.S. Fixed Income	Cash Equivalent	Large Cap Equity	High Yield	Developed ex-U.S. Equity	Emerging Market Equity	Small Cap Equity	U.S. Fixed Income	Small Cap Equity	High Yield	Large Cap Equity	Large Cap Equity
25.71%	11.03%	2.06%	37.13%	18.88%	4.36%	16.41%	21.02%	5.97%	0.05%	11.96%	21.83%	-2.08%	22.49%	18.31%	14.82%	-13.01%	16.93%	8.19%	17.88%
Small Cap Equity	U.S. Fixed Income	High Yield	Developed ex-U.S. Equity	High Yield	Large Cap Equity	Small Cap Equity	High Yield	Small Cap Equity	Real Estate	Emerging Market Equity	Small Cap Equity	Global ex-U.S. Fixed	Real Estate	Global ex-U.S. Fixed	Developed ex-U.S. Equity	Developed ex-U.S. Equity	High Yield	Emerging Market Equity	Small Cap Equity
18.37%	6.97%	-26.16%	33.67%	15.12%	2.11%	16.35%	7.44%	4.89%	-0.79%	11.19%	14.65%	-2.15%	21.91%	10.11%	12.62%	-14.29%	13.44%	7.50%	12.81%
Large Cap Equity	Large Cap Equity	Small Cap Equity	Small Cap Equity	Large Cap Equity	Cash Equivalent	Large Cap Equity	Real Estate	High Yield	Developed ex-U.S. Equity	Real Estate	Global ex-U.S. Fixed	Large Cap Equity	Emerging Market Equity	Developed ex-U.S. Equity	Cash Equivalent	Emerging Market Equity	Real Estate	Real Estate	Real Estate
15.79%	5.49%	-33.79%	27.17%	15.06%	0.10%	16.00%	3.67%	2.45%	-3.04%	4.06%	10.51%	-4.38%	18.44%	7.59%	5.28%	-18.11%	9.83%	5.25%	9.58%
High Yield	Cash Equivalent	Large Cap Equity	Large Cap Equity	Developed ex-U.S. Equity	Small Cap Equity	High Yield	Cash Equivalent	Cash Equivalent	Small Cap Equity	Developed ex-U.S. Equity	Real Estate	Real Estate	High Yield	U.S. Fixed Income	Cash Equivalent	Global ex-U.S. Fixed	Real Estate	Developed ex-U.S. Equity	Global ex-U.S. Fixed
11.85%	5.00%	-37.00%	26.47%	8.95%	-4.18%	15.81%	0.07%	0.03%	-4.41%	2.75%	10.36%	-5.63%	14.32%	7.51%	0.05%	-18.70%	9.67%	4.70%	8.85%
Global ex-U.S. Fixed	High Yield	Developed ex-U.S. Equity	Global ex-U.S. Fixed	U.S. Fixed Income	Real Estate	U.S. Fixed Income	Emerging Market Equity	High Yield	U.S. Fixed Income	High Yield	Small Cap Equity	U.S. Fixed Income	High Yield	U.S. Fixed Income	Emerging Market Equity	Global ex-U.S. Fixed	U.S. Fixed Income	High Yield	High Yield
8.16%	1.87%	-43.56%	7.53%	6.54%	-6.46%	4.21%	-2.02%	-2.19%	-4.47%	2.65%	7.50%	-11.01%	8.72%	7.11%	-1.54%	-20.09%	5.72%	1.25%	8.62%
Cash Equivalent	Small Cap Equity	Real Estate	U.S. Fixed Income	Global ex-U.S. Fixed	Developed ex-U.S. Equity	Emerging Market Equity	Global ex-U.S. Fixed	Global ex-U.S. Fixed	U.S. Fixed Income	Developed ex-U.S. Fixed	Global ex-U.S. Fixed	Cash Equivalent	Emerging Market Equity	Small Cap Equity	U.S. Fixed Income	Real Estate	U.S. Fixed Income	Real Estate	U.S. Fixed Income
4.85%	-1.57%	-48.21%	5.93%	4.95%	-12.21%	4.09%	-2.60%	-3.09%	-6.02%	1.49%	3.54%	-14.09%	5.09%	0.67%	-20.44%	5.53%	0.94%	7.30%	
U.S. Fixed Income	Real Estate	Emerging Market Equity	Cash Equivalent	Cash Equivalent	Emerging Market Equity	Cash Equivalent	Global ex-U.S. Fixed	Developed ex-U.S. Equity	Emerging Market Equity	Cash Equivalent	Emerging Market Equity	Cash Equivalent	Real Estate	Global ex-U.S. Fixed	Real Estate	Cash Equivalent	Global ex-U.S. Fixed	Cash Equivalent	
4.33%	-7.39%	-53.33%	0.21%	0.13%	-18.42%	0.11%	-3.08%	-4.32%	-14.92%	0.33%	0.86%	-14.57%	2.28%	-9.04%	-7.05%	-25.10%	5.01%	-4.22%	4.18%

Sources: ● Bloomberg Aggregate ● Bloomberg High Yield Bond Index ● Bloomberg Global Aggregate ex US ● ● FTSE EPRA Nareit Developed
 ● MSCI Emerging Markets ● MSCI World ex USA ● Russell 2000 ● S&P 500 ● 90-day T-bill

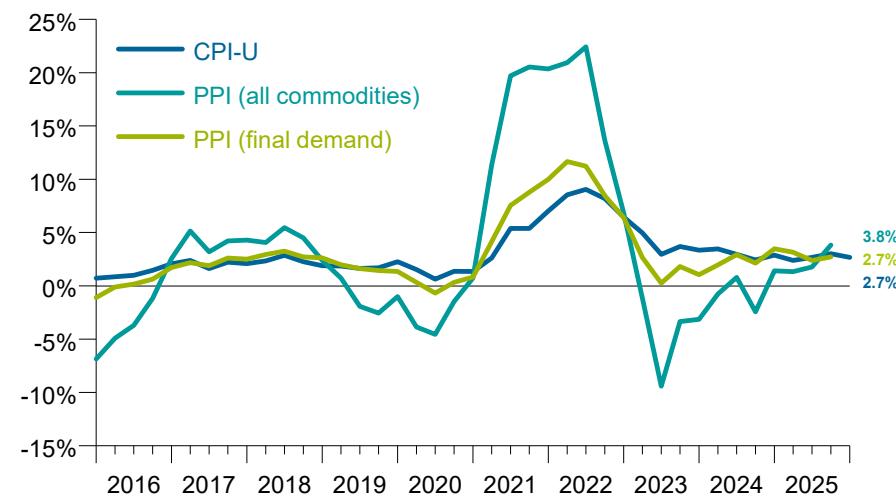
U.S. Economy

Summary

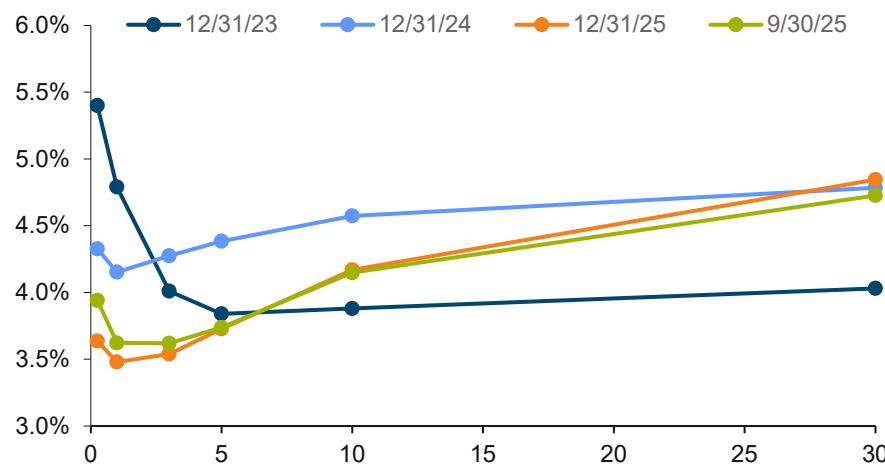
Quarterly Real GDP Growth



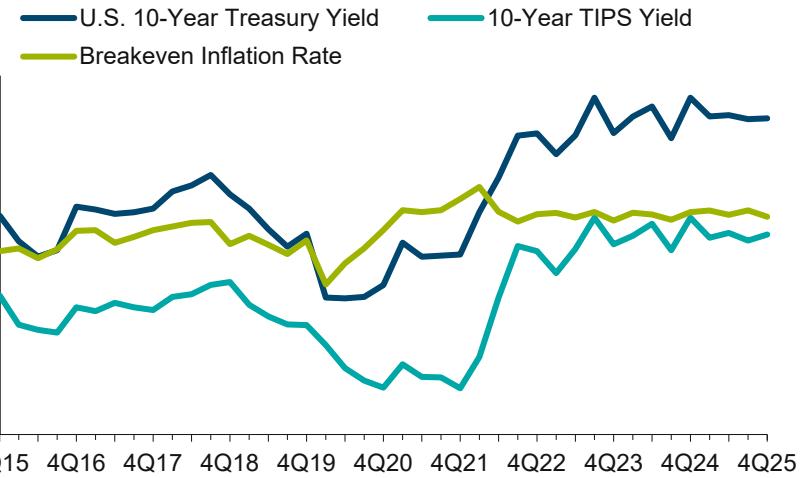
Inflation Year-Over-Year*



U.S. Treasury Yield Curves



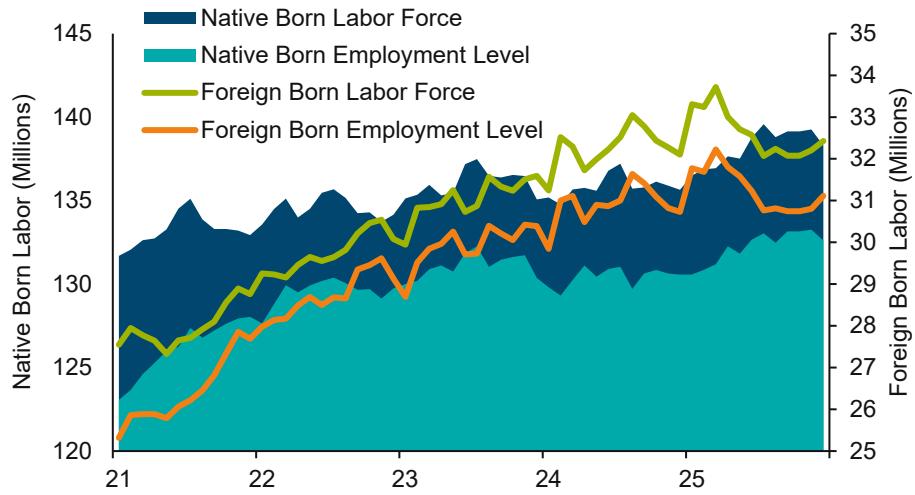
Historical 10-Year Yields



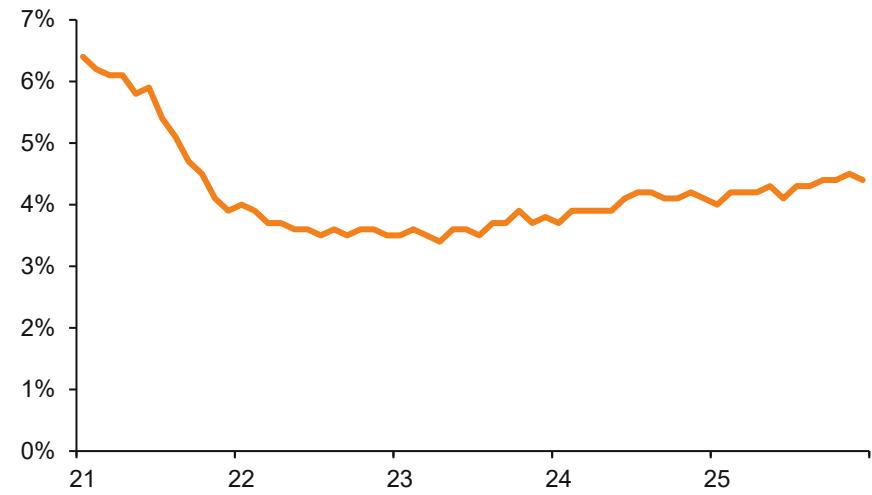
Sources: Bureau of Labor Statistics, Callan, Federal Reserve, Blue Chip consensus for projected GDP. *PPI data for 4Q25 not yet available.

Labor

Labor and Employment Details



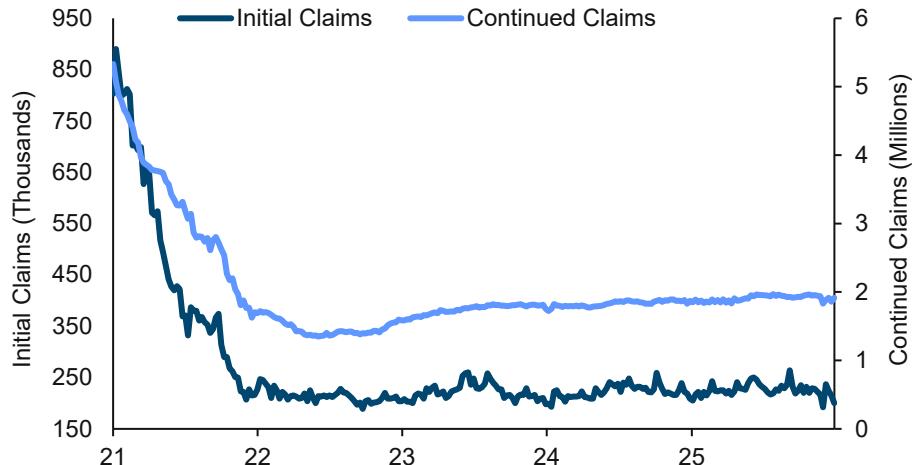
Unemployment Rate



Wage Growth (YoY Average Hourly Earnings)



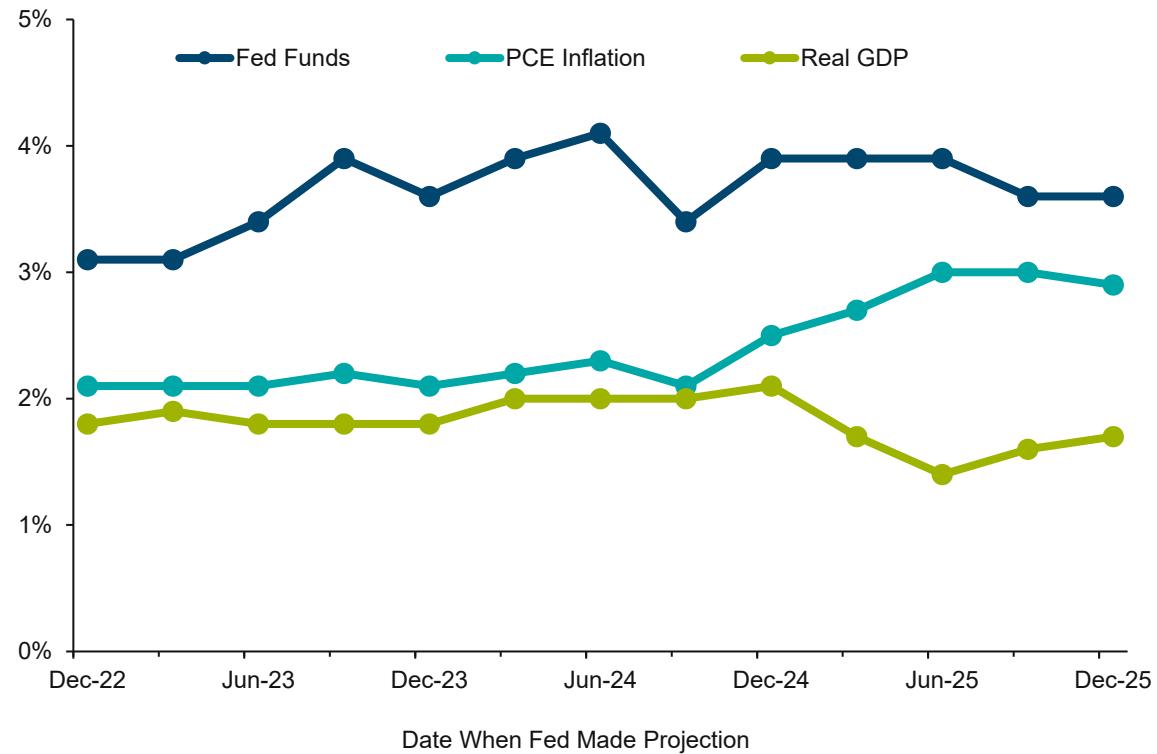
Unemployment Claims



Source: FRED

The Shifting Mindset at the Fed

Consensus FOMC Economic Projections for 2025



The Fed Funds Rate received three 25 basis point cuts in 2025, ending in a range of 3.5%–3.75%.

The median projection among Federal Open Market Committee participants ranged from 2.9% when they made the prediction back in 2022 to 4.1% when they made the prediction in the middle of 2024.

Long-term neutral rate of 3.0% expected to be hit after 2028.

In the most recent release, the Fed increased its projection for GDP growth and lowered the projection for inflation.

Inflation is expected to reach Fed's target of 2% in 2028.

Sources: Federal Reserve, Financial Times

The Fed's 'Dot Plot'

Federal Open Market Committee (FOMC) participants' assessments of appropriate monetary policy

Fed Funds Rate ended the year in a target range of 3.5%–3.75%.

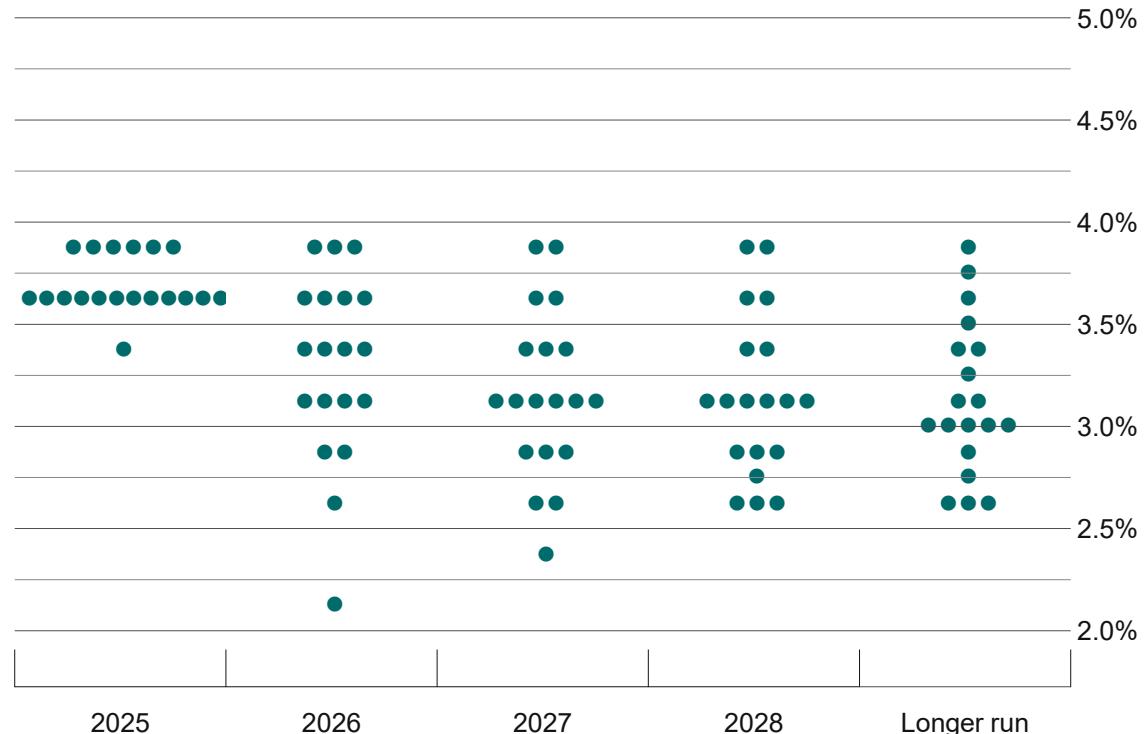
6 of 19 participants thought the rate should stay at 3.75%–4.0%.

1 participant thought the rate should have been lowered to 3.25%–3.5%.

Dispersion of views among all participants widens in 2026 and beyond.

“Longer run” median held at 3.0%

Bias is toward higher rates; lower bound is 2.8% but higher bound is 3.5%.



Source: Federal Reserve; as of 12/10/25

Market Expectations vs. Fed Expectations

FOMC and market expectations for the federal funds rate



Sources: Bloomberg, FactSet, Federal Reserve, J.P. Morgan Asset Management Guide to the Markets – U.S. Data are as of December 18, 2025.

Bond Market Forecasts of Inflation

Market Implied Inflation Expectations



The 10-year breakeven inflation rate is the difference in yield between the nominal 10-year Treasury and the 10-year Treasury Inflation-Protected Security (TIPS).

- Includes current level of inflation
- Breakeven rate: the rate of inflation that would make an investor indifferent to holding nominal bonds vs. TIPS

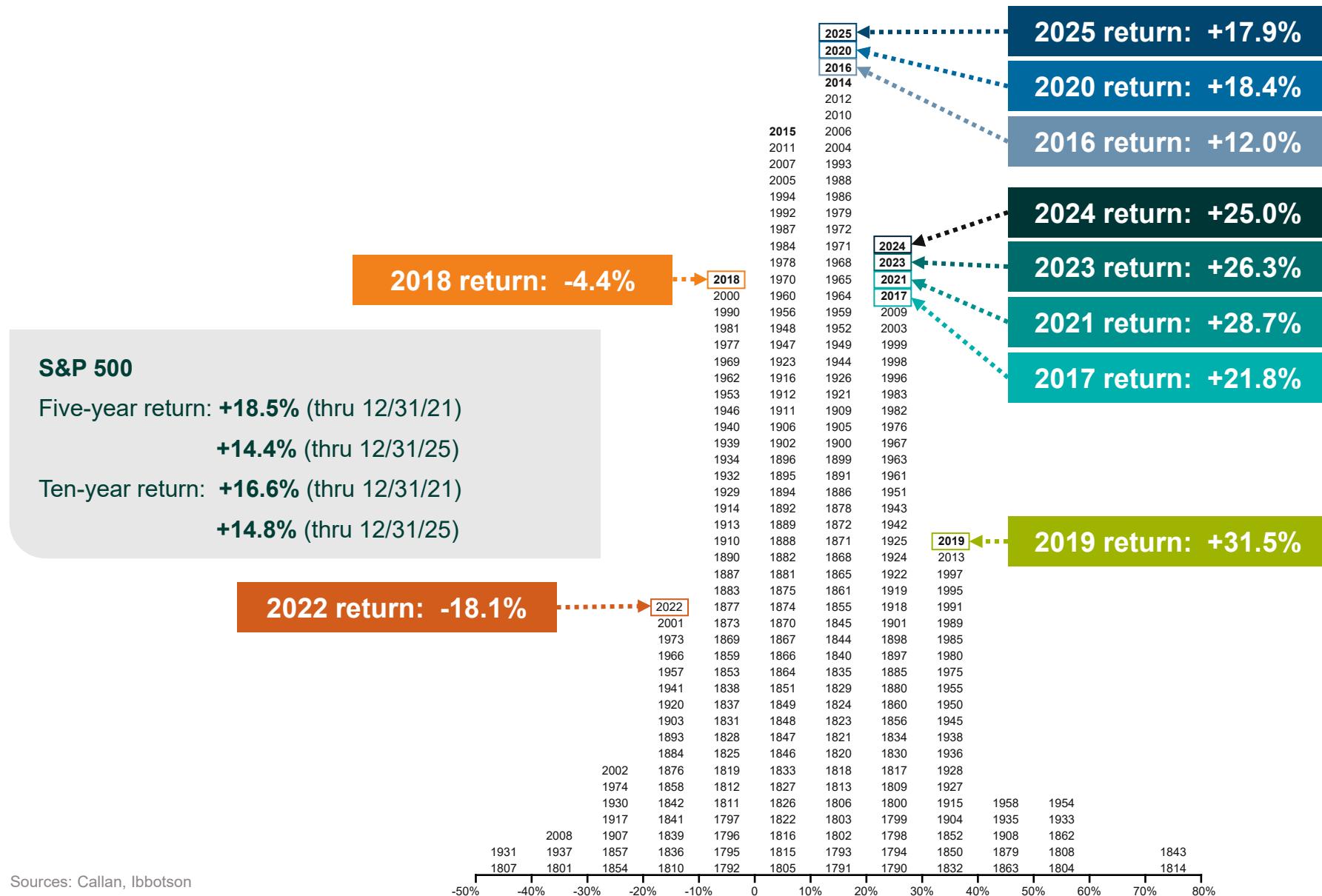
The 5-year, 5-year forward rate is the bond market's estimate of the 5-year inflation rate 5 years from now.

Excludes current levels of inflation

Source: Federal Reserve Bank of St. Louis

Stock Market Returns by Calendar Year

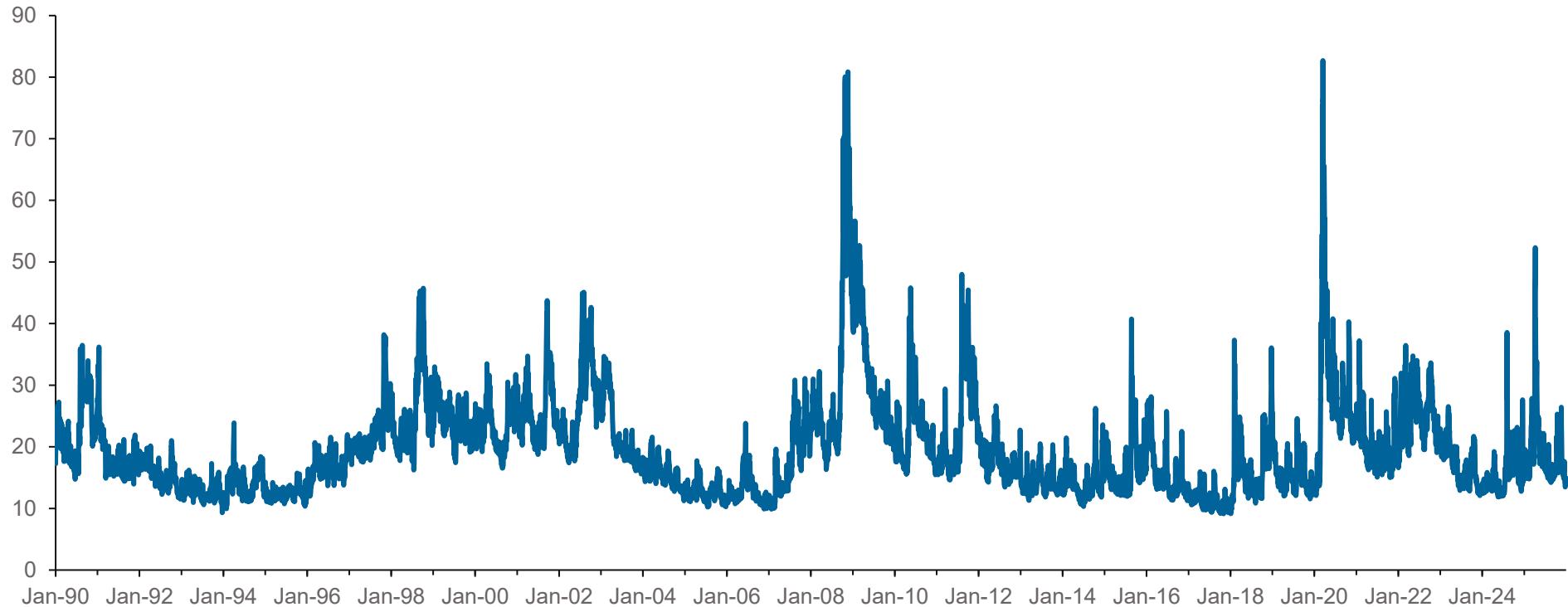
Performance in perspective: History of the U.S. stock market (235 years of returns)



Sources: Callan, Ibbotson

Market Volatility in Context

CBOE Volatility Index (VIX)



- VIX measures the market expectation of near-term volatility conveyed by stock index option prices.
- Implied market volatility has receded after spiking with initial news of tariffs.

Sources: Chicago Board Options Exchange, CBOE Volatility Index: VIX [VIXCLS], retrieved from FRED, Federal Reserve Bank of St. Louis.

Fixed Income

2026 Expectations

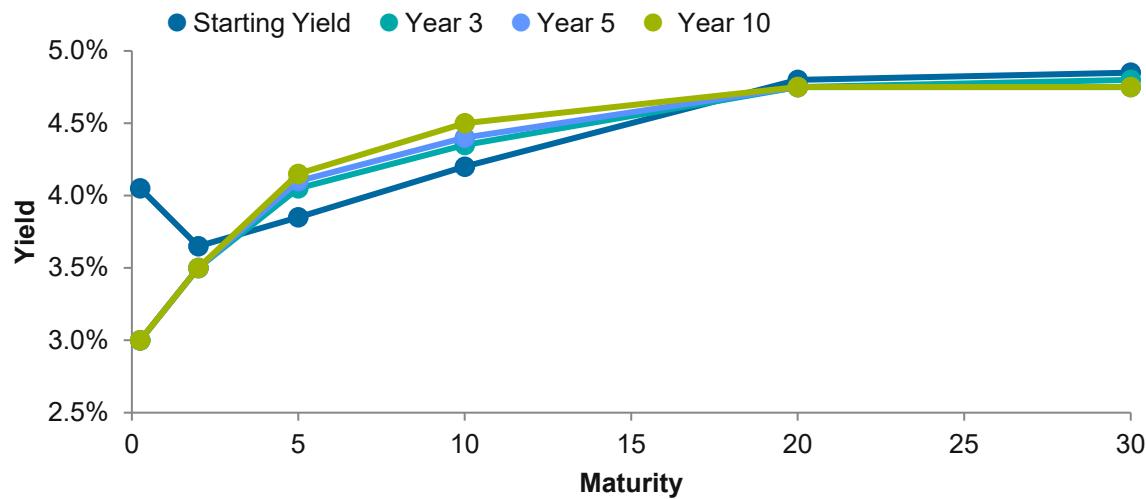
Projected Fixed Income Returns

10-year projections

	Income Return	+	Capital Gain/Loss	+	Credit Default	+	Roll Return	=	2026 Expected Return	2025 Expected Return	Change vs. 2025
Cash	3.00%		0.00%		0.00%		0.00%		3.00%	3.00%	0.00%
1-3 Year Gov/Credit	3.65%		0.00%		-0.05%		0.30%		3.90%	4.00%	-0.10%
1-3 Year Government	3.50%		0.05%		0.00%		0.25%		3.80%	3.80%	
1-3 Year Credit	4.05%		0.00%		-0.15%		0.35%		4.25%	4.30%	
Intermediate Gov/Credit	4.25%		-0.15%		-0.05%		0.55%		4.60%	4.40%	0.20%
Intermediate Gov	4.00%		-0.10%		0.00%		0.50%		4.40%	4.20%	
Intermediate Credit	4.80%		-0.25%		-0.20%		0.60%		4.95%	4.75%	
Aggregate	4.55%		-0.20%		-0.05%		0.45%		4.75%	4.75%	0.00%
Government	4.15%		-0.20%		0.00%		0.45%		4.40%	4.55%	
Securitized	4.45%		0.15%		0.00%		0.45%		5.05%	4.90%	
Credit	5.35%		-0.55%		-0.25%		0.50%		5.05%	4.95%	
Long Duration Gov/Credit	5.40%		-0.30%		-0.15%		0.25%		5.20%	5.20%	0.00%
Long Government	4.70%		0.05%		0.00%		0.25%		5.00%	4.80%	
Long Credit	5.95%		-0.70%		-0.25%		0.25%		5.25%	5.40%	
TIPS	4.20%		-0.15%		0.00%		0.45%		4.50%	4.55%	-0.05%
Global ex-U.S. Fixed	2.85%		-0.10%		-0.10%		0.25%		2.90%	2.85%	0.05%
High Yield	8.05%		-0.60%		-2.05%		0.50%		5.90%	6.00%	-0.10%
Emerging Market Debt	7.25%		-0.85%		-1.85%		0.45%		5.00%	5.35%	-0.35%
Bank Loans	7.95%		-0.25%		-1.70%		0.00%		6.00%	6.10%	-0.10%

Shape of Yield Curve at Different Points in Forecast Horizon

Yield Curve Forecasts

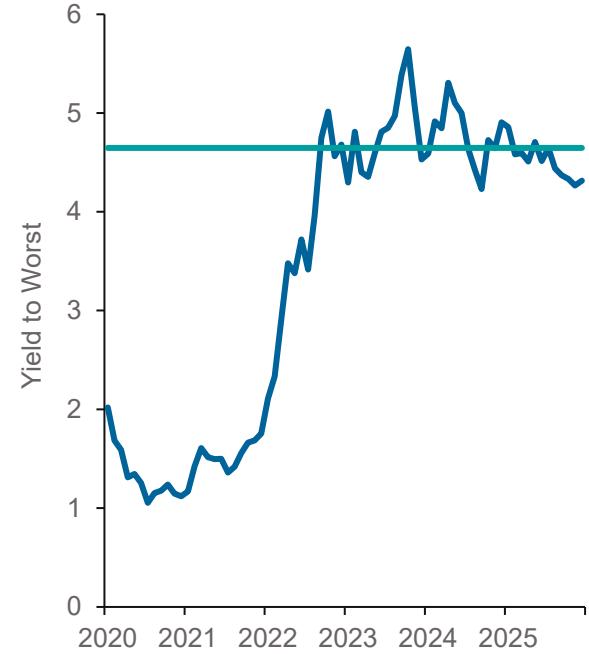
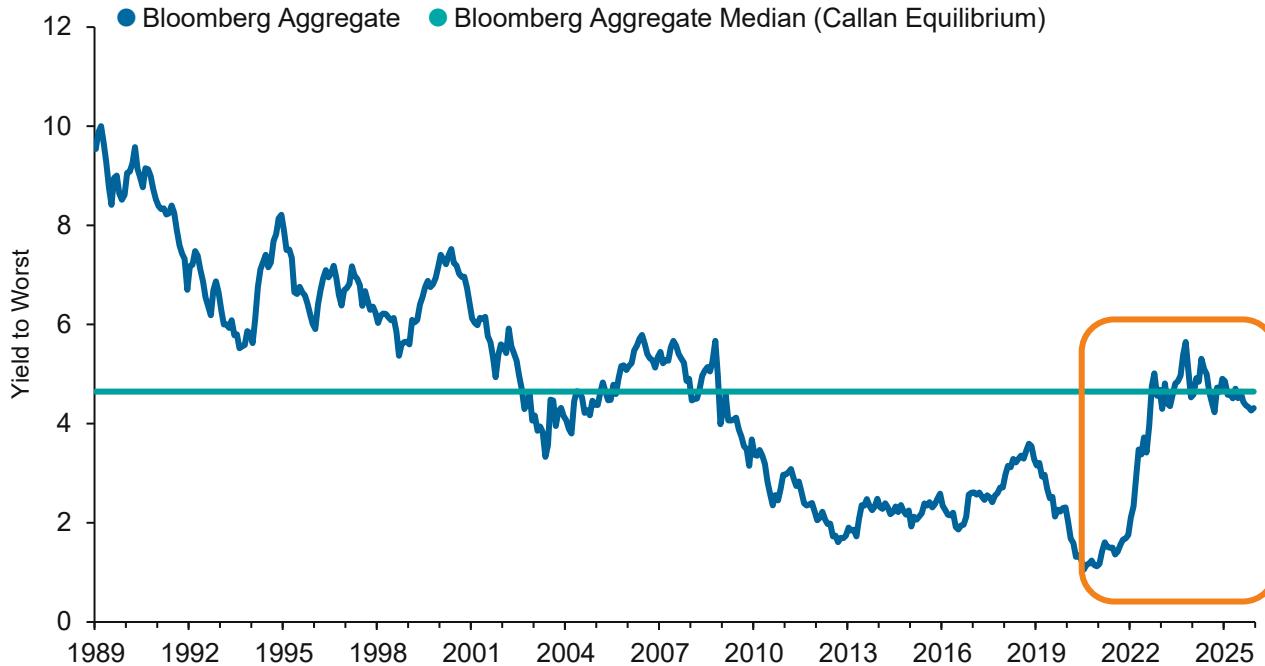


Our fixed income projections assume the yield curve returns to an upward-sloping pattern within the next few years.

Short and long rates fall to Callan's equilibrium while intermediate rates rise to equilibrium.

Drowning Out the Noise

Core Fixed Income Historical Yield

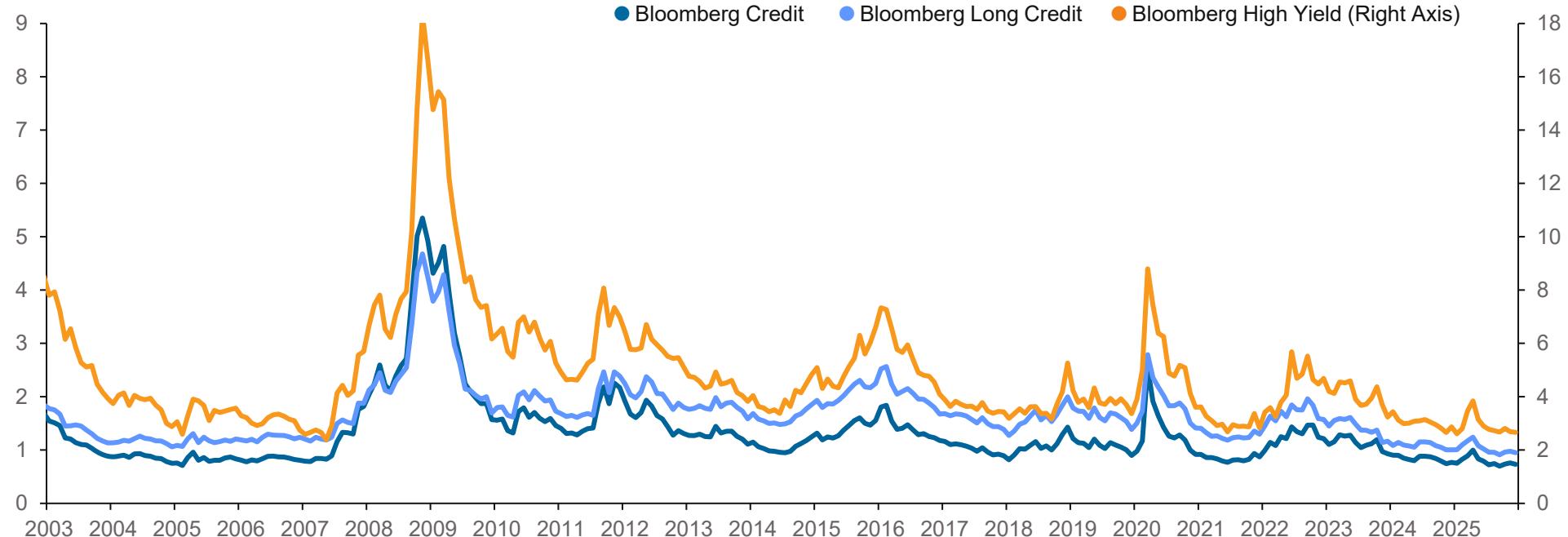


There has been a lot of rate volatility, but rates have been range-bound around our equilibrium.

We have been updating our bond assumptions to drown out the short-term noise and focus more on the longer-term trends.

Spreads Act as a Headwind

Historical Option Adjusted Spreads (OAS)



Spreads are at some of the tightest levels they have been in the last 20+ years as the risk-on mentality in the stock market has carried over into bonds.

We assume spreads will widen to levels consistent with long-term history, which is a headwind to returns.

- This is akin to a valuation adjustment in equities.

Public Equity

2026 Expectations

Equity Forecasts Overview

Fundamental relationship



Building up U.S. equity (S&P 500) returns from long-term fundamentals we arrive at 7.25%.

- Real earnings growth is linked to real GDP growth over long horizons; we forecast U.S. real GDP of 2.50% over the next decade.
- Inflation (CPI-U) is forecasted at 2.50% over the next 10 years.
 - Slightly above the Fed's inflation target of 2%
 - *Realized inflation over the past quarter century is 2.6%*
 - In line with the market-based forecast of breakeven inflation (yield difference between Treasuries and TIPS)
 - Income return of 2.50% from dividend yield and share buybacks
 - U.S. equity valuation adjustment of -0.25% as current valuations exceed historical norms
 - Small premium for global ex-U.S. over U.S. stems from emerging market growth potential.

Equity Forecasts

Building block model

Index	Forecasted Dividend Yield	Net Buyback Yield	Inflation	Real Earnings Growth	Valuation Adjustment	Total Expected Return
Large Cap U.S. Equity	1.50%	1.00%	2.50%	2.50%	-0.25%	7.25%
Smid Cap U.S. Equity	1.25%	0.25%	2.50%	3.45%	0.00%	7.45%
Developed ex-U.S. Equity	3.25%	0.25%	2.00%	1.75%	0.00%	7.25%
Emerging Markets Equity	3.05%	-2.65%	3.25%	3.80%	0.00%	7.45%

Our return expectations for U.S. large cap (S&P 500) and developed ex-U.S. markets (MSCI World ex-USA) are the same, but the paths to those returns are different.

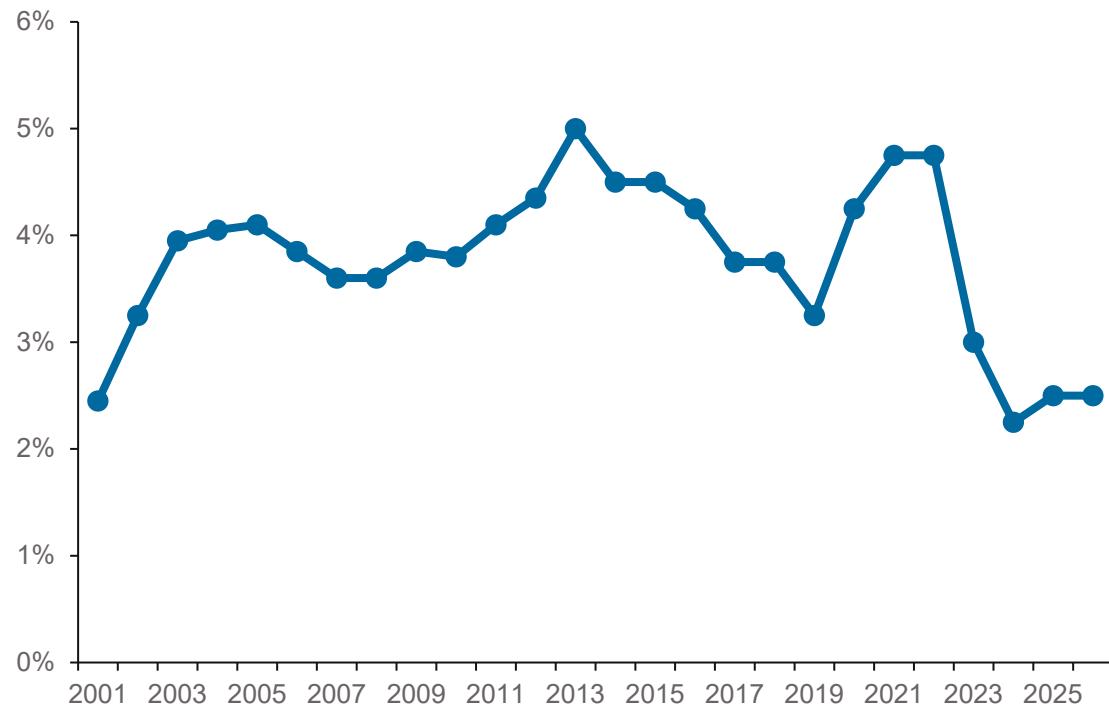
- U.S. companies tend to deliver more return from earnings growth than from return of capital via dividends or buybacks.
- Developed ex-U.S. companies have the opposite relationship.

Small/mid cap U.S. equity and emerging markets equity maintain a small expected return premium over their large cap and developed markets counterparts.

Callan's Equity Risk Premia Forecasts Over Time

S&P 500 forecast minus Bloomberg Aggregate forecast

Forecasted Equity Risk Premium vs. Bonds



Callan's forecasted return spread between the S&P 500 and the Bloomberg Aggregate (2.50%) remains narrow.

Forecasts are annualized over 10 years.

U.S. Equity Market: Key Metrics

S&P 500 forward P/E ratios



Forward P/E of 22.0 is more than one standard deviation above its long-term average of 17.1.

A host of U.S. valuation measures are elevated for large cap equities.

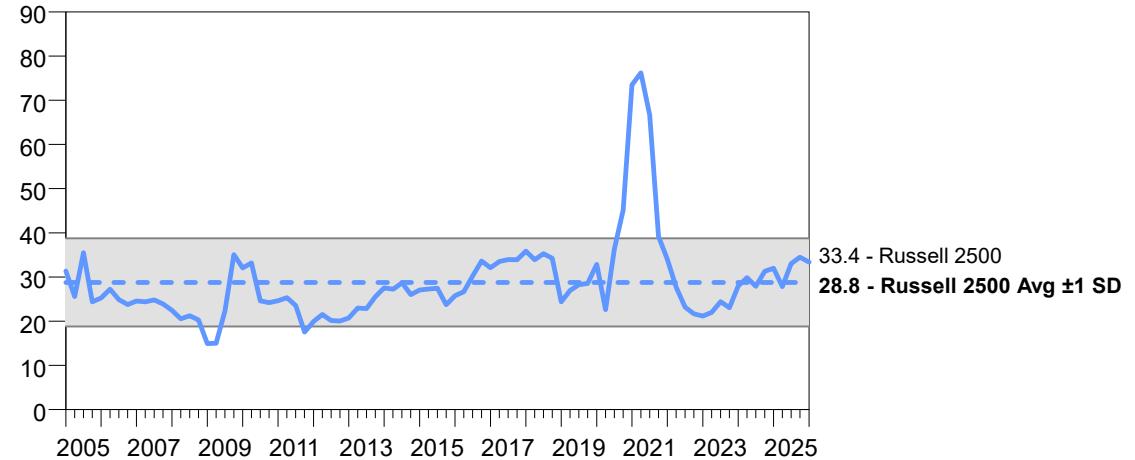
Sources: FactSet, FRB, Refinitiv Datastream, Robert Shiller, Standard & Poor's, Thomson Reuters, J.P. Morgan Asset Management Guide to the Markets.

Equity Forecasts

Small/mid cap U.S. equity valuations

In contrast, small/mid cap U.S. equity markets appear less stretched than large cap U.S. equity.

Small/Mid Cap U.S. Equity Price/Earnings Ratio (inc neg)



P/E measure is one year trailing.

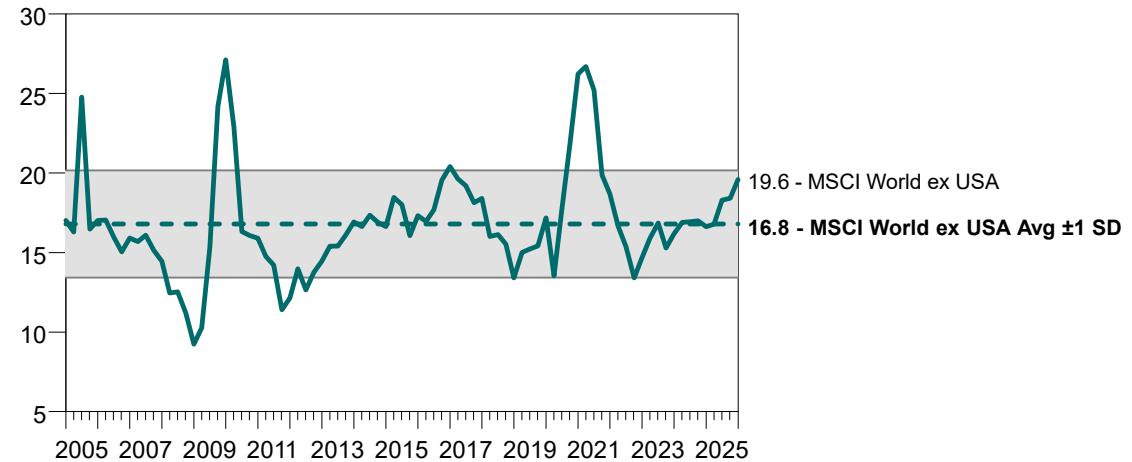
Source: MSCI

Equity Forecasts

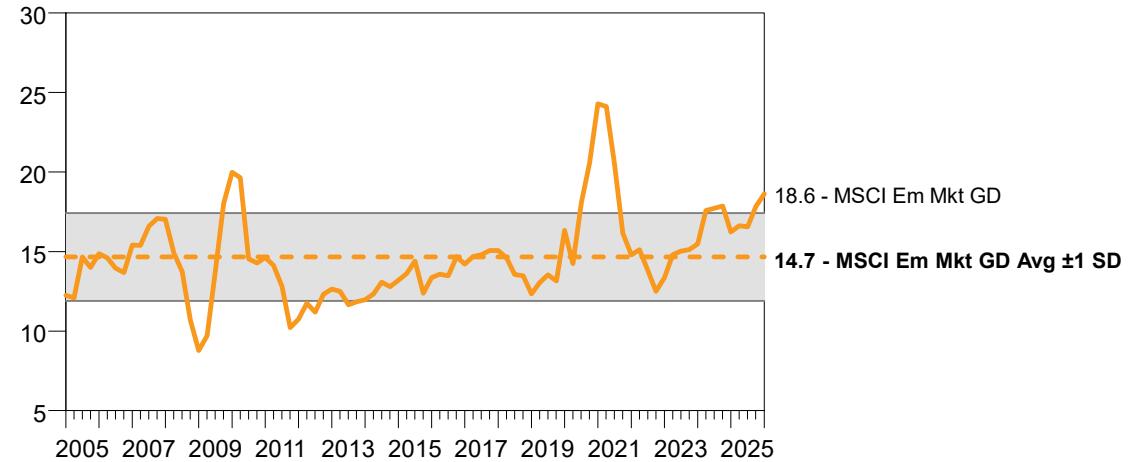
Global ex-U.S. valuations

Similarly, global ex-U.S. equity markets appear less stretched than large cap U.S. equity.

Developed Markets ex-U.S. Price/Earnings Ratio (inc neg)



Emerging Markets Price/Earnings Ratio (inc neg)

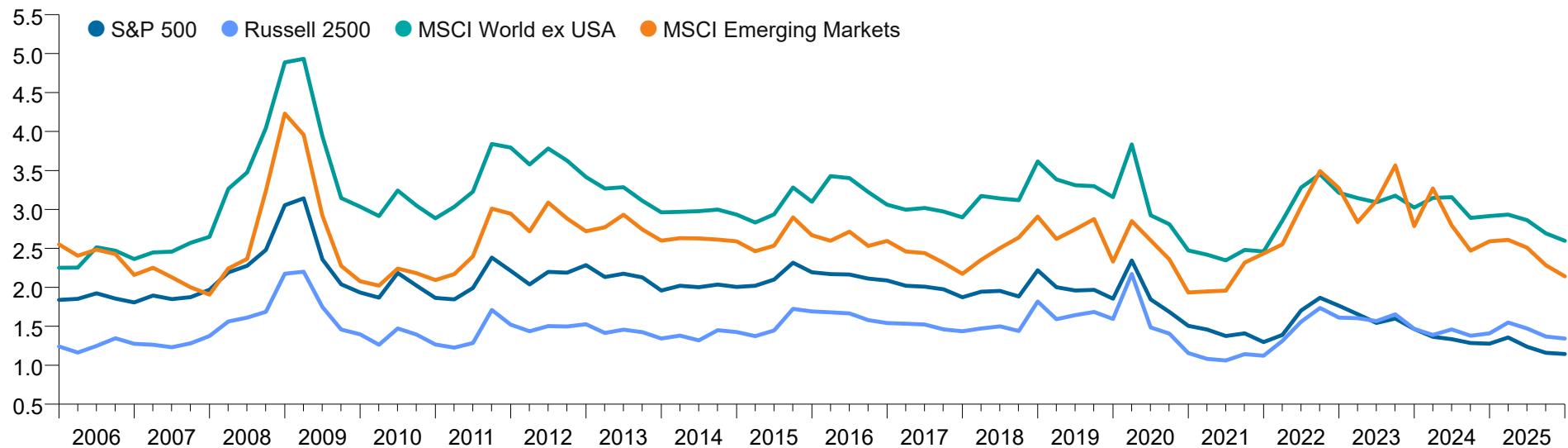


P/E measure is one year trailing.

Equity Forecasts

Dividend yields (past 20 years)

Dividend Yield for 20 Years Ended December 31, 2025



Global ex-U.S. equity has consistently provided higher dividend yields than U.S. equity.

Dividend yield measure is one year trailing
Sources: MSCI, Russell, Standard & Poor's

Private Markets

2026 Expectations

Core Real Estate

Background

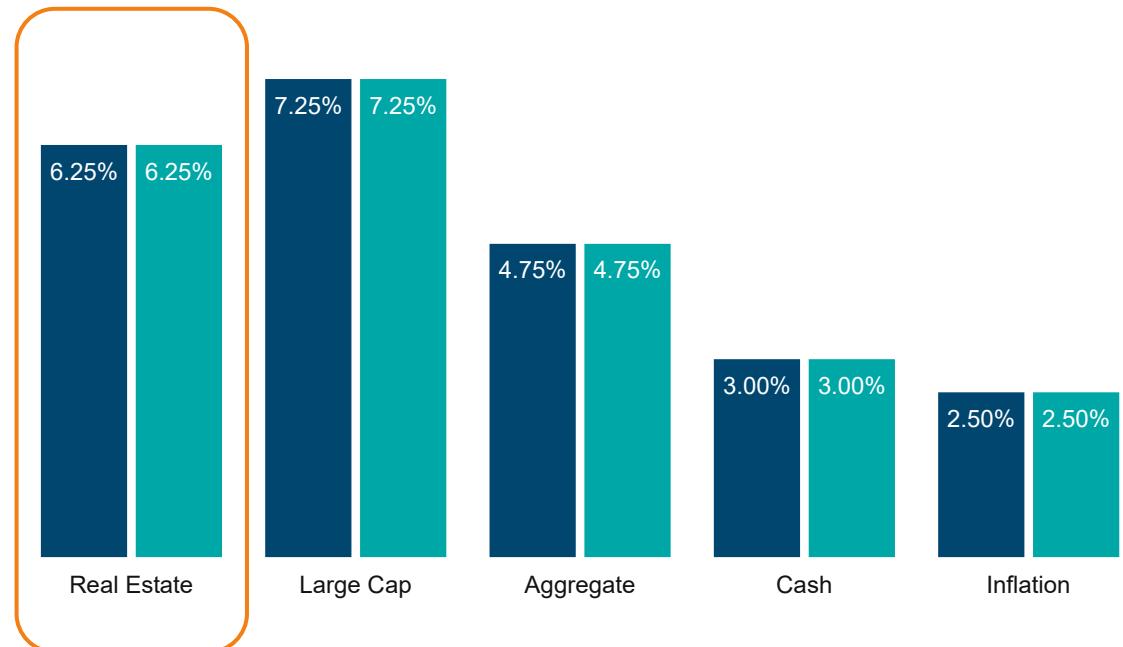
Real estate has characteristics of equity (ownership and appreciation) and bonds (income from rents).

While real estate, especially within offices, could continue to face elevated risks in the short-term, price declines in recent years make more attractive entry points available for long-term investors.

**2026 real estate return projection:
6.25% (unchanged from 2025)**

Return Projections

● 2025 ● 2026



Source: Callan, NCREIF

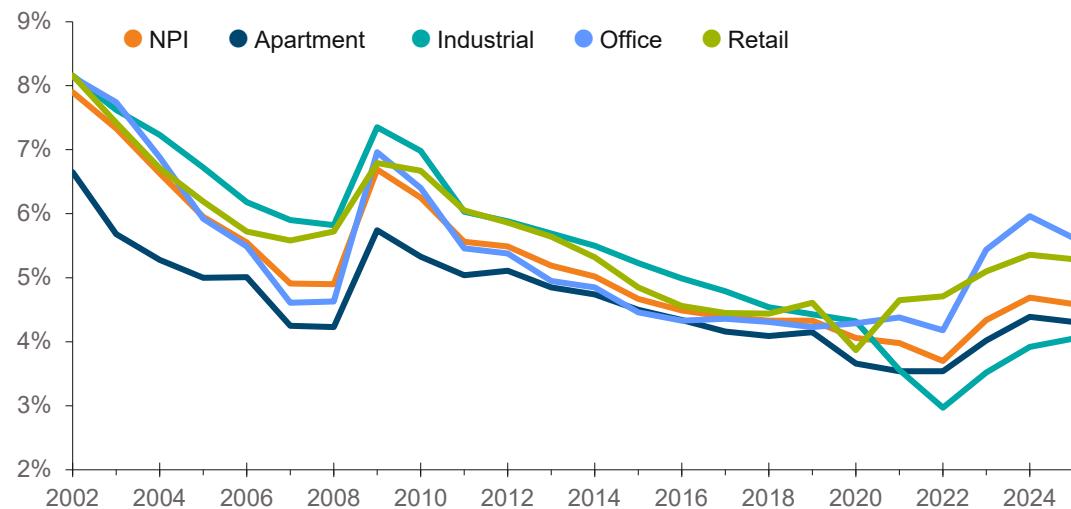
Core Real Estate

6.25% core real estate compound return (net of fees)

Return calculations assume 5.2% cost of leverage and 0.5x debt-to-equity (33% loan-to-value)

Income Return (unlevered property)	4.9%
Appreciation (unlevered property)	1.3%
Total Return (before leverage)	6.2%

Annual Cap Rates (through September 30, 2025)



Callan Return Assumptions (unlevered property returns)

	Office	Retail	Industrial	Apartments	Other	NPI Index
Income	5.6%	5.6%	4.2%	4.6%	6.1%	4.9%
Appreciation	1.1%	0.7%	2.1%	0.9%	1.0%	1.3%
Total Return	6.7%	6.3%	6.3%	5.5%	7.1%	6.2%

Source: NCREIF Property Index (NPI) cap rates correspond to unlevered property valuations

Private Infrastructure

Background

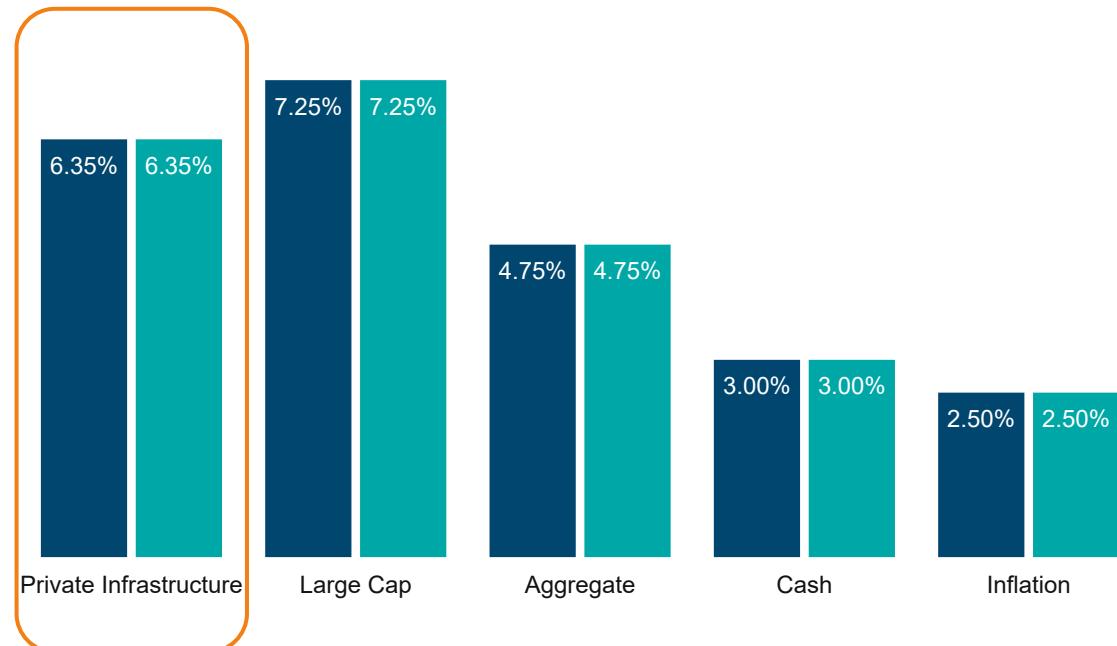
Infrastructure has characteristics of equity (ownership and appreciation) and bonds (income from fees, tolls, rents).

Infrastructure typically lever steady cash flows with some unique element of monopoly of service, regulated rates, or priority access to dedicated capital like roads, tolls, airports, telecommunication, power supply.

2026 infrastructure return projection: 6.35% (unchanged from 2025)

Return Projections

● 2025 ● 2026



Source: Callan

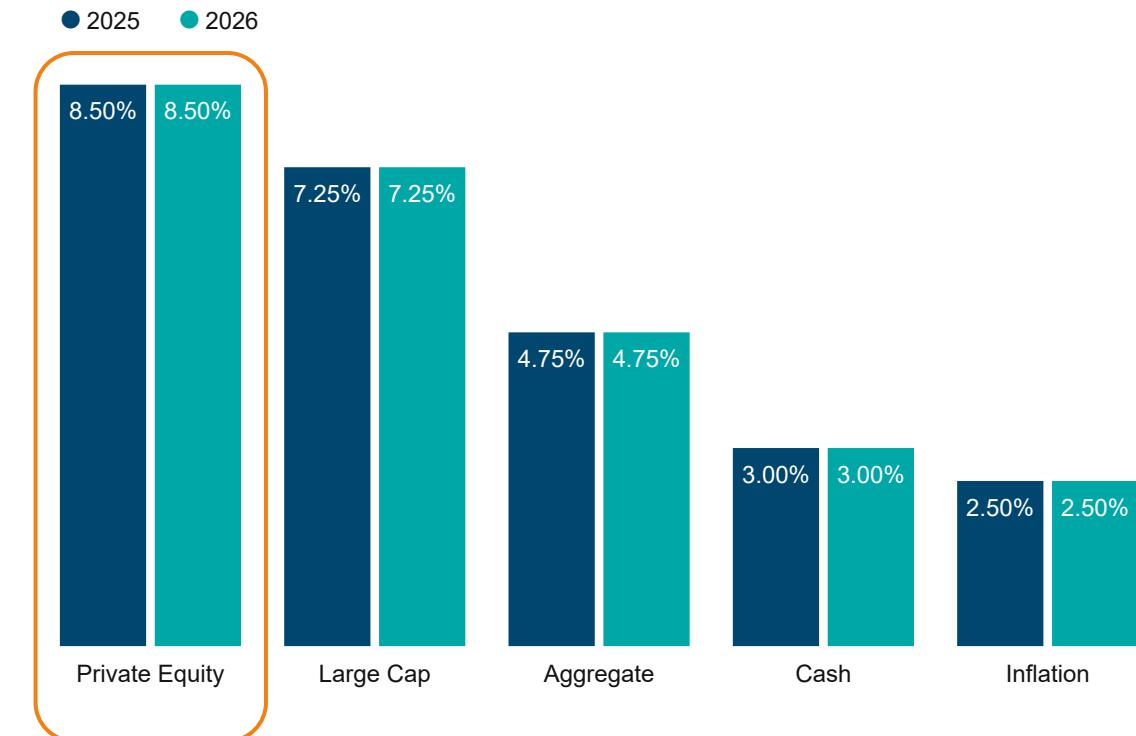
Private Equity

Background

We see tremendous disparity between the best- and worst-performing managers. The ability to select skillful managers could result in realized returns significantly greater than projected here.

**2026 private equity return projection:
8.50% (unchanged from 2025)**

Return Projections



Source: Callan

Private Equity

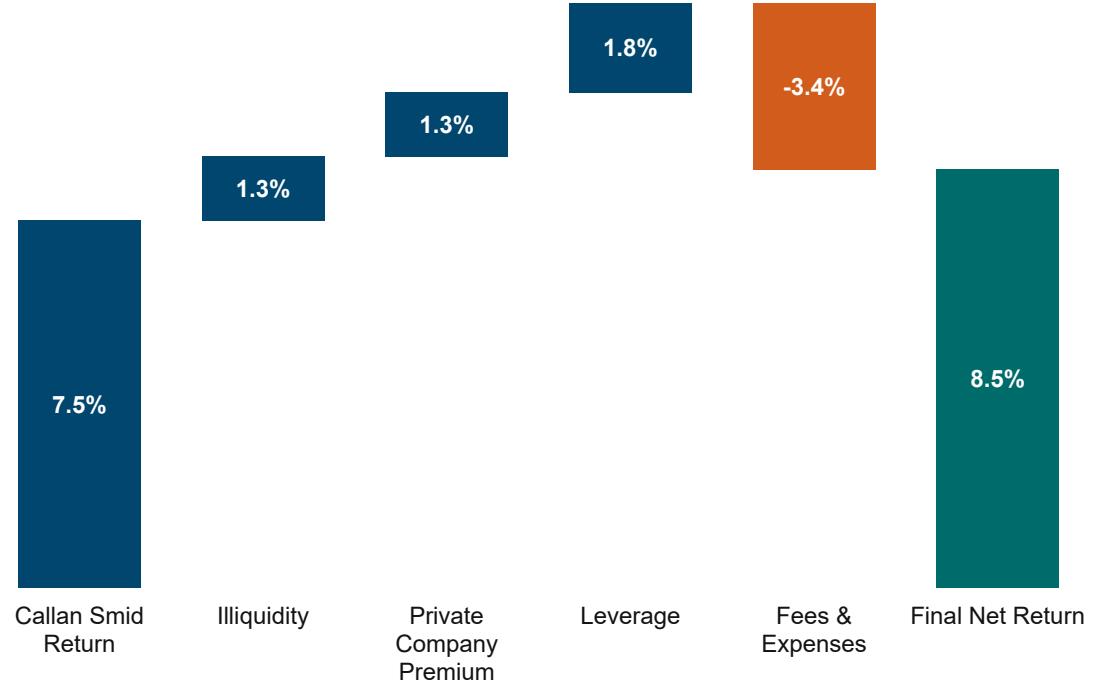
Background

The private equity market is driven by many of the same economic factors as public equity markets but is expected to offer an illiquidity premium.

Public Equity Return (SMID)	7.5%
Pvt. & Illiquidity Prem.	2.6%
Incremental Debt-to-Equity	50%
Levered Gross Return	11.9%
Total Fees & Expenses	3.4%
Net Compound Return	8.50%

Private Equity Return Decomposition

● Increase ● Decrease ● Total



Source: Callan
Return calculation assumes 6.4% cost of leverage

Private Credit

Background

Return projection is anchored on yields for middle market direct lending.

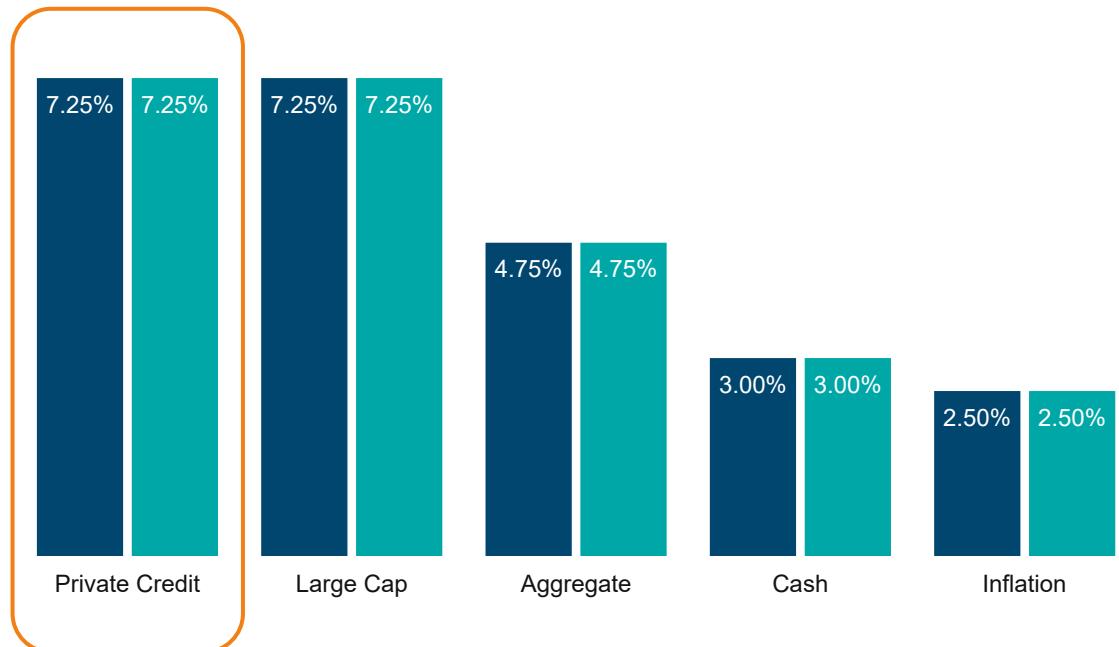
Strong appetite from institutional and retail investors persists.

**2026 private credit return projection:
7.25% (unchanged from 2025)**

Unlevered Yield	9.5%
Leverage	0.85x
Levered Yield	12.8%
Loss Ratio	2.4%
Net Arithmetic	8.4%
Net Compound Return	7.25%

Return Projections

● 2025 ● 2026



Source: Callan

Return calculation assumes 5.5% cost of leverage and 1.3% unlevered loss ratio

Hedge Funds

Background

Our hedge fund model is:

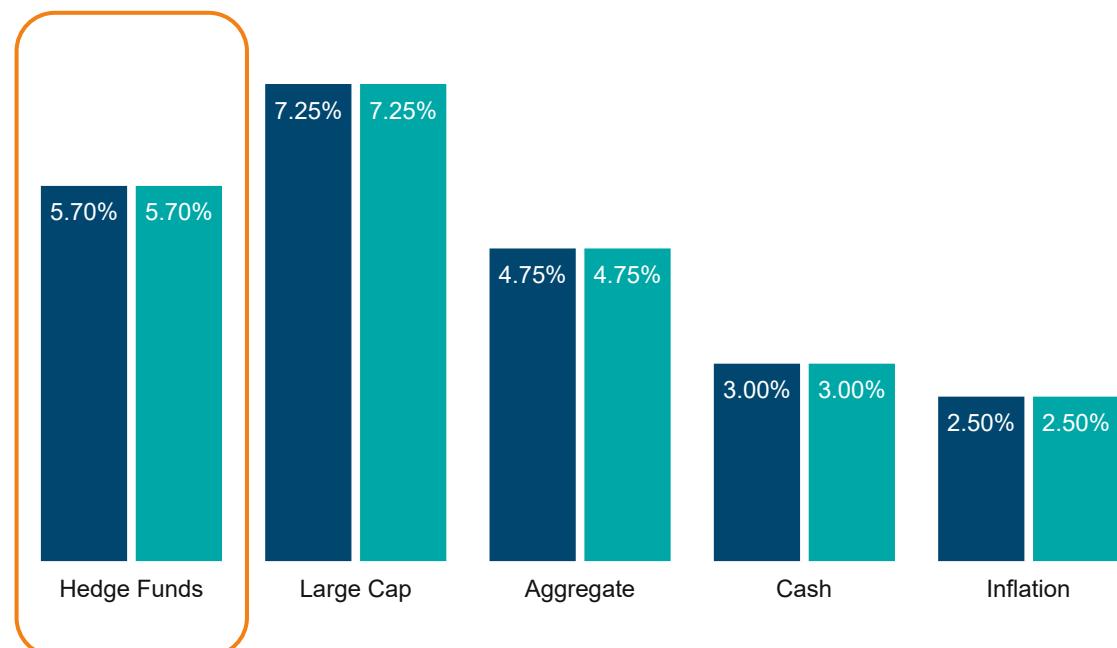
Expected Return = Cash + Equity Beta x
(Equity-Cash) + Exotic Beta + Net Alpha

2026 hedge fund return projection: 5.70%
(unchanged from 2025)

Cash Projection	3.0%
Equity Beta	0.4
Exotic Beta + Net Alpha	0.5 - 1.5%
Net Compound Return	5.7%

Return Projections

● 2025 ● 2026

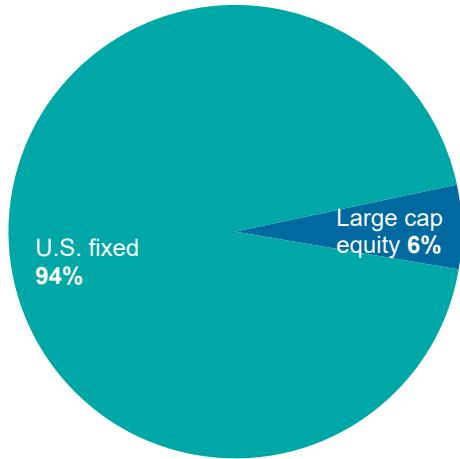


Source: Callan

Portfolio Implications

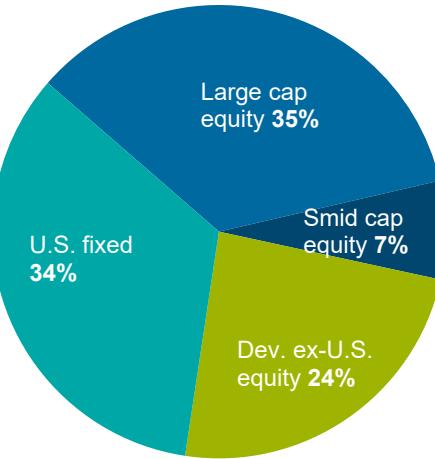
7% Expected Returns Over Past 30 Years

Increasing Complexity



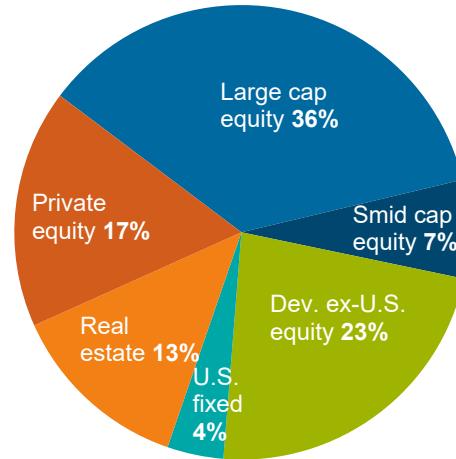
1996

Return: 7.0%
Risk: 5.8%



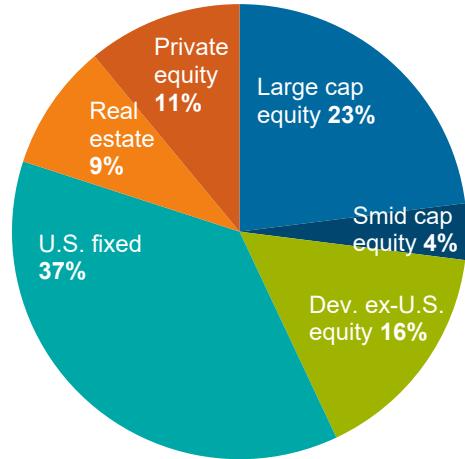
2011

Return: 7.0%
Risk: 11.8%



2022

Return: 7.0%
Risk: 16.8%



2026

Return: 7.0%
Risk: 11.0%

Increasing Risk

In 1996, our expectation for broad U.S. fixed income was 6.8%. Only 6% in return-seeking assets was required to earn a 7% projected return.

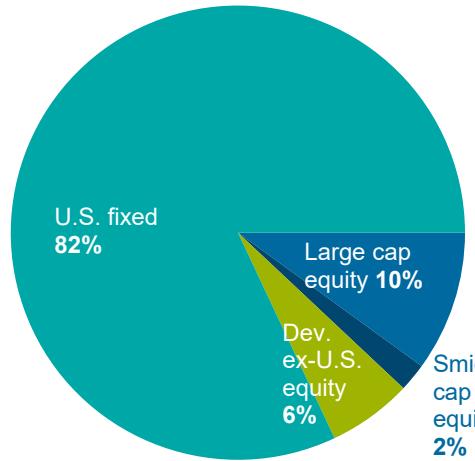
15 years later, an investor would have needed two-thirds of the portfolio in public equities to achieve a 7% projected return, with double the portfolio volatility of 1996.

In 2022 an investor was required to include 96% in return-seeking assets (including 30% in private markets investments) to earn a 7% projected return at almost 3x the volatility compared to 1996.

Today's 7% expected return portfolio is much more reasonable than it was just four years ago. The allocation to fixed income jumps to 37%, while risk is just two-thirds what it was in 2022.

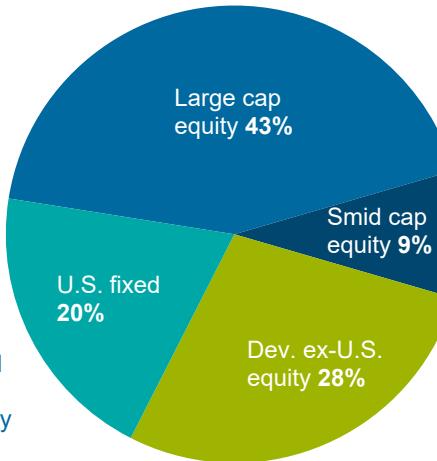
7.5% Expected Returns Over Past 30 Years

Increasing Complexity



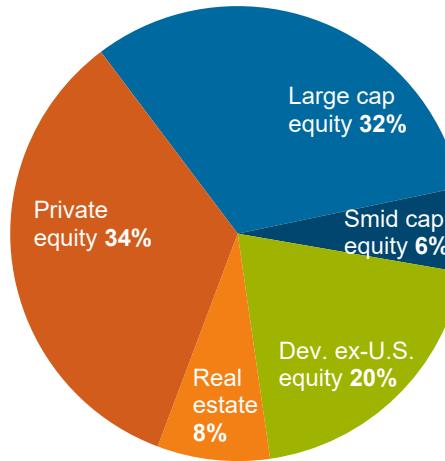
1996

Return: 7.5%
Risk: 5.9%



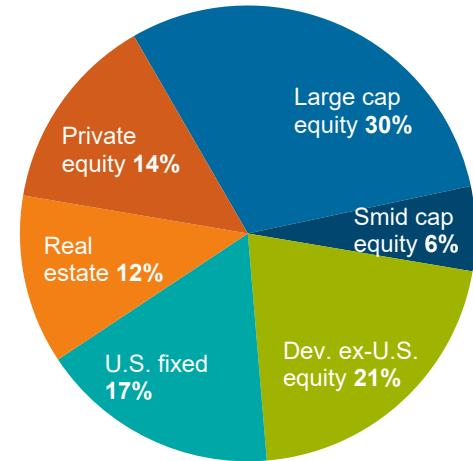
2011

Return: 7.5%
Risk: 14.2%



2022

Return: 7.5%
Risk: 19.4%



2026

Return: 7.5%
Risk: 14.2%

Increasing Risk

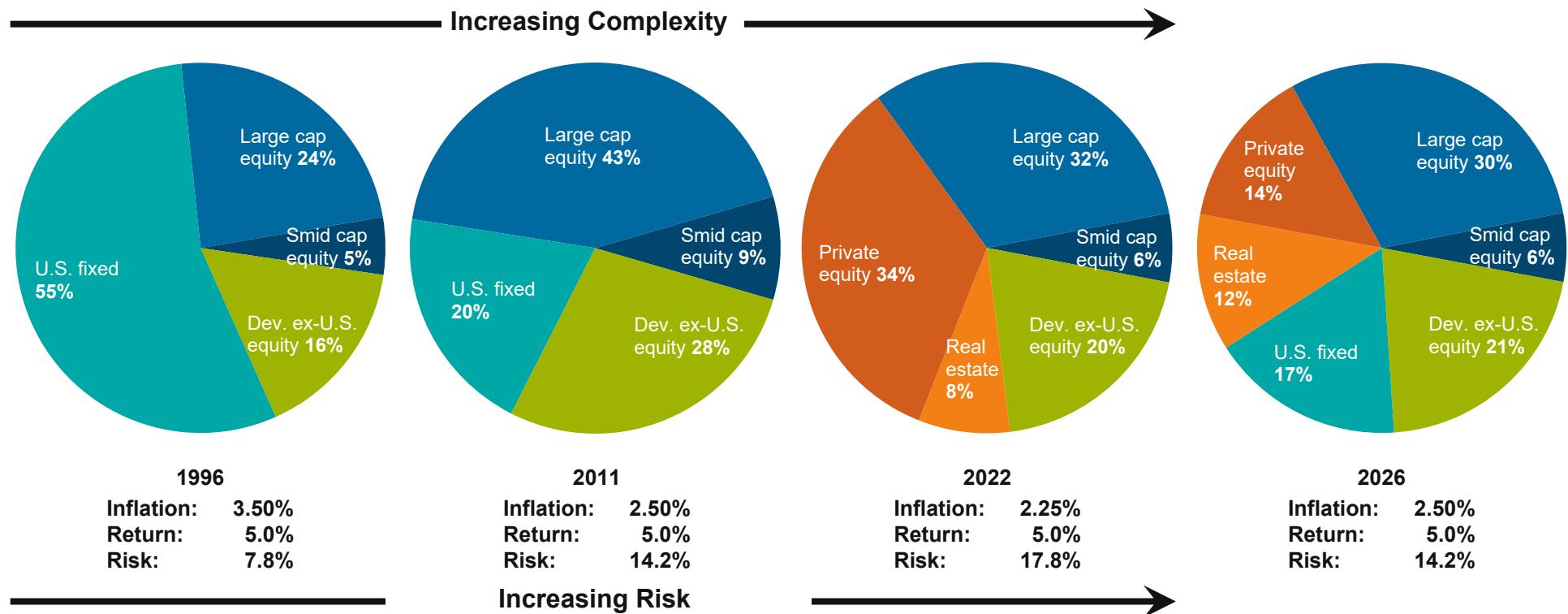
In 1996, our expectation for broad U.S. fixed income was 6.8%. Only 18% in return-seeking assets was required to earn a 7.5% projected return.

15 years later, an investor would have needed 80% of the portfolio in public equities to achieve a 7.5% projected return at almost 2.5x the volatility.

In 2022 an investor was required to hold 100% in return-seeking assets (with over 40% in private markets investments) to earn a 7.5% projected return at over 3x the volatility compared to 1996.

Today's 7.5% expected return portfolio is much more reasonable than it was just four years ago, with 17% of the portfolio in fixed income and roughly a quarter in private market investments, with a correspondingly lower level of risk.

5% Expected Real Returns Over Past 30 Years



Despite a 3.50% inflation projection, an investor could have over half of the portfolio in low-risk assets (fixed income) and still earn a 5% projected real return in 1996.

15 years later, an institutional investor would have needed over three-quarters of the portfolio in return-seeking assets to achieve a 5% projected real return despite a 100 basis point decline in inflation.

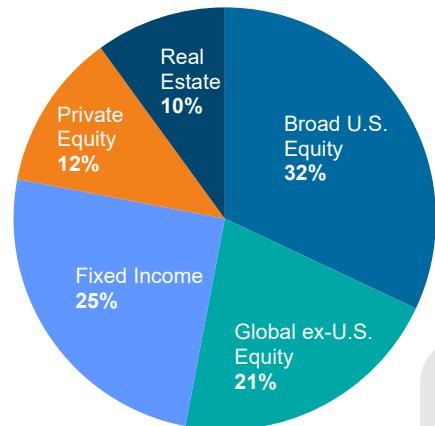
In 2022 an investor required 100% of the portfolio in return-seeking assets to earn a 5% projected real return at more than double the volatility compared to 1996.

Today's 5% expected real return portfolio is much more reasonable than it was in 2022, with 17% of the portfolio in fixed income and roughly a quarter in private market investments, with a correspondingly lower level of risk.

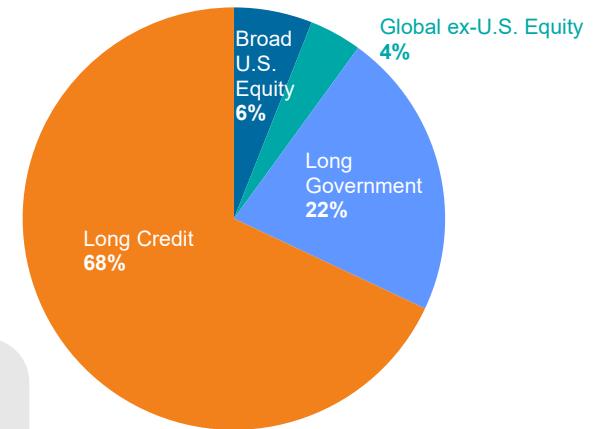
Sample Portfolios in 2026 vs. 2025

Total return and LDI

Sample Public Defined Benefit



Sample LDI Corporate Defined Benefit



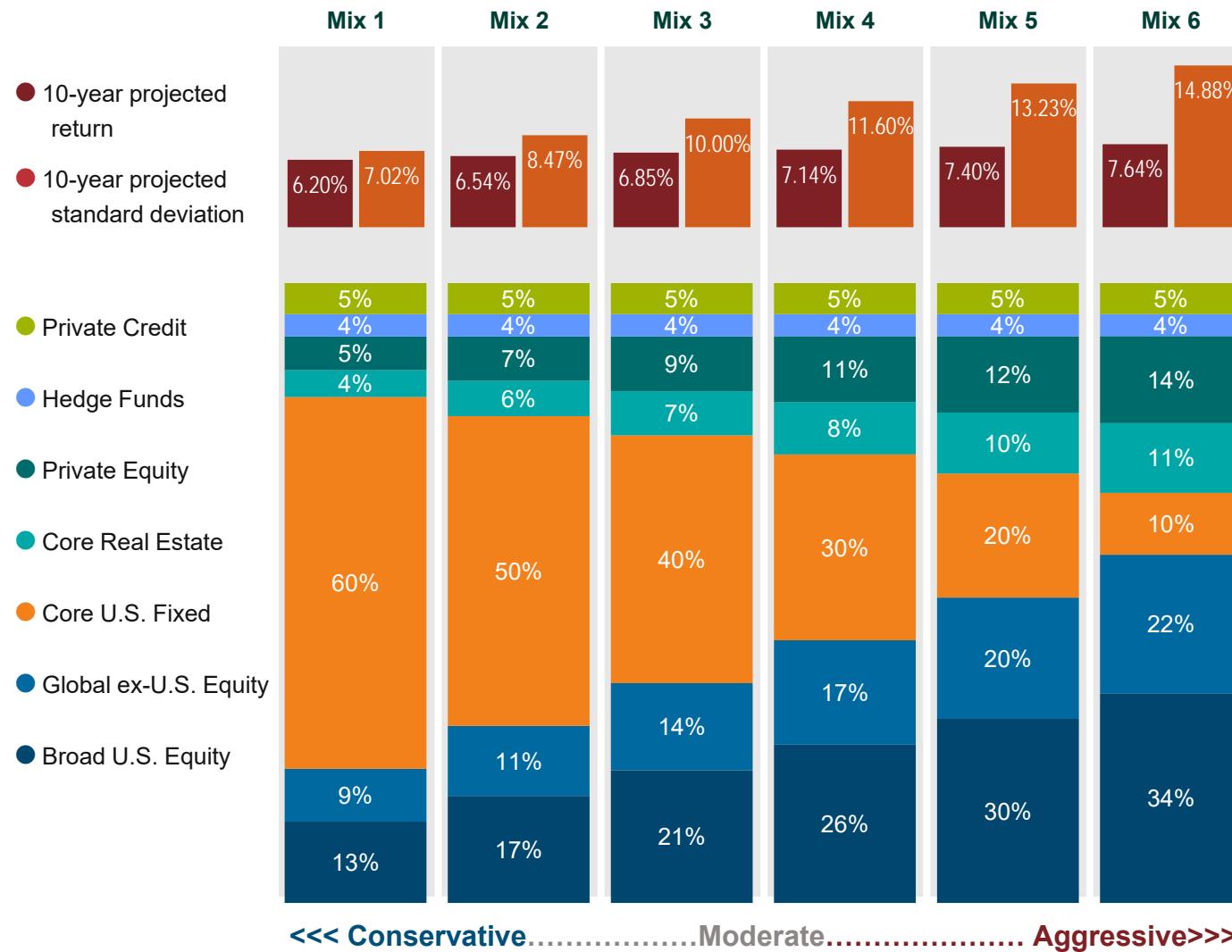
Inflation: no change
Cash: no change
Public/Private Equity: no change
Fixed Income: between -0.35% to +0.20%
Real Estate: no change

Mix Characteristics	2026	2025	Difference
Expected Return (nominal)	7.34%	7.34%	0.00%
Expected Return (real)	4.84%	4.84%	0.00%
Standard Deviation	13.12%	13.06%	+0.06%
Sharpe Ratio	0.32	0.32	0.00

Mix Characteristics	2026	2025	Difference
Expected Return (nominal)	5.60%	5.67%	-0.07%
Expected Return (real)	3.10%	3.17%	-0.07%
Standard Deviation	11.05%	11.13%	-0.08%
Sharpe Ratio	0.24	0.24	0.00

Optimization Set – Public Stocks and Bonds Plus Alternatives

Asset mix alternatives



Constraints:

Private Credit <= 5%

Private Equity <= 0.25x Pub Eq

Real Estate <= 0.20x Pub Eq

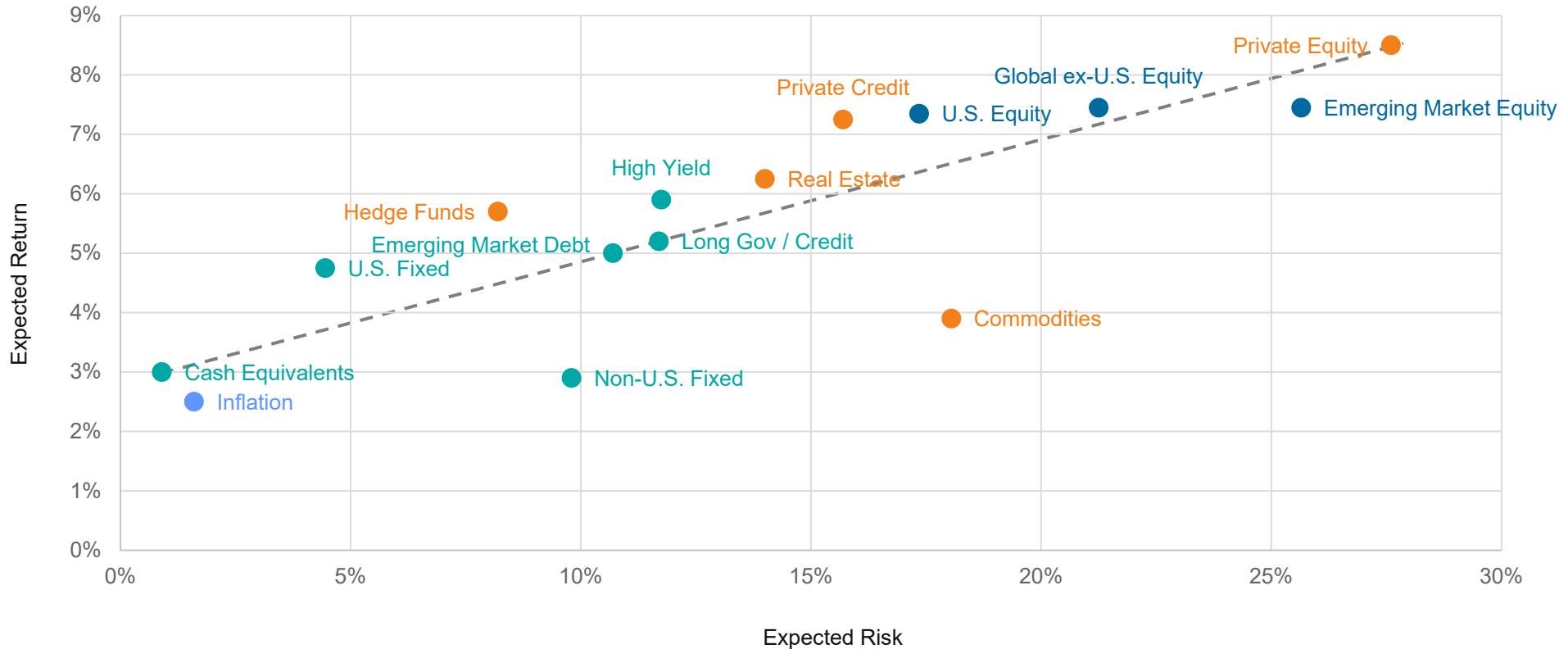
Note on public equity:

We tune large cap, small cap, developed ex-U.S. and emerging separately.

Prefer to optimize portfolios with broad U.S. and broad global ex-U.S. equity

Risk Aversion

Visualizing Callan's 2026–2035 Capital Market Assumptions



Source: Callan 2026–2035 return-risk capital markets assumptions

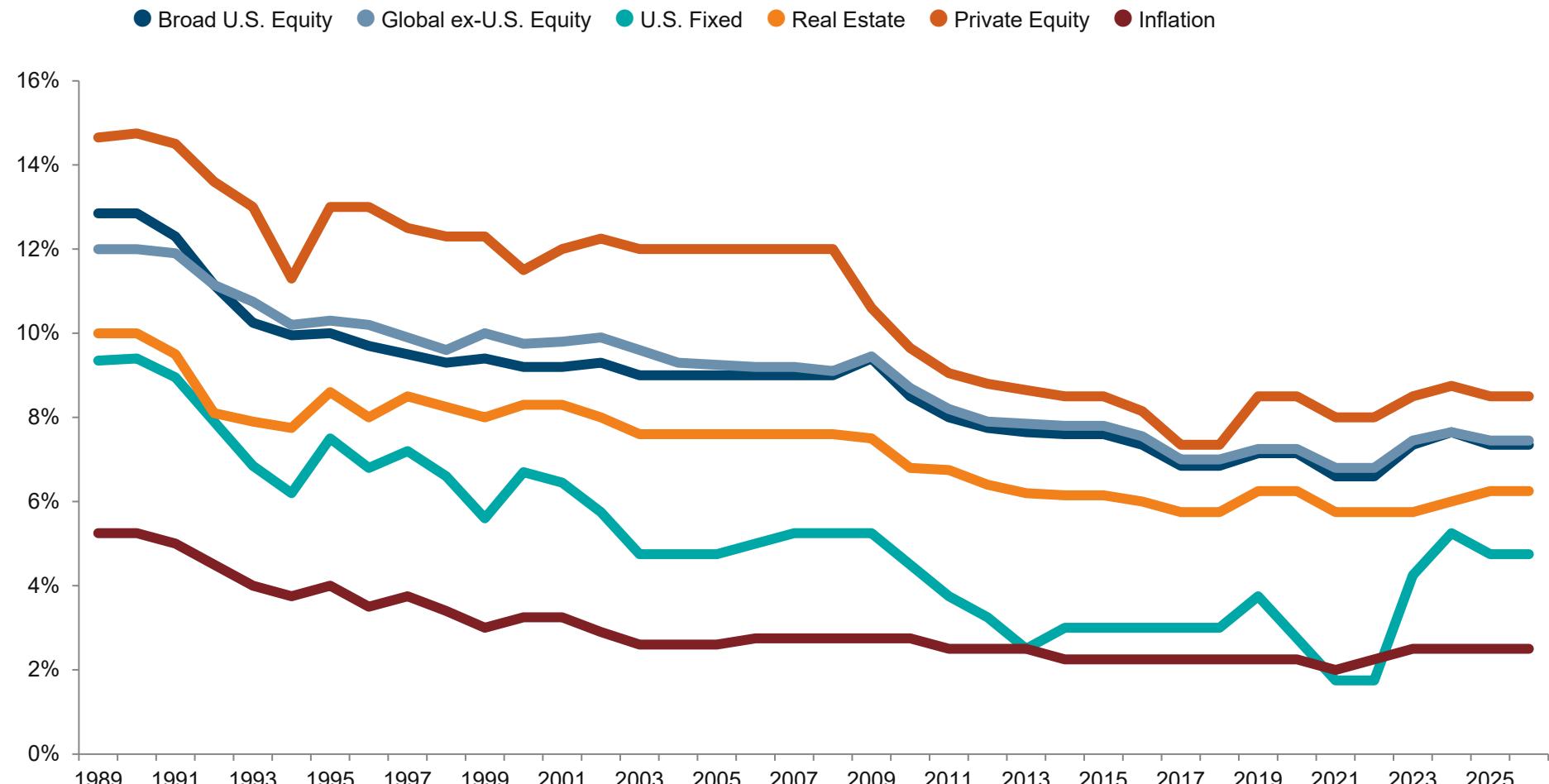
2026–2035 Callan Capital Markets Assumptions Correlations

	Large Cap U.S. Equity	Smid Cap U.S. Equity	Dev ex-U.S. Equity	Emerging Market Equity	Short Duration	Core U.S. Fixed	Long Government	Long Credit	TIPS	High Yield	Global ex-U.S. Fixed	EM Sovereign Debt	Core Real Estate	Private Infrastructure	Private Equity	Private Credit	Hedge Funds	Commodities	Cash Equivalents	Inflation
Large Cap U.S. Equity	1.00																			
Smid Cap U.S. Equity	0.86	1.00																		
Dev ex-U.S. Equity	0.70	0.81	1.00																	
Emerging Market Equity	0.74	0.81	0.89	1.00																
Short Duration	0.07	0.03	0.06	0.01	1.00															
Core U.S. Fixed	0.14	0.08	0.11	0.06	0.80	1.00														
Long Government	0.07	0.05	0.08	0.05	0.67	0.83	1.00													
Long Credit	0.40	0.35	0.35	0.35	0.64	0.81	0.72	1.00												
TIPS	0.02	0.00	0.01	-0.02	0.55	0.75	0.56	0.54	1.00											
High Yield	0.73	0.73	0.70	0.73	0.13	0.15	0.05	0.45	0.06	1.00										
Global ex-U.S. Fixed	0.15	0.14	0.17	0.13	0.50	0.53	0.43	0.53	0.40	0.16	1.00									
EM Sovereign Debt	0.61	0.62	0.63	0.67	0.17	0.23	0.13	0.46	0.11	0.62	0.17	1.00								
Core Real Estate	0.38	0.31	0.33	0.28	0.17	0.21	0.10	0.30	0.13	0.30	0.15	0.22	1.00							
Private Infrastructure	0.47	0.45	0.45	0.43	0.14	0.18	0.10	0.33	0.08	0.34	0.18	0.32	0.65	1.00						
Private Equity	0.79	0.76	0.75	0.73	-0.02	0.02	-0.06	0.26	-0.07	0.55	0.10	0.45	0.44	0.52	1.00					
Private Credit	0.65	0.64	0.62	0.63	0.04	0.00	-0.02	0.31	-0.05	0.55	0.11	0.47	0.26	0.27	0.65	1.00				
Hedge Funds	0.62	0.58	0.55	0.55	0.28	0.41	0.27	0.52	0.26	0.50	0.25	0.48	0.20	0.31	0.42	0.47	1.00			
Commodities	0.20	0.20	0.20	0.20	-0.04	-0.05	-0.10	0.05	0.00	0.18	0.05	0.15	0.16	0.15	0.16	0.14	0.17	1.00		
Cash Equivalents	-0.02	-0.07	-0.08	-0.08	0.27	0.16	0.12	0.04	0.14	-0.03	0.10	-0.02	0.02	-0.04	-0.04	-0.04	0.00	-0.02	1.00	
Inflation	0.00	0.02	0.00	0.02	-0.20	-0.22	-0.30	-0.20	0.25	-0.03	-0.12	-0.04	0.20	0.10	0.04	-0.04	-0.01	0.35	0.02	1.00
	Large Cap	Smid Cap	Dev ex-US	EM Equity	Short Dur	Core Fix	Long Gov	Long Credit	TIPS	High Yield	GI ex-US Fixed	EMD	Core RE	Pvt Infra	Pvt Equity	Pvt Credit	Hedge Fund	Comm Eq	Inflation	

Source: Callan

Return Projections: Major Asset Classes

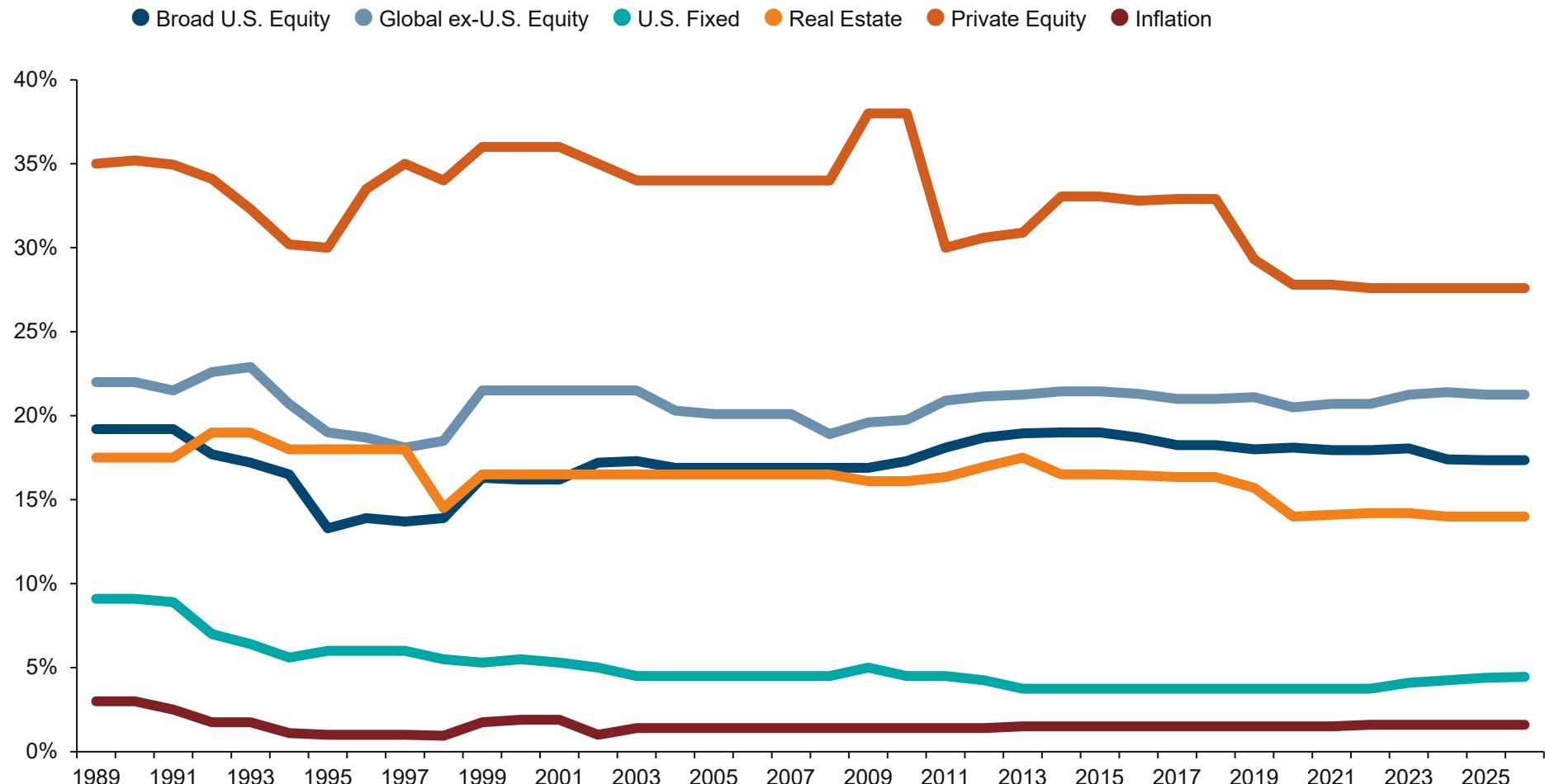
1989–2026



Source: Callan

Risk Projections: Major Asset Classes

1989–2026



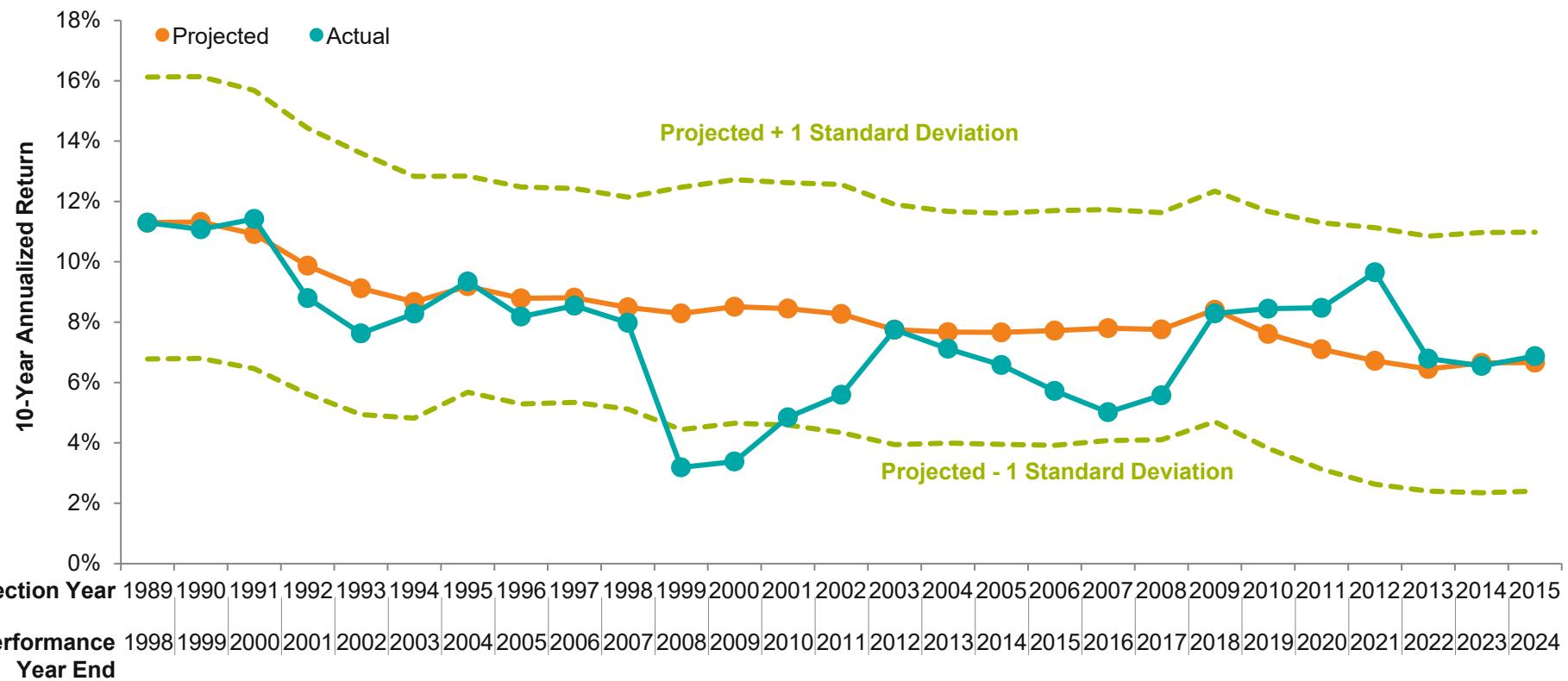
Source: Callan

Actual Returns vs. Callan Projections

Projection Years 1989–2015

Historical Comparison: Actual Returns vs. Callan Capital Markets Projections

Portfolio (60% Equity, 30% Fixed, 10% Real Estate)



- Our projections are generally within one standard deviation of the actual return experienced
- The glaring exceptions are the 10-year periods ended in 2008 and 2009 which contained not one but two major collapses in the equity market: the Dot-Com Bubble in 2001-02 and the Global Financial Crisis in 2008

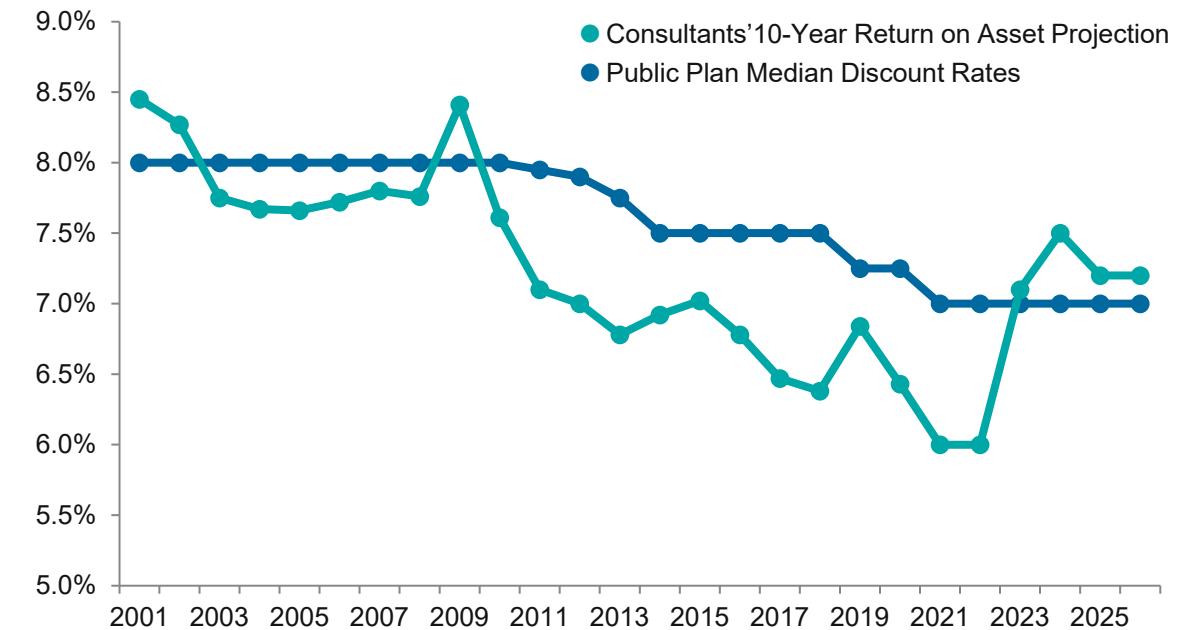
Public Plan Return Assumptions

Public pension system actuaries took over 10 years to lower rates to current levels; any reversal of the trend will likely be gradual.

We believe there is now an increased probability of achieving the current return assumption vs. 10 years ago.

Callan's return assumption for a diversified public fund portfolio is now more in line with many actuaries' projections.

Discount Rates



Source: Callan, NASRA

Consensus public plan allocation modeled as 60% global equity / 30% fixed income / 10% real estate from 2001-2011. Consensus allocation modeled as 60% global equity / 25% fixed income / 10% real estate / 5% private equity for 2012-2025 to reflect the shift to more aggressive asset mixes over time.

Important Disclosures

Information contained in this document may include confidential, trade secret and/or proprietary information of Callan and the client. It is incumbent upon the user to maintain such information in strict confidence. Neither this document nor any specific information contained herein is to be used other than by the intended recipient for its intended purpose.

The content of this document is particular to the client and should not be relied upon by any other individual or entity. There can be no assurance that the performance of any account or investment will be comparable to the performance information presented in this document.

Certain information herein has been compiled by Callan from a variety of sources believed to be reliable but for which Callan has not necessarily verified for accuracy or completeness. Information contained herein may not be current. Callan has no obligation to bring current the information contained herein.

Callan's performance, market value, and, if applicable, liability calculations are inherently estimates based on data available at the time each calculation is performed and may later be determined to be incorrect or require subsequent material adjustment due to many variables including, but not limited to, reliance on third party data, differences in calculation methodology, presence of illiquid assets, the timing and magnitude of unrecognized cash flows, and other data/assumptions needed to prepare such estimated calculations. In no event should the performance measurement and reporting services provided by Callan be used in the calculation, deliberation, policy determination, or any other action of the client as it pertains to determining amounts, timing or activity of contribution levels or funding amounts, rebalancing activity, benefit payments, distribution amounts, and/or performance-based fee amounts, unless the client understands and accepts the inherent limitations of Callan's estimated performance, market value, and liability calculations.

Callan's performance measurement service reports estimated returns for a portfolio and compares them against relevant benchmarks and peer groups, as appropriate; such service may also report on historical portfolio holdings, comparing them to holdings of relevant benchmarks and peer groups, as appropriate ("portfolio holdings analysis"). To the extent that Callan's reports include a portfolio holdings analysis, Callan relies entirely on holdings, pricing, characteristics, and risk data provided by third parties including custodian banks, record keepers, pricing services, index providers, and investment managers. Callan reports the performance and holdings data as received and does not attempt to audit or verify the holdings data. Callan is not responsible for the accuracy or completeness of the performance or holdings data received from third parties and such data may not have been verified for accuracy or completeness.

Callan's performance measurement service may report on illiquid asset classes, including, but not limited to, private real estate, private equity, private credit, hedge funds and infrastructure. The final valuation reports, which Callan receives from third parties, for these types of asset classes may not be available at the time a Callan performance report is issued. As a result, the estimated returns and market values reported for these illiquid asset classes, as well as for any composites including these illiquid asset classes, including any total fund composite prepared, may not reflect final data, and therefore may be subject to revision in future quarters.

The content of this document may consist of statements of opinion, which are made as of the date they are expressed and are not statements of fact. The opinions expressed herein may change based upon changes in economic, market, financial and political conditions and other factors. Callan has no obligation to bring current the opinions expressed herein.

The information contained herein may include forward-looking statements regarding future results. The forward-looking statements herein: (i) are best estimations consistent with the information available as of the date hereof and (ii) involve known and unknown risks and uncertainties. Actual results may vary, perhaps materially, from the future results projected in this document. Undue reliance should not be placed on forward-looking statements.

Callan is not responsible for reviewing the risks of individual securities or the compliance/non-compliance of individual security holdings with a client's investment policy guidelines.

This document should not be construed as legal or tax advice on any matter. You should consult with legal and tax advisers before applying any of this information to your particular situation.

Reference to, or inclusion in this document of, any product, service or entity should not necessarily be construed as recommendation, approval, or endorsement of such product, service or entity by Callan. This document is provided in connection with Callan's consulting services and should not be viewed as an advertisement of Callan, or of the strategies or products discussed or referenced herein.

Important Disclosures (continued)

The issues considered and risks highlighted herein are not comprehensive and other risks may exist that the user of this document may deem material regarding the enclosed information. Please see any applicable full performance report or annual communication for other important disclosures.

Unless Callan has been specifically engaged to do so, Callan does not conduct background checks or in-depth due diligence of the operations of any investment manager search candidate or investment vehicle, as may be typically performed in an operational due diligence evaluation assignment and in no event does Callan conduct due diligence beyond what is described in its report to the client.

Any decision made on the basis of this document is sole responsibility of the client, as the intended recipient, and it is incumbent upon the client to make an independent determination of the suitability and consequences of such a decision.

Callan undertakes no obligation to update the information contained herein except as specifically requested by the client.

Past performance is no guarantee of future results.

About Callan

Callan was founded as an employee-owned investment consulting firm in 1973. Ever since, we have empowered institutional investor with creative, customized investment solutions backed by proprietary research, exclusive data, and ongoing education. Today, Callan provides advisory services to institutional investor clients with more than \$3 trillion in total assets, which makes it among the largest independently owned investment consulting firms in the U.S. Callan uses a client-focused consulting model to serve pension and defined contribution plan sponsors, endowments, foundations, independent investment advisers, investment managers, and other asset owners. Callan has six offices throughout the U.S. For more information, please visit www.callan.com.

Callan

Corporate Headquarters

One Bush Street
Suite 700
San Francisco, CA 94104

www.callan.com

Regional Offices

Atlanta
Chicago
Denver
New Jersey
Portland





Memorandum

To: City of Milwaukee Employees' Retirement System
From: Callan LLC
Date: February 12, 2026
Subject: Real Assets Benchmark and Structure Changes

In January 2026, CMERS approved terminating the investment manager that was responsible for implementing the 3.3% exposure to Public Diversified Real Assets.

As next steps, Callan and Staff evaluated Real Assets portfolio structure alternatives with and without various components of Public Diversified Real Assets. Considerations included:

- Implications of various Public Diversified Real Assets sub-asset class scenarios from implementation, timing, manager selection, and interim re-balancing efforts
- Current status of Private Real Estate manager lineup
- Using Callan's 2025 Capital Market Assumptions, review of model scenarios with and without Public Diversified Real Assets, and impacts on CMERS Total Fund modeled volatility and total return

Callan and Staff recommend allocating 3.3% to the existing Private Real Estate portfolio, in line with the Fund's existing Real Estate manager targets, in proportion with the approved structure in November 2025. Further, Callan and Staff recommend interim allowable bands as the capital is rebalanced to the new target.

	Prior Target	February Proposal
Core Real Estate	8.7%	12.0%
Non-Core Real Estate	0.0%	0.0%
Total Real Estate	8.7%	12.0%
Public Diversified Real Assets	3.3%	0.0%
Total Real Assets	12.0%	12.0%

Callan

Callan Capital Market Assumptions 2026

Asset Class	Target	Target ex Public DRA
CMERS Public Equity	36.00%	36.00%
CMERS Fixed Income	31.00%	31.00%
Cash Equivalents	1.00%	1.00%
CMERS Public Diversified Real Assets	3.30%	0.00%
Core Real Estate	8.70%	12.00%
Private Equity	11.00%	11.00%
Absolute Return	9.00%	9.00%
Totals	100.00%	100.00%
Expected Return*	7.03%	7.06%
Projected Standard Deviation	11.57%	11.53%
Projected Sharpe Ratio	0.34	0.34

STATEMENT OF INVESTMENT POLICY
Updated **January**February 2026

**THE EMPLOYEES' RETIREMENT
SYSTEM OF THE CITY OF MILWAUKEE**
789 N. Water Street, 3rd Floor
Milwaukee, WI 53202
(414) 286-3557

Individual manager guidelines are updated upon Annuity and Pension Board Approval

TARGET ALLOCATIONS

The Board has determined that the following asset allocation policy is appropriate for the Fund. This allocation policy will be reviewed periodically and may be modified, if appropriate, in light of changes in the structure or goals of the Fund. The Target, Minimum, and Maximum allocations are monitored by Staff using data from the Custodian's Manager Mix Daily Data report (Daily Data), modified as necessary by Staff to incorporate performance estimates, and any other information that impacts market value estimates, that are not incorporated into the Daily Data. To calculate the numerator, each individual investment manager mandate, with the exception of the Employes' Reserve Fund, is sorted into one of the categories below, and the entire estimated market value of each respective mandate is added together for each respective category. The denominator represents the Total Market Value from the Daily Data, excluding the Employes' Reserve Fund, modified as necessary to incorporate any information that impacts market value estimates not yet incorporated into the Custodian's data.

	<u>Target</u>	<u>Minimum</u>	<u>Maximum</u>
Public Equity			
Domestic Equity			
Passive Large Cap	6.4%		
Active Large Cap	4.0%		
Active Mid/Small Cap	5.8%		
Total Domestic Equity	16.2%		
Total International Equity	12.6%		
Total Global Equity	7.2%		
Total Public Equity	36%	32%	40%
Fixed Income			
Cash	1%	0%	5.0%
Passive Fixed Income	7.75%		
Active Fixed Income	23.25%		
Total Fixed Income	32%	27%	35%/37%*
Real Assets			
Private Real Estate	8.7%		
Public Diversified Real Assets	3.3%	-0%	5.3%
Total Real Assets	12%	9%/6%**	15%
Private Equity	11%	8%	16%
Absolute Return	9%	6%	14%
Total	100%		

*Fixed Income Maximum 37% through June 30, 2026 to accommodate an investment manager restructure. Maximum reverts back to 35% on July 1, 2026.
 ****Total Real Assets**/**Private Real Estate** Minimum 6% through March 31, 2027 to accommodate an investment manager restructure. Minimum reverts back to 9% on April 1, 2027.

TOTAL FUND PERFORMANCE REVIEW AND EVALUATION

Investment Objectives

<u>Time Horizon</u>	<u>Performance Standard</u>	<u>Index</u>
One market cycle (rolling 5-year periods).		Exceed the return on a benchmark Index net of fees. ¹

Investment Guidelines

- The investment guidelines governing each asset class/manager will together constitute the Total Fund guidelines.
- The Board is responsible for the overall asset allocation of the Fund. Each manager will be responsible for adhering to the guidelines for its portion of Fund assets only.

¹ As measured by a composite index designed to track the target asset allocation.

From: To:	1/10/00- 4/30/06	5/1/06- 6/30/08	7/1/08- 9/30/10	10/1/10- 12/31/12	1/1/13- 12/31/13	1/1/14- 12/31/14	1/1/15- 12/31/15	1/1/16- 6/30/16	7/1/16- 12/31/16	1/1/17- 3/31/18	4/1/18- 12/31/18	1/1/19- 12/31/19	1/1/20- 3/31/21	4/1/21- 3/31/22	4/1/22- 9/30/22	10/1/22- 6/30/23	7/1/23- 6/30/25	7/1/25- Present 3/31/26	4/1/26- Present
ACWI IMI (net)	-	-	-	-	-	-	-	56%	56%	55%	50%	47%	43%	44%	44%	44%	39%	36%	36%
Bloomberg U.S. Agg.	30%	28%	28%	28%	28%	28%	28%	25%	22%	22%	25%	25%	26%	23%	23%	29%	32%	32%	
NFI-ODDE (1 Qtr Arrears)	-	-	-	-	-	-	7%	7%	7%	7%	7.7%	7.7%	7.7%	9.1%	9.1%	9.7%	9.7%	8.7%	128.7%
90-Day T-bill + 3%	-	-	-	-	-	-	5%	5%	8%	8%	9%	9%	10%	10%	10%	10%	7%	9%	9%
Russell 3000 + 2% (1 Qtr Arrears)	-	-	-	-	-	-	-	-	-	-	-	-	-	10%	10%	10%	10%	12%	11%
15% Bloomberg U.S. TIPS / 30% S&P Global Infrastructure / 15% S&P Global Natural Resources / 25% FTSE EPRA/NAREIT Developed / 15% Bloomberg Commodity Total Return	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.9%	3.3%	3.3%	3.3%
35% Barclays TIPS / 20% S&P Global Infrastructure / 20% Global Natural Resources / 10% FTSE EPRA/NAREIT Developed / 15% Bloomberg Commodity Total Return	-	-	-	-	-	-	-	3%	3%	3.3%	3.3%	3.3%	3.3%	3.9%	-	-	-	-	
Russell 3000 + 3% (1 Qtr Arrears)	-	-	-	2%	2%	2%	4%	4%	5%	5%	8%	-	-	-	-	-	-	-	
40% ACWI / 40% Barclays TIPS / 20% Bloomberg Commodity Total Return	-	-	-	-	-	-	3%	-	-	-	-	-	-	-	-	-	-	-	
Russell 3000	50%	45%	45%	33%	31%	31%	28%	-	-	-	-	-	-	-	-	-	-	-	
MSCI EAFE (net)	15%	20%	20%	22%	22%	22%	20%	-	-	-	-	-	-	-	-	-	-	-	
ACWI (net)	-	-	-	-	-	10%	10%	-	-	-	-	-	-	-	-	-	-	-	
NCREIF (NPI 1 Qtr Arrears)	-	7%	7%	7%	7%	-	-	-	-	-	-	-	-	-	-	-	-	-	
MSCI World (net)	-	-	-	10%	10%	-	-	-	-	-	-	-	-	-	-	-	-	-	
NCREIF (NPI)	5%	7%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

STATEMENT OF INVESTMENT POLICY
Updated February 2026

**THE EMPLOYES' RETIREMENT
SYSTEM OF THE CITY OF MILWAUKEE**
789 N. Water Street, 3rd Floor
Milwaukee, WI 53202
(414) 286-3557

Individual manager guidelines are updated upon Annuity and Pension Board Approval

TARGET ALLOCATIONS

The Board has determined that the following asset allocation policy is appropriate for the Fund. This allocation policy will be reviewed periodically and may be modified, if appropriate, in light of changes in the structure or goals of the Fund. The Target, Minimum, and Maximum allocations are monitored by Staff using data from the Custodian's Manager Mix Daily Data report (Daily Data), modified as necessary by Staff to incorporate performance estimates, and any other information that impacts market value estimates, that are not incorporated into the Daily Data. To calculate the numerator, each individual investment manager mandate, with the exception of the Employees' Reserve Fund, is sorted into one of the categories below, and the entire estimated market value of each respective mandate is added together for each respective category. The denominator represents the Total Market Value from the Daily Data, excluding the Employees' Reserve Fund, modified as necessary to incorporate any information that impacts market value estimates not yet incorporated into the Custodian's data.

	<u>Target</u>	<u>Minimum</u>	<u>Maximum</u>
<u>Public Equity</u>			
Domestic Equity			
Passive Large Cap	6.4%		
Active Large Cap	4.0%		
Active Mid/Small Cap	5.8%		
Total Domestic Equity	16.2%		
Total International Equity	12.6%		
Total Global Equity	7.2%		
Total Public Equity	36%	32%	40%
<u>Fixed Income</u>			
Cash	1%	0%	5.0%
Passive Fixed Income	7.75%		
Active Fixed Income	23.25%		
Total Fixed Income	32%	27%	35%/37%*
<u>Private Real Estate</u>			
	12%	9%/6%**	15%
<u>Private Equity</u>			
	11%	8%	16%
<u>Absolute Return</u>			
	9%	6%	14%
Total	<u>100%</u>		

*Fixed Income Maximum 37% through June 30, 2026 to accommodate an investment manager restructure. Maximum reverts back to 35% on July 1, 2026.

**Private Real Estate Minimum 6% through March 31, 2027 to accommodate an investment manager restructure. Minimum reverts back to 9% on April 1, 2027.

TOTAL FUND PERFORMANCE REVIEW AND EVALUATION

Investment Objectives

Performance Standard													Index				
Time Horizon													Index				
One market cycle (rolling 5-year periods).													Exceed the return on a benchmark Index net of fees. ¹				

Investment Guidelines

- The investment guidelines governing each asset class/manager will together constitute the Total Fund guidelines.
- The Board is responsible for the overall asset allocation of the Fund. Each manager will be responsible for adhering to the guidelines for its portion of Fund assets only.

¹ As measured by a composite index designed to track the target asset allocation.

From: To:	1/1/00- 4/30/06	5/1/06- 6/30/08	7/1/08- 9/30/10	10/1/10- 12/31/12	1/1/13- 12/31/13	1/1/14- 12/31/14	1/1/15- 12/31/15	1/1/16- 6/30/16	7/1/16- 12/31/16	1/1/17- 3/31/18	4/1/18- 12/31/18	1/1/19- 12/31/19	1/1/20- 3/31/21	4/1/21- 3/31/22	4/1/22- 9/30/22	10/1/22- 6/30/23	7/1/23- 6/30/25	7/1/25- 3/31/26	4/1/26- Present
ACWI IMI (net)	-	-	-	-	-	-	-	56%	56%	55%	50%	47%	43%	44%	44%	44%	39%	36%	36%
Bloomberg U.S. Agg.	30%	28%	28%	28%	28%	28%	28%	25%	22%	22%	25%	25%	26%	23%	23%	23%	29%	32%	32%
NFI-ODCE (1 Qtr Arrears)	-	-	-	-	-	-	7%	7%	7%	7%	7.7%	7.7%	9.1%	9.1%	9.7%	9.7%	8.7%	12%	
90-Day T-bill + 3%	-	-	-	-	-	-	5%	5%	8%	8%	9%	9%	10%	10%	10%	10%	7%	9%	9%
Russell 3000 + 2% (1 Qtr Arrears)	-	-	-	-	-	-	-	-	-	-	-	-	10%	10%	10%	10%	12%	11%	11%
15% Bloomberg U.S. TIPS / 30% S&P Global Infrastructure / 15% S&P Global Natural Resources / 25% FTSE EPRA/NAREIT Developed / 15% Bloomberg Commodity Total Return	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.9%	3.3%	3.3%	3.3%	-
35% Barclays TIPS / 20% S&P Global Infrastructure / 20% Global Natural Resources / 10% FTSE EPRA/NAREIT Developed / 15% Bloomberg Commodity Total Return	-	-	-	-	-	-	3%	3%	3.3%	3.3%	3.3%	3.3%	3.9%	-	-	-	-	-	
Russell 3000 + 3% (1 Qtr Arrears)	-	-	-	-	2%	2%	2%	4%	4%	5%	5%	8%	-	-	-	-	-	-	
40% ACWI / 40% Barclays TIPS / 20% Bloomberg Commodity Total Return	-	-	-	-	-	-	3%	-	-	-	-	-	-	-	-	-	-	-	
Russell 3000	50%	45%	45%	33%	31%	31%	28%	-	-	-	-	-	-	-	-	-	-	-	
MSCI EAFE (net)	15%	20%	20%	22%	22%	22%	20%	-	-	-	-	-	-	-	-	-	-	-	
ACWI (net)	-	-	-	-	-	10%	10%	-	-	-	-	-	-	-	-	-	-	-	
NCREIF (NPI 1 Qtr Arrears)	-	7%	7%	7%	7%	-	-	-	-	-	-	-	-	-	-	-	-	-	
MSCI World (net)	-	-	-	10%	10%	-	-	-	-	-	-	-	-	-	-	-	-	-	
NCREIF (NPI)	5%	7%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

4th Quarter 2025 Performance Report

February 12, 2026

Employees' Retirement System

Presentation Agenda

- Fund Overview
- Public Equity
- Fixed Income
- Absolute Return
- Private Equity
- Recent Performance Update
- Appendix: Manager Charts & Statistics

Market Environment

Asset Class	Benchmark	Target Weight	Benchmark Return Q4 2025
Public Equity	MSCI ACWI IMI	36%	3.2%
Fixed Income	Bloomberg U.S. Agg.	32%	1.1%
Real Assets ⁽¹⁾	Blended Benchmark	12%	1.0%
Private Equity ⁽¹⁾	Russell 3000 + 2%	11%	8.6%
Absolute Return	90-Day T-Bill + 3%	9%	1.7%

Q4 2025

CMERS Benchmark

2.7%

(1)Real Estate and Private Equity benchmark returns are reported on a 1-quarter lag.

Relative Performance Expectations

		Q4 2025		Q4 2025	Q4 2025
Value Equity Bias	Russell 3000 Value	3.8%	Russell 3000 Growth	1.1%	↑
Small Cap Equity Bias	Russell 2000	2.2%	Russell 1000	2.4%	↓
Fixed Income Credit	Loomis Sayles (net)	1.7%	Bloomberg US Agg.	1.1%	↑
Private Equity⁽¹⁾⁽²⁾	CMERS PE (net)	2.4%	PE Benchmark	8.6%	↓↓

Q4 2025

CMERS Total Fund (net) 2.5%

CMERS Benchmark 2.7%

⁽¹⁾Private Equity benchmark return is reported on a 1-quarter lag.

⁽²⁾All of the Fund's Q3 2025 Private Equity Returns are reflected in the October-December time period.

Total Fund Performance

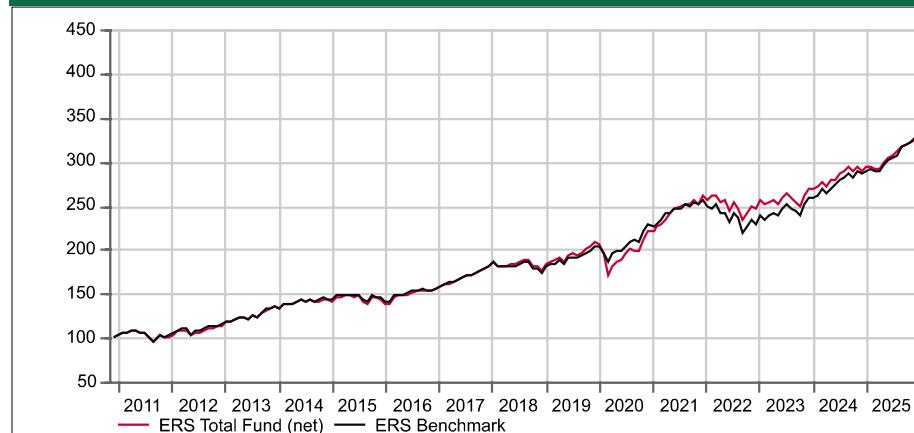
10 Year Rolling Returns – 11/1/1997 to 12/31/2025



Trailing Returns

	QTR	1 Year	3 Year	5 Year	7 Year	10 Year	15 Year
ERS Total Fund (net)	2.5	12.9	9.9	8.1	9.3	8.6	8.2
ERS Benchmark	2.7	14.0	12.4	7.4	9.4	8.5	8.2

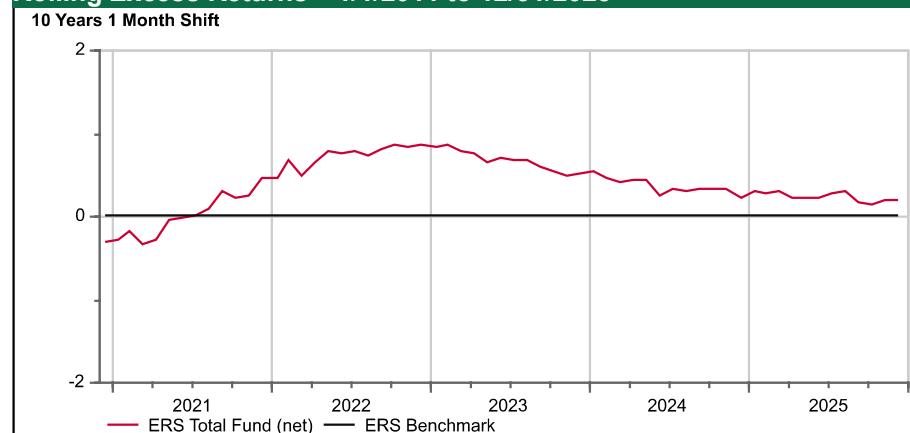
Investment Growth – 1/1/2011 to 12/31/2025



Annualized Return

	QTR	1 Year	3 Year	5 Year	7 Year	10 Year	15 Year
ERS Total Fund (net)	2.5	12.9	9.9	8.1	9.3	8.6	8.2
ERS Benchmark	2.7	14.0	12.4	7.4	9.4	8.5	8.2

Rolling Excess Returns – 1/1/2011 to 12/31/2025



ERS Fund Attribution – 4th Quarter 2025

Asset Class	Benchmark	Policy			Portfolio Return	Benchmark Return	/+/-	Attribution Effect(%)			
		Average Weight %	Weight %	+/-				Broad Category Group Allocation	Manager Selection	Style Bias	Total Active Return
Public Equity	MSCI ACWI IMI NR USD	36.4	36.0	0.4	3.9	3.2	0.6	0.0	0.2	0.0	0.2
Fixed Income	Bbg US Agg Bond TR USD	31.6	32.0	-0.4	1.2	1.1	0.1	0.0	0.1	0.0	0.0
Private Equity⁽²⁾	Russell 3000 (Qtr Lag) + 200bps ⁽¹⁾	13.0	11.0	2.0	2.4	8.6	-6.2	0.1	-0.8	0.0	-0.7
Real Assets⁽²⁾	Real Assets Benchmark ⁽¹⁾	11.0	12.0	-1.1	1.3	1.0	0.2	0.0	0.0	0.0	0.0
Absolute Return	90 Day T-Bill +3%	8.1	9.0	-0.9	3.5	1.7	1.8	0.0	0.1	0.0	0.2
Total		100.0	100.0	0.0	2.5	2.7	-0.2	0.2	-0.4	0.0	-0.2

Main Drivers of Q4 2025 Relative Performance

Impact %

Attribution Category

Manager Performance

Private Equity	-0.81%	Manager Selection
DFA International	0.13%	Manager Selection
Earnest	0.11%	Manager Selection
UBS	0.07%	Manager Selection
Aptitude	0.06%	Manager Selection
Loomis	0.05%	Manager Selection

Overall Allocation

0.16%

Group Allocation

Primarily Overweight to Private Equity

(1)Real Estate and Private Equity benchmark returns are reported on a 1-quarter lag.

(2)All of the Fund's Q3 2025 Private Equity returns are reflected in the Oct-Dec time period. Some Real Estate Returns are reported on a 1-quarter lag.

(3) Glidepath approved in April, 2025, became effective July 1, 2025 for benchmarking purposes.

ERS Fund Attribution – 2025

Asset Class	Benchmark	Average Weight %	Policy Weight %	+/-	Portfolio Return	Benchmark Return	+/-	Attribution Effect(%)			
								Broad Category Group Allocation	Manager Selection	Style Bias	Total Active Return
Public Equity	MSCI ACWI IMI NR USD	36.8	37.5	0.8	21.6	22.1	-0.5	-0.3	-0.1	0.0	-0.4
Fixed Income	Bbg US Agg Bond TR USD	31.4	30.5	-0.6	8.0	7.3	0.7	-0.1	0.4	-0.2	0.2
Private Equity⁽²⁾	Russell 3000 (Qtr Lag) + 200bps ⁽¹⁾	12.8	11.5	1.8	8.5	19.4	-10.9	0.2	-1.5	0.0	-1.3
Real Assets⁽²⁾	Real Assets Benchmark ⁽¹⁾	11.1	12.5	-0.9	6.5	6.6	0.0	0.1	0.0	0.0	0.1
Absolute Return	90 Day T-Bill +3%	8.0	8.0	-1.0	10.6	7.2	3.4	0.0	0.2	0.1	0.3
Total		100.0	100.0	0.0	12.8	14.0	-1.2	0.0	-1.1	-0.1	-1.2

<u>Main Drivers of 2025 Relative Performance</u>	<u>Impact %</u>	<u>Attribution Category</u>
Manager Performance		
Private Equity	-1.51%	Manager Selection
Loomis	0.20%	Manager Selection
Reams	0.18%	Manager Selection

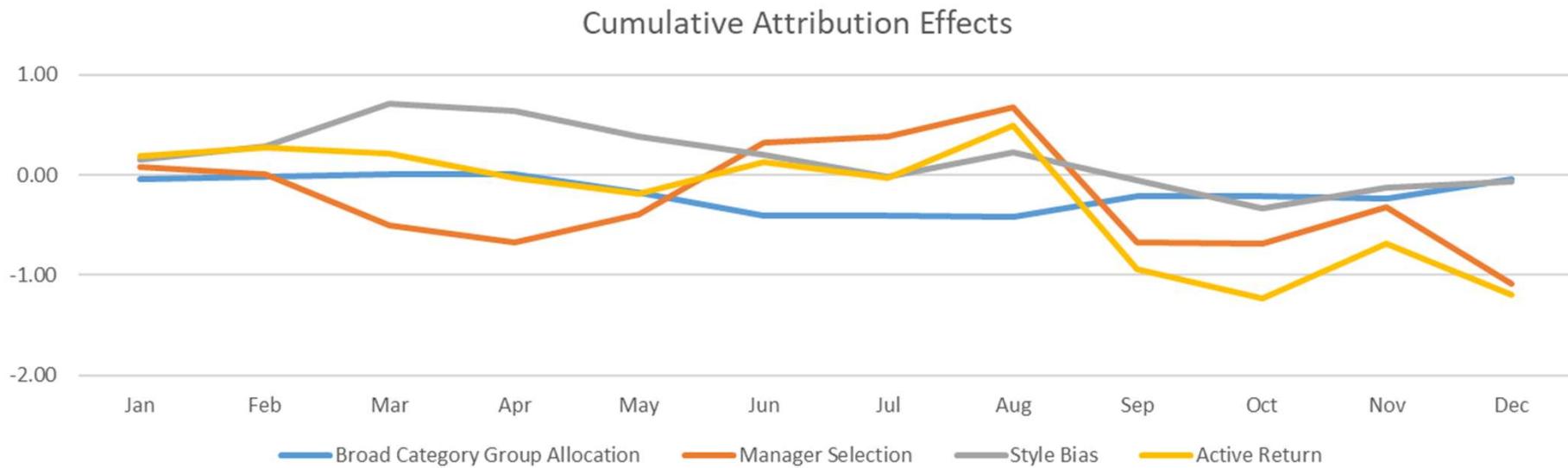
(1)Real Estate and Private Equity benchmark returns are reported on a 1-quarter lag.

(2)All of the Fund's Q3 2025 Private Equity returns are reflected in the Oct-Dec time period. Some Real Estate Returns are reported on a 1-quarter lag.

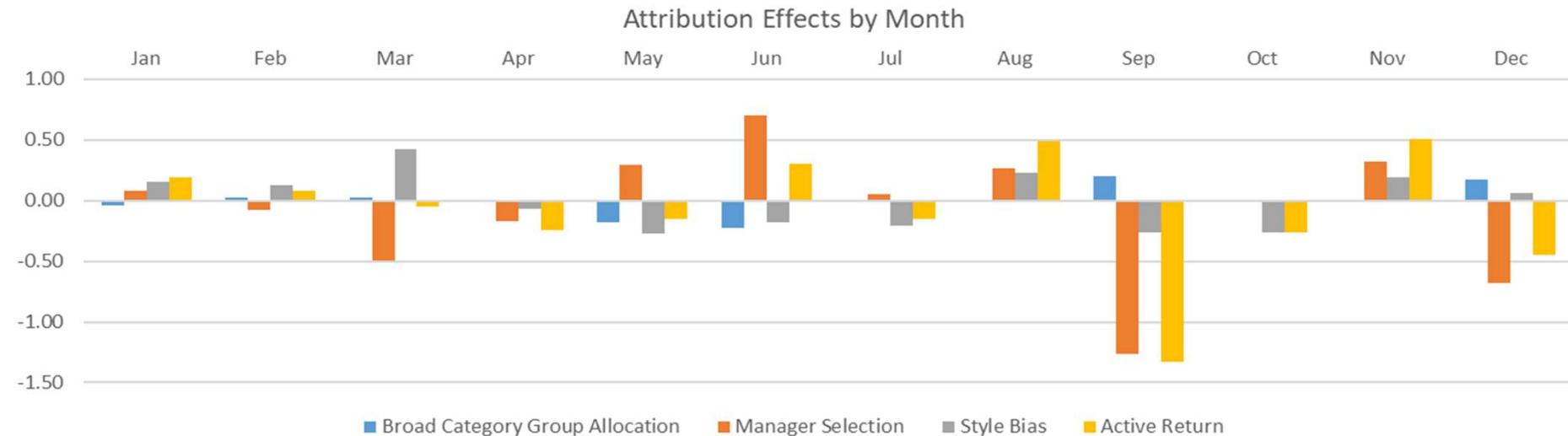
(3) Glidepath approved in April, 2025, became effective July 1, 2025 for benchmarking purposes.

2025 Attribution

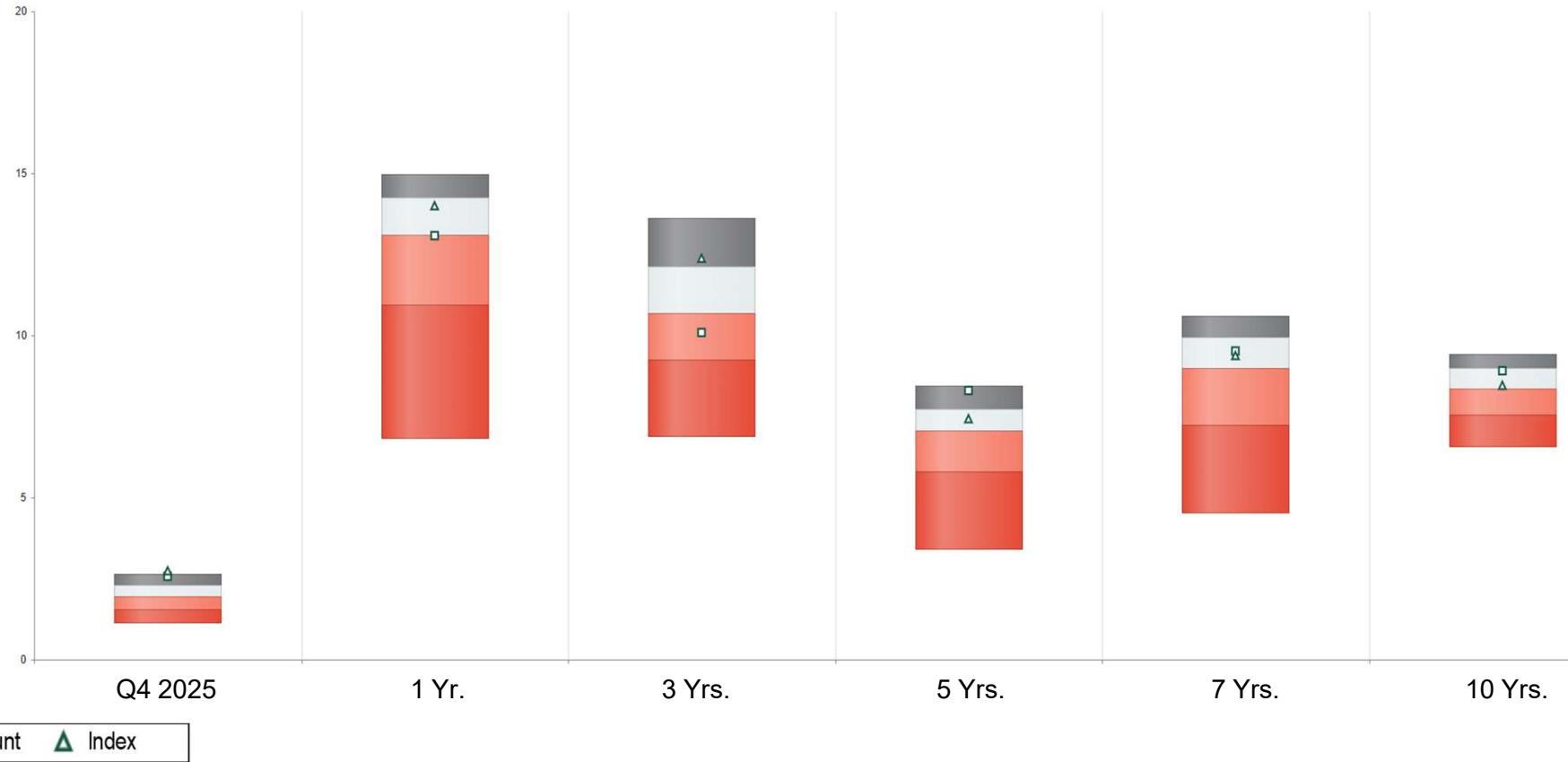
Cumulative Attribution Effects



Monthly Attribution Effects

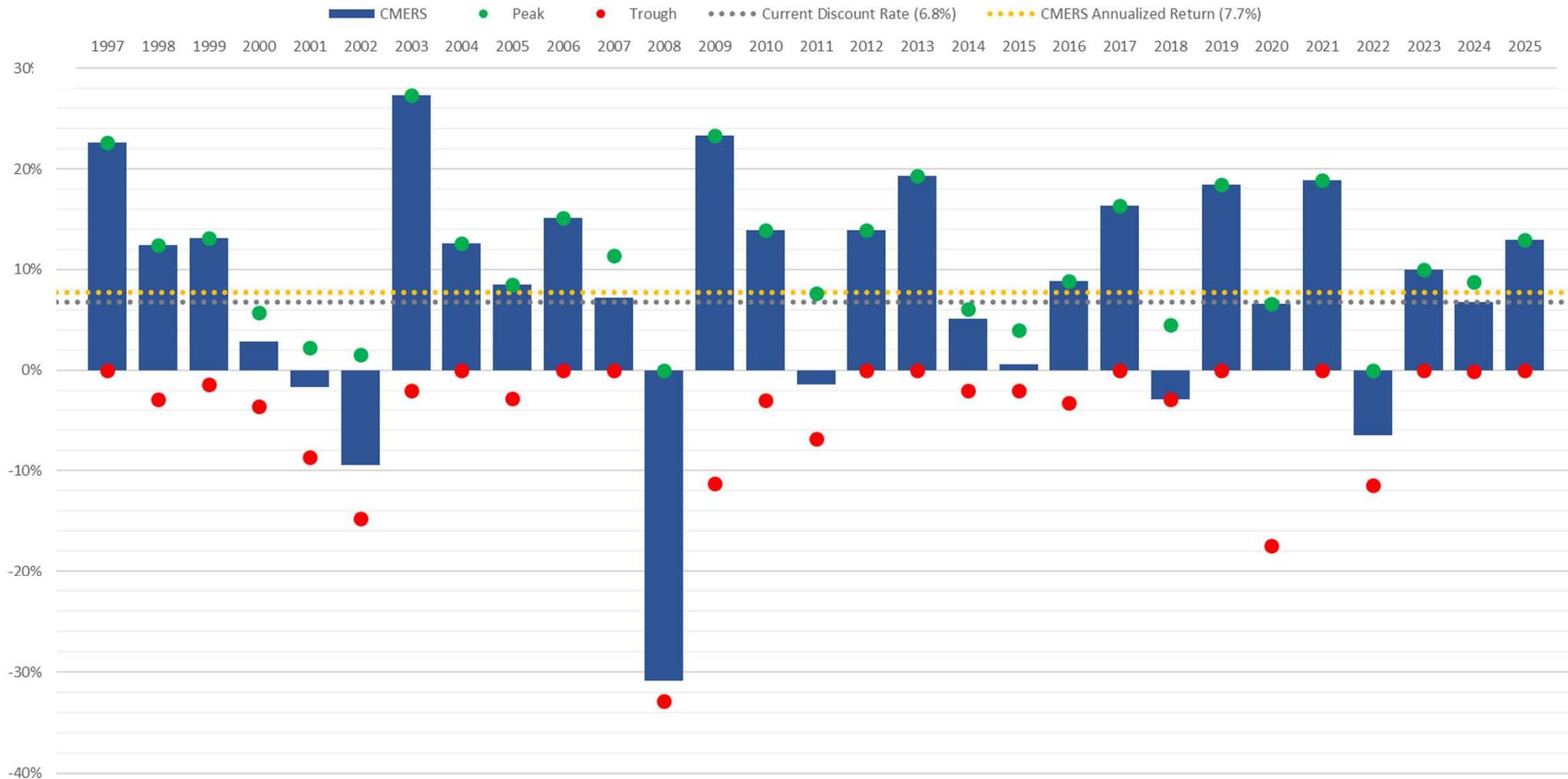


Total Fund vs Universe



	Q4 2025	1 Yr.	3 Yrs.	5 Yrs.	7 Yrs.	10 Yrs.
Account Return	2.6	13.1	10.1	8.3	9.5	8.9
Percentile Rank	16	51	58	12	32	34
Index Return	2.7	14.0	12.4	7.4	9.4	8.5
Percentile Rank	8	34	22	32	36	45
1st Quartile	2.3	14.3	12.1	7.7	9.9	9.0
Median	1.9	13.1	10.7	7.1	9.0	8.3
3rd Quartile	1.6	10.9	9.3	5.8	7.2	7.6
Observations	48	48	46	45	42	36

Annual Returns, Peaks, and Troughs

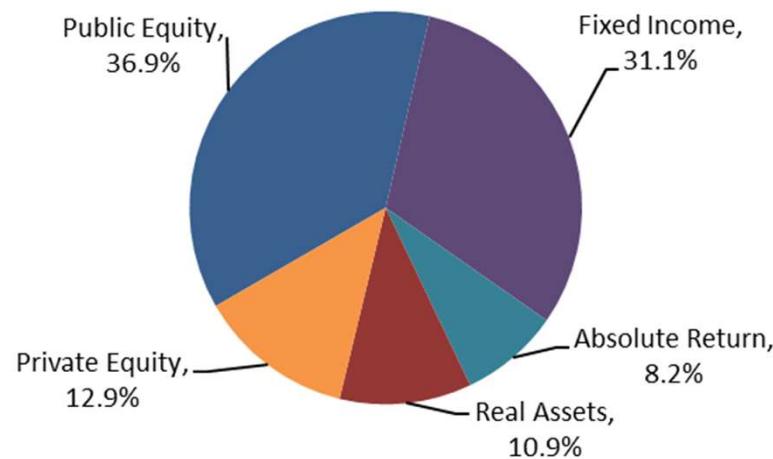


	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
CMERS	22.7%	12.4%	13.1%	2.8%	-1.7%	-9.4%	27.3%	12.6%	8.5%	15.1%	7.2%	-30.8%	23.3%	13.9%	-1.4%	13.9%	19.3%	5.1%	0.5%	8.8%	16.4%	-2.9%	18.4%	6.6%	18.9%	-6.5%	10.0%	6.8%	12.9%
Peak	22.7%	12.4%	13.1%	5.7%	2.3%	1.5%	27.3%	12.6%	8.5%	15.1%	11.4%	0.0%	23.3%	13.9%	7.6%	13.9%	19.3%	6.0%	4.0%	8.8%	16.4%	4.5%	18.4%	6.6%	18.9%	0.0%	10.0%	8.7%	12.9%
Trough	0.0%	-2.9%	-1.4%	-3.6%	-8.6%	-14.7%	-2.0%	0.0%	-2.9%	0.0%	0.0%	-32.9%	-11.3%	-3.0%	-6.8%	0.0%	0.0%	-2.1%	-2.0%	-3.3%	0.0%	-2.9%	0.0%	-17.5%	0.0%	-11.4%	0.0%	-0.1%	0.0%

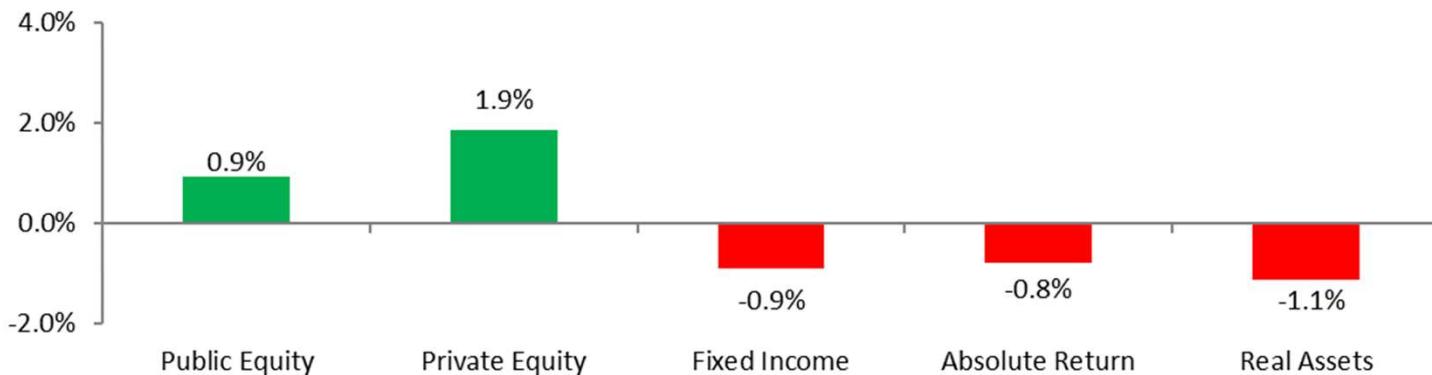
*Net of Fees

Asset Allocation as of December 31, 2025

Actual Asset Allocation*



Actual Asset Allocation vs. Policy Target



2025 Market Value Change

December 31, 2024 Market Value including City Reserve & PABF Accounts		\$ 5,946,620,135
Monthly Cash Outflows thru	<u>December 31, 2025</u>	
Retiree Payroll Expense		\$ (491,304,252)
PABF Payroll Expense		\$ -
Expenses Paid		\$ (19,758,553)
GPS Benefit Payments		\$ (6,187,362)
Sub-Total Monthly Cash Outflows		\$ (517,250,167)
Monthly Cash Inflows thru	<u>December 31, 2025</u>	
Contributions		\$ 281,111,636
PABF Contribution		\$ -
Sub-Total Monthly Contributions		\$ 281,111,636
Capital Market Gain/(Loss)		\$ 763,549,720
Value including City Reserve & PABF Accounts as of	<u>December 31, 2025</u>	\$ 6,474,031,325
Less City Reserve Account ¹		\$ 93,954,449
Less PABF Fund ²		\$ 2,572
Net Projected ERS Fund Value as of	<u>December 31, 2025</u>	<u>\$ 6,380,074,304</u>

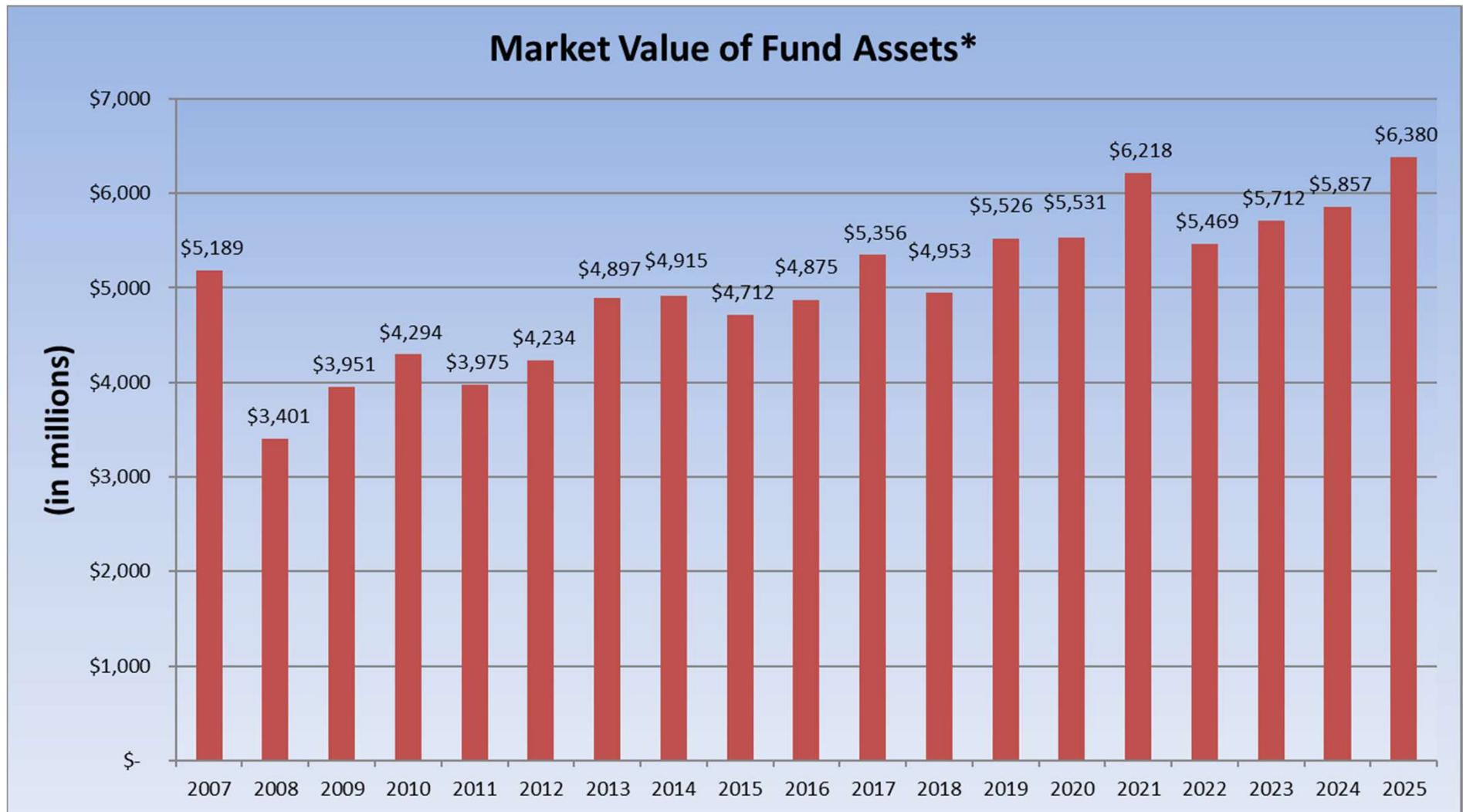
¹ The City Reserve Account balance equals the market value currently held in the Baird account.

² PABF Fund balance equals the market value currently held in the PABF account.

Monthly Cash Outflows, Monthly Cash Inflows, and Capital Market Gain/(Loss) amounts are calculated using estimates of cash flows into and out of the Fund. These amounts are not audited and may not tie to CMERS Financial Statements.

Fund Value of Assets: 2007 – December 31, 2025

(Reflects 12/31 Fund Values)



Most recent Actuarial valuation projects benefit payments to total \$5.8 billion in next 10 years.

Benefit Payments	\$6.7 billion
Expenses	\$320 million
Contributions	\$2.1 billion
Investment Gain	\$6.0 billion

18 Year Estimates (1/1/2008 - 12/31/2025)

Benefit Payments, Expenses, Contributions, and Investment Gain amounts are calculated using estimates of cash flows into and out of the Fund. These amounts are not audited and may not tie to CMERS Financial Statements.

Total Fund Rolling Returns as of December 31, 2025

1 Year Rolling Returns – 12/1/1997 to 12/31/2025

1 Year 1 Month Shift



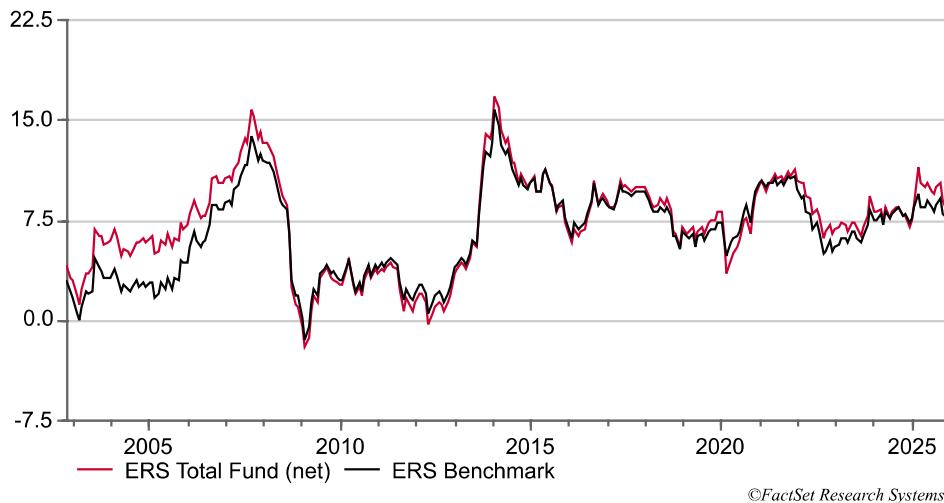
10 Year Rolling Returns – 12/1/1997 to 12/31/2025

10 Years 1 Month Shift



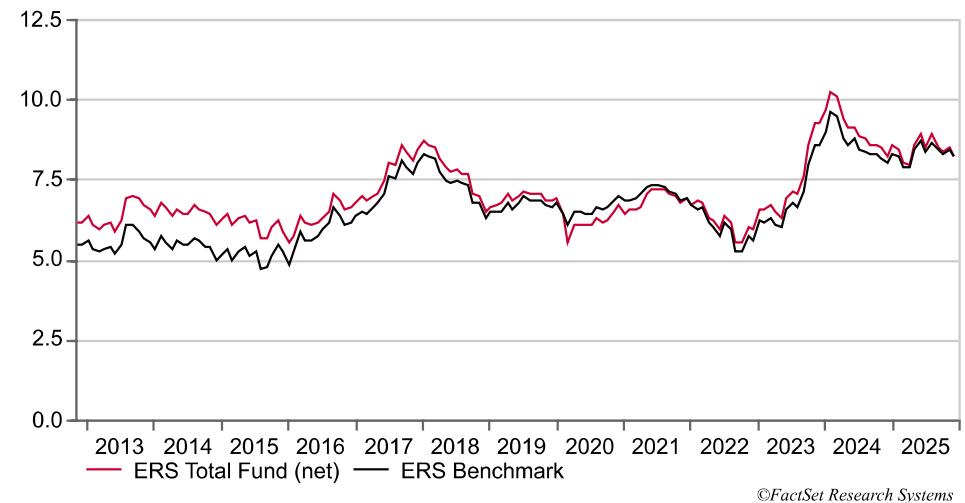
5 Year Rolling Returns – 12/1/1997 to 12/31/2025

5 Years 1 Month Shift



15 Year Rolling Returns – 12/1/1997 to 12/31/2025

15 Years 1 Month Shift



Total Fund Rolling Excess Returns as of December 31, 2025

1 Year Rolling Excess Returns – 12/1/1997 to 12/31/2025

1 Year 1 Month Shift



©FactSet Research Systems

10 Year Rolling Excess Returns – 12/1/1997 to 12/31/2025

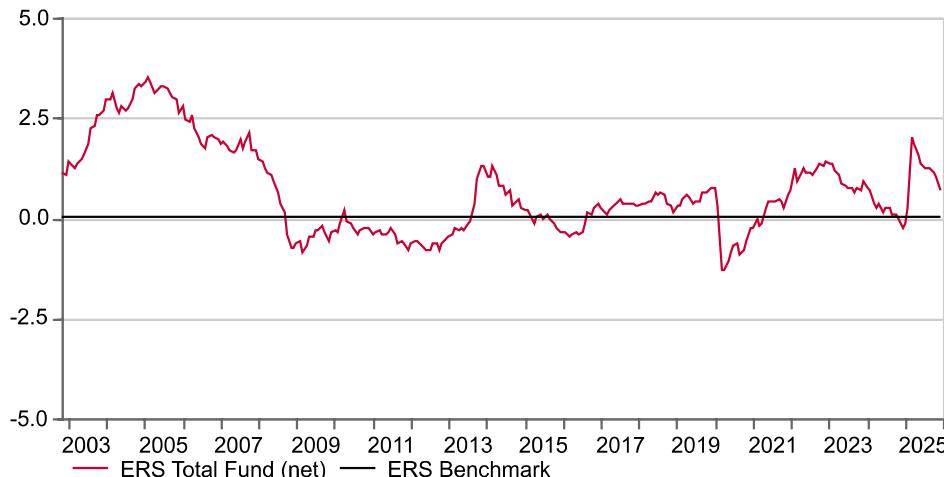
10 Years 1 Month Shift



©FactSet Research Systems

5 Year Rolling Excess Returns – 12/1/1997 to 12/31/2025

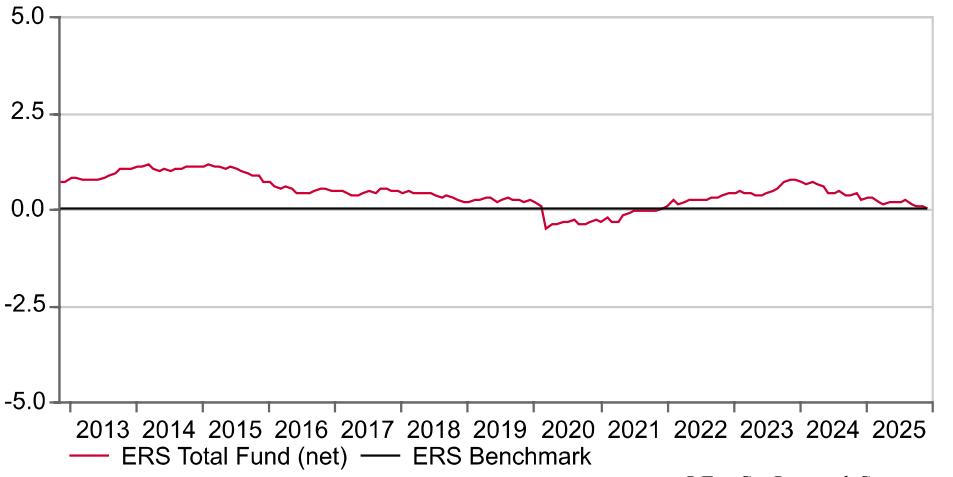
5 Years 1 Month Shift



©FactSet Research Systems

15 Year Rolling Excess Returns – 12/1/1997 to 12/31/2025

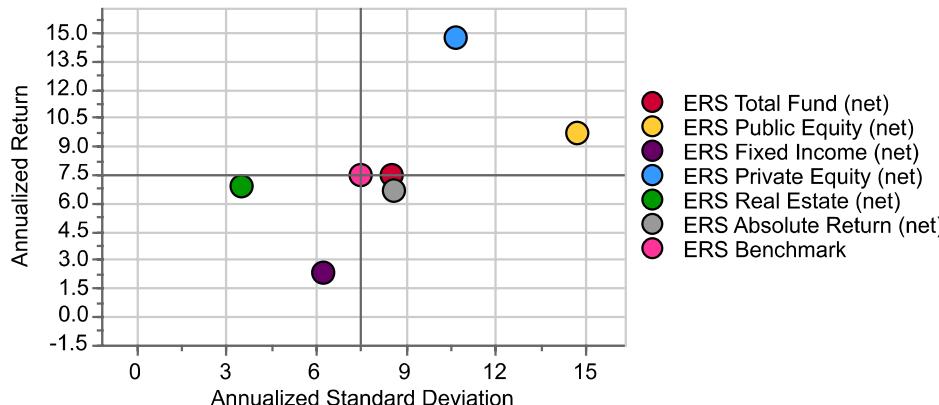
15 Years 1 Month Shift



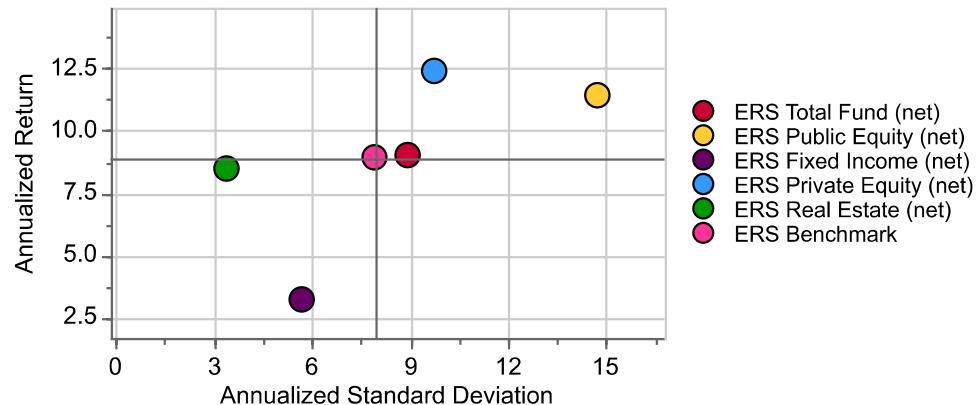
©FactSet Research Systems

Total Fund Statistics

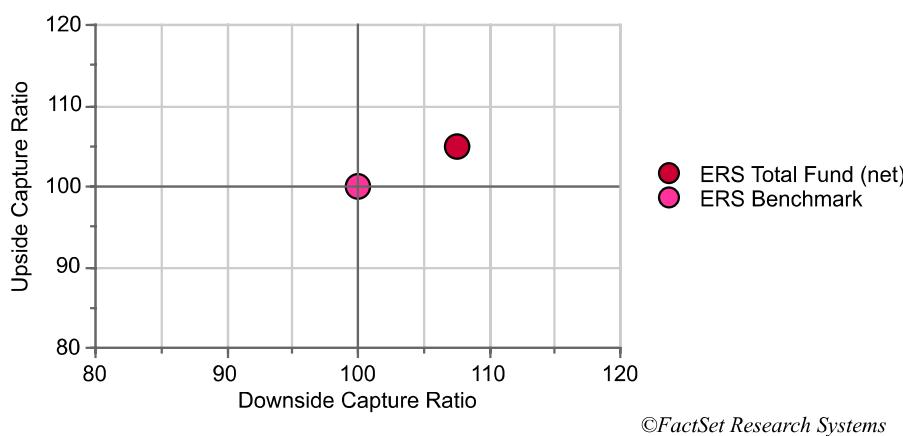
Risk-Reward Since Absolute Return Inception – 7/1/2014 to 12/31/2025



Risk-Reward Since Private Equity Inception – 7/1/2010 to 12/31/2025



Upside-Downside Since Absolute Return Inception – 7/1/2014 to 12/31/2025



Batting Average Since Private Equity Inception – 7/1/2010 to 12/31/2025



Risk Since Absolute Return Inception – 7/1/2014 to 12/31/2025

	Annualized Return	Standard Deviation	Sharpe Alpha	Information Ratio	Tracking Error	Beta	
ERS Total Fund (net)	7.5	8.5	0.0	0.6	0.0	3.0	1.1
ERS Benchmark	7.5	7.5	0.0	0.7	--	--	1.0

Risk Since Private Equity Inception – 7/1/2010 to 12/31/2025

	Annualized Return	Standard Deviation	Sharpe Alpha	Information Ratio	Tracking Error	Beta	
ERS Total Fund (net)	9.0	8.9	0.0	0.8	0.0	2.6	1.1
ERS Benchmark	8.9	7.9	0.0	0.9	--	--	1.0

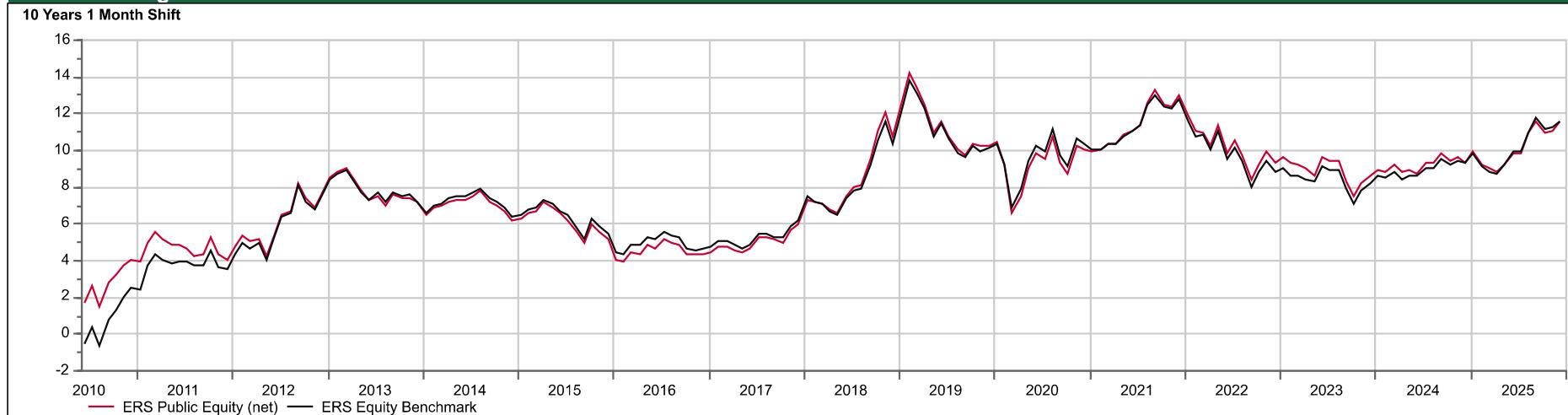
Notable CMERS Manager Events

Manager	Event	Date
Prologis	<p>Announced that Kosta Karmaniolas joined USLF, the fund CMERS is invested in, as a VP of fund management. He replaces Jake Thibeault, who moved to Prologis' U.S. Agility Fund I. Mr. Karmaniolas has been with Prologis for 14 years, serving most recently as Head of Client relations for Western US and Canada, and prior to that, on the portfolio management team for Prologis' Mexico-focused industrial fund. Additionally, Prologis announced that at the end of 2026, Mr. Karmaniolas will assume the role of USLF fund manager from Bobby Bransfield. Mr. Bransfield will continue in his role as global head of fund management, with oversight for all private Prologis ventures, including USLF. Importantly, the Investment Committee for USLF remains unchanged.</p>	January, 2026

Public Equity

Public Equity Performance

10 Year Rolling Returns – 7/1/2000 to 12/31/2025



Trailing Returns

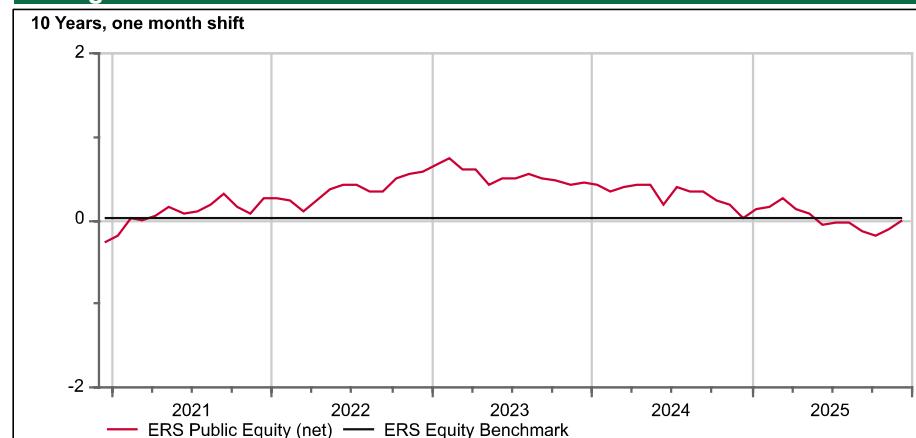
Annualized Return

	QTR	1 Year	3 Year	5 Year	7 Year	10 Year	15 Year
ERS Public Equity (Gross)	3.9	21.9	18.4	11.1	13.8	11.8	10.6
ERS Public Equity (Net)	3.9	21.5	18.0	10.8	13.4	11.4	10.2
ERS Public Equity Benchmark	3.2	22.1	20.0	10.7	13.6	11.4	10.4
MSCI AC World IMI	3.2	22.1	20.0	10.7	13.6	11.4	9.6

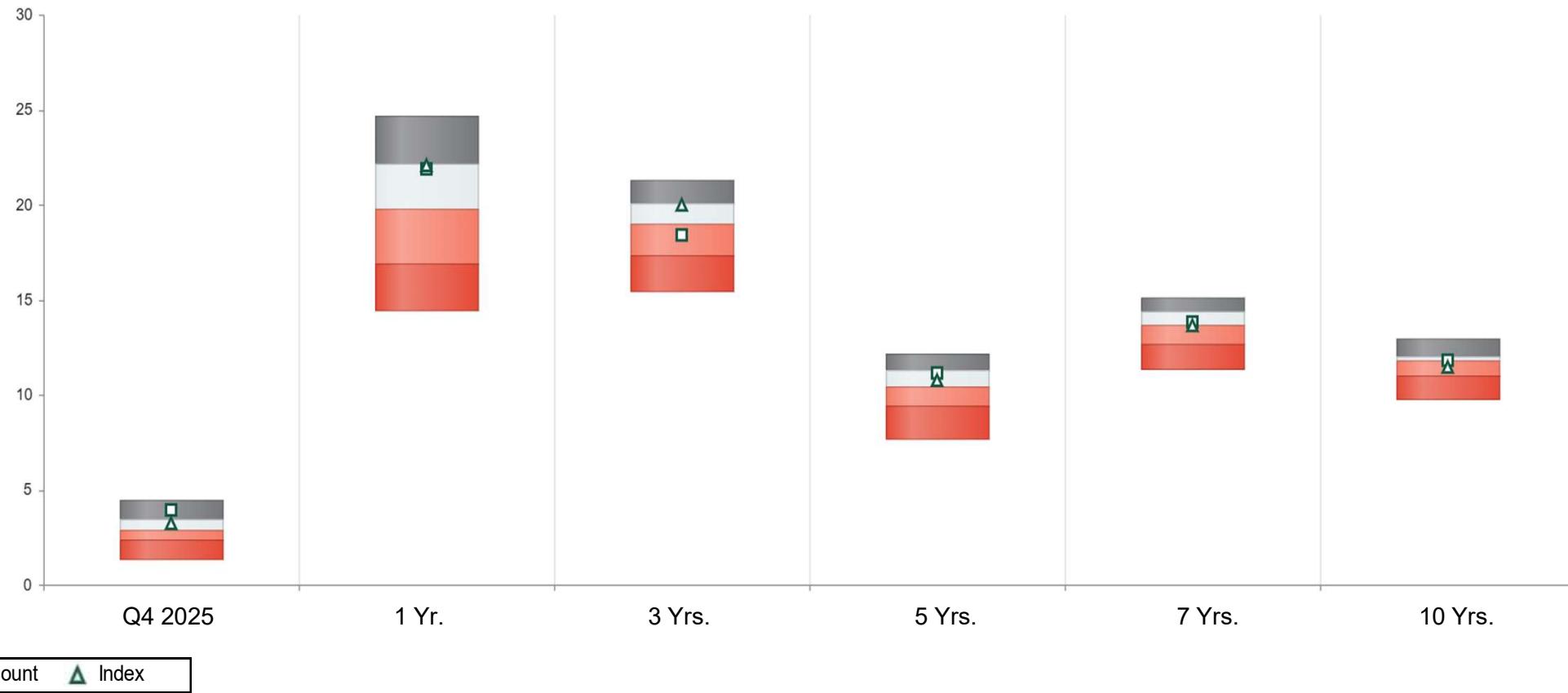
Investment Growth – 1/1/2011 to 12/31/2025



Rolling Excess Returns – 1/1/2011 to 12/31/2025



Public Equity vs Universe

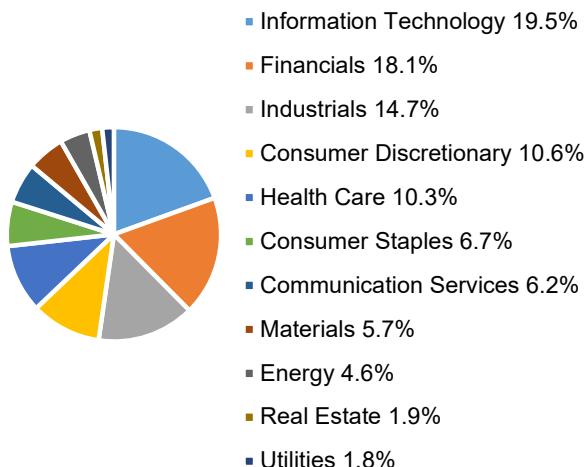


■ Account ▲ Index

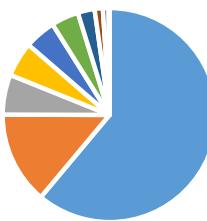
	Q4 2025	1 Yr.	3 Yrs.	5 Yrs.	7 Yrs.	10 Yrs.
Account Return	3.9	21.9	18.4	11.1	13.8	11.8
Percentile Rank	17	28	63	30	43	45
Index Return	3.2	22.1	20.0	10.7	13.6	11.4
Percentile Rank	35	26	27	41	51	3rd Quartile
1st Quartile	3.4	22.1	20.1	11.3	14.4	12.1
Median	2.9	19.8	19.0	10.5	13.7	11.8
3rd Quartile	2.4	16.9	17.3	9.4	12.7	11.0
Observations	117	115	115	115	116	110

Public Equity Portfolio Snapshot

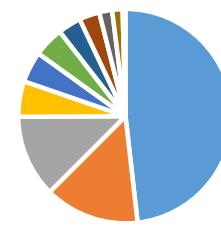
Equity Sector Exposure (GICS)



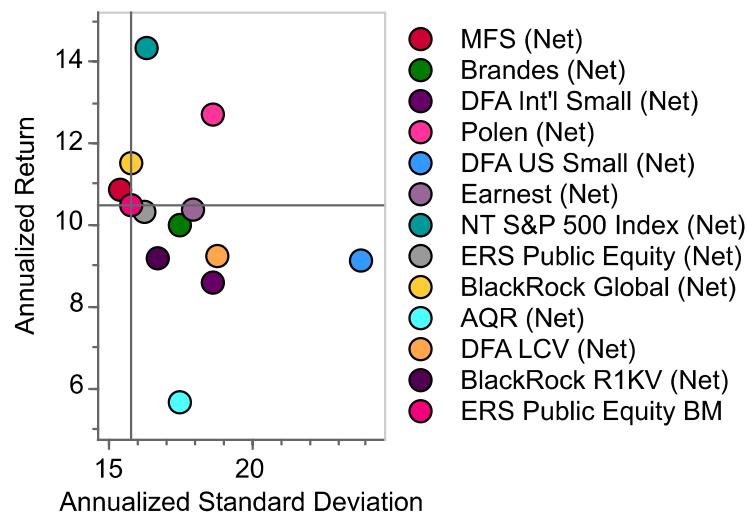
Regional Exposure by Domicile



Regional Exposure by Source of Revenue



Risk – Reward – 12/1/2017 to 12/31/2025



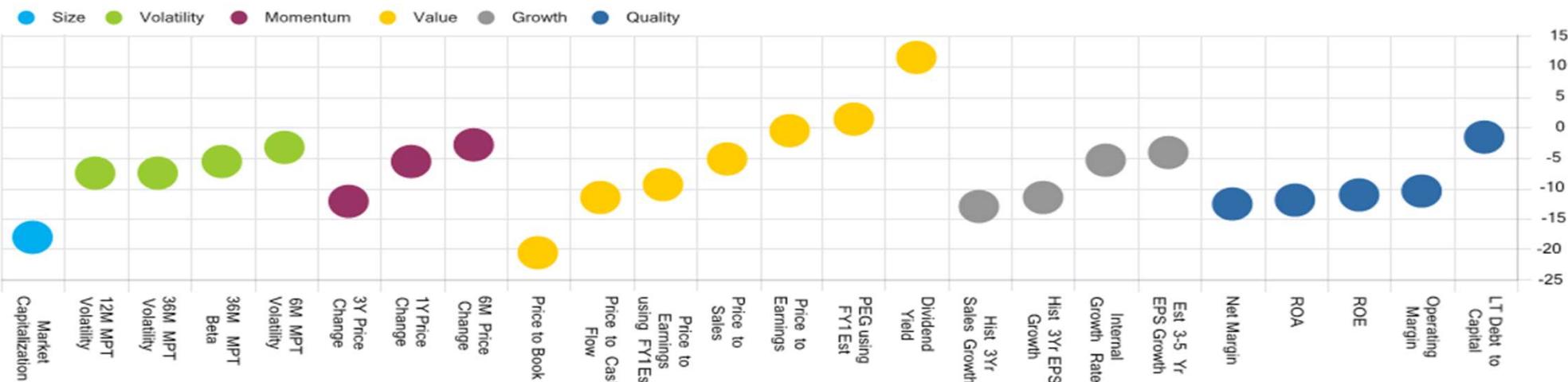
Top 10 Holdings

Portfolio Date 12/31/25	Weight %	Return %	Portfolio Date 12/31/25	Weight %
Microsoft Corporation	2.3	-6.5	Brandes Int'l Value	13.5
NVIDIA Corporation	2.0	0.0	BlackRock Global Core	11.0
Taiwan Semi Mfg. Co.	2.0	13.8	BlkRck ACWI ex US Growth	9.6
Alphabet Inc.	1.9	28.9	MFS Global Growth	8.9
Amazon.com, Inc.	1.7	5.1	BlackRock R1000 Value Index	8.8
Apple Inc.	1.7	6.9	NTQA S&P 500 Index Core	8.7
JPMorgan Chase & Co.	1.0	2.6	DFA US Small Cap Value	8.3
Samsung Electronics	0.9	35.2	Earnest Mid Cap Core	8.1
Tencent Holdings Limited	0.9	-9.7	DFA Int'l Small Cap Value	7.7
Visa Inc.	0.8	2.9	DFA US Large Cap Value	6.3

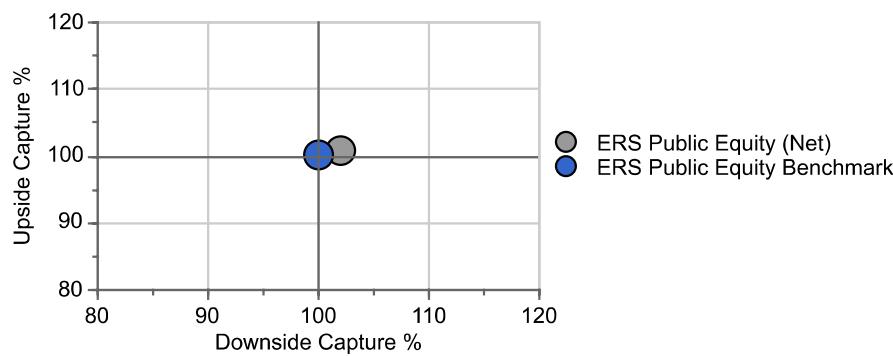
©FactSet Research Systems

Public Equity Statistics

Characteristics Tilt vs MSCI ACWI IMI 12/31/2025



15 Year Upside-Downside – 1/1/2011 to 12/31/2025

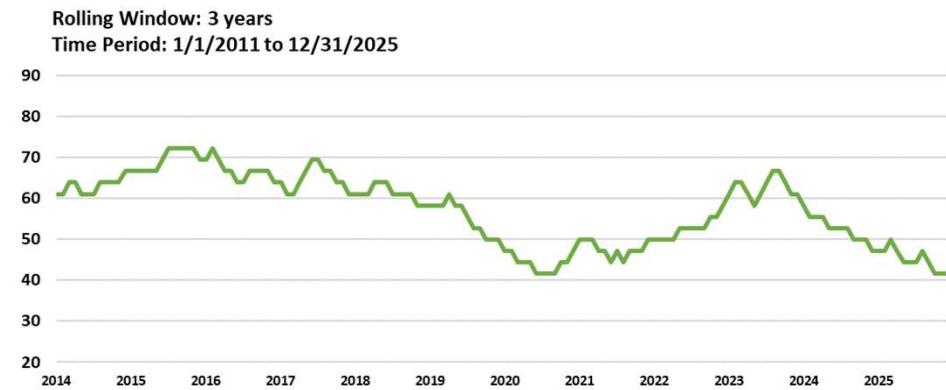


©FactSet Research Systems

15 Year Risk – 1/1/2011 to 12/31/2025

	Annualized Return	Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error	Beta
	Alpha					
ERS Public Equity (Net)	10.2	14.5	0.0	0.6	0.0	1.9
ERS Public Equity Benchmark	10.4	14.0	0.0	0.6	--	--

Batting Average



Risk – 7/1/2013 to 12/31/2025

	Annualized Return	Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error	Beta
	Alpha					
ERS Public Equity (Net)	10.9	14.4	0.0	0.6	0.0	2.0
ERS Public Equity Benchmark	10.8	14.0	0.0	0.6	--	--

Public Equity Valuation Characteristics

As of December 31, 2025

	Price/ Earnings	P/E using FY2 Est	Price/ Book	Price/ CF	Dividend Yield	Est. 3-5 yr. EPS Growth
ERS Public Equity	18.5	14.8	2.0	9.8	2.0	11.1
MSCI AC World IMI	21.2	17.3	2.6	12.6	1.7	12.1

Domestic Managers	Price/ Earnings	P/E using FY2 Est	Price/ Book	Price/ CF	Dividend Yield	Global & International Managers	Price/ Earnings	P/E using FY2 Est	Price/ Book	Price/ CF	Dividend Yield
BlackRock R1000 Value Index	20.5	16.6	2.8	12.9	1.8	AQR Emerging Markets Core	12.5	10.2	1.8	7.0	2.7
DFA Large Value	17.9	14.0	2.4	10.3	2.0	BlackRock Global Core	20.0	16.4	2.8	11.7	2.0
DFA Small Value	12.3	10.4	1.1	6.3	2.0	Brandeis Int'l Value	14.6	11.4	1.4	6.3	3.8
Earnest Mid Core	21.5	16.4	2.6	13.1	1.4	DFA Int'l Small Value	13.0	10.9	1.1	6.3	3.0
NT S&P 500 Index	26.5	20.8	4.1	16.9	1.1	MFS Global Growth	28.9	22.2	5.0	20.1	1.1
Polen Large Growth	36.3	25.8	9.9	25.4	0.6	BlckRck ACWI ex US Growth	19.7	22.7	3.2	11.8	1.9

**Price/Earnings" and "P/E using FY2 Est" values exclude companies with negative earnings from calculations.

Relative Investment Performance – Active Equity Managers

as of December 31, 2025

Outperforming Equity Managers

	4th Qtr	1 Year	3 Year	5 Year	7 Year	10 Year
DFA International <i>MSCI EAFE Small Cap</i>	7.4% 4.7%	52.1% 20.2%	24.5% 9.5%	15.1% 9.4%	13.7% 4.6%	10.1% 2.6%
Earnest <i>Russell Midcap</i>	4.1% 3.9%	10.1% 0.5%	11.5% 2.8%	8.0% 0.7%	13.6% 0.9%	12.3% 1.3%
AQR <i>MSCI EM</i>	6.5% 1.8%	30.9% 2.7%	18.1% 1.7%	5.5% 1.3%	9.1% 1.0%	N/A
Blackrock Global Alpha Tilts <i>MSCI ACWI</i>	4.2% 0.9%	24.5% 2.2%	22.0% 1.3%	12.3% 1.1%	14.8% 0.8%	N/A
DFA U.S. Large Value <i>Russell 1000 Value</i>	4.6% 0.8%	16.7% 0.8%	14.2% 0.3%	12.5% 1.1%	12.2% 0.1%	N/A
Brandes <i>MSCI EAFE</i>	5.4% 0.6%	39.5% 8.3%	24.9% 7.7%	15.6% 6.6%	12.8% 2.3%	10.2% 2.0%
DFA U.S. Small Value <i>Russell 2000 Value</i>	3.4% 0.1%	8.6% 4.0%	12.1% 0.4%	14.1% 5.2%	13.2% 3.1%	10.9% 1.6%
ERS Public Equity <i>ERS Equity Benchmark</i>	3.9% 0.6%	21.5% 0.6%	18.0% 2.0%	10.8% 0.0%	13.4% 0.2%	11.4% 0.0%

*Returns net of fees

Relative outperformance in blue
Relative underperformance in red

Relative Investment Performance – Active Equity Managers

as of December 31, 2025

Underperforming Equity Managers

	4th Qtr	1 Year	3 Year	5 Year	7 Year	10 Year
Polen <i>S&P 500</i>	-1.5%	4.8%	18.7%	5.3%	13.4%	12.9%
MFS <i>MSCI ACWI</i>	1.6%	8.3%	13.4%	7.2%	13.0%	12.2%
ERS Public Equity <i>ERS Equity Benchmark</i>	3.9%	21.5%	18.0%	10.8%	13.4%	11.4%

Relative outperformance in blue

Relative underperformance in red

*Returns net of fees

Relative Investment Performance – Passive Equity Managers & Other

as of December 31, 2025

Passive Equity Managers

	4th Qtr	1 Year	3 Year	5 Year	7 Year	10 Year
Northern Trust S&P 500 Index	2.7%	17.9%	23.0%	14.4%	17.3%	14.8%
<i>S&P 500</i>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
BlackRock Russell 1000 Value Index	3.8%	15.9%	13.9%	11.3%	12.1%	N/A
<i>Russell 1000 Value</i>	0.0%	0.0%	0.0%	0.0%	0.0%	
BlackRock ACWI Ex U.S. Growth⁽¹⁾	3.1%	N/A	N/A	N/A	N/A	N/A
<i>MSCI ACWI xUSA Growth Net</i>	0.5%					

Real Assets Manager

	4th Qtr	1 Year	3 Year	5 Year	7 Year	10 Year
Principal Diversified Real Assets	2.6%	14.8%	7.0%	6.3%	7.1%	N/A
<i>Blended Benchmark</i>	0.2%	1.7%	1.2%	0.6%	0.1%	

Relative outperformance in blue

Relative underperformance in red

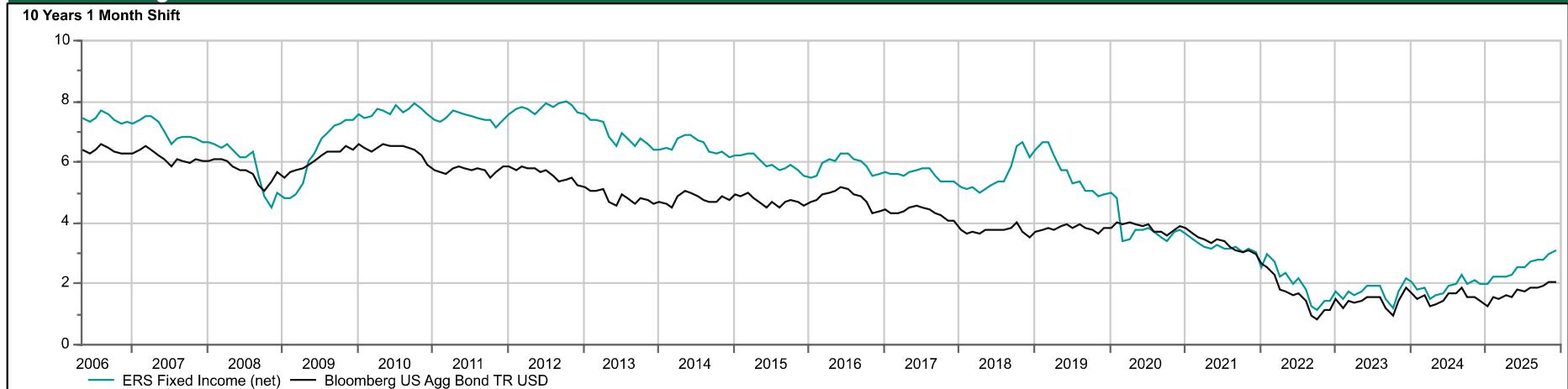
*Returns net of fees

⁽¹⁾Blackrock ACWI Ex U.S. Growth inception date June 12, 2025

Fixed Income

Fixed Income Performance

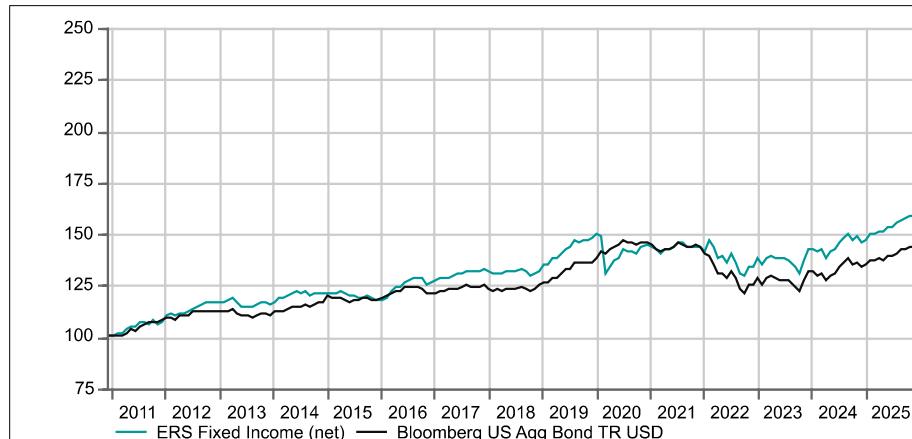
10 Year Rolling Returns – 6/1/1996 to 12/31/2025



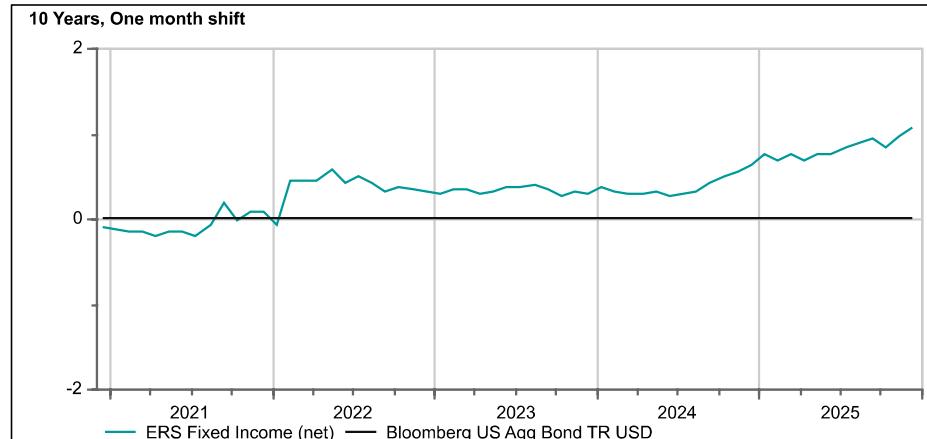
Trailing Returns

	QTR	1 Year	Annualized Return				
			3 Year	5 Year	7 Year	10 Year	15 Year
Total Fixed Income (Gross)	1.2	8.4	5.9	1.9	2.7	3.2	3.2
Total Fixed Income (Net)	1.2	8.3	5.8	1.8	2.6	3.0	3.1
Bloomberg US Aggregate	1.1	7.3	4.7	-0.4	2.0	2.0	2.4

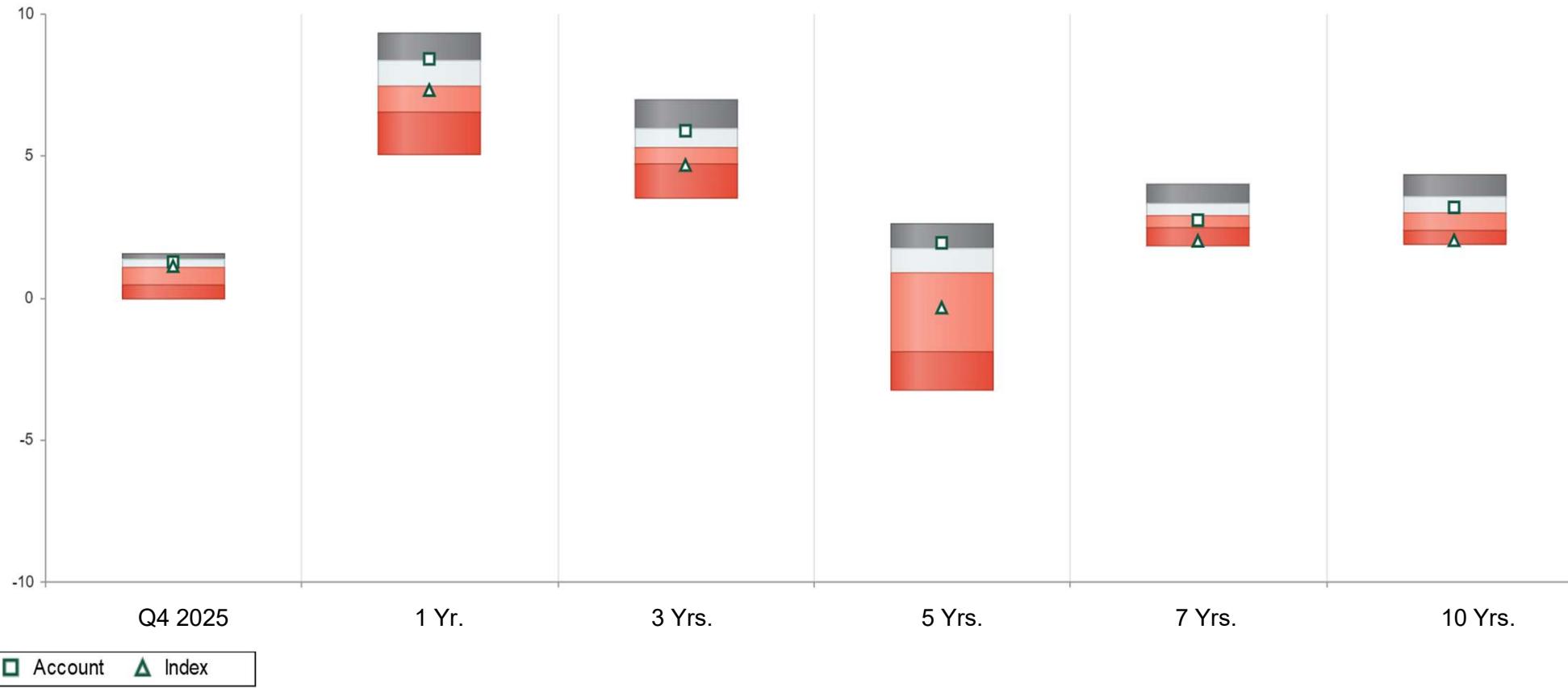
Investment Growth – 1/1/2011 to 12/31/2025



Rolling Excess Return – 1/1/2011 to 12/31/2025



Fixed Income vs Universe



	Q4 2025	1 Yr.	3 Yrs.	5 Yrs.	7 Yrs.	10 Yrs.
Account Return	1.2	8.4	5.9	1.9	2.7	3.2
Percentile Rank	34	25	29	22	63	43
Index Return	1.1	7.3	4.7	-0.4	2.0	2.0
Percentile Rank	50	55	79	72	87	88
1st Quartile	1.3	8.3	6.0	1.7	3.3	3.6
Median	1.1	7.4	5.3	0.9	2.9	3.0
3rd Quartile	0.5	6.6	4.7	-1.9	2.5	2.4
Observations	87	87	85	86	84	85

Relative Investment Performance – Fixed Income Managers

as of December 31, 2025

	4th Qtr	1 Year	3 Year	5 Year	7 Year	10 Year
Loomis Sayles	1.7%	9.6%	7.7%	2.2%	4.6%	5.1%
<i>Bloomberg U.S. Agg.</i>	0.6%	2.3%	3.0%	2.6%	2.6%	3.1%
Reams	1.2%	8.6%	5.6%	0.6%	3.9%	3.7%
<i>Bloomberg U.S. Agg.</i>	0.1%	1.3%	1.0%	0.9%	1.9%	1.7%
BlackRock US Government Index	0.8%	6.2%	3.7%	N/A	N/A	N/A
<i>Bloomberg U.S. Government</i>	0.1%	0.1%	0.1%			
BlackRock US Aggregate Index ⁽¹⁾	1.0%	N/A	N/A	N/A	N/A	N/A
<i>Bloomberg U.S. Agg.</i>	0.1%					
ERS Fixed Income	1.2%	8.3%	5.8%	1.8%	2.6%	3.0%
<i>Bloomberg U.S. Agg.</i>	0.1%	1.0%	1.1%	2.2%	0.6%	1.0%

Relative outperformance in blue

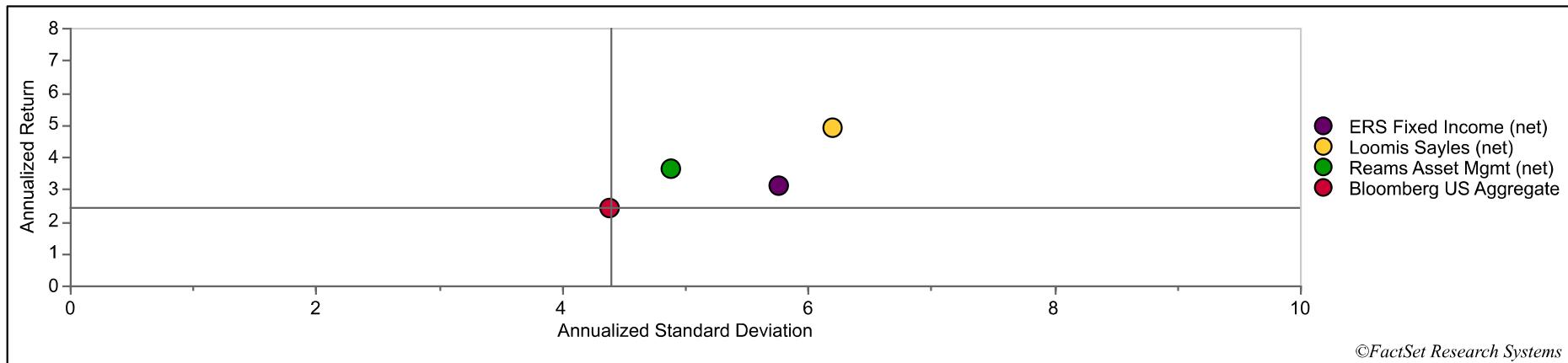
Relative underperformance in red

*Returns net of fees

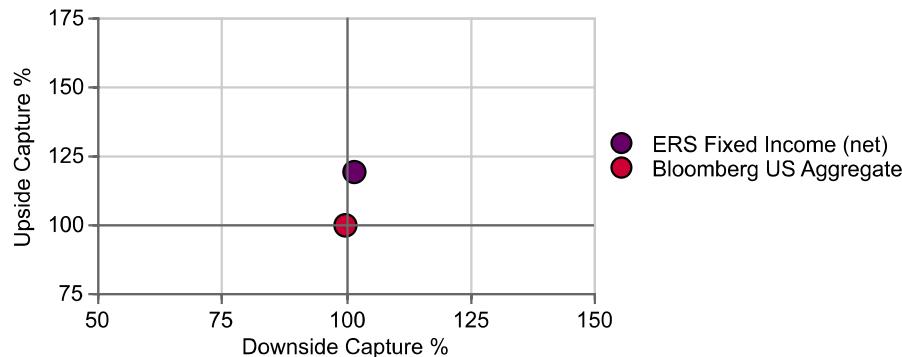
⁽¹⁾ Blackrock US Aggregate Index inception date May 21, 2025

Fixed Income Statistics

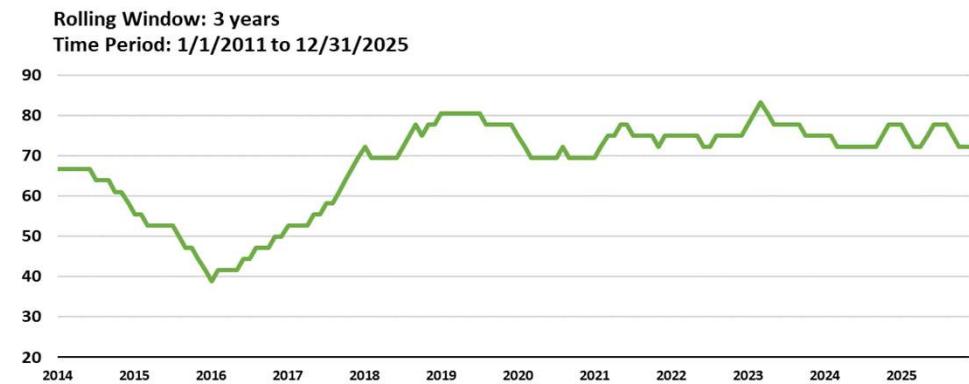
Risk – Reward – 1/1/2011 to 12/31/2025



15 Year Upside-Downside – 1/1/2011 to 12/31/2025



Batting Average



15 Year Risk – 1/1/2011 to 12/31/2025

	Annualized Return	Standard Deviation	Sharpe Alpha	Information Ratio	Tracking Ratio	Error	Beta		Annualized Return	Standard Deviation	Sharpe Alpha	Information Ratio	Tracking Ratio	Error	Beta
Total Fixed Income (Net)	3.1	5.8	0.1	0.3	0.1	3.8	1.0	Total Fixed Income (Net)	2.6	6.1	0.1	0.1	0.0	4.0	1.0
Bloomberg US Aggregate	2.4	4.4	0.0	0.2	--	--	1.0	Bloomberg US Aggregate	2.2	4.6	0.0	0.1	--	--	1.0

Risk – 7/1/2013 to 12/31/2025

Absolute Return

Relative Investment Performance – Absolute Return Managers

as of December 31, 2025

	4th Qtr	1 Year	3 Year	5 Year	7 Year	10 Year
Aptitude	3.8%	11.9%	10.1%	N/A	N/A	N/A
<i>1 Year Libor / SOFR + 4%</i>	<i>1.8%</i>	<i>3.6%</i>	<i>1.2%</i>			
UBS A&Q	3.3%	9.7%	9.0%	8.8%	9.4%	7.5%
<i>1 Year Libor / SOFR + 4%</i>	<i>1.4%</i>	<i>1.4%</i>	<i>0.1%</i>	<i>1.7%</i>	<i>2.3%</i>	<i>0.7%</i>
ERS Absolute Return	3.5%	10.6%	9.5%	12.0%	7.9%	6.7%
<i>3 Month T-Bill + 3%</i>	<i>1.8%</i>	<i>3.4%</i>	<i>1.5%</i>	<i>5.7%</i>	<i>2.1%</i>	<i>1.5%</i>

Relative outperformance in blue
Relative underperformance in red

Risk Adjusted Returns (07/1/14 - 12/31/25)

	Return	Std Dev	Sharpe Ratio	Max Drawdown
ERS Public Equity (net)	9.7%	14.8%	0.5	-25.3%
ERS Fixed Income (net)	2.3%	6.3%	0.1	-13.6%
ERS Absolute Return (net)	6.6%	8.7%	0.5	-27.1%

*Returns net of fees

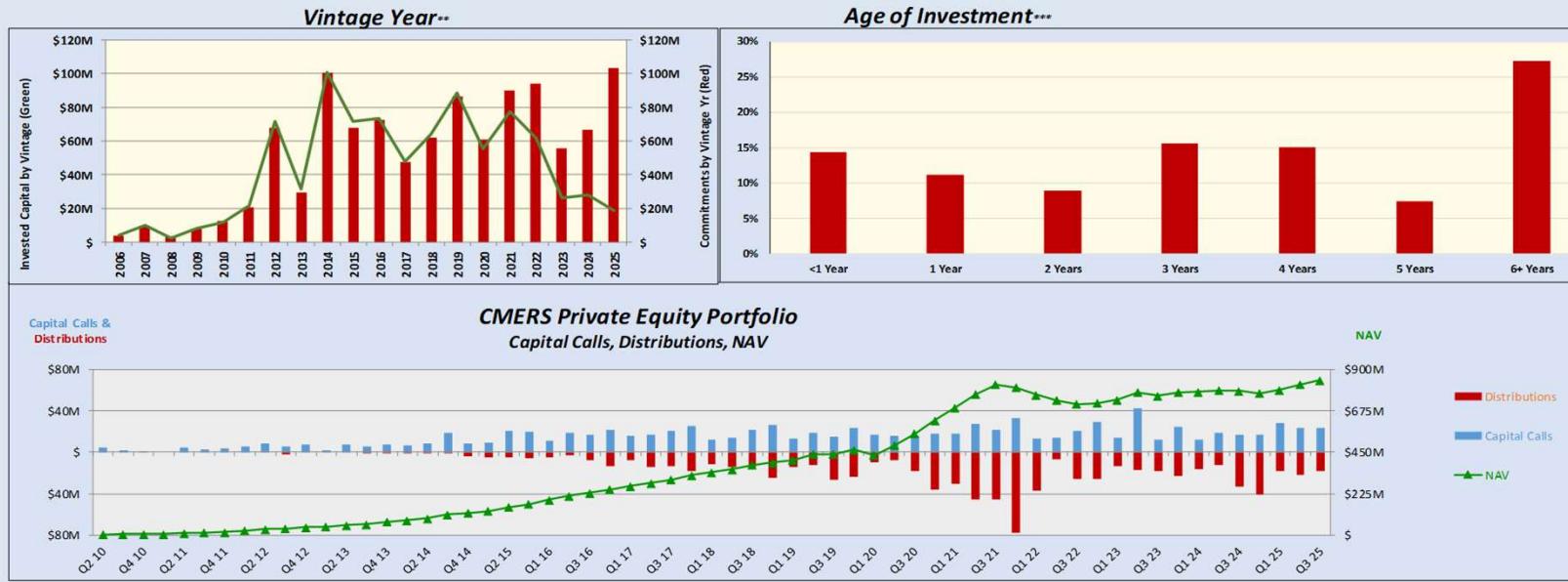
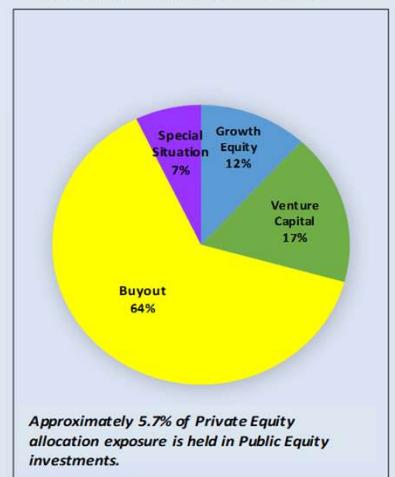
Private Equity

Milwaukee ERS Private Equity Portfolio as of September 30, 2025

PE Summary - Portfolio Capital Calls, Distributions, NAV & Returns

Partnership	Vintage Year	Committed	Invested Capital*	Uncalled Commitments*	Distributions*	NAV	NAV Change	IRR*	TVPI*	DPI*	RVPI*
Abbott 2010	2010	35,000,000	34,650,405	349,595	58,979,889	12,379,402	(653,693)	13.61%	2.06	1.70	0.36
Abbott 2011	2011	55,000,000	54,730,191	269,809	93,303,494	25,116,619	992,873	14.92%	2.16	1.70	0.46
Abbott 2012	2012	40,000,000	39,600,000	400,000	63,302,456	24,001,834	800,000	15.34%	2.20	1.60	0.61
Abbott 2013	2013	35,000,000	34,650,000	350,000	54,968,168	23,484,311	188,672	16.42%	2.26	1.59	0.68
Abbott 2014	2014	35,000,000	34,300,000	700,000	51,060,612	27,997,657	285,516	16.45%	2.30	1.49	0.82
Abbott 2015	2015	25,000,000	25,050,000	-	30,381,250	24,674,434	260,987	16.53%	2.20	1.21	0.99
Abbott 2016	2016	20,000,000	19,717,500	282,500	19,072,500	23,311,541	446,298	17.35%	2.15	0.97	1.18
Abbott 2018	2018	20,000,000	19,315,000	685,000	5,790,000	26,269,293	383,856	13.89%	1.66	0.30	1.36
Abbott 2019	2019	20,000,000	18,270,000	1,730,000	3,140,000	25,493,315	642,788	14.26%	1.57	0.17	1.40
Abbott 2020	2020	40,000,000	33,070,000	6,930,000	2,360,000	40,302,664	1,250,698	10.04%	1.29	0.07	1.22
Abbott 2021	2021	20,000,000	12,554,749	7,445,251	-	14,979,428	438,556	6.96%	1.19	0.00	1.19
Abbott 2022	2022	35,000,000	18,089,110	16,910,890	-	18,691,802	179,260	1.74%	1.03	0.00	1.03
Abbott 2023	2023	30,000,000	9,054,375	20,945,625	-	10,681,666	238,521	16.05%	1.18	0.00	1.18
Abbott 2024	2024	40,000,000	10,475,000	29,525,000	-	11,728,456	313,789	18.58%	1.12	0.00	1.12
Abbott 2025	2025	40,000,000	5,600,000	34,400,000	-	5,765,793	174,602	11.93%	1.03	0.00	1.03
Mesirow V	2008	75,000,000	71,846,194	3,153,806	149,623,045	24,675,447	1,245,452	16.01%	2.43	2.08	0.34
Mesirow VI	2013	60,000,000	54,360,000	5,640,000	94,836,748	48,513,617	185,393	18.57%	2.64	1.74	0.89
Mesirow VII	2017	100,000,000	87,214,499	12,785,501	35,198,942	127,723,465	2,069,004	13.68%	1.87	0.40	1.46
Mesirow VIII	2020	120,000,000	83,400,000	36,600,000	-	100,599,904	3,754,105	13.58%	1.21	0.00	1.21
Mesirow IX	2024	120,000,000	21,000,000	99,000,000	-	24,491,408	610,073	NMF	1.17	0.00	1.17
Neuberger Berman III	2013	30,000,000	32,126,733	-	42,877,607	6,283,687	172,814	15.91%	1.53	1.33	0.20
Neuberger Berman IV	2017	25,000,000	26,373,659	-	24,468,789	15,498,613	214,593	16.28%	1.52	0.93	0.59
Neuberger Berman V	2021	100,000,000	62,052,982	37,947,018	20,029,299	65,169,236	1,866,781	23.24%	1.37	0.32	1.05
Private Advisors VI	2014	30,000,000	34,747,823	-	48,325,079	19,364,000	152,880	18.13%	1.95	1.39	0.56
Private Advisors VII	2016	15,000,000	18,794,968	-	21,860,581	10,796,036	46,176	15.68%	1.74	1.16	0.57
Private Advisors VIII	2018	15,000,000	17,255,573	-	13,967,329	17,634,041	385,901	19.27%	1.83	0.81	1.02
Private Advisors IX	2019	35,000,000	42,267,950	-	22,573,080	40,499,555	1,523,317	18.56%	1.49	0.53	0.96
Private Advisors X	2022	30,000,000	15,058,372	14,941,628	2,760,803	21,284,954	1,248,217	19.73%	1.60	0.18	1.41
Private Advisors XI	2024	40,000,000	3,150,115	36,849,885	-	3,815,994	258,164	NMF	0.00	0.00	0.00
Total ERS		1,285,000,000	938,775,199	367,841,508	858,879,670	841,228,172	19,675,593	16.75%	1.81	0.91	0.90
% of ERS Fund				5.8%		13.3%					

Sub-Asset Class Breakdown



NAV by Vintage Year



* Invested capital, uncalled commitments, IRR calculations, and distributions will not necessarily match partnership statement. Estimates reflect best efforts to incorporate actual ERS experience. TVPI stands for "Total Value to Paid in Capital." It is calculated as the sum of NAV & Distributions, divided by Invested Capital. DPI stands for "Distributed to Paid in Capital" (Distributions/Invested Capital). RVPI stands for "Residual Value to Paid in Capital" (NAV/Invested Capital).

** Vintage Year Investments Prior to 2005 are deemed to not be material figures and are not illustrated in above graph. Excludes Neuberger Berman.

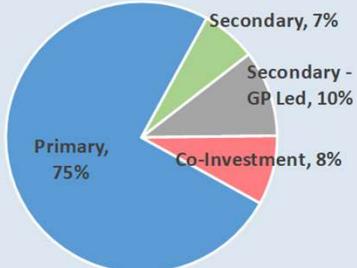
*** Portfolio Companies by Age of Investment figures have not been fully adjusted for overlapping investments. Excludes Neuberger Berman.

Private Equity Continued

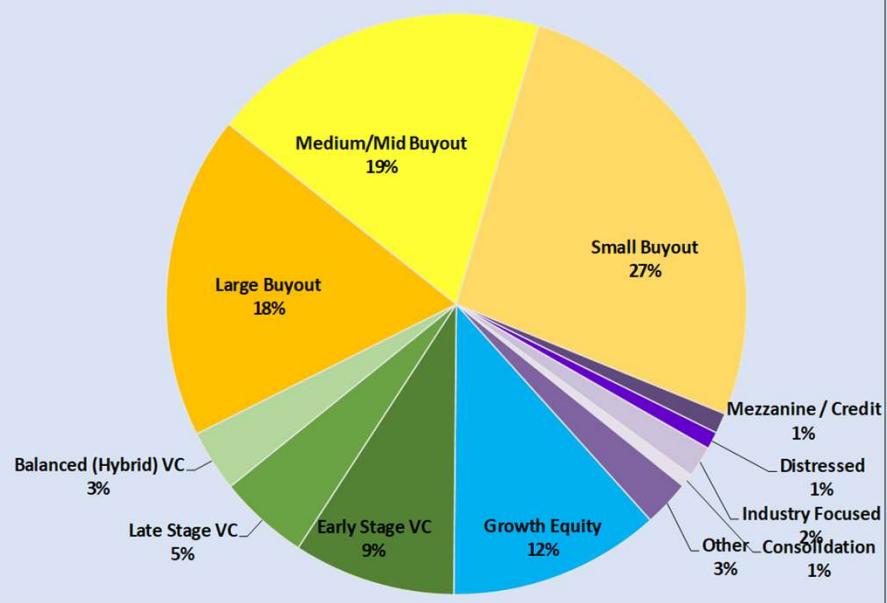
Total Managers	270*
Number of Partnerships	751*
Number of Portfolio Companies	6,976*

*Data in the above table is estimated. Actual data may be slightly different.

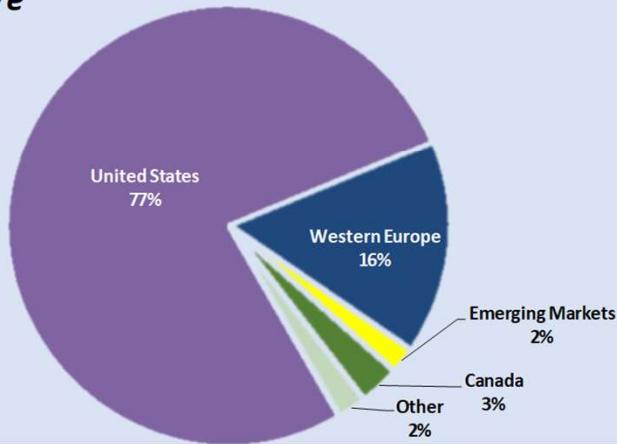
Transaction Type



Strategy Exposure



Geographic Exposure



Industry Exposure



Performance Update

Performance Update

Estimated ERS Total Fund Market Value is \$6.66 billion as of February 5, 2026

Period	ERS Fund*	Benchmark
January (Estimate)	1.8%	1.4%
February MTD (Estimate)	-0.1%	-0.4%
YTD through February 5, 2026 (Estimate)	1.7%	1.0%

*Returns Net of Fees

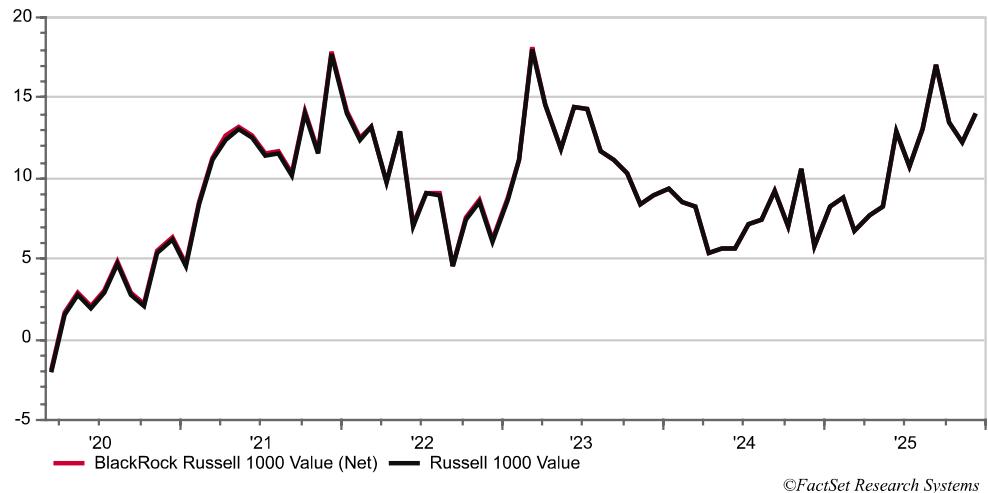
Appendix

Appendix – Table of Contents

	<u>Page</u>
<u>Domestic Equity</u>	
BlackRock Russell 1000 Value.....	41
DFA (Large Cap Value).....	43
DFA (U.S. Small Value).....	47
Earnest.....	51
Northern Trust S&P 500.....	55
Polen.....	57
<u>International Equity</u>	
AQR.....	61
Brandes.....	65
DFA (International).....	69
<u>Global Equity</u>	
BlackRock Global Alpha Tilts.....	73
MFS.....	77
<u>Fixed Income</u>	
Loomis Sayles.....	81
Reams.....	83

BlackRock Russell 1000 Value Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 4/1/2017 (Three Year, One Month Shift)



Top 10 Holdings

	Portfolio Weight	Quarterly Return
Alphabet Inc.	3.92	28.88
Berkshire Hathaway Inc.	3.10	-0.02
JPMorgan Chase & Co.	2.93	2.65
Amazon.com, Inc.	2.04	5.12
Exxon Mobil Corporation	1.70	7.68
Johnson & Johnson	1.67	12.31
Walmart Inc.	1.46	8.33
Bank of America Corporation	1.13	7.15
Procter & Gamble Company	1.13	-6.07
Micron Technology, Inc.	1.07	70.73

Trailing Returns

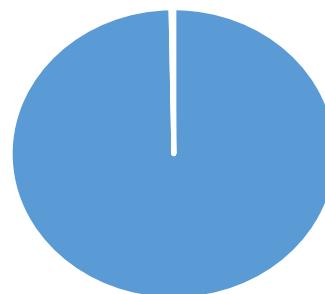
	QTR	1 Year	3 Year	5 Year	Inception 4/1/2017
BlackRock R1000 Value (Net)	3.8	15.9	13.9	11.3	9.8
Russell 1000 Value	3.8	15.9	13.9	11.3	9.7

Equity Sector Exposure (GICS)



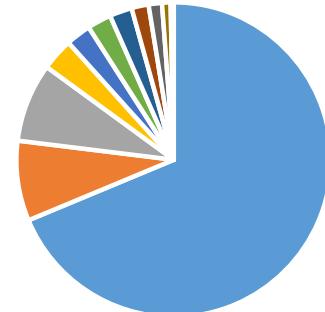
- Financials 22.3%
- Industrials 13.0%
- Health Care 12.2%
- Information Technology 11.3%
- Communication Services 8.5%
- Consumer Discretionary 7.4%
- Consumer Staples 7.2%
- Energy 5.7%
- Utilities 4.4%
- Materials 4%
- Real Estate 4.0%

Regional Exposure by Domicile



- North America 99.7%
- United Kingdom 0.1%
- Europe dev 0.1%
- Latin America 0.1%

Regional Exposure by Source of Revenue

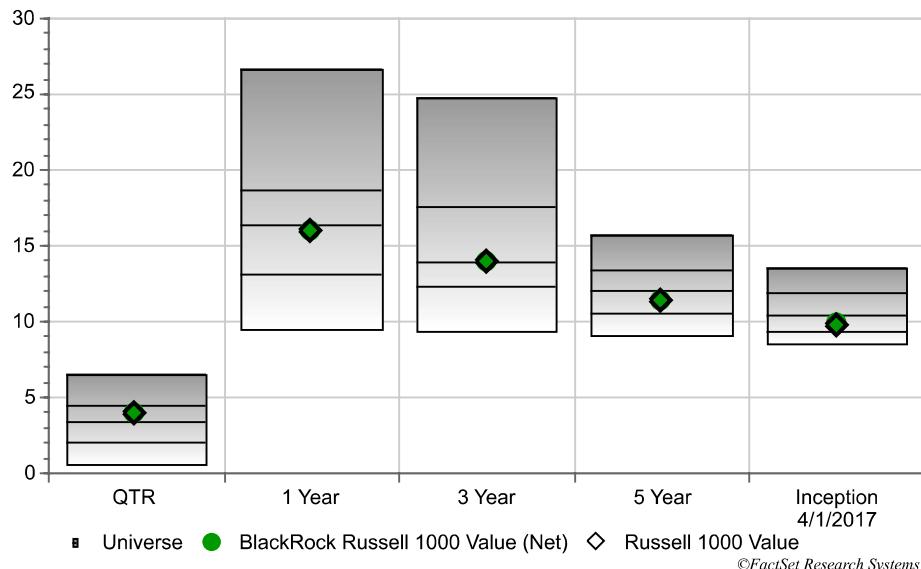


- North America 68.7%
- Asia emrg 8.2%
- Europe dev 8.1%
- Latin America 3.3%
- Asia dev 2.6%
- United Kingdom 2.5%
- Africa/Middle East 2.3%
- Japan 1.8%
- Europe emrg 1.4%
- Australasia 0.9%
- Other 0.3%

BlackRock Russell 1000 Value vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US:Large-Cap Value

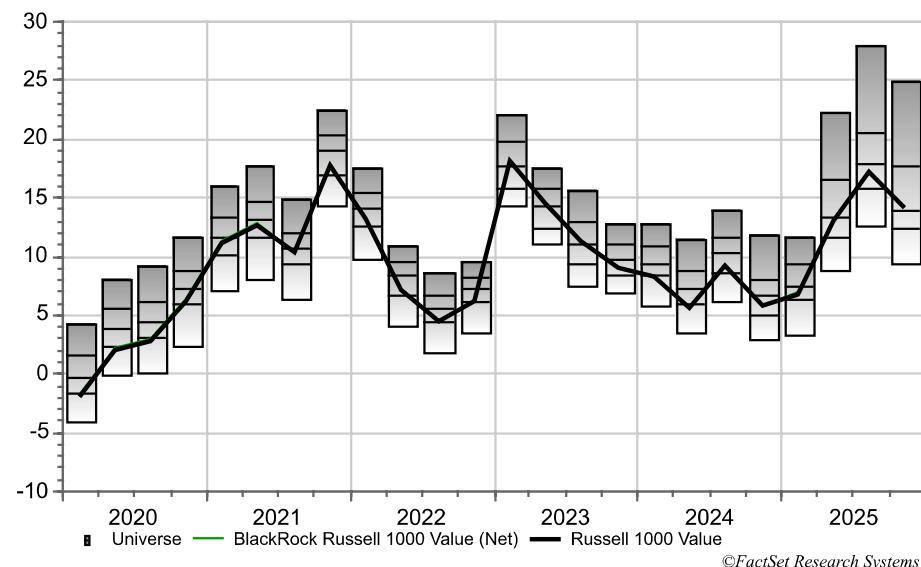


Investment Growth Since Inception 4/1/2017



Rolling Returns 4/1/2017 – 12/31/2025 (3 Year, 3 Month Shift)

Universe: Lipper US:Large-Cap Value

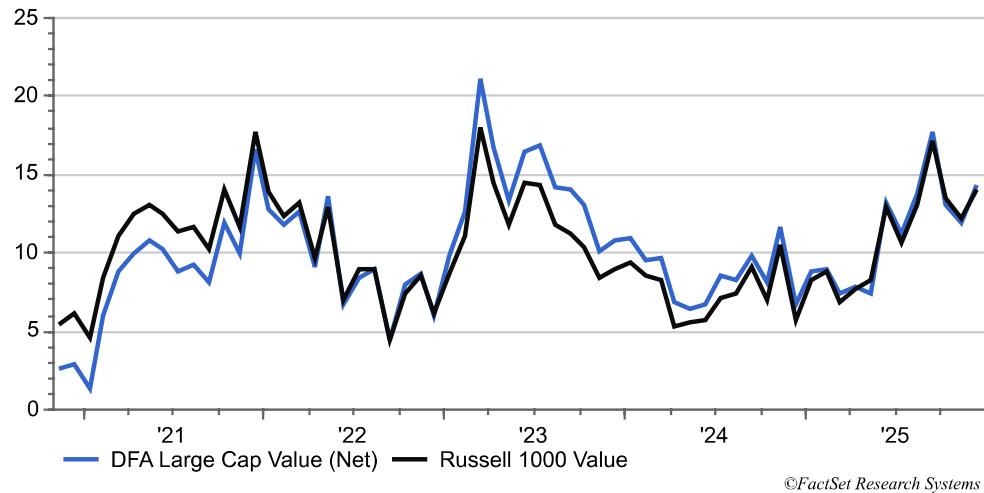


Risk Since Inception 4/1/2017

	Return	Std Dev	Sharpe Ratio	Tracking Error
BlackRock R1000 Value (Net)	9.8	16.0	0.5	0.0
Russell 1000 Value	9.7	16.0	0.4	--

DFA LCV Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 12/1/2017 (Three Year, One Month Shift)



Top 10 Holdings

	Portfolio Weight	Quarterly Return
JPMorgan Chase & Co.	4.73	2.65
Exxon Mobil Corporation	2.50	7.68
Johnson & Johnson	2.27	12.31
Berkshire Hathaway Inc.	1.97	-0.02
Micron Technology, Inc.	1.81	70.73
Cisco Systems, Inc.	1.71	13.22
UnitedHealth Group Incorporated	1.68	-3.76
Chevron Corporation	1.40	-0.74
Wells Fargo & Company	1.26	11.77
Goldman Sachs Group, Inc.	1.16	10.88

Trailing Returns

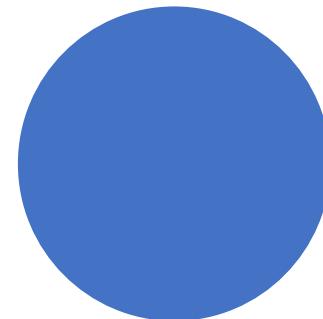
	QTR	1 Year	3 Year	5 Year	Inception
DFA US Large Value (Net)	4.6	16.7	14.2	12.5	9.0
Russell 1000 Value	3.8	15.9	13.9	11.3	9.4

Equity Sector Exposure (GICS)



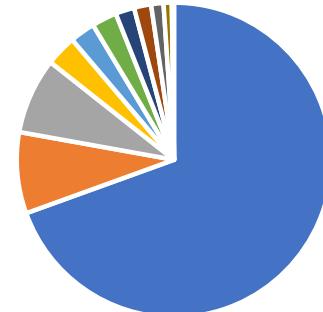
- Financials 24.1%
- Health Care 15.4%
- Industrials 14.6%
- Information Technology 12.0%
- Energy 10.2%
- Materials 7.3%
- Communication Services 6.0%
- Consumer Discretionary 5.0%
- Consumer Staples 4.7%
- Real Estate 0.6%
- Utilities 0.1%

Regional Exposure by Domicile



■ North America 100.0%

Regional Exposure by Source of Revenue



■ North America 69.5%

■ Asia emrg 8.3%

■ Europe dev 7.8%

■ Latin America 3.2%

■ United Kingdom 2.6%

■ Asia dev 2.6%

■ Africa/Middle East 1.9%

■ Japan 1.8%

■ Europe emrg 1.3%

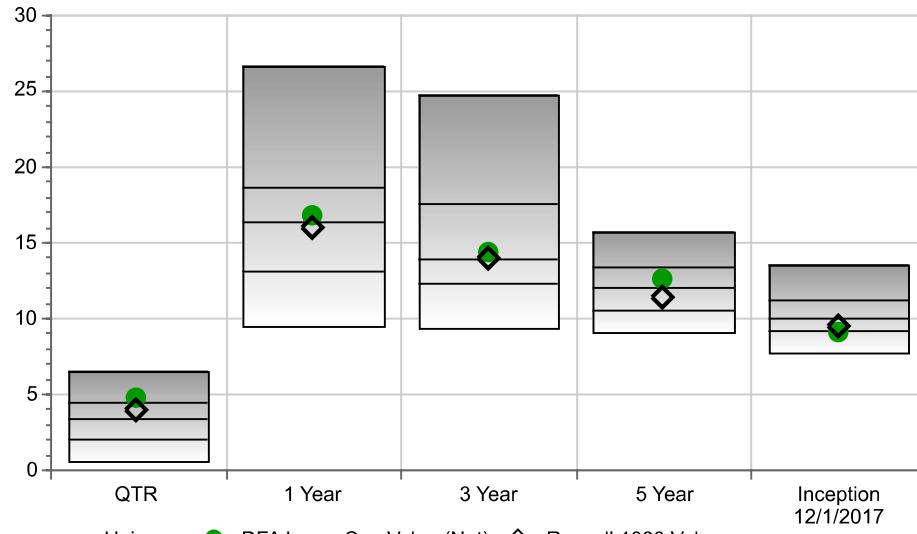
■ Australasia 0.9%

■ Other 0.2%

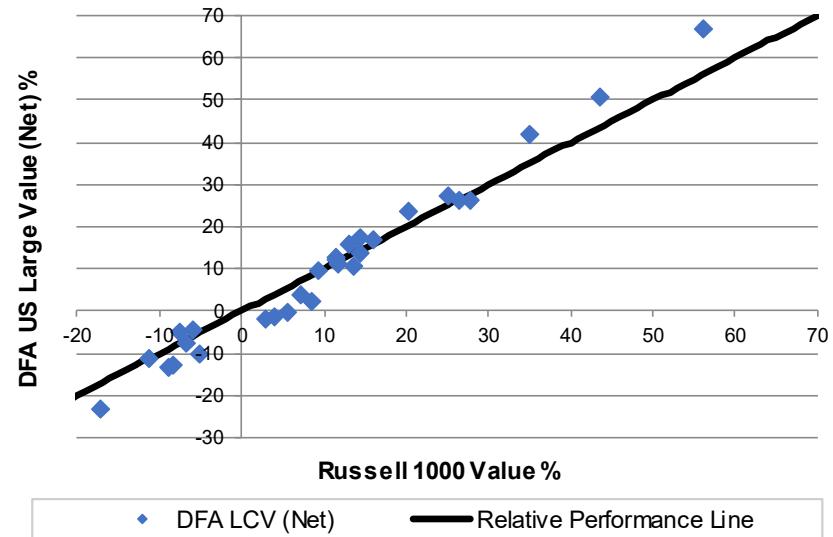
DFA LCV vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US Large Cap Value

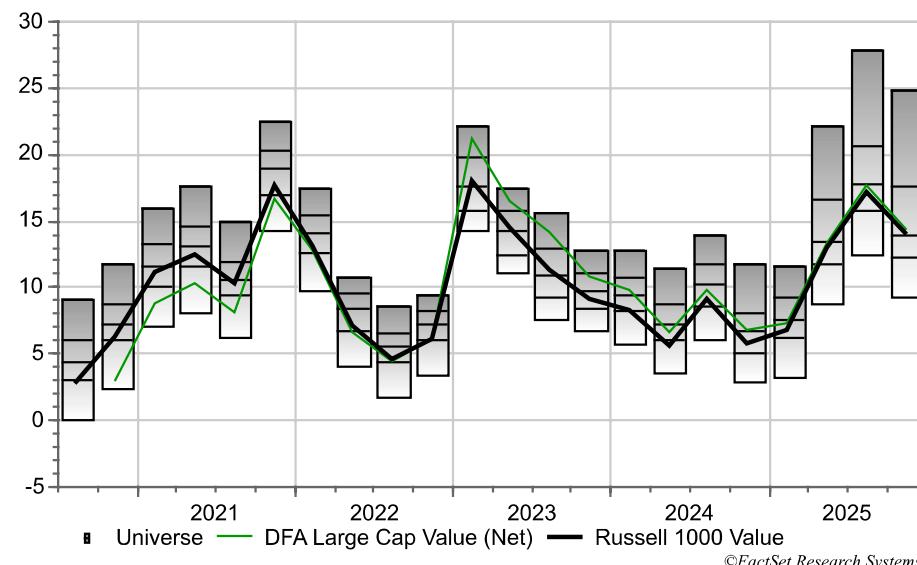


One-Year Rolling Return Versus Benchmark



Rolling Returns 12/1/2017 – 12/31/2025 (3 Year, 3 Month Shift)

Universe: Lipper US Large Cap Value



Over/Under Benchmark Analysis

14	Outperform
15	Underperform
29	# Observations
48%	% Outperform

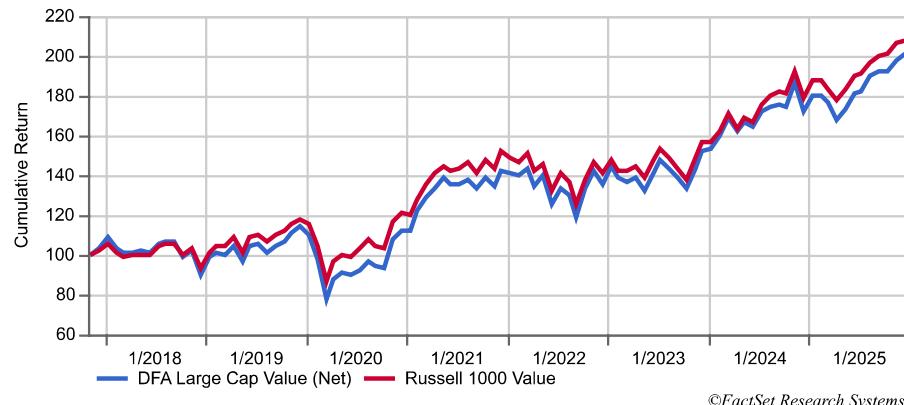
DFA LCV Attribution Analysis – December 31, 2025

Top 10 Leading Contributors				Top 10 Leading Detractors			
	Avg. Weights	Relative Weights	Active Return		Avg. Weights	Relative Weights	Active Return
Micron Technology, Inc.	1.38	0.58	0.34	Alphabet Inc.	0.51	-3.07	-0.75
General Motors Company	0.87	0.65	0.20	Caterpillar Inc.	0.00	-0.75	-0.14
Freeport-McMoRan, Inc.	0.61	0.41	0.12	Merck & Co., Inc.	0.26	-0.52	-0.13
Cummins Inc.	0.72	0.51	0.10	Walmart Inc.	0.00	-1.40	-0.11
Delta Air Lines, Inc.	0.56	0.42	0.09	Amazon.com, Inc.	0.05	-2.04	-0.11
Cognizant Technology Solutions Corp.	0.51	0.39	0.09	Applied Materials, Inc.	0.04	-0.41	-0.09
Cisco Systems, Inc.	1.63	0.64	0.08	Fiserv, Inc.	0.22	0.10	-0.08
Albemarle Corporation	0.17	0.13	0.08	AT&T Inc.	1.24	0.61	-0.08
Dollar Tree, Inc.	0.30	0.23	0.07	Marathon Petroleum Corporation	0.66	0.45	-0.07
Procter & Gamble Company	0.15	-1.06	0.06	Int'l Business Machines Corp.	0.00	-0.95	-0.05

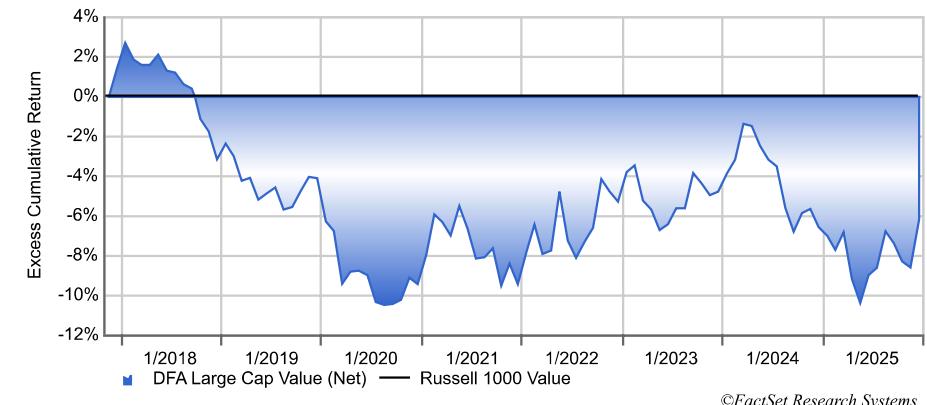
	Average relative weighting (%)	Portfolio returns (%)	Benchmark returns (%)	Sector allocation (%)	Stock selection (%)	Relative contribution (%)
Communication Services	-1.9	-1.1	8.5	-0.1	-0.6	-0.7
Consumer Discretionary	-2.2	2.2	-0.1	0.1	0.1	0.2
Consumer Staples	-2.8	1.0	0.3	0.1	0.0	0.1
Energy	4.2	0.5	1.2	-0.1	-0.1	-0.2
Financials	1.7	3.9	2.5	0.0	0.3	0.3
Health Care	2.9	6.6	8.2	0.1	-0.2	-0.1
Industrials	2.0	3.3	3.1	0.0	0.0	0.0
Information Technology	0.6	16.5	11.0	0.0	0.6	0.6
Materials	3.2	3.5	2.7	0.0	0.1	0.0
Real Estate	-3.6	5.4	-2.4	0.2	0.0	0.3
Utilities	-4.4	-6.2	-0.7	0.2	0.0	0.2
Cash	0.3	0.9	0.0	0.0	0.0	0.0
Total	0.0	4.6	3.8	0.5	0.3	0.8

DFA LCV Inception Performance & Statistics

Investment Growth Since Inception 12/1/2017



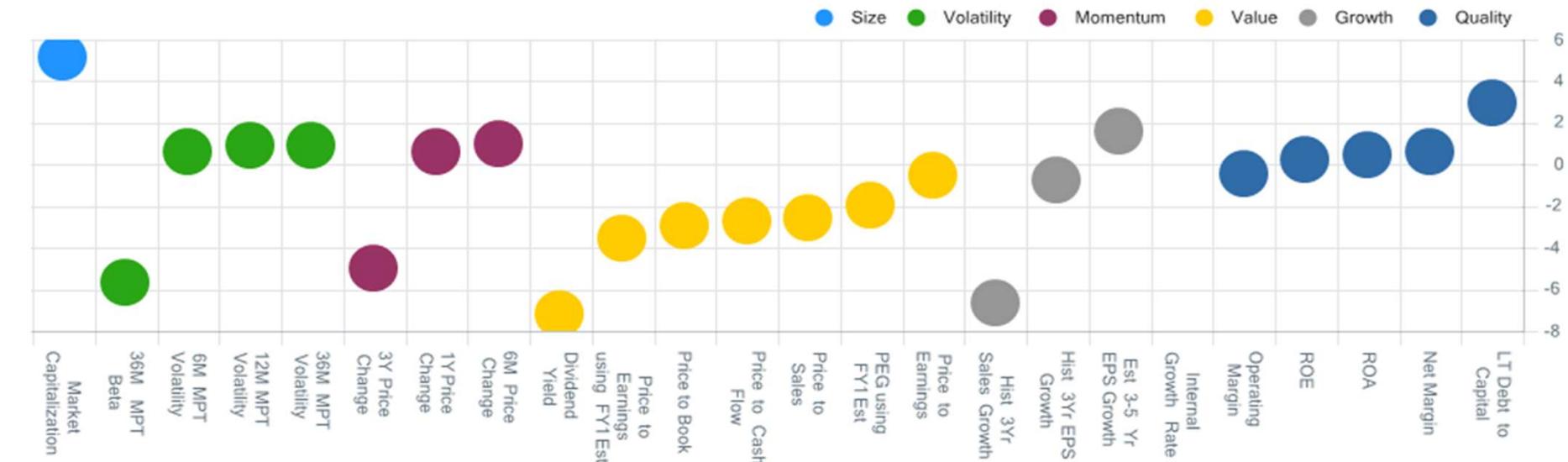
Relative Cumulative Performance Since Inception 12/1/2017



Risk Since Inception 12/1/2017

	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
DFA US Large Value (Net)	9.0	18.8	-0.9	0.3	-0.1	3.6	1.1
Russell 1000 Value	9.4	16.6	--	0.4	--	--	1.0

Characteristics Tilt vs Benchmark 12/31/2025



DFA US SCV Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 10/1/1996 (Ten Year, One Month Shift)



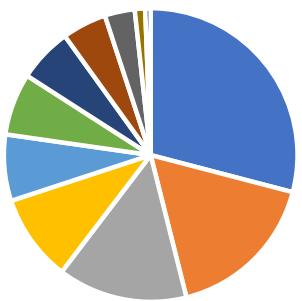
Top 10 Holdings

	Portfolio Weight	Quarterly Return
Elanco Animal Health Incorporated	0.84	12.36
Invesco Ltd.	0.79	15.54
Amkor Technology, Inc.	0.78	39.28
Alcoa Corporation	0.77	62.03
Comerica Incorporated	0.74	27.89
BorgWarner Inc.	0.73	2.91
Webster Financial Corporation	0.70	6.63
Air Lease Corporation	0.66	1.26
Commercial Metals Company	0.64	21.21
Knight-Swift Transportation Holdings Inc.	0.64	32.79

Trailing Returns

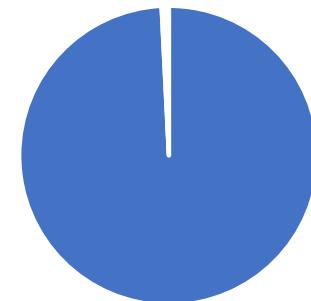
	QTR	1 Year	3 Year	5 Year	10 Year	15 Year
DFA Small Cap Value (Net)	3.4	8.6	12.1	14.1	10.9	10.4
Russell 2000 Value	3.3	12.6	11.7	8.9	9.3	8.7

Equity Sector Exposure (GICS)



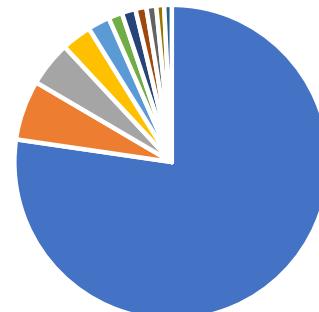
- Financials 29.0%
- Industrials 17.0%
- Consumer Discretionary 14.3%
- Energy 9.6%
- Health Care 7.3%
- Materials 6.9%
- Information Technology 5.9%
- Consumer Staples 4.9%
- Communication Services 3.3%
- Real Estate 1.1%
- Utilities 0.6%

Regional Exposure by Domicile



- North America 99.2%
- Europe emrg 0.4%
- Latin America 0.2%
- Europe dev 0.2%

Regional Exposure by Revenue Source

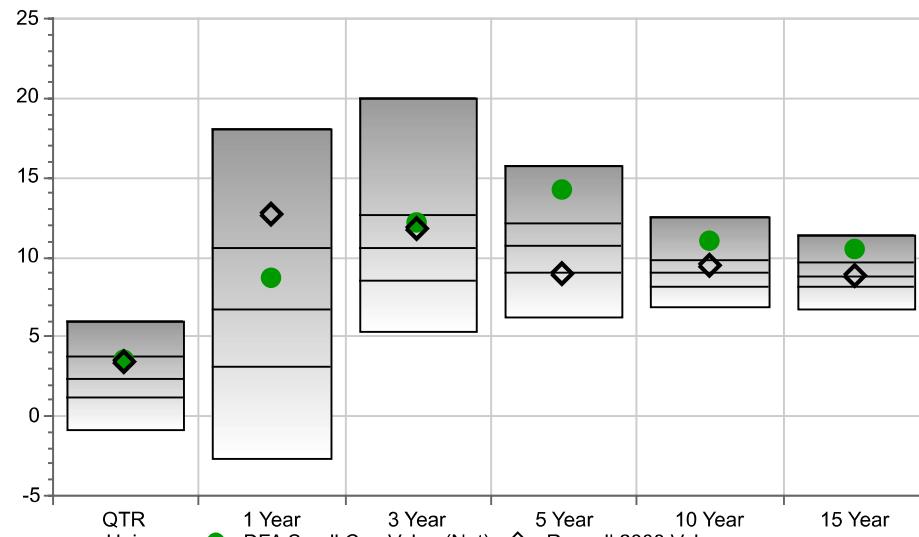


- North America 77.3%
- Europe dev 6.2%
- Asia emrg 4.6%
- Latin America 3.1%
- United Kingdom 2.3%
- Africa/Middle East 1.5%
- Other 1.4%
- Asia dev 1.1%
- Europe emrg 1.0%
- Japan 0.8%
- Australasia 0.8%

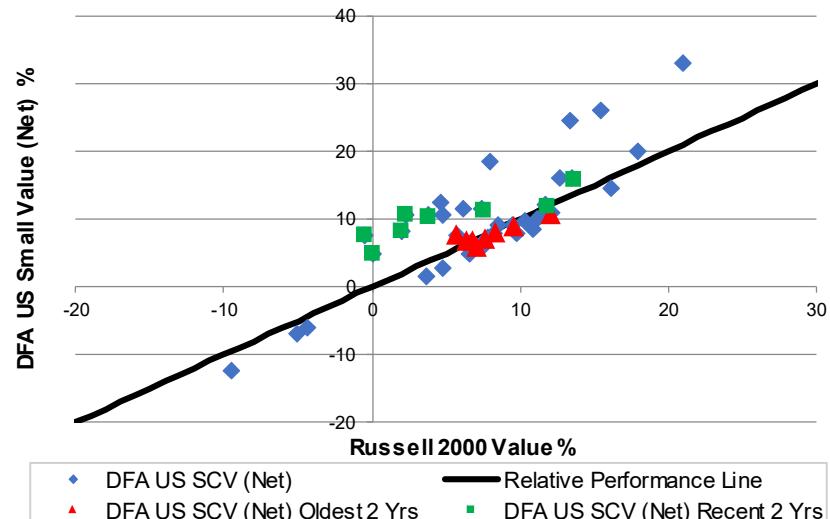
DFA US SCV vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US Small Cap Value

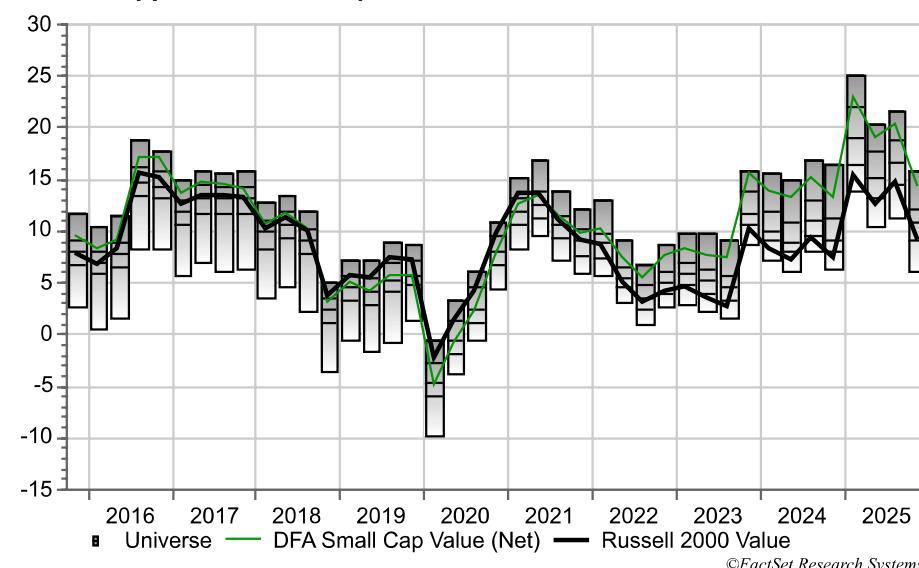


Three-Year Rolling Return Versus Benchmark



Rolling Returns 7/1/2008 – 12/31/2025 (5 Year, 3 Month Shift)

Universe: Lipper US Small Cap Value



Over/Under Benchmark Analysis

21	Outperform
19	Underperform
40	# Observations
53%	% Outperform

DFA US SCV Attribution Analysis

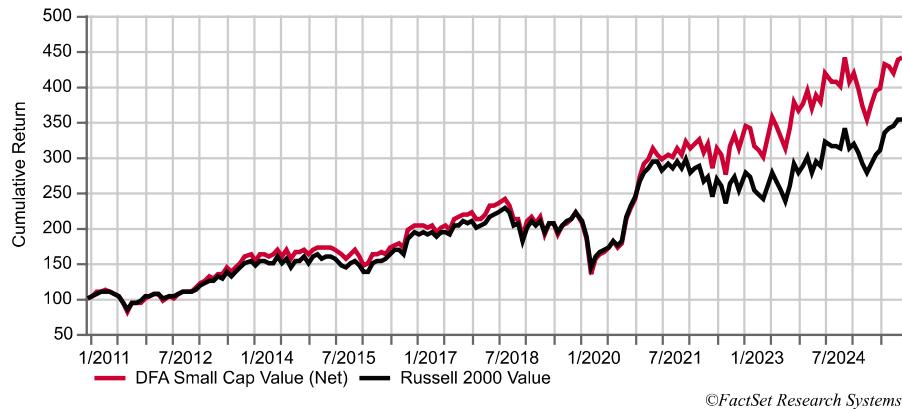
Top 10 Leading Contributors				Top 10 Leading Detractors			
	Avg. Weights	Relative Weights	Active Return		Avg. Weights	Relative Weights	Active Return
Alcoa Corporation	0.55	0.55	0.30	Praxis Precision Medicines, Inc.	0.00	-0.20	-0.32
Amkor Technology, Inc.	0.69	0.69	0.25	EchoStar Corporation	0.10	-0.65	-0.27
Jazz Pharmaceuticals Public Ltd. Co.	0.62	0.62	0.17	Hecla Mining Company	0.00	-0.47	-0.24
Comerica Incorporated	0.65	0.65	0.17	Mosaic Company	0.50	0.50	-0.18
Globus Medical, Inc.	0.21	0.21	0.17	Terns Pharmaceuticals, Inc.	0.00	-0.08	-0.17
Knight-Swift Transportation Holdings Inc.	0.54	0.54	0.16	Merck & Co., Inc.	0.00	-0.16	-0.14
Viatris Inc.	0.57	0.57	0.14	Perrigo Company plc	0.23	0.23	-0.10
Kirby Corporation	0.42	0.42	0.12	Victoria's Secret & Co.	0.00	-0.12	-0.10
WESCO International, Inc.	0.69	0.69	0.11	Mohawk Industries, Inc.	0.56	0.56	-0.10
Invesco Ltd.	0.73	0.73	0.11	Nuvation Bio, Inc.	0.00	-0.09	-0.09

Sector Attribution

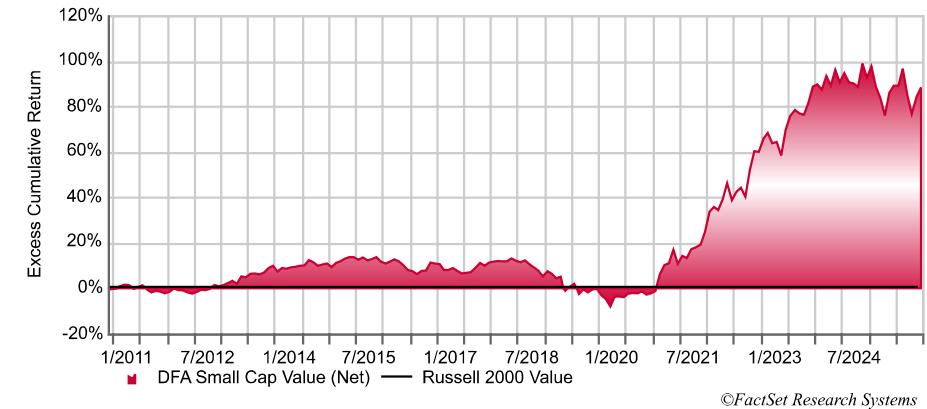
	Average relative weighting (%)	Portfolio returns (%)	Benchmark returns (%)	Sector allocation (%)	Stock selection (%)	Relative contribution (%)
Communication Services	0.4	0.2	10.7	0.0	-0.3	-0.3
Consumer Discretionary	4.4	-3.0	-1.8	-0.2	-0.2	-0.4
Consumer Staples	2.9	-0.6	-3.7	-0.2	0.1	-0.1
Energy	3.8	4.6	5.6	0.1	-0.1	0.0
Financials	2.9	6.0	3.5	0.0	0.7	0.7
Health Care	-2.5	8.1	19.7	-0.3	-0.8	-1.2
Industrials	3.9	3.1	0.6	-0.1	0.4	0.3
Information Technology	-2.4	5.0	-4.5	0.2	0.5	0.7
Materials	0.9	7.4	9.7	0.1	-0.1	0.0
Real Estate	-8.7	1.5	-0.2	0.3	0.0	0.3
Utilities	-5.7	6.3	-0.6	0.2	0.0	0.3
Total	0.0	3.6	3.3	0.0	0.3	0.3

DFA US SCV 15 Year Performance & Statistics

Investment Growth – 15 Years



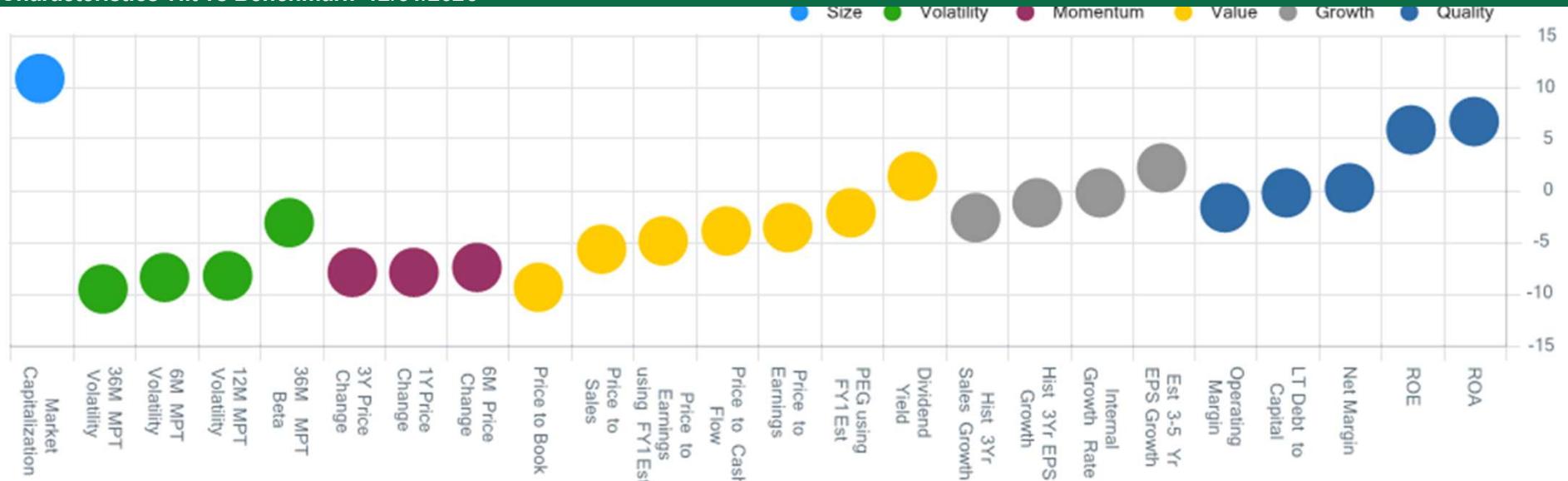
Relative Cumulative Performance – 15 Years



Risk – 15 Years

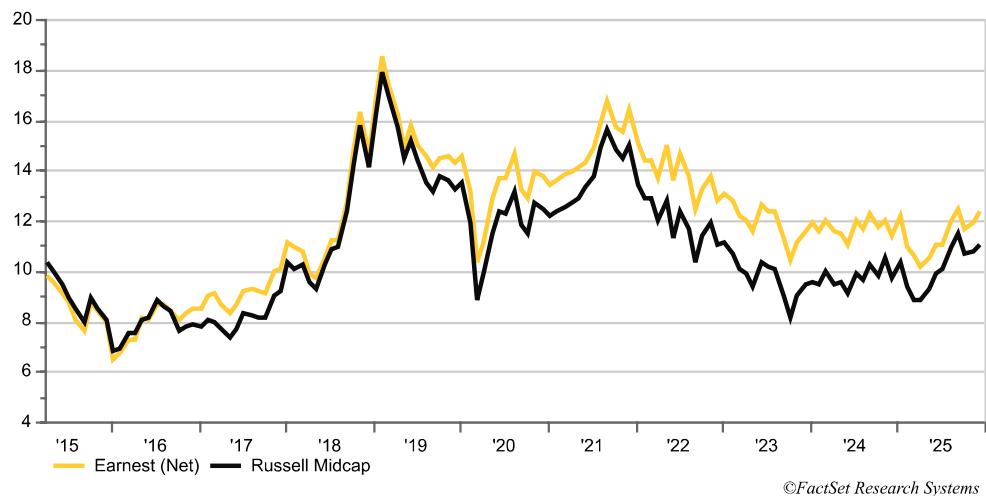
	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
DFA Small Cap Value (Net)	10.4	20.6	1.4	0.4	0.4	3.7	1.0
Russell 2000 Value	8.7	19.4	--	0.4	--	--	1.0

Characteristics Tilt vs Benchmark 12/31/2025



Earnest Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 5/1/2005 (Ten Year, One Month Shift)



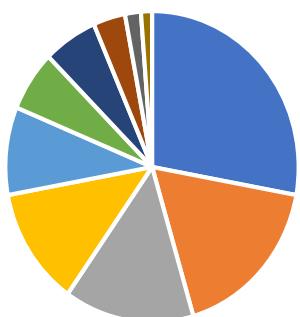
Top 10 Holdings

	Portfolio Weight	Quarterly Return
Woodward, Inc.	2.99	19.76
CBRE Group, Inc.	2.90	2.05
IQVIA Holdings, Inc.	2.51	18.67
Cummins Inc.	2.44	21.37
Keysight Technologies, Inc.	2.29	16.16
Stifel Financial Corp.	2.14	10.77
Republic Services, Inc.	2.13	-7.39
Reinsurance Group of America, Inc.	2.13	6.42
Ulta Beauty, Inc.	2.11	10.66
Twilio Inc.	2.05	5.46

Trailing Returns

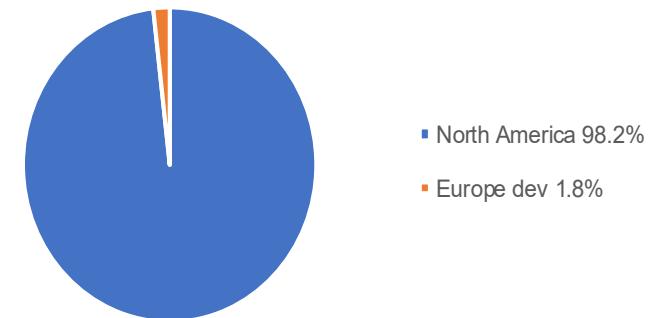
	QTR	1 Year	3 Year	5 Year	10 Year	15 Year
Earnest (Net)	4.1	10.1	11.5	8.0	12.3	11.8
Russell Midcap	0.2	10.6	14.4	8.7	11.0	11.2

Equity Sector Exposure (GICS)

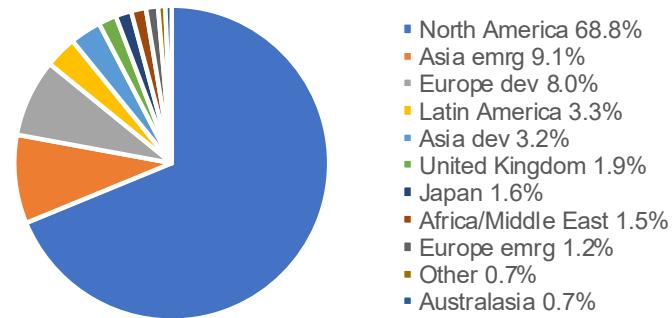


- Industrials 27.9%
- Financials 17.5%
- Information Technology 14.3%
- Health Care 12.3%
- Consumer Discretionary 9.1%
- Real Estate 6.3%
- Materials 6.0%
- Energy 3.5%
- Utilities 1.8%
- Consumer Staples 1.2%

Regional Exposure by Domicile



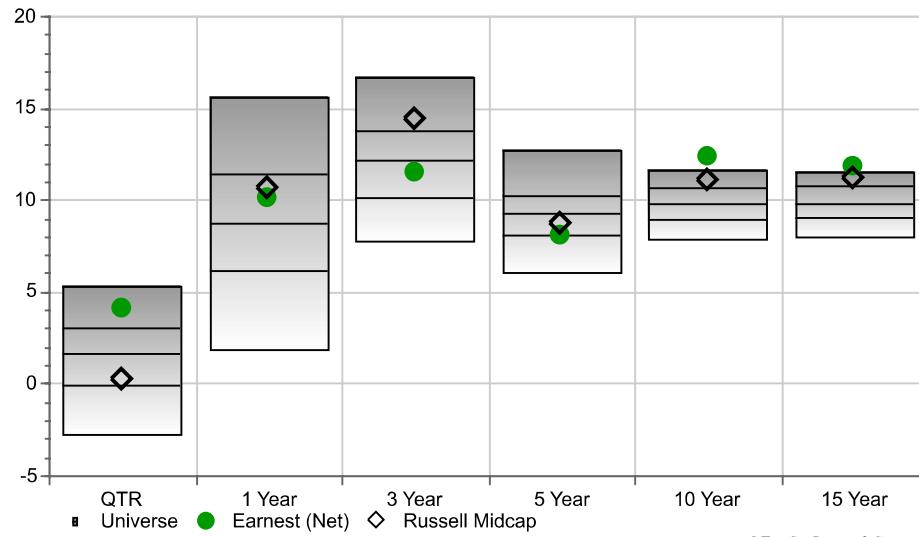
Regional Exposure by Source of Revenue



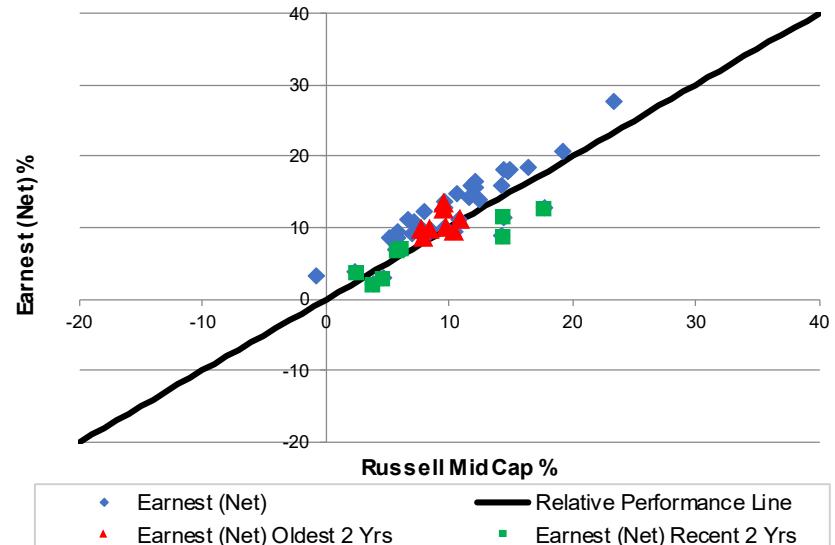
Earnest vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US: Mid Cap Core

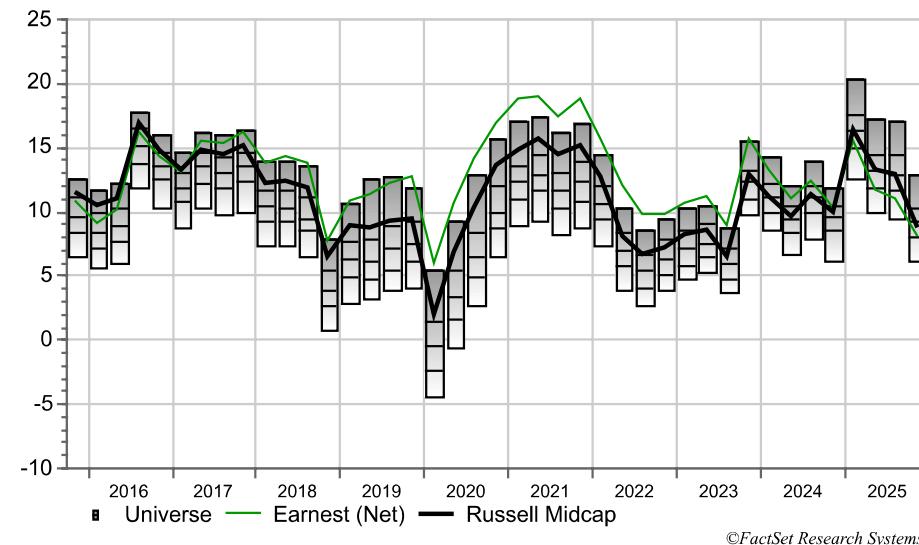


Three-Year Rolling Return Versus Benchmark



Rolling Returns 7/1/2008 – 12/31/2025 (5 Year, 3 Month Shift)

Universe: Lipper US: Mid Cap Core



Over/Under Benchmark Analysis

34	Outperform
6	Underperform
40	# Observations
85%	% Outperform

Earnest Attribution Analysis – December 31, 2025

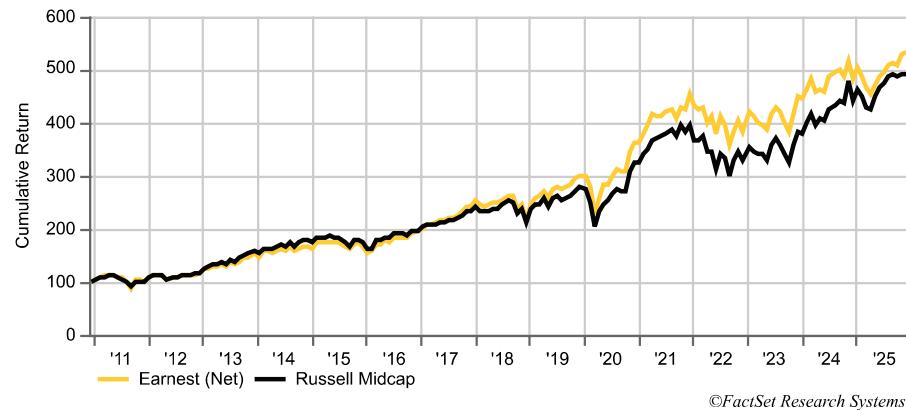
Top 10 Leading Contributors				Top 10 Leading Detractors			
	Avg. Weights	Relative Weights	Active Return		Avg. Weights	Relative Weights	Active Return
Albemarle Corporation	1.38	1.29	0.78	D.R. Horton, Inc.	1.96	1.62	-0.29
Woodward, Inc.	2.77	2.64	0.50	Houlihan Lokey, Inc.	1.70	1.62	-0.28
IQVIA Holdings, Inc.	2.44	2.15	0.38	Skyworks Solutions, Inc.	1.67	1.58	-0.28
Cummins Inc.	2.23	1.73	0.36	Vertiv Holdings Co.	0.96	0.43	-0.27
Hexcel Corporation	1.98	1.94	0.33	Labcorp Holdings Inc.	1.74	1.56	-0.21
C.H. Robinson Worldwide, Inc.	1.64	1.50	0.31	Masco Corporation	2.12	2.01	-0.21
Applied Materials, Inc.	1.26	1.26	0.30	Entegris, Inc.	2.12	2.01	-0.20
Keysight Technologies, Inc.	2.16	1.90	0.30	Republic Services, Inc.	2.27	2.27	-0.19
Dover Corporation	1.76	1.57	0.26	Raymond James Financial, Inc.	2.23	1.99	-0.18
Ross Stores, Inc.	1.74	1.33	0.24	Warner Bros. Discovery, Inc.	0.00	-0.41	-0.17

Sector Attribution

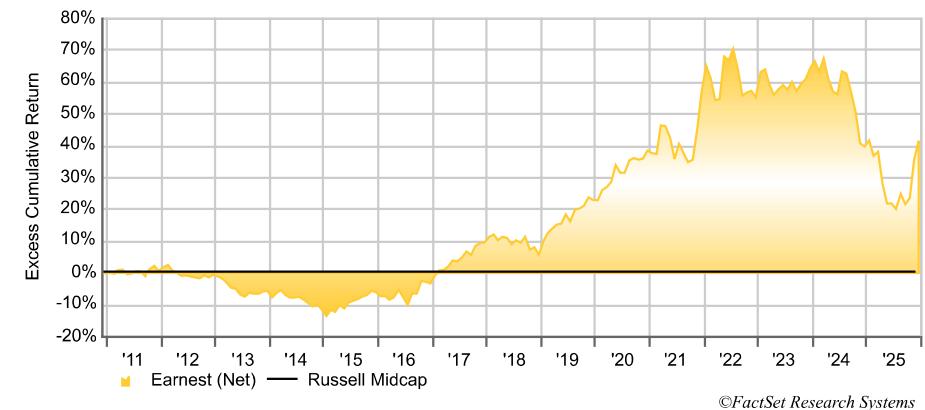
	Average relative weighting (%)	Portfolio returns (%)	Benchmark returns (%)	Sector allocation (%)	Stock selection (%)	Relative contribution (%)
Communication Services	-4.1	0.0	-4.9	0.2	0.0	0.2
Consumer Discretionary	-2.6	2.7	-1.7	0.0	0.4	0.4
Consumer Staples	-3.5	-9.9	-1.2	0.0	-0.1	-0.1
Energy	-2.5	15.3	-2.1	0.1	0.5	0.6
Financials	2.2	0.4	0.2	-0.1	0.0	-0.1
Health Care	2.4	6.1	6.4	0.2	0.0	0.1
Industrials	8.2	4.1	1.5	0.1	0.7	0.8
Information Technology	1.1	1.4	2.7	0.0	-0.1	-0.1
Materials	0.9	17.8	3.7	0.0	0.8	0.8
Real Estate	-0.8	-0.1	-4.7	0.0	0.3	0.3
Utilities	-4.4	-7.2	-3.6	0.2	-0.1	0.1
Cash	3.1	0.9	0.0	0.0	0.0	0.0
Total	0.0	3.4	0.2	0.8	2.4	3.2

Earnest 15 Year Performance & Statistics

Investment Growth – 15 Years



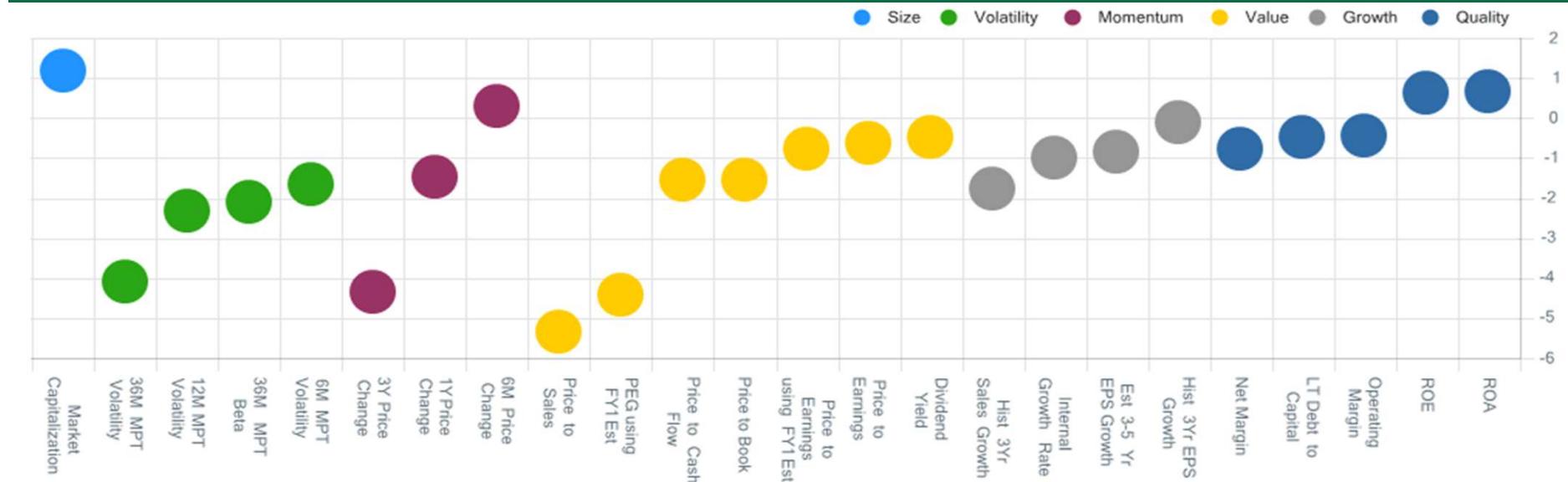
Relative Cumulative Performance – 15 Years



Risk – 15 Years

	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
Earnest (Net)	11.8	16.0	0.9	0.6	0.2	3.6	1.0
Russell Midcap	11.2	16.1	-	0.6	--	--	1.0

Characteristics Tilt vs Benchmark 12/31/2025



Northern Trust S&P 500 Portfolio Snapshot – December 31, 2025

Rolling Returns Since 10/1/1999 (Ten Year, One Month Shift)



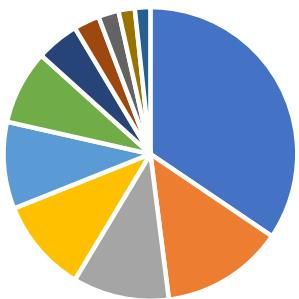
Top 10 Holdings

	Portfolio Weight	Quarterly Return
NVIDIA Corporation	7.63	-0.04
Apple Inc.	6.76	6.87
Microsoft Corporation	6.03	-6.45
Alphabet Inc.	5.51	28.88
Amazon.com, Inc.	3.75	5.12
Broadcom Inc.	2.73	5.11
Meta Platforms, Inc.	2.40	-10.04
Tesla, Inc.	2.11	1.12
Berkshire Hathaway Inc.	1.54	-0.02
JPMorgan Chase & Co.	1.49	2.65

Trailing Returns

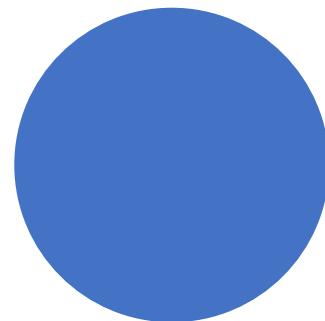
	QTR	1 Year	3 Year	5 Year	10 Year	15 Year
NT S&P 500 Index (Net)	2.7	17.9	23.0	14.4	14.8	14.1
S&P 500	2.7	17.9	23.0	14.4	14.8	14.1

Equity Sector Exposure (GICS)



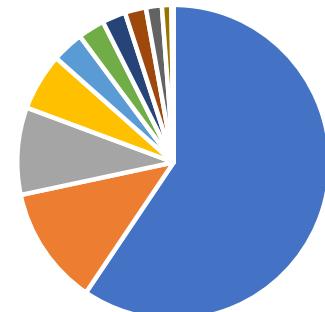
- Information Technology 34.5%
- Financials 13.5%
- Communication Services 10.6%
- Consumer Discretionary 10.4%
- Health Care 9.6%
- Industrials 8.2%
- Consumer Staples 4.7%
- Energy 2.8%
- Utilities 2.2%
- Real Estate 1.8%
- Materials 1.7%

Regional Exposure by Domicile



■ North America 100.0%

Regional Exposure by Source of Revenue

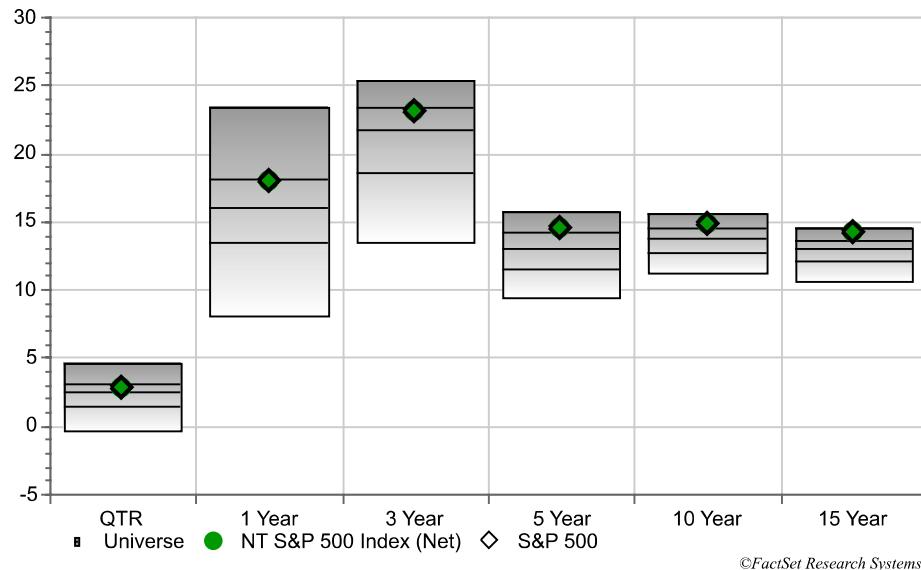


■ North America 59.4%
 ■ Asia emrg 12.2%
 ■ Europe dev 9.0%
 ■ Asia dev 5.9%
 ■ Latin America 3.3%
 ■ Africa/Middle East 2.8%
 ■ Japan 2.4%
 ■ United Kingdom 2.2%
 ■ Europe emrg 1.7%
 ■ Australasia 1.0%
 ■ Other 0.2%

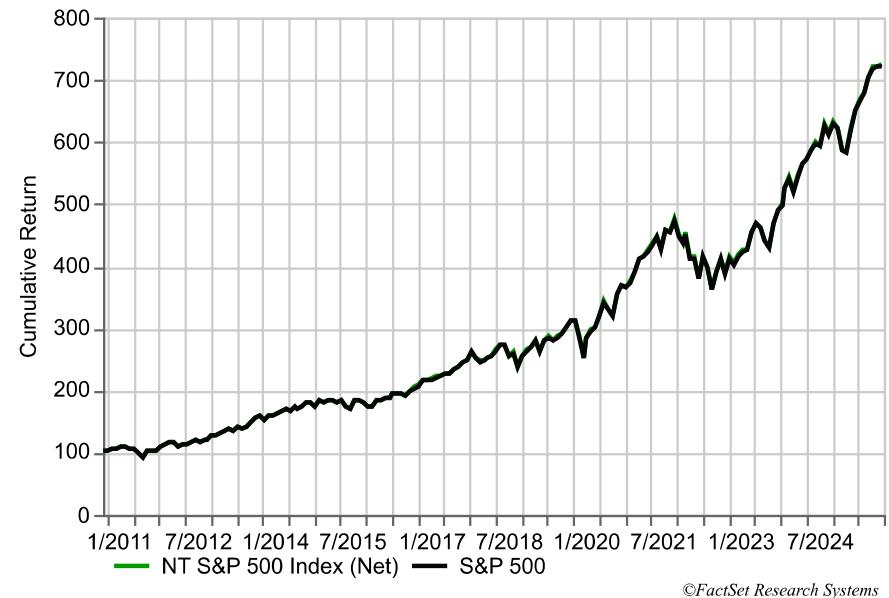
Northern Trust S&P 500 vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US: Large Cap Core

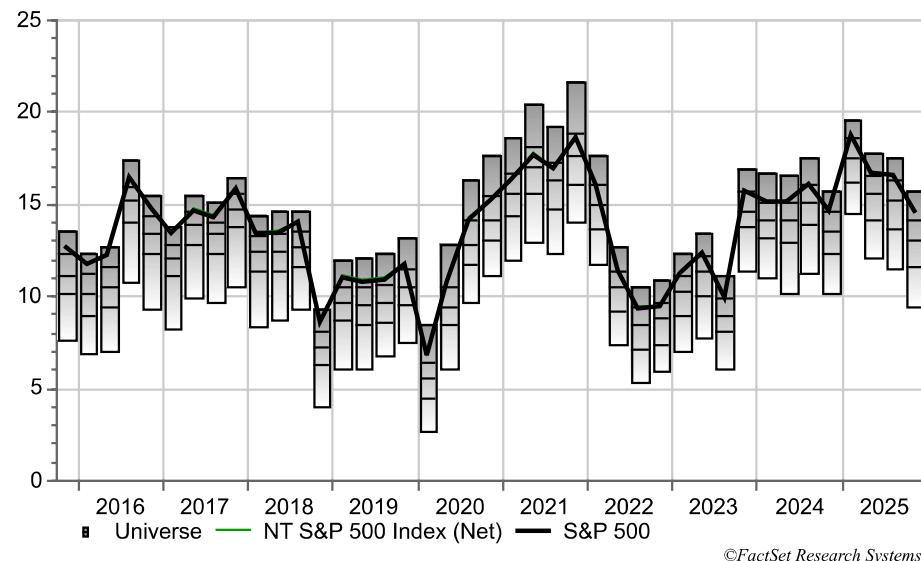


Investment Growth – 15 Years



Rolling Returns 7/1/2008 – 12/31/2025 (5 Year, 3 Month Shift)

Universe: Lipper US: Large Cap Core

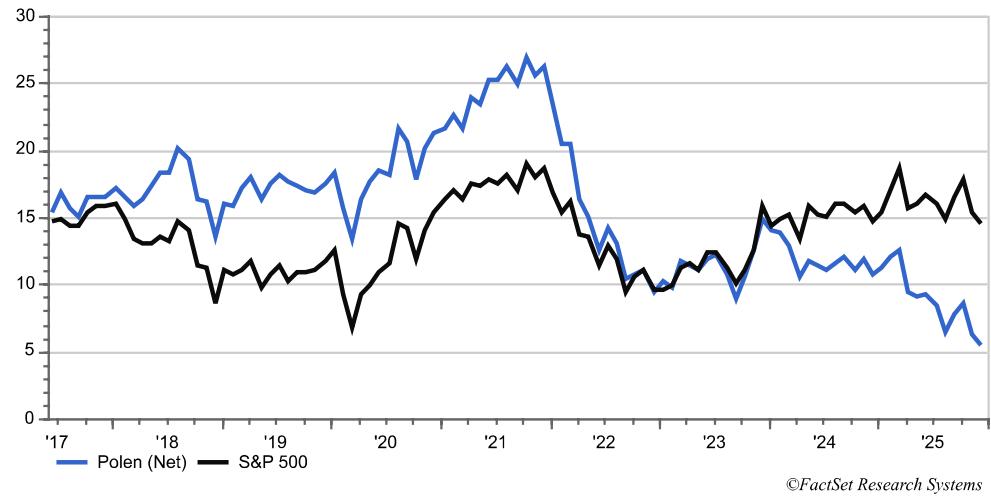


Risk – 15 Years

	Return	Std Dev	Sharpe Ratio	Tracking Error
NT S&P 500 Index (Net)	14.1	14.0	0.9	0.0
S&P 500	14.1	14.0	0.9	--

Polen Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 7/1/2012 (Five Year, One Month Shift)



Top 10 Holdings

	Portfolio Weight	Quarterly Return
Amazon.com, Inc.	8.63	5.12
Microsoft Corporation	8.09	-6.45
Oracle Corporation	5.97	-30.58
Eli Lilly and Company	5.91	41.06
Broadcom Inc.	5.51	5.11
Alphabet Inc.	5.25	28.93
Mastercard Incorporated	5.14	0.50
Visa Inc.	4.96	2.94
Shopify Inc.	4.88	8.32
NVIDIA Corporation	4.13	-0.04

Trailing Returns

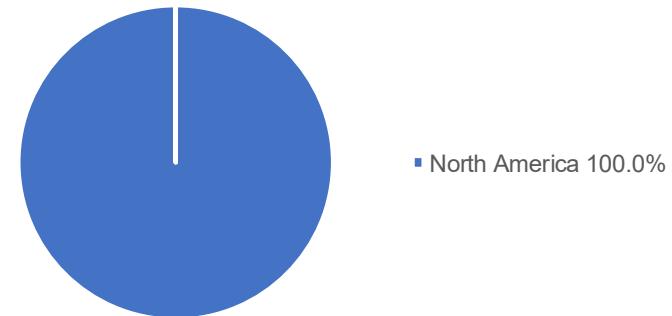
	QTR	1 Year	3 Year	5 Year	10 Year	Inception 7/1/2012
Polen (Net)	-1.5	4.8	18.7	5.3	12.9	13.9
S&P 500	2.7	17.9	23.0	14.4	14.8	14.8
S&P 500 Growth	2.2	22.2	29.3	15.0	17.0	16.7

Equity Sector Exposure (GICS)

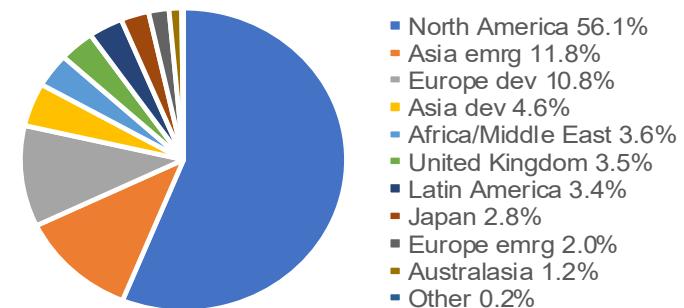


- Information Technology 36.9%
- Health Care 18.7%
- Financials 16.3%
- Consumer Discretionary 13.4%
- Communication Services 5.4%
- Real Estate 1.5%

Regional Exposure by Domicile



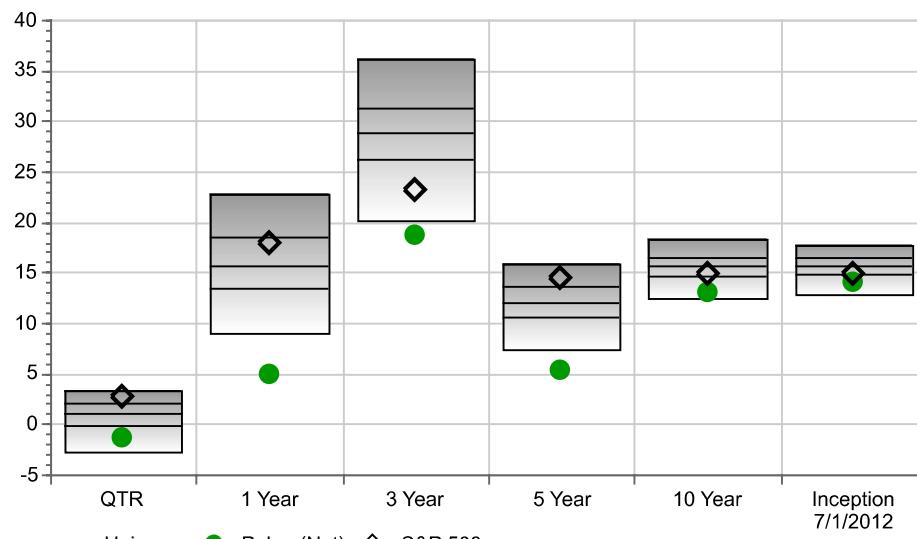
Regional Exposure by Source of Revenue



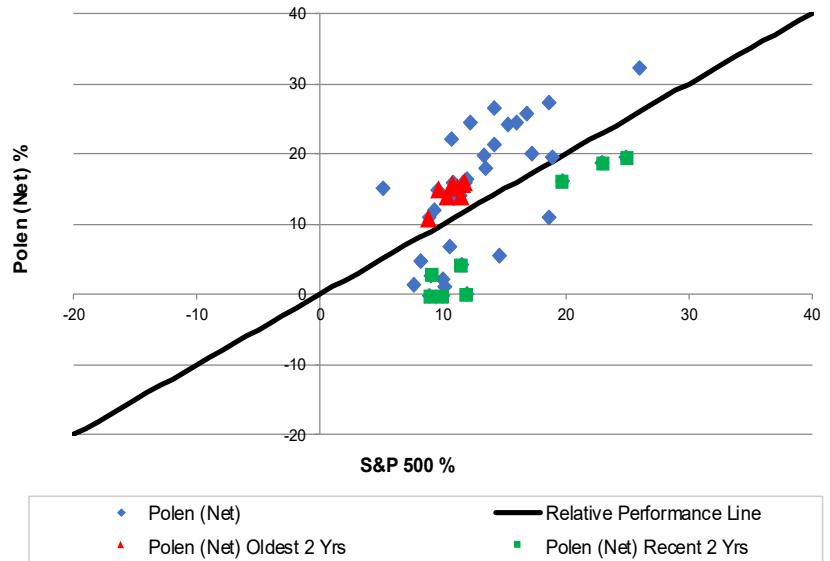
Polen vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US Large Cap Growth

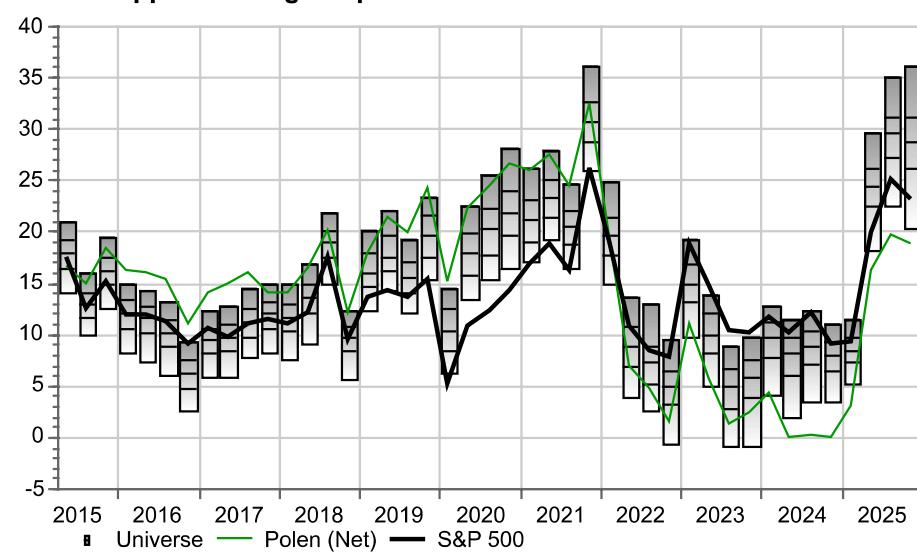


Three-Year Rolling Return Versus Benchmark



Rolling Returns 7/1/2012 – 12/31/2025 (3 Year, 3 Month Shift)

Universe: Lipper US Large Cap Growth



Over/Under Benchmark Analysis

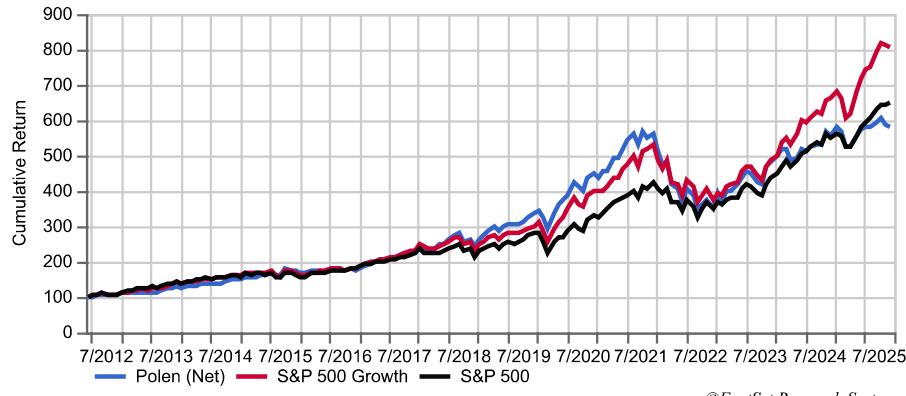
25	Outperform
15	Underperform
40	# Observations
63%	% Outperform

Polen Attribution Analysis – December 31, 2025

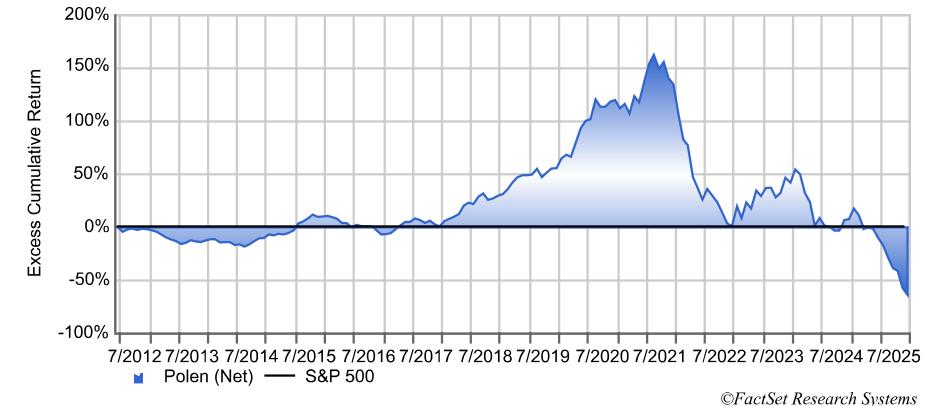
Top 10 Leading Contributors				Top 10 Leading Detractors			
	Avg. Weights	Relative Weights	Active Return		Avg. Weights	Relative Weights	Active Return
Eli Lilly and Company	4.87	3.63	1.22	Oracle Corporation	7.47	6.76	-2.28
Shopify Inc.	5.32	5.32	0.41	ServiceNow, Inc.	3.28	2.96	-0.51
Alphabet Inc.	3.93	2.24	0.74	Zoetis Inc.	3.52	3.41	-0.48
Amazon.com, Inc.	8.52	4.64	0.20	Apple Inc.	0.00	-6.85	-0.46
Airbnb, Inc.	1.71	1.63	0.19	Paycom Software, Inc.	1.47	1.46	-0.37
Accenture plc	2.17	1.91	0.18	CoStar Group, Inc.	1.60	1.54	-0.35
IDEXX Laboratories, Inc.	2.87	2.78	0.14	Netflix, Inc.	1.87	1.04	-0.24
Visa Inc.	4.70	3.71	0.11	Micron Technology, Inc.	0.00	-0.40	-0.23
Broadcom Inc.	5.74	2.77	0.08	Uber Technologies, Inc.	1.55	1.21	-0.21
Aon plc	2.68	2.54	0.01	Abbott Laboratories	3.08	2.69	-0.17
Sector Attribution							
	Average relative weighting (%)	Portfolio returns (%)	Benchmark returns (%)	Sector allocation (%)	Stock selection (%)	Relative contribution (%)	
Communication Services	-3.8	12.1	7.3	-0.2	0.3	0.1	
Consumer Discretionary	2.3	5.1	0.7	0.0	0.5	0.5	
Consumer Staples	-4.8	0.0	0.0	0.1	0.0	0.1	
Energy	-2.8	0.0	1.5	0.0	0.0	0.0	
Financials	2.1	1.2	2.1	0.0	-0.1	-0.1	
Health Care	7.8	7.5	11.7	0.6	-0.7	-0.1	
Industrials	0.2	-2.8	0.9	0.0	-0.3	-0.3	
Information Technology	2.6	-9.2	1.4	0.1	-4.3	-4.2	
Materials	-1.7	0.0	1.3	0.0	0.0	0.0	
Real Estate	-0.3	-20.3	-2.9	0.0	-0.3	-0.3	
Utilities	-2.3	0.0	-1.4	0.1	0.0	0.1	
Cash	0.7	0.9	0.9	0.0	0.0	0.0	
Total	0.0	-1.5	2.7	0.6	-4.9	-4.2	

Polen Inception Performance & Statistics

Investment Growth Since Inception 7/1/2012



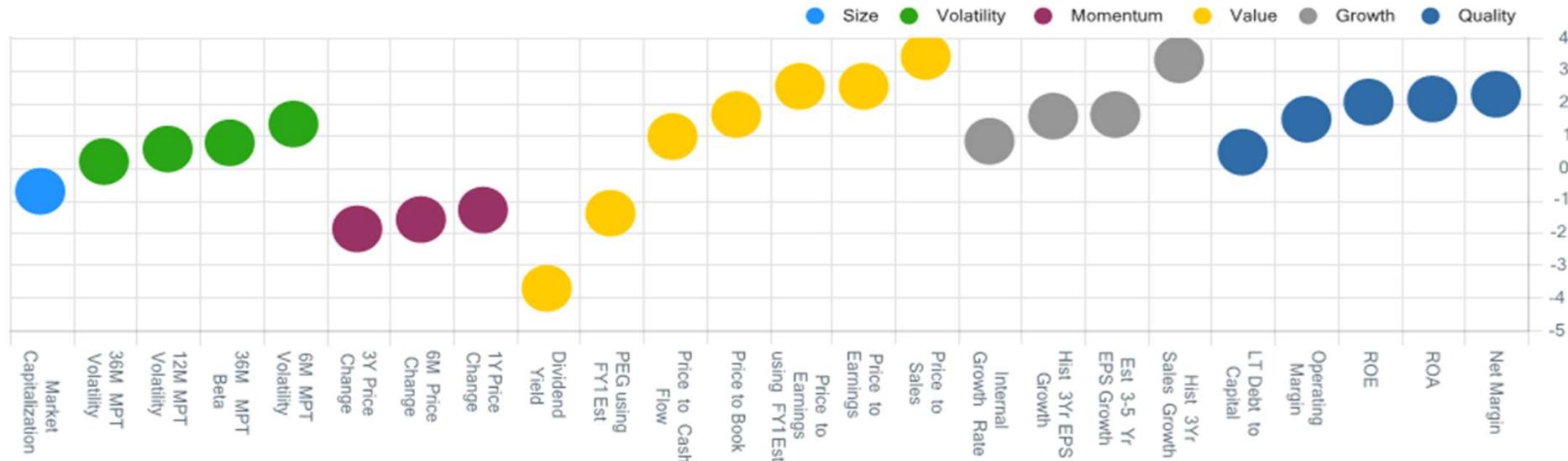
Relative Cumulative Performance Since Inception 7/1/2012



Risk Since Inception 7/1/2012

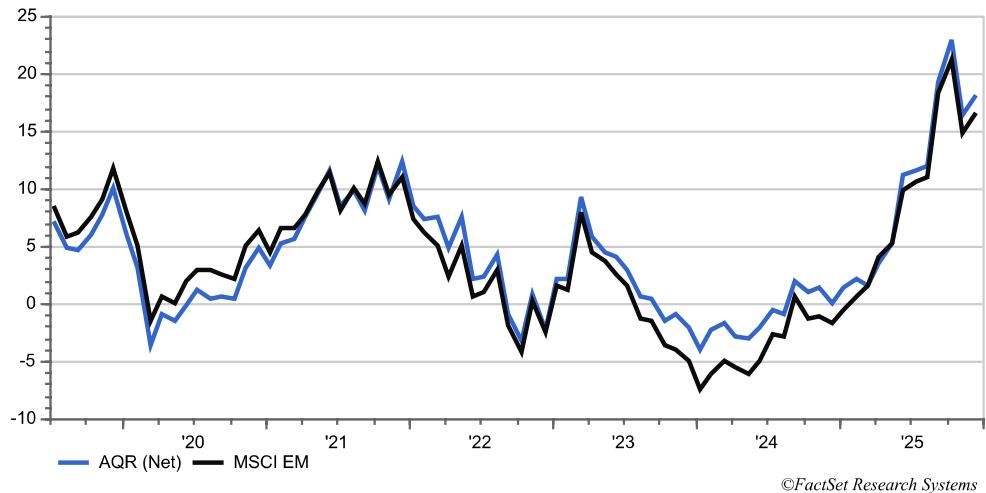
	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
Polen (Net)	13.9	15.8	-0.9	0.8	-0.1	6.6	1.0
S&P 500	14.8	13.9	--	0.9	--	--	1.0
S&P 500 Growth	16.7	15.3	--	1.0	--	--	1.1

Characteristics Tilt vs Benchmark 12/31/2025



AQR Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 8/1/2016 (Three Year, One Month Shift)



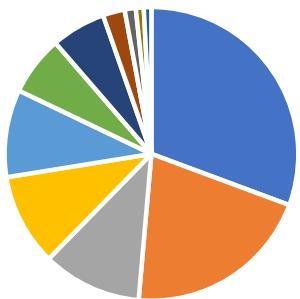
Top 10 Holdings

	Portfolio Weight	Quarterly Return
Taiwan Semi Mfg. Co. Ltd.	12.57	15.60
Tencent Holdings Limited	5.00	-9.69
Samsung Electronics Co., Ltd.	4.95	39.61
SK hynix Inc.	2.35	82.59
Alibaba Group Holding Limited	1.91	-19.35
Larsen & Toubro Limited	1.44	10.24
Vale S.A.	1.33	27.80
LATAM Airlines Group S.A.	1.27	22.14
Banco Bradesco S.A.	1.25	2.01
KB Financial Group Inc.	1.21	5.89

Trailing Returns

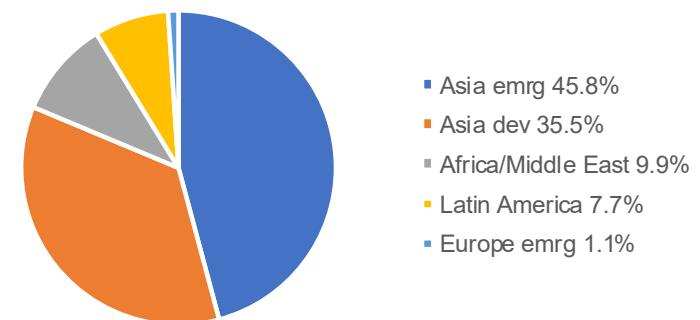
	QTR	1 Year	3 Year	5 Year	Inception
AQR (Net)	6.5	30.9	18.1	5.5	8/1/2016
MSCI EM	4.7	33.6	16.4	4.2	7.7

Equity Sector Exposure (GICS)



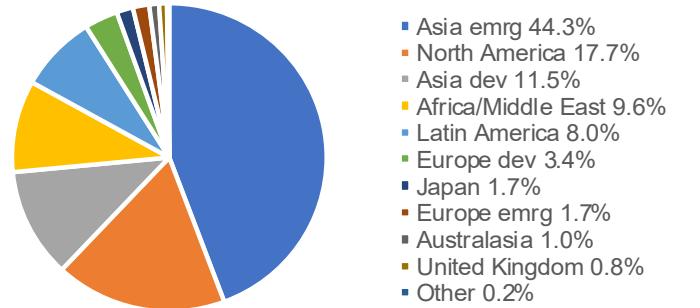
- Information Technology 30.7%
- Financials 20.7%
- Materials 10.9%
- Industrials 10.1%
- Communication Services 9.6%
- Consumer Discretionary 6.6%
- Energy 6.0%
- Utilities 2.4%
- Health Care 1.2%
- Real Estate 0.9%
- Consumer Staples 0.8%

Regional Exposure by Domicile



- Asia emrg 45.8%
- Asia dev 35.5%
- Africa/Middle East 9.9%
- Latin America 7.7%
- Europe emrg 1.1%

Regional Exposure by Source of Revenue

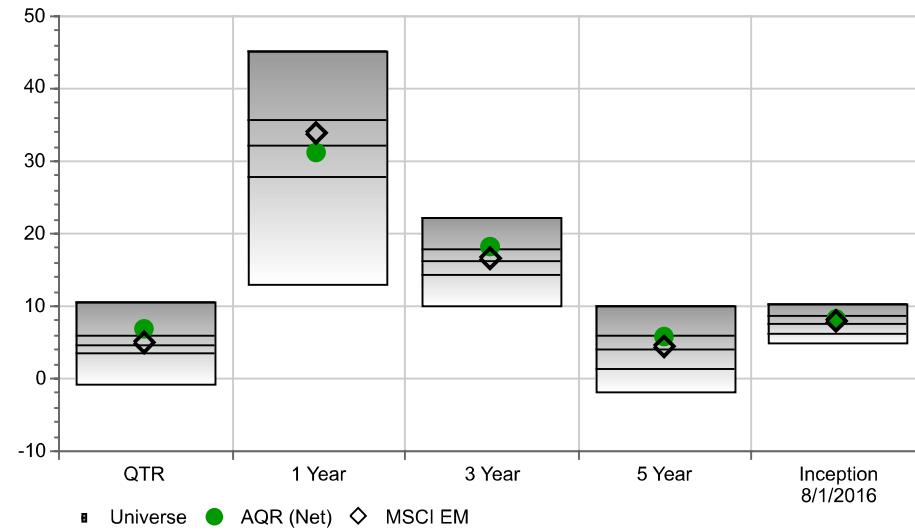


- Asia emrg 44.3%
- North America 17.7%
- Asia dev 11.5%
- Africa/Middle East 9.6%
- Latin America 8.0%
- Europe dev 3.4%
- Japan 1.7%
- Europe emrg 1.7%
- Australasia 1.0%
- United Kingdom 0.8%
- Other 0.2%

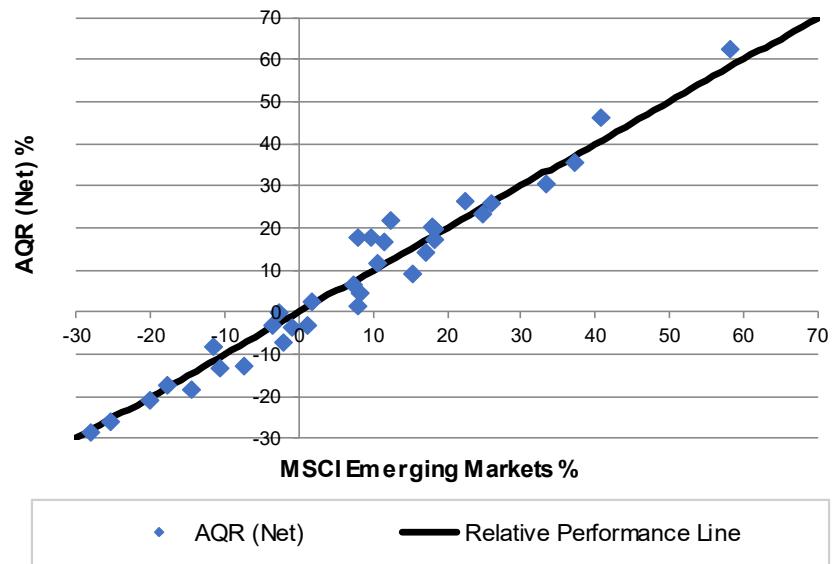
AQR vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US Emerging Markets

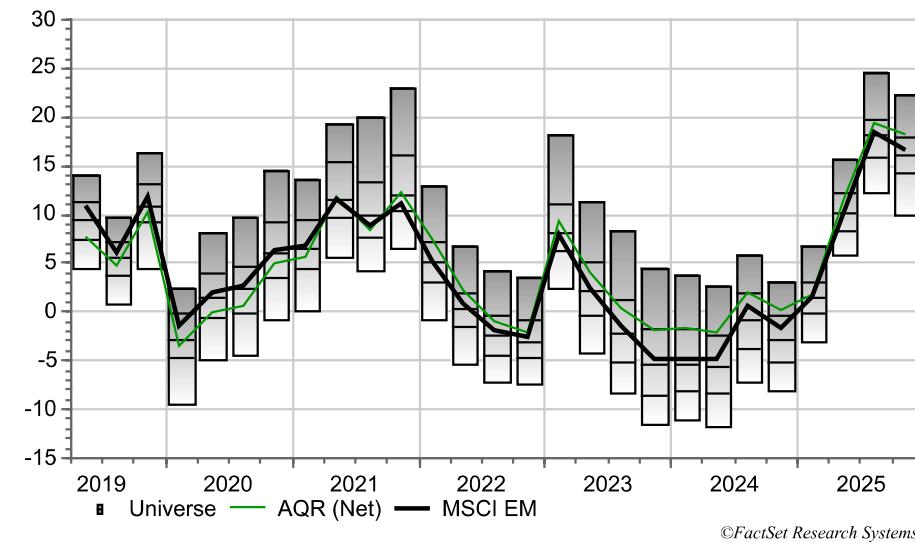


One-Year Rolling Return Versus Benchmark



Rolling Returns 8/1/2016 – 12/31/2025 (3 Year, 3 Month Shift)

Universe: Lipper US Emerging Markets



Over/Under Benchmark Analysis

16	Outperform
18	Underperform
34	# Observations
47%	% Outperform

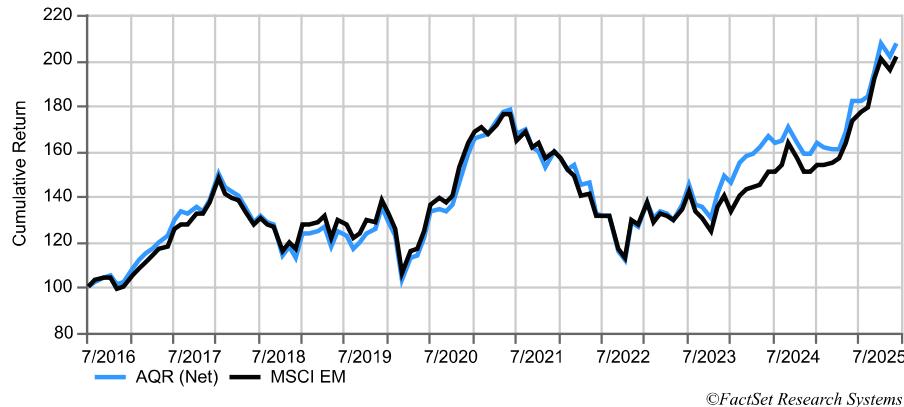
AQR Attribution Analysis – December 31, 2025

Top 10 Leading Contributors			Top 10 Leading Detractors				
	Avg. Weights	Relative Weights	Active Return		Avg. Weights	Relative Weights	Active Return
Taiwan Semi Mfg. Co. Ltd.	12.19	0.81	0.31	Zhejiang Leapmotor Technology Co., Ltd.	0.72	0.68	-0.21
Vedanta Incorporated	1.11	1.03	0.26	SK hynix Inc.	1.68	-0.15	-0.18
LATAM Airlines Group S.A.	1.28	1.20	0.26	Realtek Semiconductor Corp	1.23	1.15	-0.17
Alibaba Group Holding Limited	2.49	-1.22	0.26	Samsung Electronics Co., Ltd.	3.40	-0.27	-0.16
Government of India	3.41	1.74	0.25	Ping An Insurance Co. of China, Ltd.	0.00	-0.55	-0.12
Province of Jiangxi	0.61	0.57	0.23	Kingdee Int'l Software Group Co., Ltd.	0.45	0.39	-0.12
Jardine Matheson Holdings Limited	1.40	1.30	0.20	XPeng Inc.	0.85	0.71	-0.11
Larsen & Toubro Limited	1.51	1.17	0.13	SK Square Co., Ltd.	0.00	-0.16	-0.11
Old Mutual Limited	0.71	0.69	0.13	Lenovo Group Limited	0.61	0.50	-0.10
Aluminum Corporation of China Limited	0.27	0.21	0.11	JD.com, Inc.	0.94	0.41	-0.10

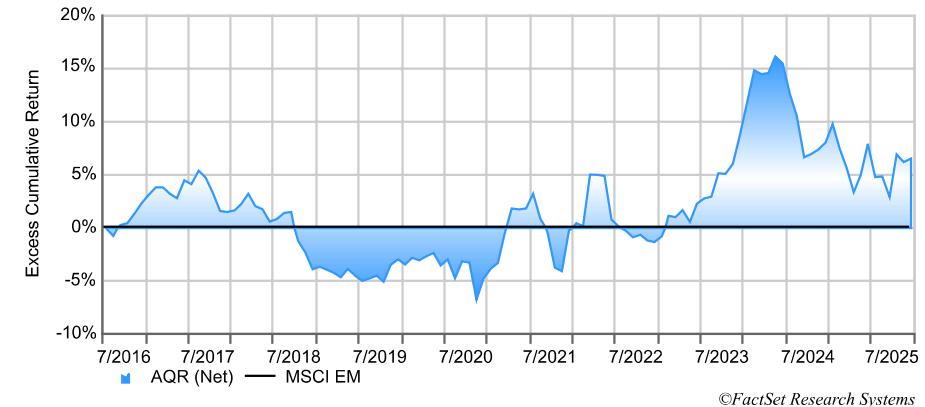
	Average relative weighting (%)	Portfolio returns (%)	Benchmark returns (%)	Sector allocation (%)	Stock selection (%)	Relative contribution (%)
Communication Services	-0.6	-4.8	-6.4	0.1	0.2	0.3
Consumer Discretionary	-4.9	-13.2	-9.2	0.7	-0.4	0.3
Consumer Staples	-2.1	2.0	-2.3	0.2	0.1	0.2
Energy	1.7	7.7	6.9	0.0	0.1	0.1
Financials	1.8	6.4	6.2	0.0	0.1	0.1
Health Care	-2.4	-18.0	-7.1	0.3	-0.1	0.1
Industrials	4.2	8.5	6.5	0.1	0.1	0.3
Information Technology	1.7	12.5	16.1	0.2	-1.0	-0.8
Materials	2.0	18.6	11.7	0.2	0.5	0.8
Real Estate	-0.4	-6.1	-3.7	0.0	0.0	0.0
Utilities	-1.0	4.5	1.9	0.0	0.0	0.1
Total	0.0	6.2	4.7	1.9	-0.5	1.5

AQR Inception Performance & Statistics

Investment Growth Since Inception 8/1/2016



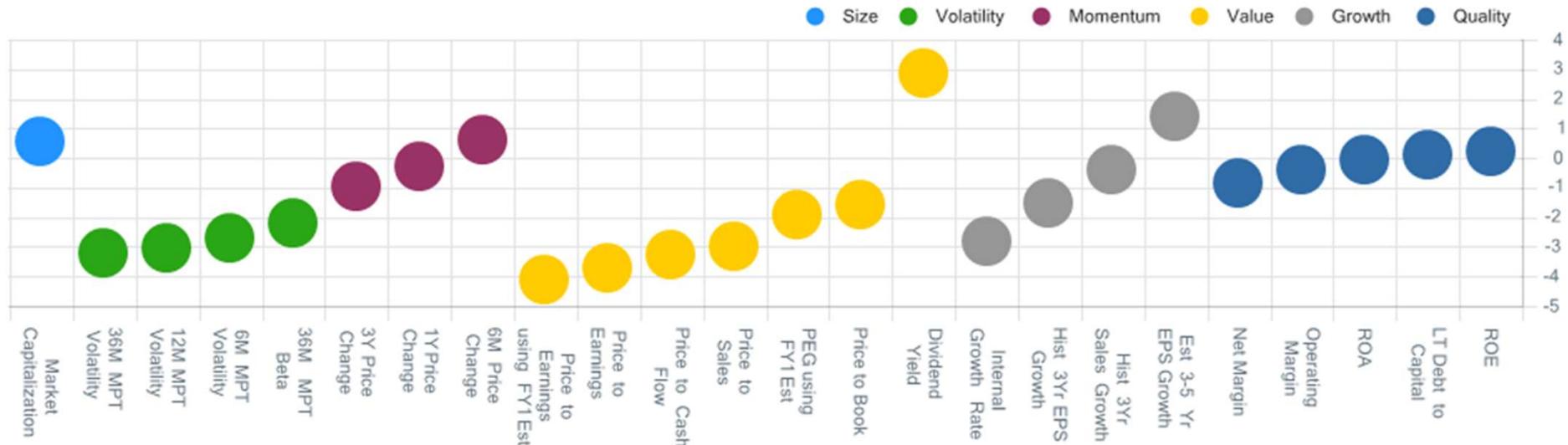
Relative Cumulative Performance Since Inception 8/1/2016



Risk Since Inception 8/1/2016

	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
AQR (Net)	8.0	16.6	0.4	0.3	0.1	3.7	1.0
MSCI EM	7.7	16.1	--	0.3	--	--	1.0

Characteristics Tilt vs Benchmark 12/31/2025



Brandes Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 2/1/1998 (Ten Year, One Month Shift)



Top 10 Holdings

	Portfolio Weight	Quarterly Return
Swatch Group AG	2.78	13.84
Sanofi	2.74	5.26
Takeda Pharmaceutical Co. Ltd.	2.63	5.57
Kering	2.51	6.48
GSK plc	2.49	16.80
Samsung Electronics Co., Ltd.	2.47	31.37
Alibaba Group Holding Limited	2.42	-19.35
Heineken Holding N.V.	2.34	6.89
Petroleo Brasileiro S.A.	2.32	-1.83
STMicroelectronics N.V.	2.29	-5.64

Trailing Returns

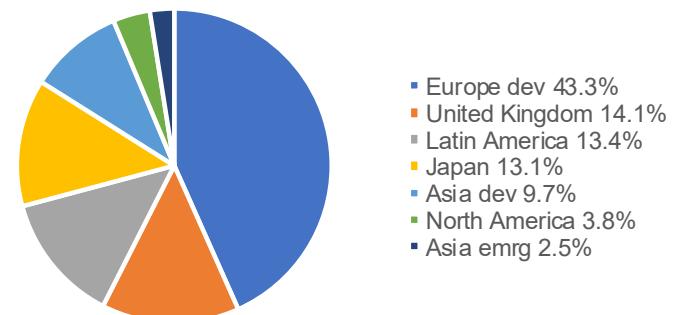
	QTR	1 Year	3 Year	5 Year	10 Year	15 Year
Brandes (Net)	5.4	39.5	24.9	15.6	10.2	8.0
MSCI EAFE	4.9	31.2	17.2	8.9	8.2	6.6
MSCI EAFE Value	7.8	42.2	21.4	13.4	8.7	6.6

Equity Sector Exposure (GICS)



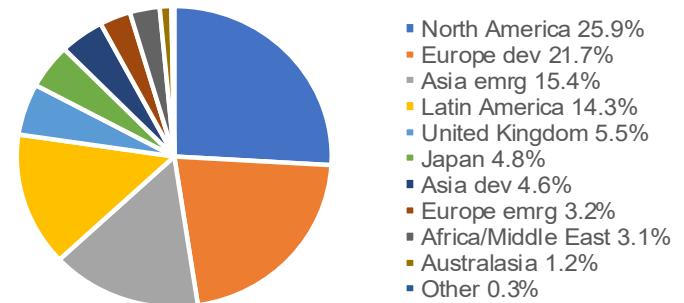
- Consumer Staples 21.9%
- Health Care 16.1%
- Consumer Discretionary 14.7%
- Information Technology 11.6%
- Industrials 9.5%
- Financials 7.4%
- Energy 5.4%
- Communication Services 5.3%
- Materials 3.8%
- Utilities 2.4%
- Real Estate 1.8%

Regional Exposure by Domicile



- Europe dev 43.3%
- United Kingdom 14.1%
- Latin America 13.4%
- Japan 13.1%
- Asia dev 9.7%
- North America 3.8%
- Asia emrg 2.5%

Regional Exposure by Source of Revenue

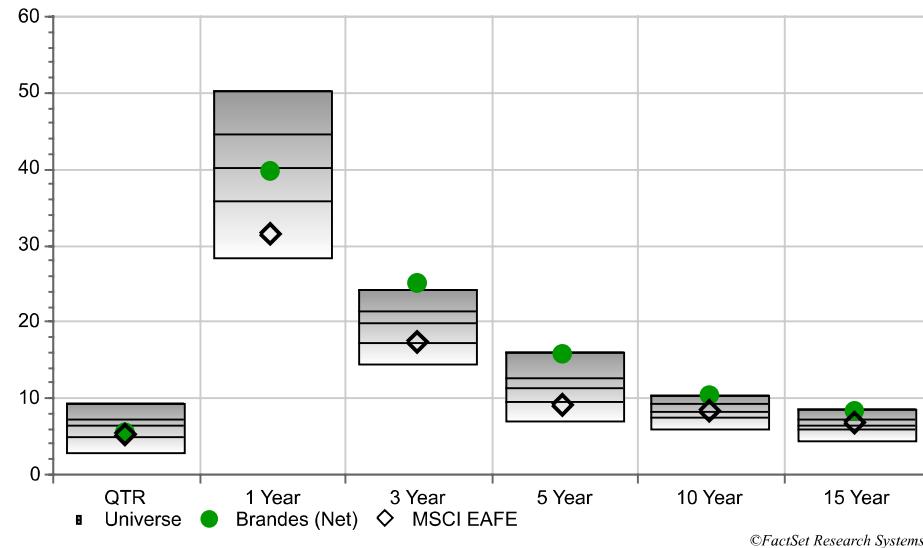


- North America 25.9%
- Europe dev 21.7%
- Asia emrg 15.4%
- Latin America 14.3%
- United Kingdom 5.5%
- Japan 4.8%
- Asia dev 4.6%
- Europe emrg 3.2%
- Africa/Middle East 3.1%
- Australasia 1.2%
- Other 0.3%

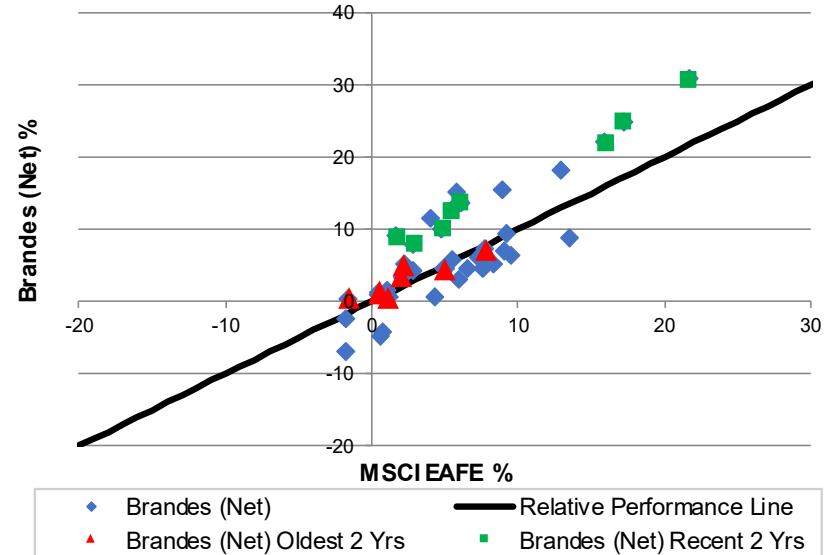
Brandes vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US Int'l Multi-Cap Value

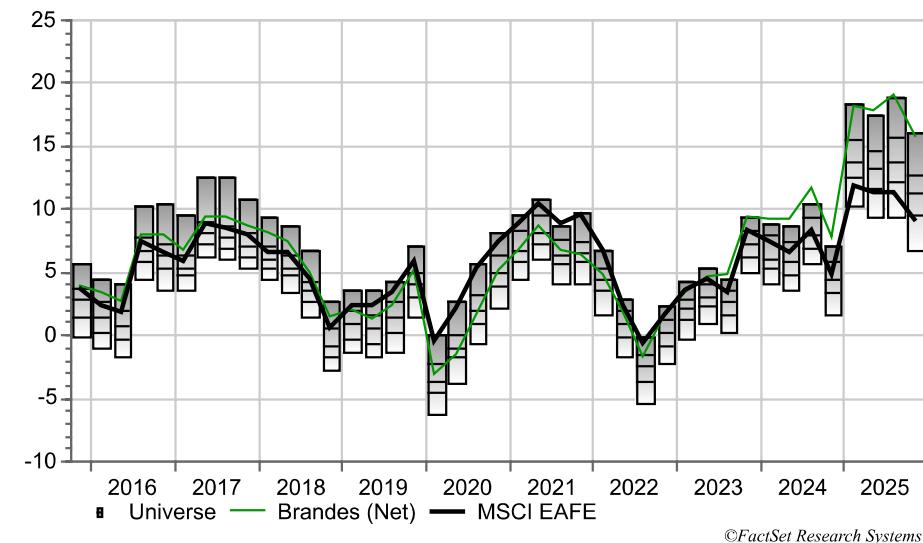


Three-Year Rolling Return Versus Benchmark



Rolling Returns 7/1/2008 – 12/31/2025 (5 Year, 3 Month Shift)

Universe: Lipper US Int'l Multi Cap Value



Over/Under Benchmark Analysis

22	Outperform
18	Underperform
40	# Observations
55%	% Outperform

Brandes Attribution Analysis – December 31, 2025

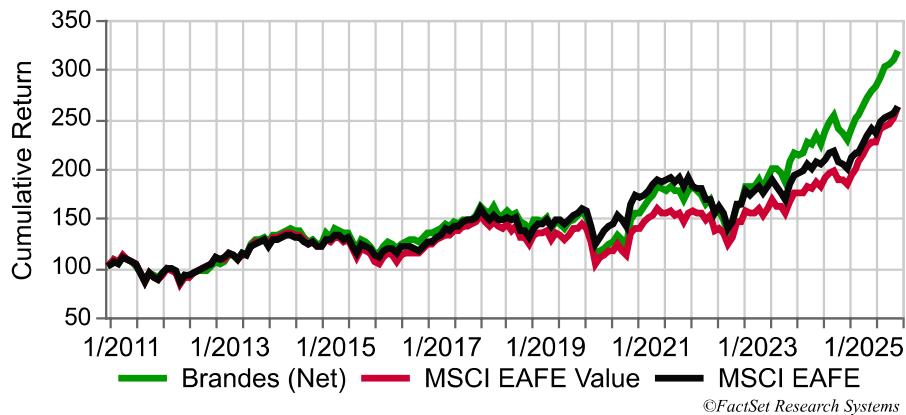
Top 10 Leading Contributors				Top 10 Leading Detractors			
	Avg. Weights	Relative Weights	Active Return		Avg. Weights	Relative Weights	Active Return
Samsung Electronics Co., Ltd.	2.86	2.86	0.92	Alibaba Group Holding Limited	2.90	2.90	-0.62
Astellas Pharma Inc.	2.25	2.14	0.49	Roche Holding AG	0.00	-1.44	-0.36
CEMEX, S.A.B. de C.V.	1.54	1.54	0.41	AstraZeneca PLC	0.00	-1.31	-0.28
Swatch Group AG	2.71	2.68	0.36	ASML Holding NV	0.00	-2.04	-0.23
GSK plc	2.55	2.08	0.34	LVMH Moet Hennessy Louis Vuitton SE	0.00	-0.87	-0.20
Deutsche Post AG	1.53	1.30	0.29	Open Text Corporation	1.50	1.50	-0.19
Hyundai Mobis Co., Ltd	1.11	1.11	0.24	Grifols, S.A.	1.89	1.87	-0.19
Capgemini SE	1.70	1.57	0.23	HSBC Holdings Plc	0.00	-1.31	-0.18
Kubota Corporation	1.73	1.66	0.22	Pernod Ricard S.A.	1.67	1.57	-0.16
Carrefour SA	2.07	2.02	0.21	Banco Bilbao Vizcaya Argentaria, S.A.	0.00	-0.59	-0.14

Sector Attribution

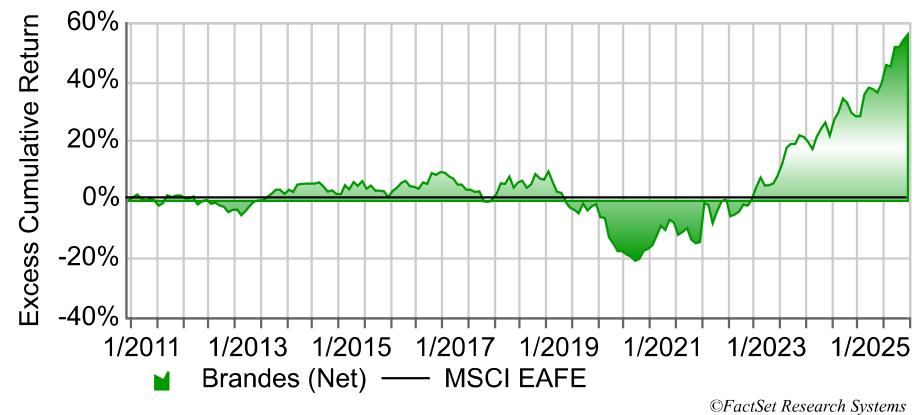
	Average relative weighting (%)	Portfolio returns (%)	Benchmark returns (%)	Sector allocation (%)	Stock selection (%)	Relative contribution (%)
Communication Services	0.7	1.6	-7.3	-0.1	0.3	0.4
Consumer Discretionary	4.6	1.5	1.3	-0.1	-0.1	-0.1
Consumer Staples	13.1	3.0	3.6	-0.2	-0.3	-0.3
Energy	2.9	4.6	5.8	0.0	0.0	0.0
Financials	-16.9	10.6	7.6	-0.4	0.3	-0.3
Health Care	5.0	6.8	9.8	0.2	-0.3	-0.2
Industrials	-9.7	8.3	3.1	0.1	0.6	0.7
Information Technology	2.7	8.8	4.2	0.1	0.4	0.6
Materials	-1.7	17.6	7.4	0.0	0.3	0.3
Real Estate	-0.3	4.2	1.1	0.0	0.0	0.1
Utilities	-1.7	17.7	10.1	-0.1	0.1	0.0
Cash	1.4	0.9	0.0	-0.1	0.0	0.0
Total	0.0	5.9	4.9	-0.5	1.2	1.0

Brandes 15 Year Performance & Statistics

Investment Growth – 15 Years



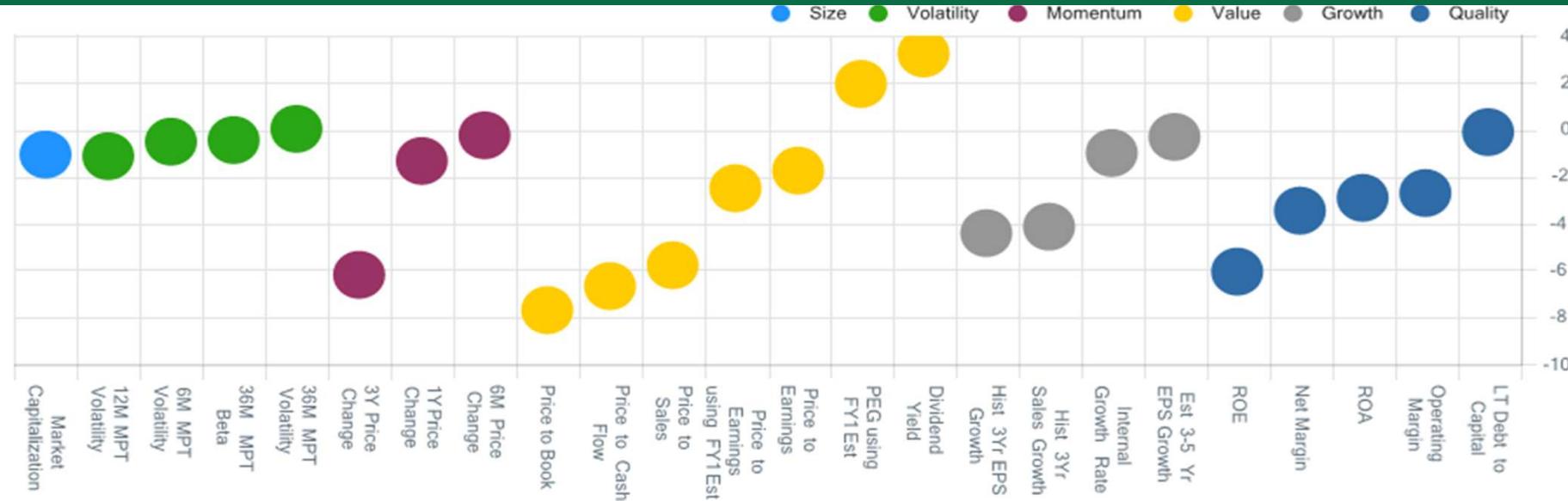
Relative Cumulative Performance – 15 Years



Risk – 15 Years

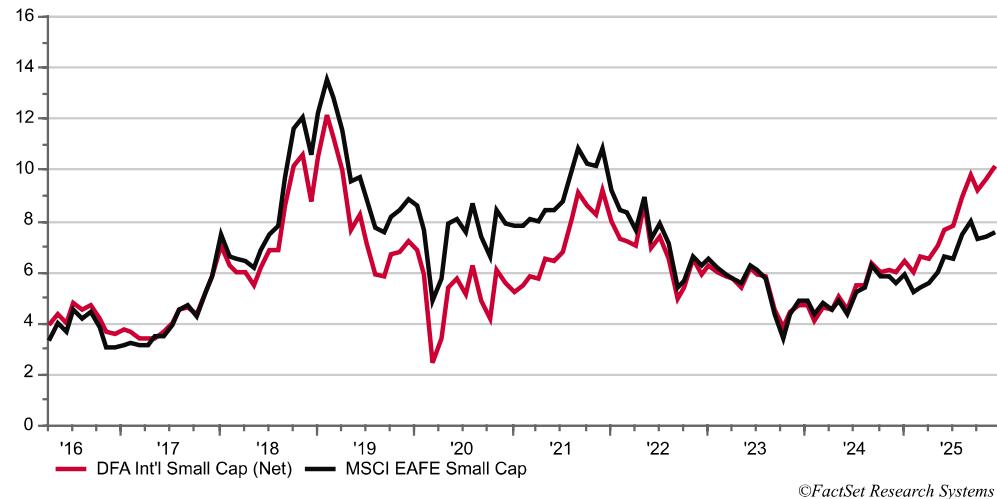
	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
Brandes (Net)	8.0	16.0	1.4	0.4	0.3	5.3	1.0
MSCI EAFE	6.6	14.8	--	0.3	--	--	1.0
MSCI EAFE Value	6.6	15.8	--	0.3	--	--	1.0

Characteristics Tilt vs Benchmark 12/31/2025



DFA International Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 5/1/2006 (Ten Year, One Month Shift)



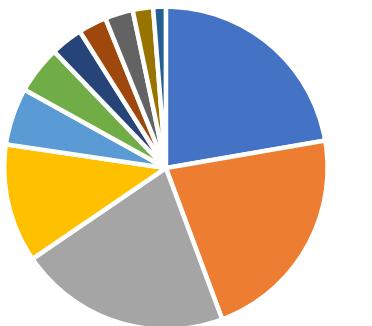
Top 10 Holdings

	Portfolio Weight	Quarterly Return
Jyske Bank A/S	1.08	23.10
AL Sydbank A/S	1.00	11.54
Bankinter SA	0.88	7.44
Telecom Italia S.p.A.	0.83	16.10
Lion Finance Group PLC	0.78	22.43
Hudbay Minerals Inc.	0.76	30.94
IAMGOLD Corporation	0.75	27.77
Whitecap Resources Inc.	0.74	11.71
Eldorado Gold Corporation	0.74	24.39
Buzzi S.p.A.	0.70	11.15

Trailing Returns

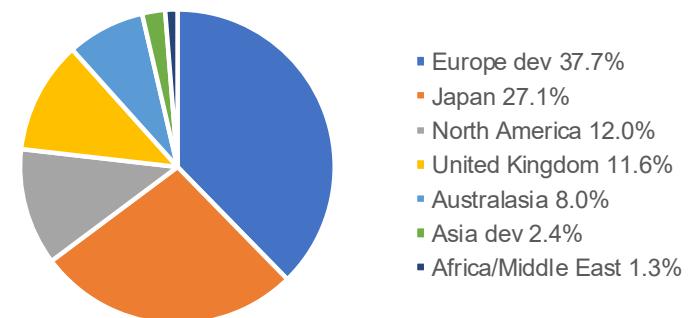
	QTR	1 Year	3 Year	5 Year	10 Year	15 Year
DFA Int'l Small Cap (Net)	7.4	52.1	24.5	15.1	10.1	8.6
MSCI EAFE Small Cap	2.7	31.8	15.0	5.6	7.5	7.1
MSCI World ex US Small Cap Value	5.0	38.6	17.8	9.8	8.5	6.9

Equity Sector Exposure (GICS)



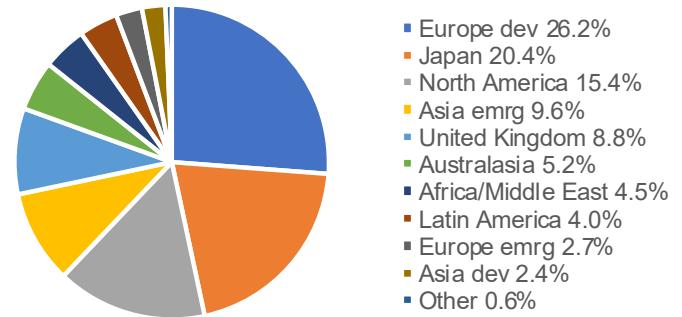
- Financials 22.3%
- Industrials 22.1%
- Materials 21.1%
- Consumer Discretionary 11.9%
- Energy 5.7%
- Consumer Staples 4.8%
- Information Technology 3.2%
- Communication Services 2.8%
- Real Estate 2.8%
- Health Care 2.0%
- Utilities 1.3%

Regional Exposure by Domicile



- Europe dev 37.7%
- Japan 27.1%
- North America 12.0%
- United Kingdom 11.6%
- Australasia 8.0%
- Asia dev 2.4%
- Africa/Middle East 1.3%

Regional Exposure by Revenue Source

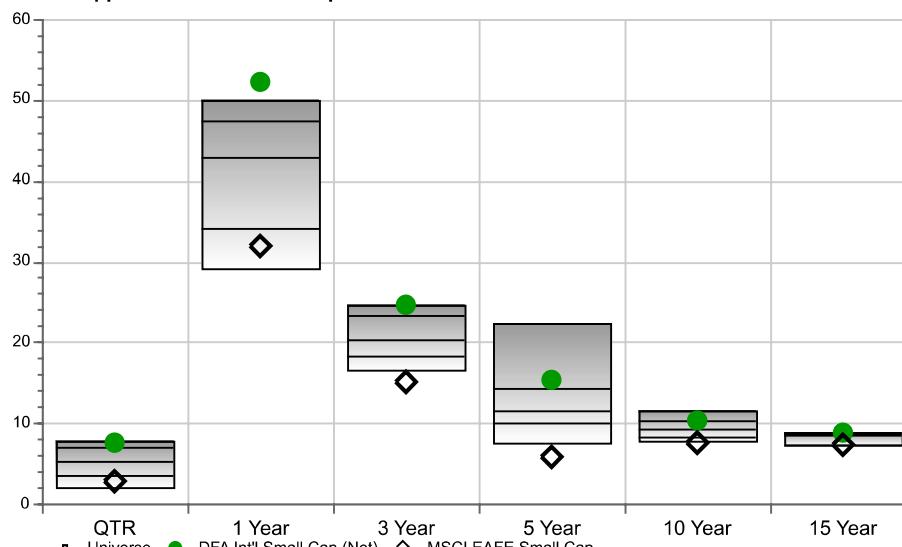


- Europe dev 26.2%
- Japan 20.4%
- North America 15.4%
- Asia emrg 9.6%
- United Kingdom 8.8%
- Australasia 5.2%
- Africa/Middle East 4.5%
- Latin America 4.0%
- Europe emrg 2.7%
- Asia dev 2.4%
- Other 0.6%

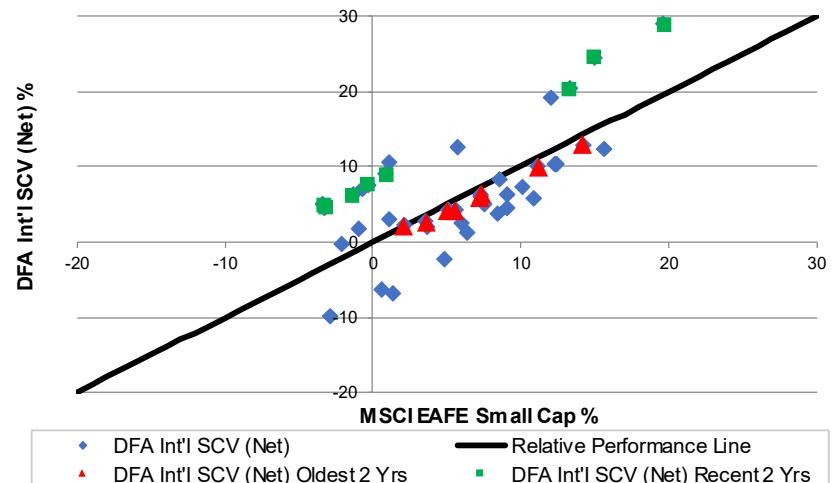
DFA International vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US: Int'l Sm/Mid Cap Value

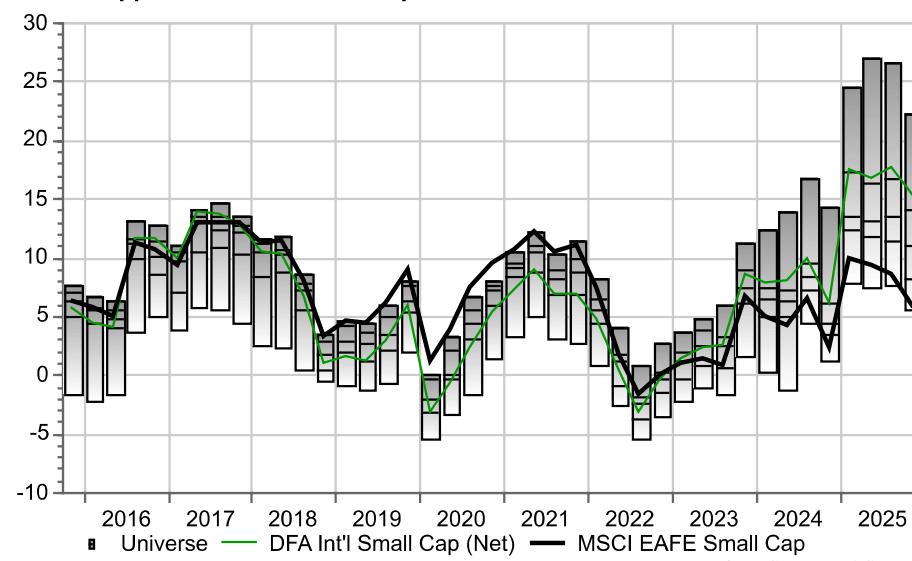


Three-Year Rolling Return Versus Benchmark



Rolling Returns 7/1/2008 – 12/31/2025 (5 Year, 3 Month Shift)

Universe: Lipper US: Int'l Sm/Mid Cap Value



Over/Under Benchmark Analysis

16	Outperform
24	Underperform
40	# Observations
40%	% Outperform

DFA International Attribution Analysis

Top 10 Leading Contributors

	Avg. Weights	Relative Weights	Active Return
IAMGOLD Corporation	0.76	0.76	0.29
Mitsui Kinzoku Company, Limited	0.44	0.27	0.25
Hudbay Minerals Inc.	0.67	0.67	0.24
Jyske Bank A/S	0.95	0.80	0.24
OceanaGold Corporation	0.45	0.45	0.19
Centerra Gold Inc.	0.41	0.41	0.19
DPM Metals Inc.	0.36	0.36	0.19
Lion Finance Group PLC	0.70	0.58	0.19
Eldorado Gold Corporation	0.61	0.61	0.18
Whitecap Resources Inc.	0.88	0.88	0.16

Top 10 Leading Detractors

	Avg. Weights	Relative Weights	Active Return
Tower Semiconductor Ltd.	0.00	-0.29	-0.16
PLS Group Limited	0.00	-0.20	-0.11
Northland Power Inc.	0.25	0.25	-0.10
IBIDEN Co., Ltd.	0.00	-0.28	-0.09
B2Gold Corp.	0.52	0.52	-0.07
Games Workshop Group PLC	0.00	-0.22	-0.06
YASKAWA Electric Corporation	0.00	-0.17	-0.06
FirstGroup plc	0.22	0.17	-0.06
Enlight Renewable Energy Ltd	0.00	-0.13	-0.06
Johnson Electric Holdings Limited	0.15	0.09	-0.05

Sector Attribution

	Average relative weighting (%)	Portfolio returns (%)	Benchmark returns (%)	Sector allocation (%)	Stock selection (%)	Relative contribution (%)
Communication Services	-1.6	4.5	-5.9	0.2	0.3	0.4
Consumer Discretionary	-0.7	2.6	-0.7	0.0	0.3	0.4
Consumer Staples	-0.5	-1.1	-1.2	0.0	-0.1	0.0
Energy	3.0	12.0	3.4	0.0	0.4	0.5
Financials	11.5	9.6	5.1	0.2	1.0	1.3
Health Care	-3.6	-3.5	0.9	0.1	-0.1	0.0
Industrials	-1.6	6.8	3.1	0.0	0.7	0.8
Information Technology	-6.4	5.5	1.2	0.1	0.2	0.2
Materials	9.6	14.7	10.7	0.8	0.6	1.5
Real Estate	-8.5	5.7	2.2	0.1	0.1	0.1
Utilities	-1.4	1.4	9.7	-0.1	-0.1	-0.2
Total	0.0	8.0	2.8	1.3	3.4	5.2

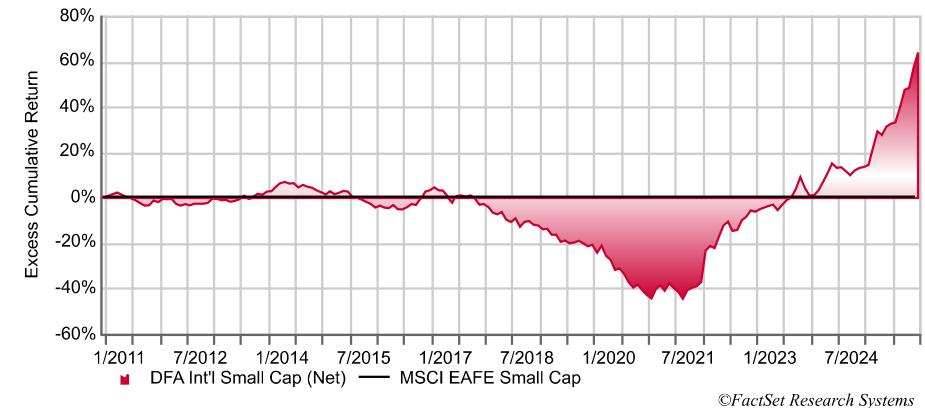
DFA International Inception Performance & Statistics

Investment Growth – 15 Years



©FactSet Research Systems

Relative Cumulative Performance – 15 Years

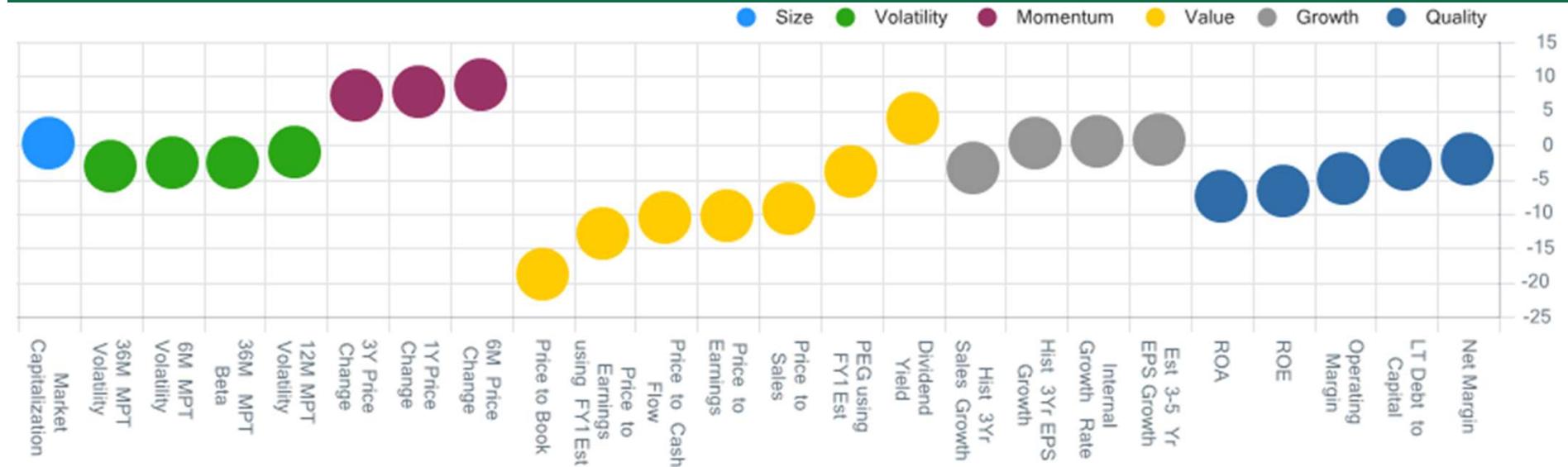


©FactSet Research Systems

Risk – 15 Years

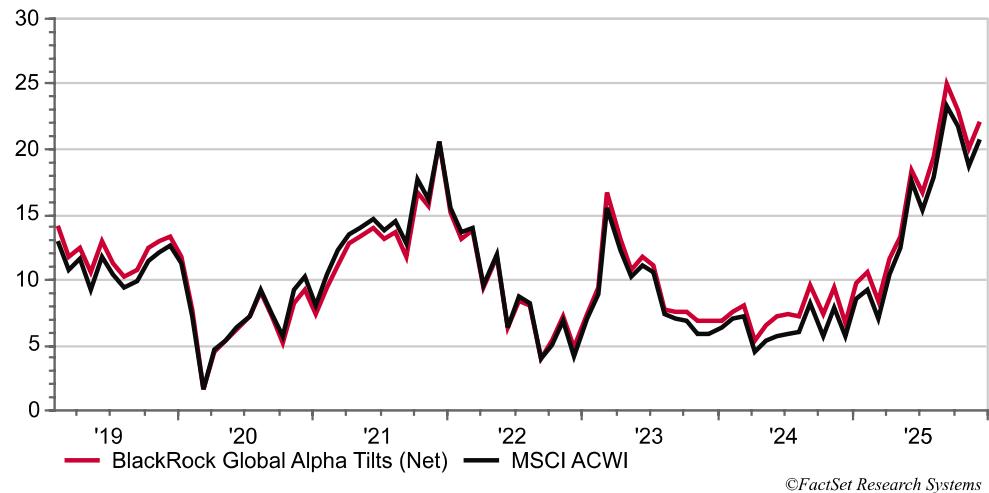
	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
DFA Int'l Small Cap (Net)	8.6	17.0	1.4	0.4	0.3	4.7	1.0
MSCI EAFE Small Cap	7.1	15.8	--	0.4	--	--	1.0
MSCI World ex US Small Cap Value	6.9	16.2	--	0.3	--	--	1.0

Characteristics Tilt vs Benchmark 12/31/2025



BlackRock Global Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 3/1/2016 (Three Year, One Month Shift)



Top 10 Holdings

	Portfolio Weight	Quarterly Return
NVIDIA Corporation	5.11	-0.04
Apple Inc.	5.10	6.87
Microsoft Corporation	4.48	-6.45
Alphabet Inc.	3.45	28.87
Amazon.com, Inc.	3.21	5.12
JPMorgan Chase & Co.	1.77	2.65
Tesla, Inc.	1.47	1.12
Taiwan Semi Mfg. Co. Ltd.	1.42	15.60
Broadcom Inc.	1.39	5.11
Meta Platforms, Inc.	1.36	-10.04

Trailing Returns

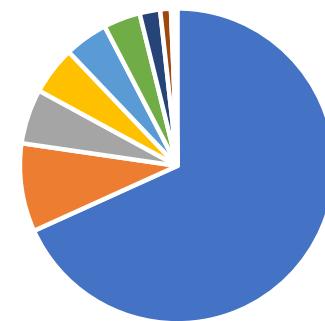
	QTR	1 Year	3 Year	5 Year	Inception 3/1/2016
BlackRock Global Alpha Tilts (Net)	4.2	24.5	22.0	12.3	13.5
MSCI ACWI	3.3	22.3	20.7	11.2	12.7

Equity Sector Exposure (GICS)



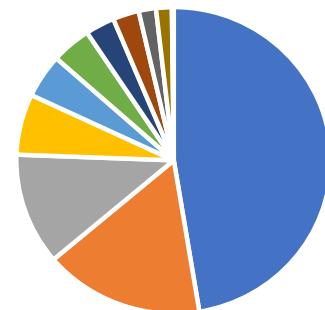
- Information Technology 31.2%
- Financials 19.6%
- Industrials 11.1%
- Communication Services 10.5%
- Consumer Discretionary 9.0%
- Health Care 5.4%
- Consumer Staples 4.3%
- Energy 3.5%
- Materials 2.9%
- Utilities 1.6%
- Real Estate 0.9%

Regional Exposure by Domicile



- North America 68.2%
- Europe dev 9.1%
- Asia dev 5.6%
- Japan 4.9%
- Asia emrg 4.5%
- United Kingdom 3.8%
- Australasia 2.1%
- Latin America 1.1%
- Africa/Middle East 0.4%
- Europe emrg 0.2%

Regional Exposure by Source of Revenue

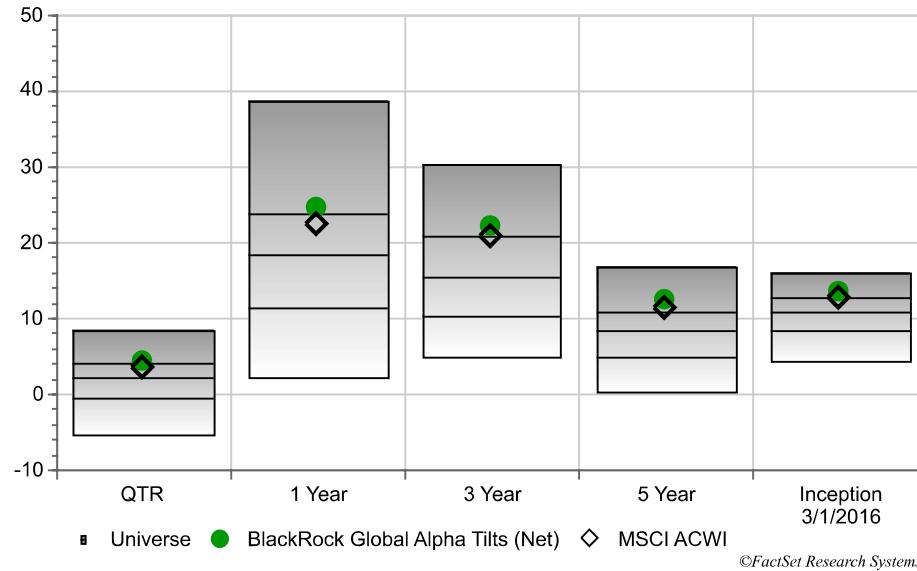


- North America 47.4%
- Asia emrg 16.4%
- Europe dev 11.8%
- Asia dev 6.4%
- Latin America 4.6%
- Japan 4.1%
- United Kingdom 3.0%
- Africa/Middle East 2.7%
- Europe emrg 1.8%
- Australasia 1.6%
- Other 0.2%

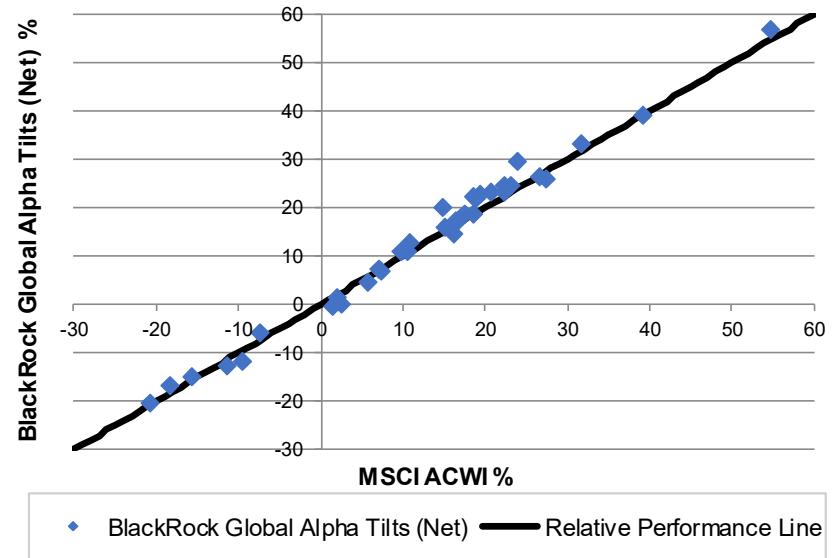
BlackRock Global vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US:Global

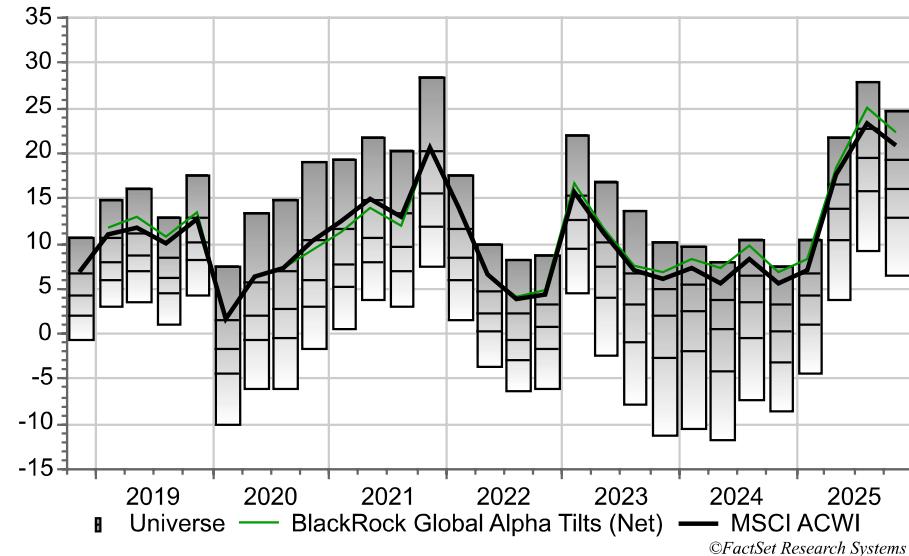


One-Year Rolling Return Versus Benchmark



Rolling Returns 3/1/2016 – 12/31/2025 (3 Year, 3 Month Shift)

Universe: Lipper US Global Equity



Over/Under Benchmark Analysis

25	Outperform
11	Underperform
36	# Observations
69%	% Outperform

BlackRock Global Attribution Analysis – December 31, 2025

Top 10 Leading Contributors

	Avg. Weights	Relative Weights	Active Return
Micron Technology, Inc.	0.68	0.42	0.20
Nanya Technology Corporation	0.19	0.19	0.19
SK hynix Inc.	0.38	0.18	0.12
Morgan Stanley	1.18	0.96	0.12
Siemens Energy AG	0.68	0.59	0.11
UniCredit S.p.A.	0.59	0.47	0.11
Citigroup Inc.	0.79	0.59	0.11
Samsung Electronics Co., Ltd.	0.61	0.21	0.09
Power Corporation of Canada	0.41	0.37	0.08
AMETEK, Inc.	0.93	0.89	0.08

Top 10 Leading Detractors

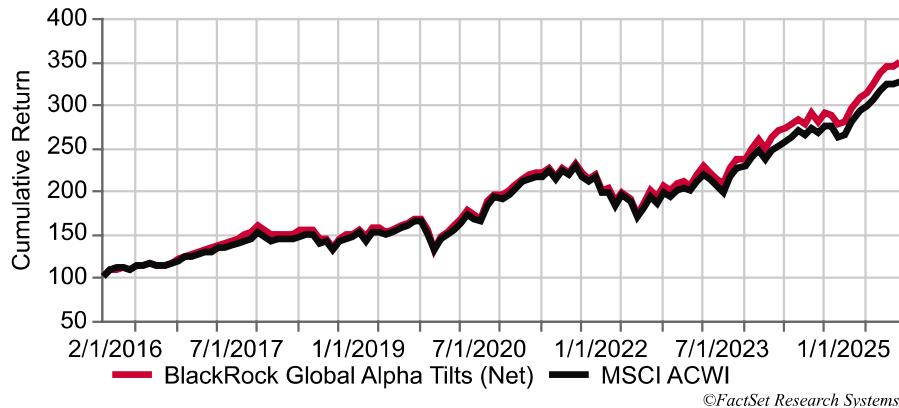
	Avg. Weights	Relative Weights	Active Return
Eli Lilly and Company	0.41	-0.38	-0.16
Alphabet Inc.	2.87	-0.42	-0.14
Xiaomi Corporation	0.46	0.35	-0.12
Motorola Solutions, Inc.	0.59	0.51	-0.10
BAE Systems plc	0.47	0.38	-0.07
Roche Holding AG	0.02	-0.29	-0.07
Tencent Holdings Limited	1.18	0.61	-0.06
Merck & Co., Inc.	0.00	-0.25	-0.06
Sony Group Corporation	0.74	0.55	-0.06
Deutsche Telekom AG	0.78	0.53	-0.06

Sector Attribution

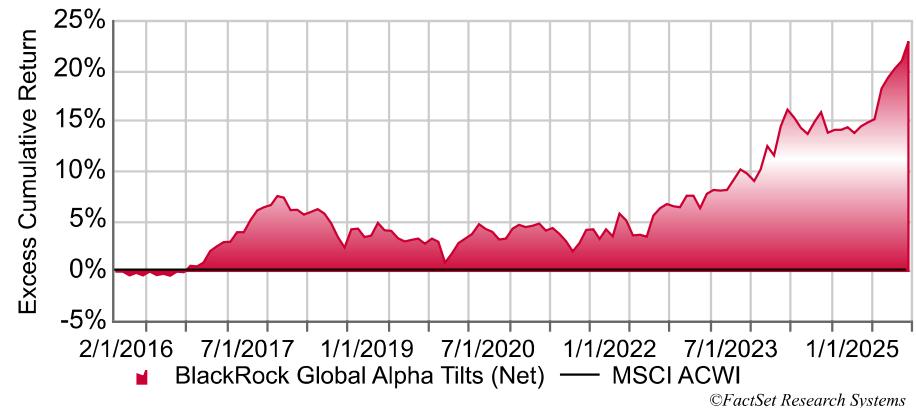
	Average relative weighting (%)	Portfolio returns (%)	Benchmark returns (%)	Sector allocation (%)	Stock selection (%)	Relative contribution (%)
Communication Services	1.5	-0.4	3.4	0.0	-0.4	-0.4
Consumer Discretionary	-0.4	-0.6	-0.5	0.0	0.0	0.0
Consumer Staples	-1.0	1.6	1.2	0.0	0.0	0.1
Energy	0.4	4.2	2.8	0.0	0.1	0.1
Financials	1.5	6.6	5.0	0.0	0.3	0.3
Health Care	-3.0	7.0	9.9	-0.2	-0.2	-0.4
Industrials	0.5	4.9	1.8	0.0	0.3	0.3
Information Technology	4.1	5.2	2.9	0.0	0.8	0.7
Materials	-1.4	5.4	6.6	0.0	0.0	0.0
Real Estate	-0.7	-3.3	-2.3	0.0	0.0	0.0
Utilities	-1.5	10.3	2.4	0.0	0.1	0.1
Total	0.0	4.1	3.4	-0.1	1.1	0.8

BlackRock Global Inception Performance & Statistics

Investment Growth Since Inception 3/1/2016



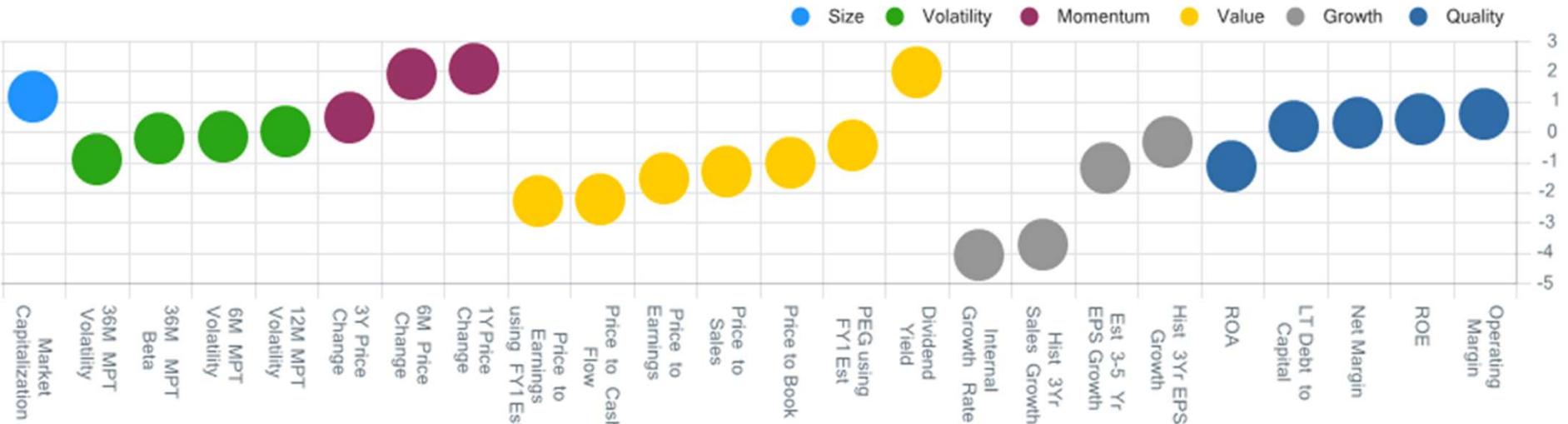
Relative Cumulative Performance Since Inception 3/1/2016



Risk Since Inception 3/1/2016

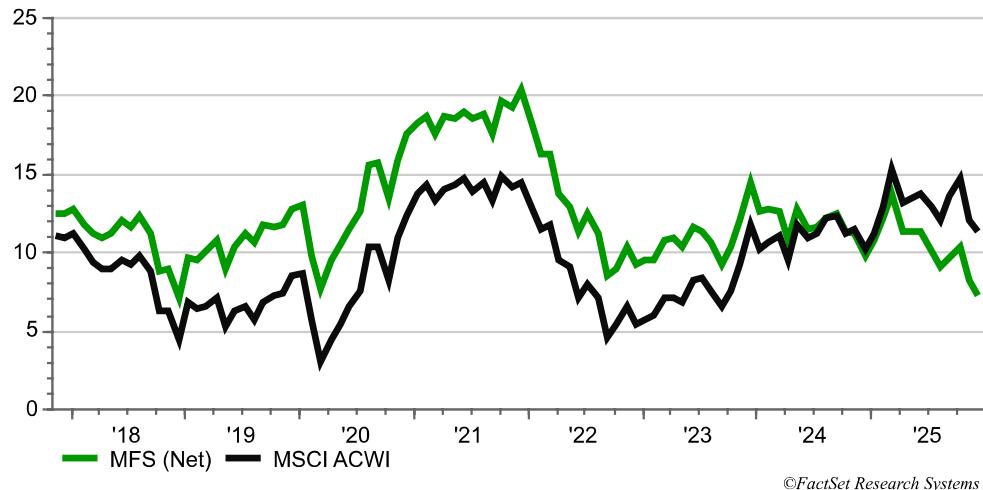
	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
BlackRock Global Alpha Tilts (Net)	13.5	14.6	0.6	0.8	0.5	1.6	1.0
MSCI ACWI	12.7	14.3	--	0.7	--	--	1.0

Characteristics Tilt vs Benchmark 12/31/2025



MFS Portfolio Snapshot – December 31, 2025

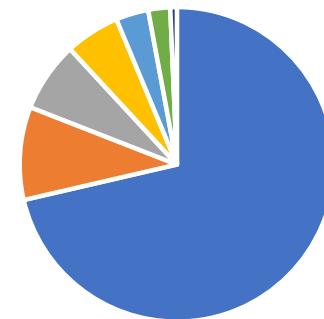
Rolling Returns Since Inception 12/1/2012 (Five Year, One Month Shift)



Top 10 Holdings

	Portfolio Weight	Quarterly Return
Microsoft Corporation	6.89	-6.45
Taiwan Semi Mfg. Co. Ltd.	5.30	15.60
Accenture plc	3.34	9.54
Visa Inc.	3.30	2.94
NVIDIA Corporation	3.22	-0.04
Tencent Holdings Limited	3.07	-9.69
Apple Inc.	2.96	6.87
TransUnion	2.46	2.49
Aon plc	2.33	-0.82
Amphenol Corporation	2.27	9.42

Regional Exposure by Domicile



- North America 71.4%
- Europe dev 9.6%
- Asia emrg 7.2%
- Asia dev 5.6%
- Japan 3.3%
- United Kingdom 2.3%
- Latin America 0.7%

Trailing Returns

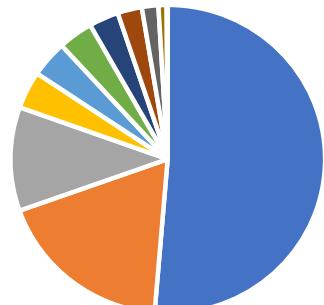
	QTR	1 Year	3 Year	5 Year	10 Year	Inception
MFS (Net)		1.6	8.3	13.4	7.2	12.2
MSCI ACWI		3.3	22.3	20.7	11.2	11.4
MSCI ACWI Growth		2.8	22.4	26.5	11.1	10.9

Equity Sector Exposure (GICS)



- Information Technology 33.5%
- Financials 15.4%
- Industrials 14.3%
- Health Care 11.0%
- Consumer Discretionary 9.6%
- Communication Services 6.3%
- Consumer Staples 6.3%
- Utilities 1.8%
- Materials 1.7%
- Real Estate 0.2%

Regional Exposure by Source of Revenue

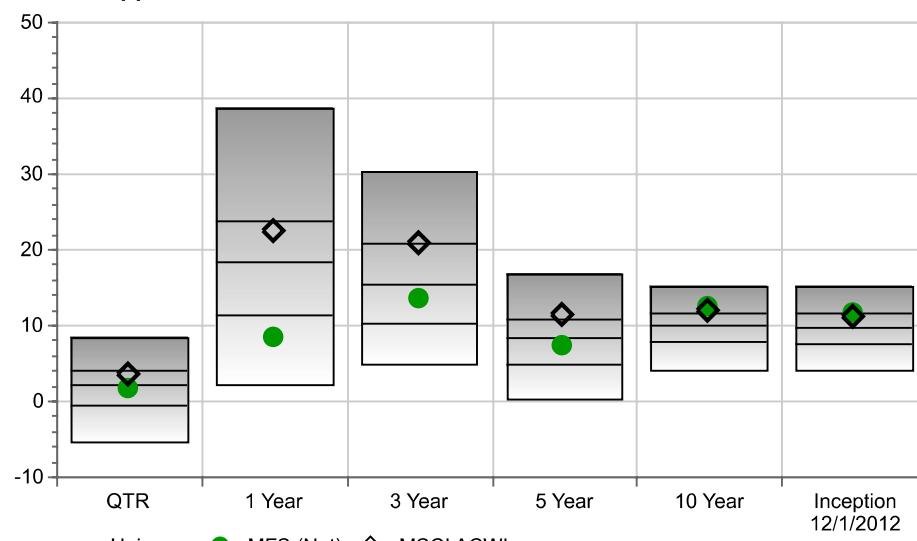


- North America 51.4%
- Asia emrg 18.3%
- Europe dev 10.9%
- Japan 3.9%
- Latin America 3.8%
- Asia dev 3.6%
- United Kingdom 3.1%
- Africa/Middle East 2.5%
- Europe emrg 1.7%
- Australasia 0.9%
- Other 0.1%

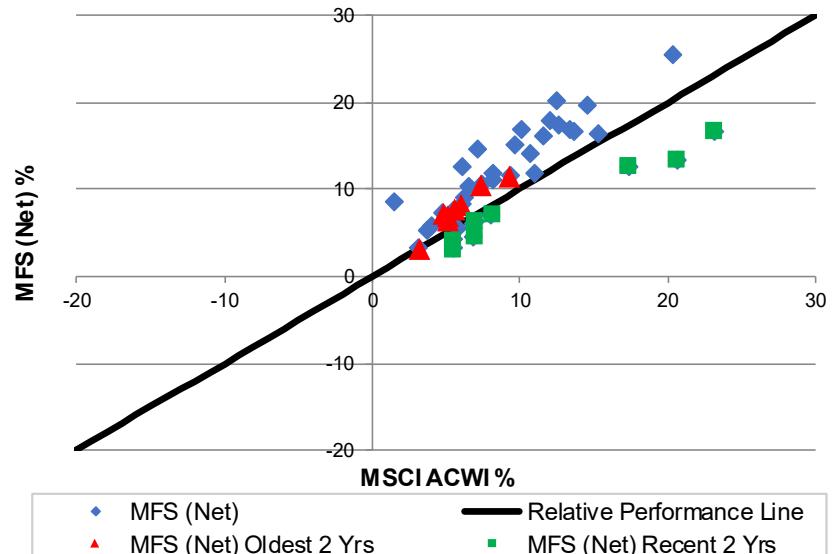
MFS vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US:Global

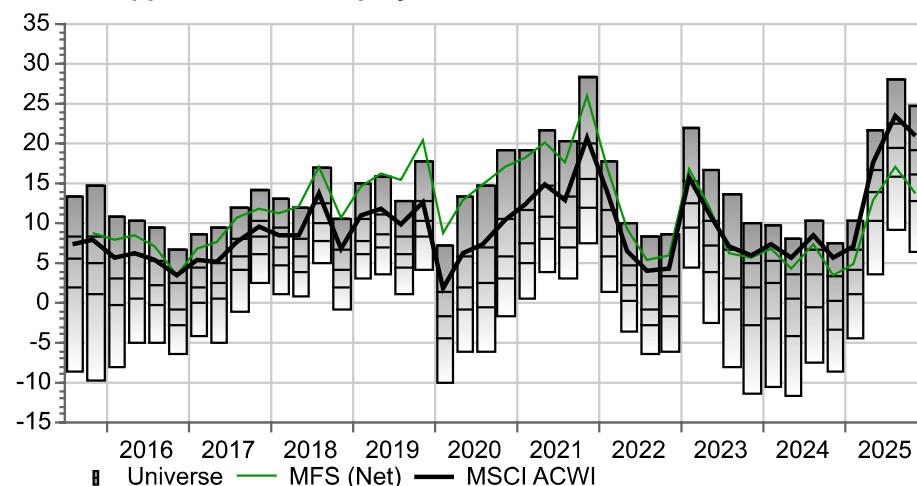


Three-Year Rolling Return Versus Benchmark



Rolling Returns 12/1/2012 – 12/31/2025 (3 Year, 3 Month Shift)

Universe: Lipper US Global Equity



Over/Under Benchmark Analysis

30	Outperform
10	Underperform
40	# Observations
75%	% Outperform

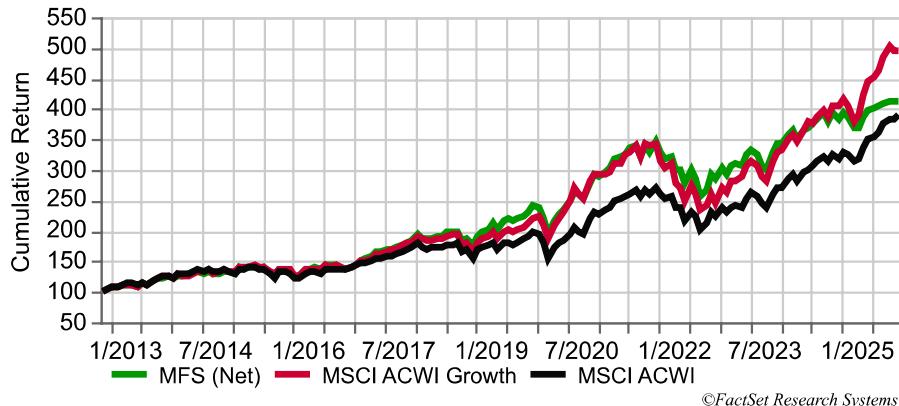
MFS Attribution Analysis – December 31, 2025

Top 10 Leading Contributors				Top 10 Leading Detractors			
	Avg. Weights	Relative Weights	Active Return		Avg. Weights	Relative Weights	Active Return
Taiwan Semi Mfg. Co. Ltd.	5.10	3.87	0.60	Alphabet Inc.	1.47	-1.82	-0.47
LVMH Moet Hennessy Louis Vuitton SE	1.65	1.46	0.33	Fiserv, Inc.	0.29	0.24	-0.38
Accenture plc	2.83	2.66	0.26	Eli Lilly and Company	0.00	-0.79	-0.28
Danaher Corporation	1.61	1.46	0.21	Tencent Holdings Limited	3.28	2.70	-0.27
Hilton Worldwide Holdings Inc.	2.02	1.96	0.21	Eaton Corporation plc	1.88	1.72	-0.26
Salesforce, Inc.	1.92	1.67	0.20	Pool Corporation	0.77	0.76	-0.22
Ross Stores, Inc.	1.12	1.07	0.19	Microsoft Corporation	7.31	3.38	-0.22
Amphenol Corporation	2.28	2.10	0.18	Amazon.com, Inc.	1.17	-1.25	-0.22
Mettler-Toledo International Inc.	1.29	1.25	0.15	Micron Technology, Inc.	0.00	-0.26	-0.15
Capgemini SE	1.05	1.03	0.15	Samsung Electronics Co., Ltd.	0.00	-0.40	-0.14

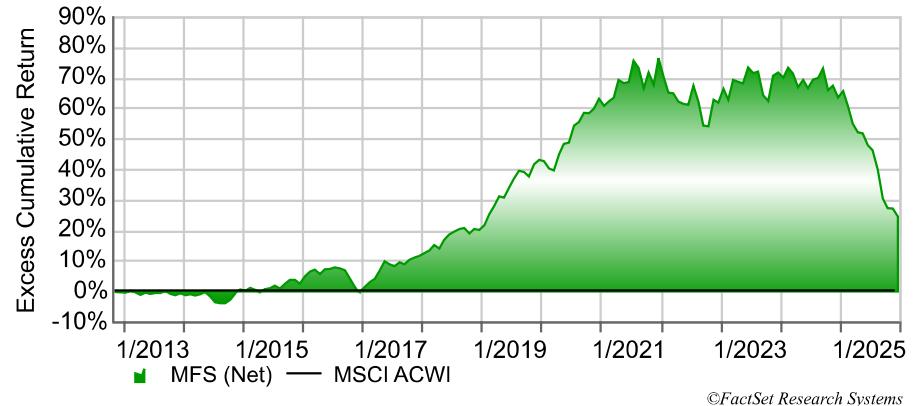
Sector Attribution							
	Average relative weighting (%)	Portfolio returns (%)	Benchmark returns (%)	Sector allocation (%)	Stock selection (%)	Relative contribution (%)	
Communication Services	-3.0	-1.1	3.4	0.0	-0.3	-0.3	
Consumer Discretionary	-2.0	5.9	-0.5	0.1	0.5	0.7	
Consumer Staples	1.5	-0.2	1.2	0.0	-0.2	-0.1	
Energy	-3.4	0.0	2.8	0.0	0.0	0.0	
Financials	-1.1	-0.5	5.0	0.0	-0.9	-0.9	
Health Care	2.5	6.0	9.9	0.2	-0.5	-0.3	
Industrials	4.1	-2.4	1.8	0.0	-0.7	-0.7	
Information Technology	3.7	4.4	2.9	0.0	0.6	0.4	
Materials	-1.8	-6.9	6.6	-0.1	-0.2	-0.3	
Real Estate	-1.1	-7.8	-2.3	0.0	-0.1	0.0	
Utilities	-0.7	-3.8	2.4	0.0	-0.1	-0.1	
Cash	1.3	0.9	0.0	0.0	0.0	0.0	
Total	0.0	1.7	3.4	0.1	-1.8	-1.6	

MFS Inception Performance & Statistics

Investment Growth Since Inception 12/1/2012



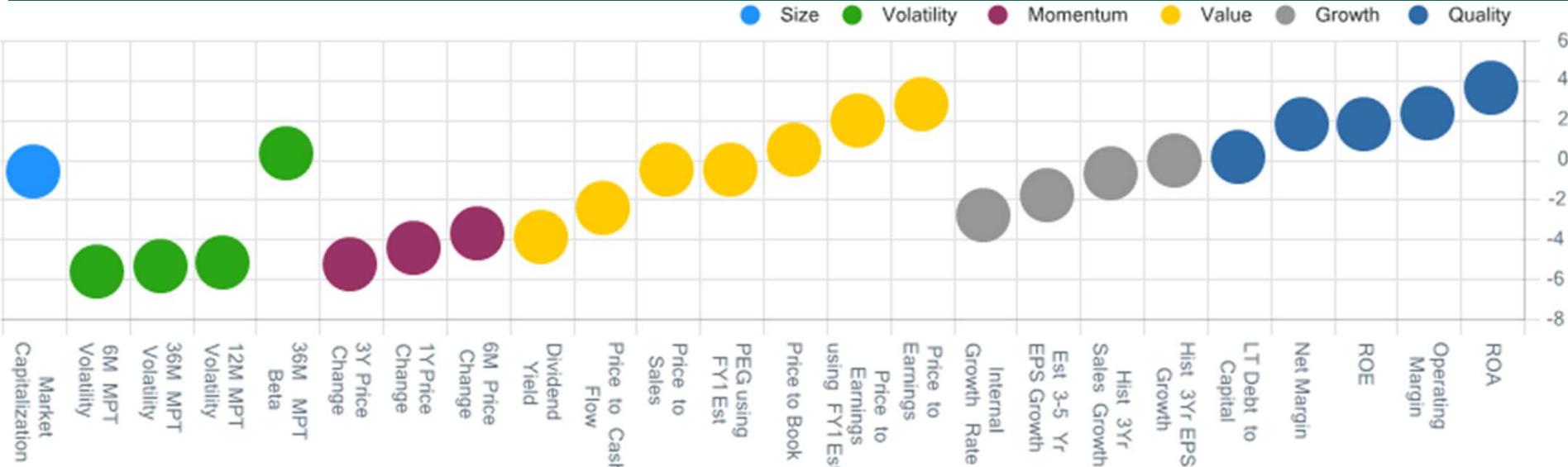
Relative Cumulative Performance Since Inception 12/1/2012



Risk Since Inception 12/1/2012

	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
MFS (Net)	11.4	13.8	0.7	0.7	0.2	3.3	1.0
MSCI ACWI	10.9	13.6	--	0.7	--	--	1.0
MSCI ACWI Growth	13.0	15.0	--	0.8	--	--	1.1

Characteristics Tilt vs Benchmark 12/31/2025

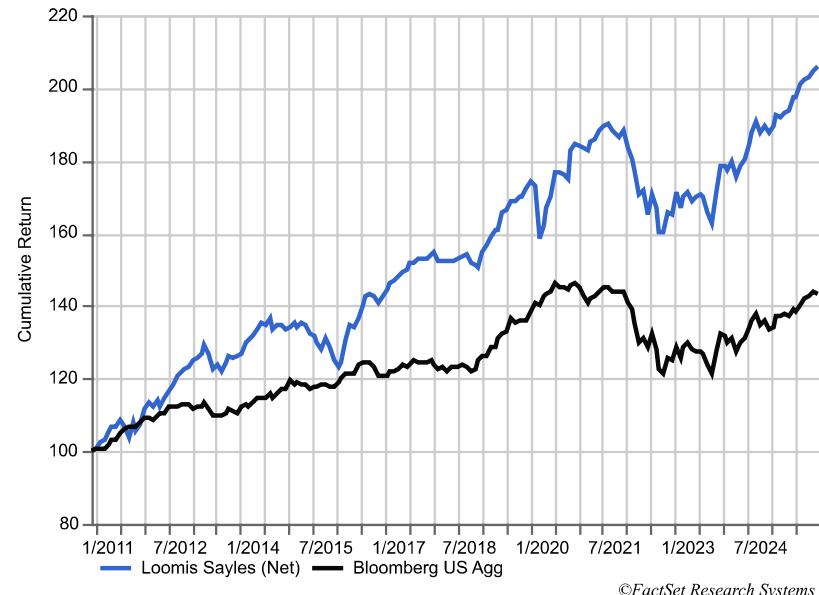


Loomis Sayles Portfolio Snapshot – December 31, 2025

Rolling Returns Since 10/1/1999 (Ten Year, One Month Shift)



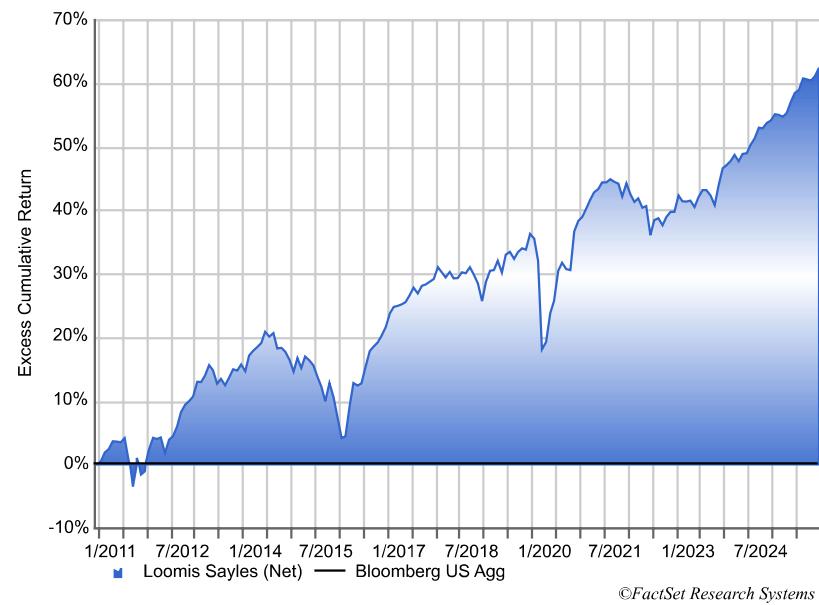
Investment Growth – 15 Years



Trailing Returns

	QTR	1 Year	3 Year	5 Year	10 Year	15 Year
Loomis Sayles (Net)	1.7	9.6	7.7	2.2	5.1	4.9
Bloomberg US Aggregate	1.1	7.3	4.7	-0.4	2.0	2.4

Relative Cumulative Performance – 15 Years



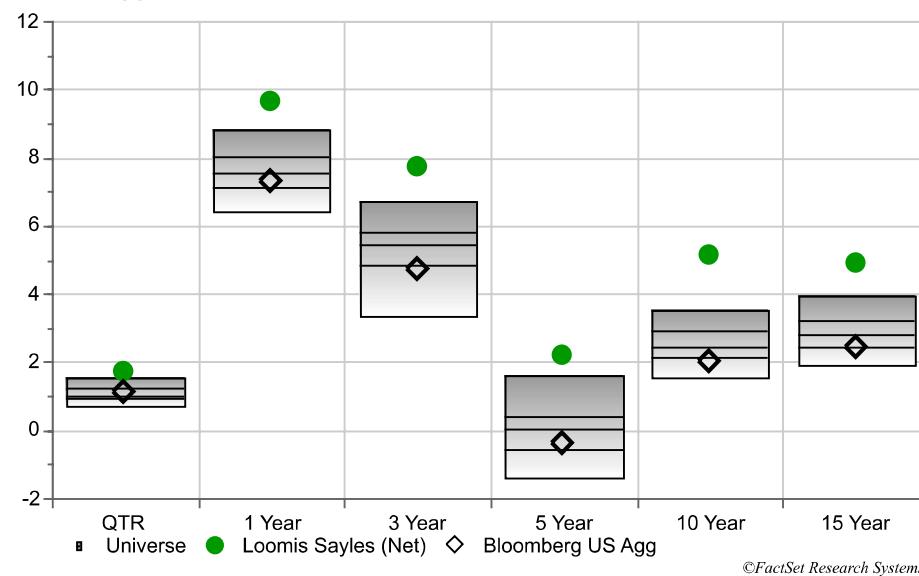
Risk – 15 Years

	Return	Std Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
Loomis Sayles (Net)	4.9	6.2	2.6	0.6	0.5	4.6	0.9
Bloomberg US Aggregate	2.4	4.4	--	0.2	--	--	1.0

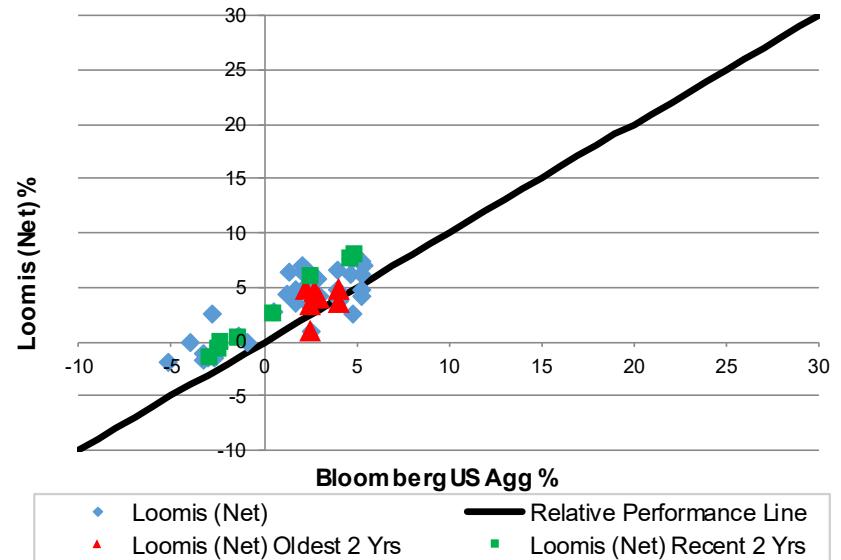
Loomis Sayles vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US Core Plus Bond

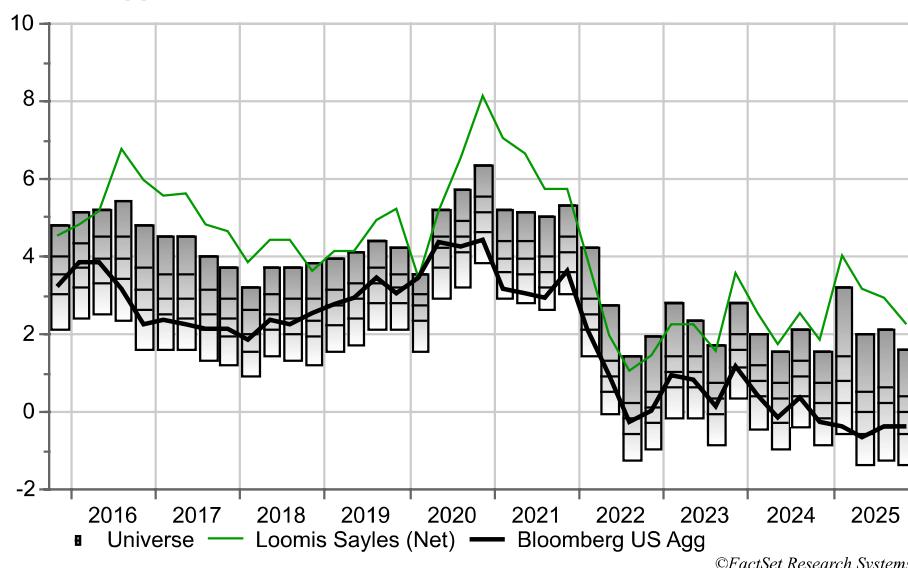


Three-Year Rolling Return Versus Benchmark



Rolling Returns 7/1/2008 – 12/31/2025 (5 Year, 3 Month Shift)

Universe: Lipper US:Core Plus Bond

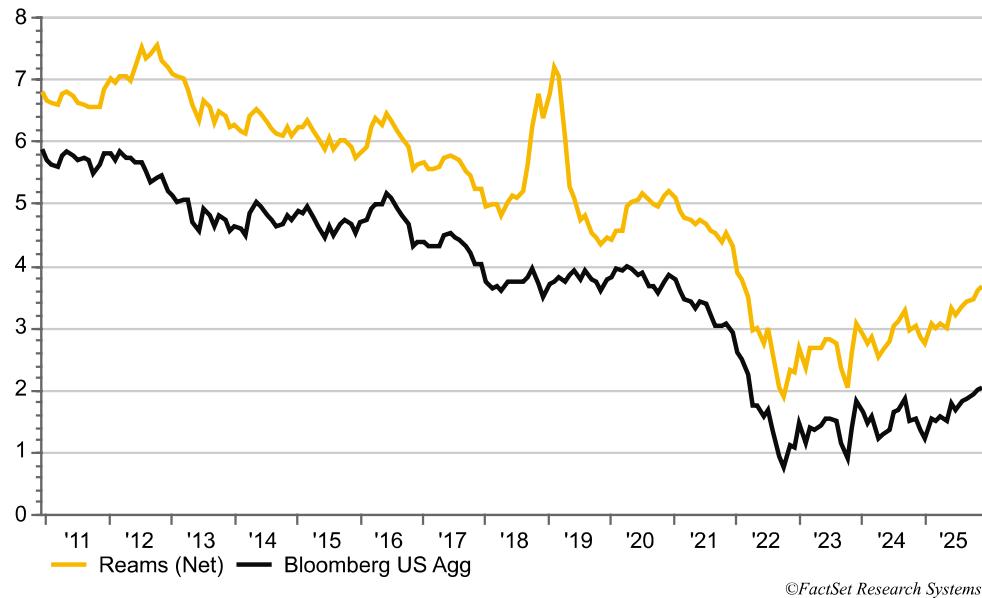


Over/Under Benchmark Analysis

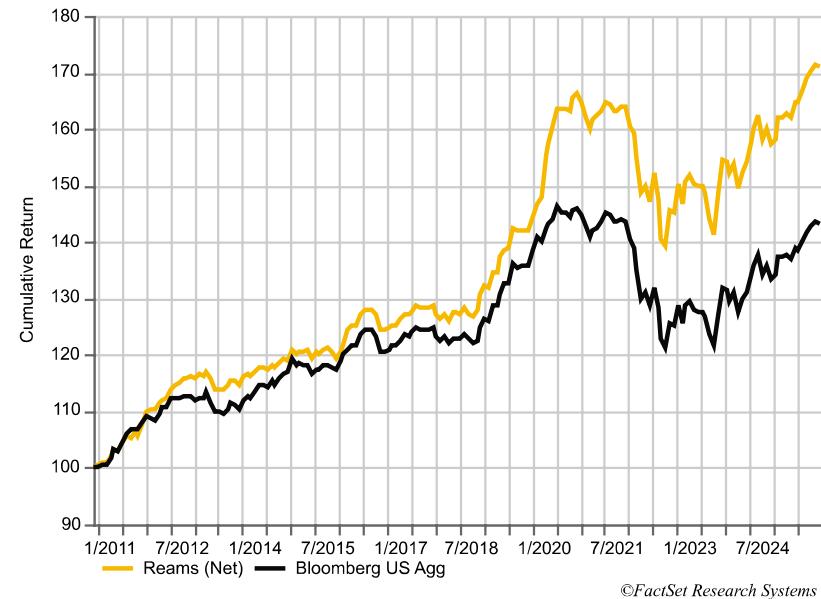
35	Outperform
5	Underperform
40	# Observations
88%	% Outperform

Reams Portfolio Snapshot – December 31, 2025

Rolling Returns Since Inception 1/1/2001 (Ten Year, One Month Shift)



Investment Growth – 15 Years



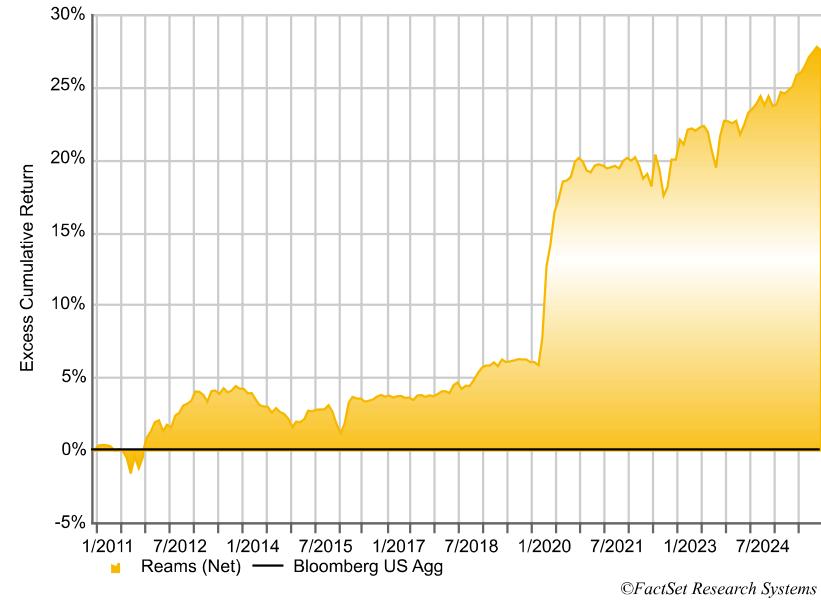
Trailing Returns

	QTR	1 Year	3 Year	5 Year	10 Year	15 Year
Reams (Net)	1.2	8.6	5.6	0.6	3.7	3.6
Bloomberg US Aggregate	1.1	7.3	4.7	-0.4	2.0	2.4

Risk – 15 Years

	Std Return	Dev	Alpha	Sharpe Ratio	Information Ratio	Tracking Error	Beta
Reams (Net)	3.6	4.9	1.1	0.4	0.8	1.5	1.1
Bloomberg US Aggregate	2.4	4.4	--	0.2	--	--	1.0

Relative Cumulative Performance – 15 Years



©FactSet Research Systems

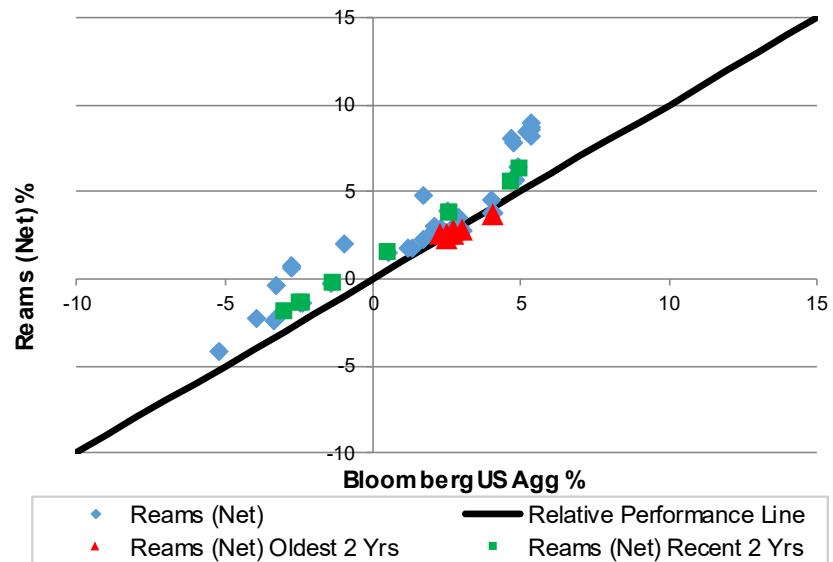
Reams vs Universe & Benchmark

Performance Relative to Peer Group as of 12/31/2025

Universe: Lipper US Core Plus Bond

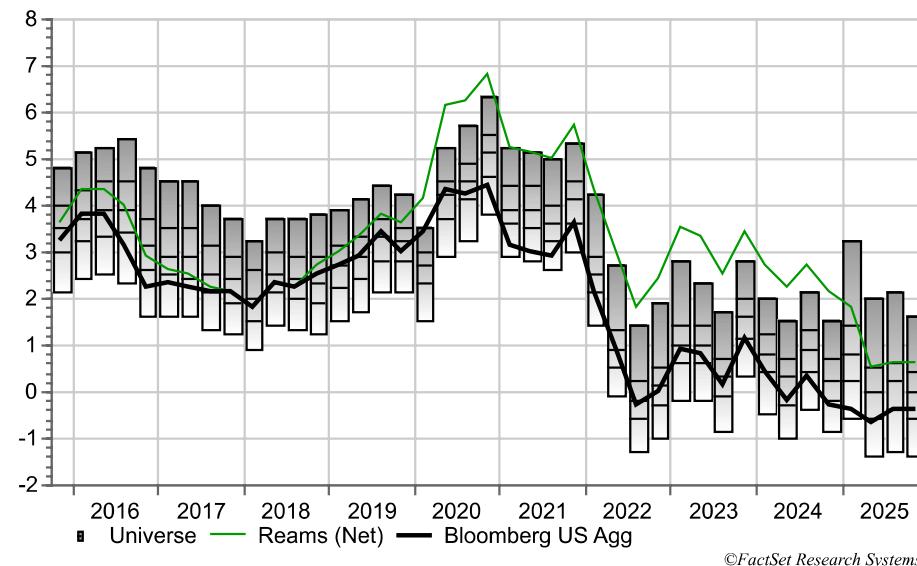


Three-Year Rolling Return Versus Benchmark



Rolling Returns 7/1/2008 – 12/31/2025 (5 Year, 3 Month Shift)

Universe: Lipper US Core Plus Bond

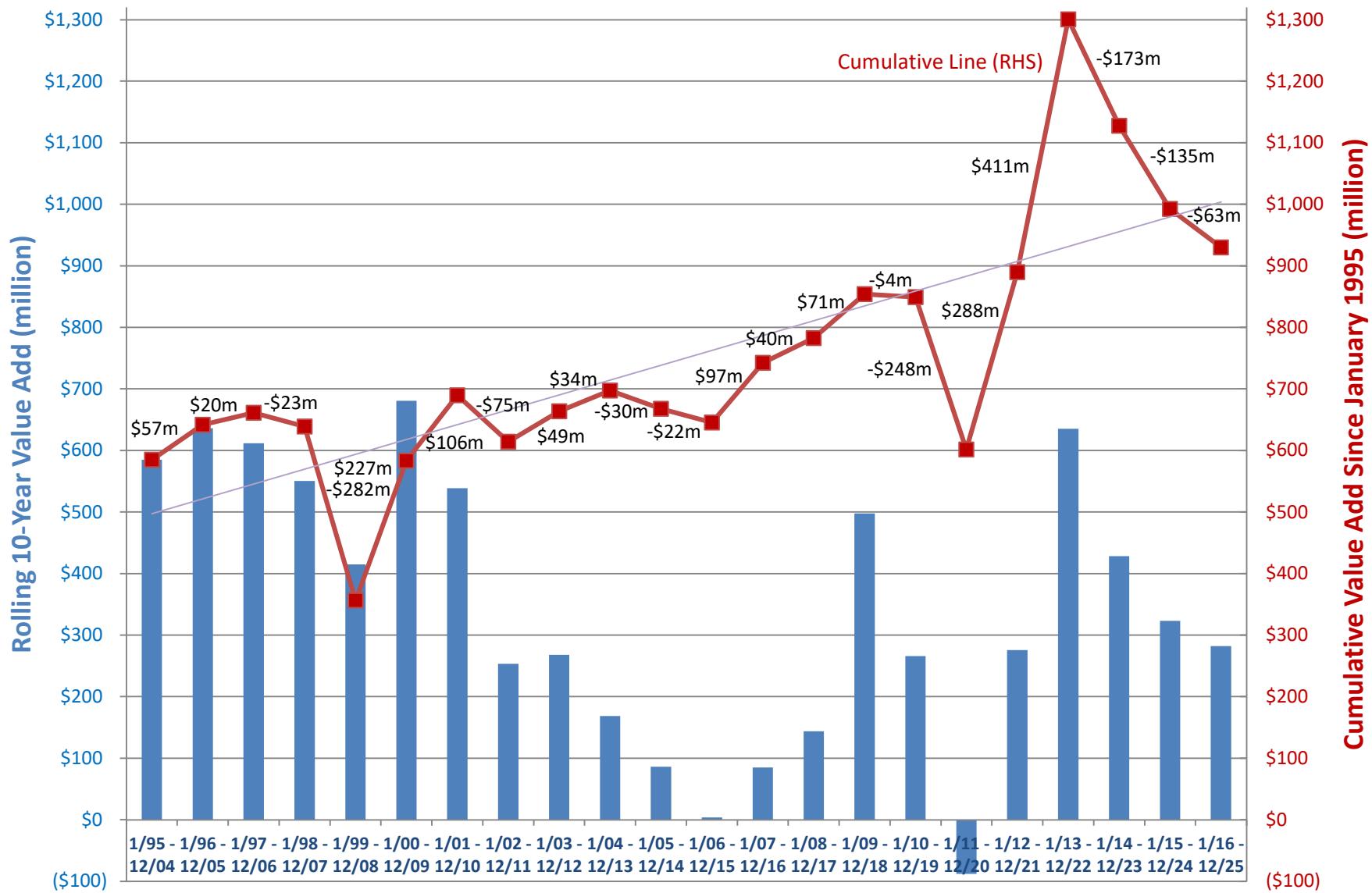


Over/Under Benchmark Analysis

35	Outperform
5	Underperform
40	# Observations
88%	% Outperform

Historical Value Add - January 1, 1995 - December 31, 2025

CMERS Total Fund (everything except Real Assets)



Historical Value Add - January 1, 1995 - December 31, 2025

CMERS Total Fund (everything except Real Assets)

		Time Weighted Returns			Dollar Weighted Estimates (Net of fees)		
MERS Asset Class	Index	Annualized MERS Asset Class		Annualized Index Net of fees ^(a)	Active Management Impact ^(c)		
		Gross	Net of fees		MERS Asset Class	Index	\$Millions
Domestic Equity	Russell 3000	10.74%	10.48%	10.99%	\$ 21.94	\$ 25.34	\$ (41.1)
International Equity ^(b)	MSCI EAFE	8.02%	7.58%	5.47%	\$ 8.74	\$ 4.86	\$ 457.3
Global Equity ^(b)	MSCI World / ACWI Bloomberg US	10.45%	10.06%	10.16%	\$ 4.53	\$ 4.59	\$ 1.3
Fixed Income	Aggregate	5.80%	5.70%	4.63%	\$ 5.57	\$ 4.06	\$ 324.9
Private Equity ^(b)	Russell 3000 Bloomberg US	N/A	12.43%	14.70%	\$ 6.15	\$ 8.38	\$ (30.8)
Absolute Return ^(b)	Aggregate	N/A	6.58%	1.95%	\$ 2.08	\$ 1.25	\$ 218.0
Estimate of Fund's benefit from its decision to hire active managers over past 31 years						\$	929.7

^(a)Manager Fees for indices are assumed to be:

Russell 3000 Index - 2 basis points

MSCI EAFE Index - 5 basis points

MSCI World / ACWI Index - 5 basis points

Bloomberg US Aggregate Index - 2 basis points

^(b)Inception Dates if less than 31 years:

International Equity Composite is May 1, 1996

Global Equity Composite is April 1, 2010

Private Equity Composite is July 1, 2010

Absolute Return Composite is July 1, 2014

^(c)Active Management Impact \$Millions Estimate is based on monthly ERS asset class balances.

Historical Value Add - January 1, 2016 - December 31, 2025

CMERS Total Fund (everything except Real Assets)

<u>MERS' decision to hire some active managers versus hiring only passive managers</u>						
MERS Asset Class	Index	Time Weighted Returns			Dollar Weighted Estimates (Net of fees)	
		Annualized MERS Asset Class		Annualized Index	Active	
		Gross	Net of fees	Net of fees ^(a)	Value of a Dollar Invested in	Management Impact ^(b)
Domestic Equity	Russell 3000	12.67%	12.40%	14.26%	\$ 3.22	\$ 3.79 \$ (163.5)
International Equity	MSCI EAFE	10.15%	9.63%	8.13%	\$ 2.51	\$ 2.19 \$ 124.5
Global Equity	MSCI World / ACWI Bloomberg US	12.69%	12.30%	11.67%	\$ 3.19	\$ 3.02 \$ 26.7
Fixed Income	Aggregate	3.17%	3.05%	1.99%	\$ 1.35	\$ 1.22 \$ 122.1
Private Equity	Russell 3000 Bloomberg US	N/A	15.34%	14.26%	\$ 4.17	\$ 3.79 \$ (32.4)
Absolute Return	Aggregate	N/A	6.74%	1.99%	\$ 1.92	\$ 1.22 \$ 204.9
Estimate of Fund's benefit from its decision to hire active managers over past 10 years						\$ 282.3

^(a)Manager Fees for indices are assumed to be:

Russell 3000 Index - 2 basis points

MSCI EAFE Index - 5 basis points

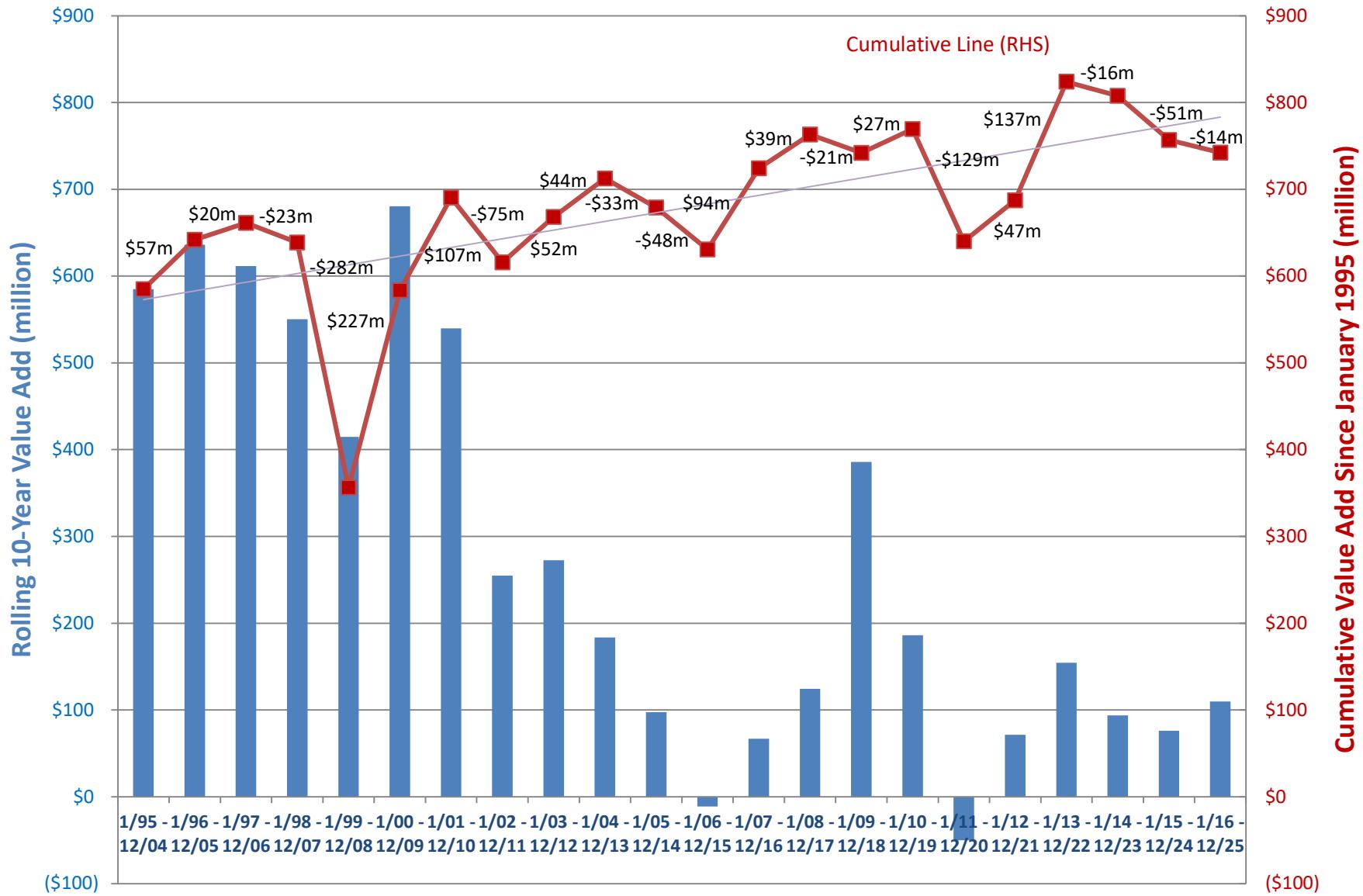
MSCI World / ACWI Index - 5 basis points

Bloomberg US Aggregate Index - 2 basis points

^(b)Active Management Impact \$Millions
Estimate is based on monthly ERS asset class balances.

Historical Value Add - January 1, 1995 - December 31, 2025

CMERS Public Equity and Fixed Income only



Historical Value Add - January 1, 1995 - December 31, 2025

CMERS Public Equity and Fixed Income only

<u>MERS' decision to hire some active managers versus hiring only passive managers</u>					
MERS Asset Class	Index	Time Weighted Returns			Dollar Weighted Estimates (Net of fees) Active Management Impact ^(c)
		Annualized MERS Asset Class		Annualized Index	
				Net of fees ^(a)	
Domestic Equity	Russell 3000	10.74%	10.48%	10.99%	\$ 21.94 \$ 25.34 \$ (41.1)
International Equity ^(b)	MSCI EAFE	8.02%	7.58%	5.47%	\$ 8.74 \$ 4.86 \$ 457.3
Global Equity ^(b)	MSCI World / ACWI Bloomberg US	10.45%	10.06%	10.16%	\$ 4.53 \$ 4.59 \$ 1.3
Fixed Income	Aggregate	5.80%	5.70%	4.63%	\$ 5.57 \$ 4.06 \$ 324.9
Estimate of Fund's benefit from its decision to hire active managers over past 31 years					\$ 742.4

^(a)Manager Fees for indices are assumed to be:

Russell 3000 Index - 2 basis points

MSCI EAFE Index - 5 basis points

MSCI World / ACWI Index - 5 basis points

Bloomberg US Aggregate Index - 2 basis points

^(b)Inception Dates if less than 31 years:

International Equity Composite is May 1, 1996

Global Equity Composite is April 1, 2010

^(c)Active Management Impact \$Millions Estimate is based on monthly ERS asset class balances.

Historical Value Add - January 1, 2016 - December 31, 2025

CMERS Public Equity and Fixed Income only

<u>MERS' decision to hire some active managers versus hiring only passive managers</u>					
MERS Asset Class	Index	Time Weighted Returns			Dollar Weighted Estimates (Net of fees)
		Annualized MERS Asset Class		Annualized Index Net of fees ^(a)	
		Gross	Net of fees	Net of fees ^(a)	
Domestic Equity	Russell 3000	12.67%	12.40%	14.26%	\$ 3.22 \$ 3.79 \$ (163.5)
International Equity	MSCI EAFE	10.15%	9.63%	8.13%	\$ 2.51 \$ 2.19 \$ 124.5
Global Equity	MSCI World / ACWI Bloomberg US	12.69%	12.30%	11.67%	\$ 3.19 \$ 3.02 \$ 26.7
Fixed Income	Aggregate	3.17%	3.05%	1.99%	\$ 1.35 \$ 1.22 \$ 122.1
Estimate of Fund's benefit from its decision to hire active managers over past 10 years					\$ 109.8

^(a)Manager Fees for indices are assumed to be:

Russell 3000 Index - 2 basis points

MSCI EAFE Index - 5 basis points

MSCI World / ACWI Index - 5 basis points

Bloomberg US Aggregate Index - 2 basis points

^(b)Active Management Impact \$Millions

Estimate is based on monthly ERS asset class balances.