



**PERSPECTIVES
THAT DRIVE
ENTERPRISE
SUCCESS**



PERIOD ENDING: MARCH 31, 2025

Investment Performance Review for

Imperial County Employees' Retirement System

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**PERSPECTIVES
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2ND QUARTER 2025
Investment Landscape

Verus business update

Since our last Investment Landscape webinar:

- Verus hired Jenny Herring as RFP Manager and Dimitri Natsis as Portfolio Manager.
- In March, **Evan Benedict** and **JC Faubion** were promoted to Consultants, **Lukas Seeley** was promoted to Senior Consulting Associate, **Colleen Flannery** was promoted to Senior Associate Director | Public Markets, **Kyle Jangard** was promoted to Associate Director | Public Markets, **Sneha Pendyala** was promoted to Senior Markets Research Analyst, **Matt Foppiano** was promoted to Senior Private Markets Research Analyst, **Phillip Thomas** was promoted to Associate Director | Investment Analytics, **Lamine Kaba** and **Cholo Villanueva** were promoted to Senior Investment Analysts, and **Nico Caballero** is being promoted to Private Markets Research Analyst.
- The 2025 Active Management Environment was released.
- Recent research, found at verusinvestments.com/research:
 - *LDI for Public Sponsors*
 - *So, What Now?*
 - *This Matters, and This Doesn't*
 - *Driving OCIO Governance Through Risk*

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Recent Verus research

Visit: verusinvestments.com/research

Thought leadership

LDI FOR PUBLIC SPONSORS

We explore the dichotomy in LDI adoption between sponsor types. We discuss the characteristics of pension plans that make LDI strategies beneficial. We assess the current environment, to illustrate why LDI may appear relatively attractive today.

THIS MATTERS, AND THIS DOESN'T

We offer a few perspectives regarding what we watch out for to acknowledge or even avoid biases where possible. Deciding what matters most to the portfolio by ensuring a balanced set of information sources, keeping a watchful eye for biases and carefully thinking about incentives, and also determining what doesn't matter.

SO, WHAT NOW?

Our CIO examines the current market environment after global tariffs are released by the U.S. government.

DRIVING OCIO GOVERNANCE THROUGH RISK

We examine active risk, which plays a large role in determining portfolio outcomes and success relative to that policy, and the elements that make up active risk.

1st quarter summary

THE ECONOMY

- The threat and implementation of tariffs by the U.S. administration has been more aggressive than expected. A string of weak economic data, along with these policy decisions, have triggered a greater likelihood of recession. So far, the core aspects of the economy—employment, consumption, wage gains—remain fairly solid, while household and business sentiment has dropped substantially. It is not yet clear how souring sentiment will translate to the real economy.
- U.S. inflation drifted lower towards the Federal Reserve 2% target. Inflation was 2.4% YoY in March, and core inflation rose 2.8%. But tariffs implemented by the Trump administration and an escalating trade war with China may push inflation upward. Given recent moves by the U.S. administration, most investors appear to expect weaker economic growth in 2025 and moderately higher inflation. This puts the Fed in a difficult position.

EQUITY

- A change in tariff policy near the end of Q1 shocked markets and led to severe selloffs across global markets, with U.S. equities taking the worst of the losses. Growth stocks, notably the Magnificent 7, have led the market downward. Small capitalization stocks underperformed large caps. Businesses that have fully embraced globalization and outsourced supply chains may find themselves in a particularly difficult position due to the drastic shift in U.S. trade policy.

FIXED INCOME

- The 10-year U.S. Treasury yield fell from 4.55% to 4.23% during the quarter, reflecting somewhat of a reversal of the economic optimism of Q4.
- Credit spreads widened during the quarter, and lower quality spreads saw larger shifts. High yield bond spreads rose by 41bps to 3.53%, while investment grade spreads rose to 1.0%. Despite recent widening events, credit spreads across all ratings remain below long-term historical averages.

ASSET ALLOCATION ISSUES

- Sentiment quickly shifted in a negative direction in March as investors witnessed weaker-than-expected economic data in a variety of places and tariff standoffs between the U.S. and our largest trading partners flooded headlines. Many S&P 500 price targets have been adjusted lower due to fears of trade policy drag on the economy.
- Implied bond market volatility showed an extreme jump towards the end of Q1. Competing theories exist as to the cause, with some market participants attributing the move to fluctuations in foreign demand for U.S. dollars due to radical shifts in U.S. trade policy. Other investors believe these moves have been more driven by hedge fund trading and an unwinding of ‘basis trades’—a levered trading strategy that tries to take advantage of differences between current Treasury price and the price reflected in futures contracts.

Tariff negotiations & weakness in certain economic data have led to fears of imminent recession

For now, core economic data—employment, spending, wages—are fairly solid

What drove the market in Q1?

“Rising fears of tariffs pummel U.S. consumer confidence to four-year low”

University of Michigan Consumer Sentiment

Oct '24	Nov '24	Dec '24	Jan '25	Feb '25	Mar '25
70.5	71.8	74.0	71.7	64.7	57.0

Article Source: Reuters, March 25th, 2025

“European stocks rise on defense spending pledge...”

EuroStoxx 50 outperformance over S&P 500 by month

Oct '24	Nov '24	Dec '24	Jan '25	Feb '25	Mar '25
-4.8%	-8.1%	0.0%	+4.7%	+4.9%	+5.2%

Article Source: World Economic Forum, March 6th, 2025

“Will Tariffs Drive the U.S. Into Recession?”

S&P 500 Price Level

Oct 31 st	Nov 30 th	Dec 31 st	Jan 31 st	Feb 28 th	Mar 31 st
5705	6032	5881	6040	5954	5611

Article Source: Bloomberg, March 31st, 2025

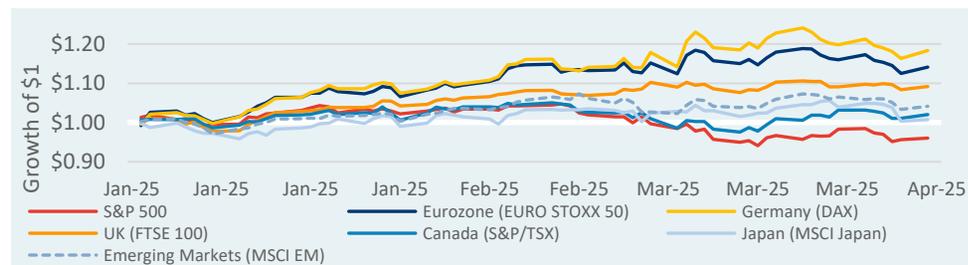
“Could Trump’s New Tariffs Push More Countries to Ditch the Dollar?”

ICE U.S. Dollar Index

Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	March 25
104.0	105.7	108.5	108.5	107.6	104.2

Article Source: Newsweek, April 9th, 2025

RELATIVE EQUITY PERFORMANCE



Source: Bloomberg, as of 3/31/25

EXPECTED YIELD CURVE MOVEMENT OVER NEXT 1 YEAR



Source: Bloomberg, as of 3/31/25

U.S. DOLLAR VALUE



Source: Bloomberg, as of 3/31/25

Economic environment

U.S. economics summary

- Real GDP growth was negative during Q1, falling from 2.4% to -0.3% quarter-over-quarter annualized. The slowdown was driven by a substantial increase in imports relative to exports. Less government spending contributed to the weak figure, a notable change from past years where higher spending was an ongoing support. Consumer spending also slowed down.
 - Investors witnessed broadly weaker economic data. This, along with the multifront U.S. trade tariff war, casts a shadow over sentiment and may be affecting business behavior due to heightened uncertainty. While fear is high, the core fundamentals of the economy remain relatively good—solid employment, decent spending, and low household debt levels. Investors will be watching closely for the way in which souring sentiment impacts the economy.
 - The Federal Reserve kept rates steady, but communicated that weaker economic growth and moderately higher inflation is likely in store, due to U.S. administration tariff and trade policy.
- Lower growth and rising inflation places the Fed in a very difficult position regarding rate policy.
- U.S. inflation fell during Q1 towards the Federal Reserve 2% target. Inflation came in at 2.4% year-over-year in March, and core inflation rose 2.8%. Shelter prices (housing) has been the largest contributor to inflation, but in March showed a lower price rise of 2.5% annualized.
 - Labor market conditions were strong in Q1. Unemployment remained low at 4.2%. The reductions in government workforce will likely have an impact on labor data for many months into the future, but the size of planned cuts relative to the total U.S. workforce is not enough to change the overall picture.
 - Sentiment reversed abruptly in Q1 as households and businesses expressed substantial fears around tariffs. The University of Michigan Sentiment Index is now -30% below November 2024 levels, while NFIB Small Business Sentiment is nearly back to pre-election levels.

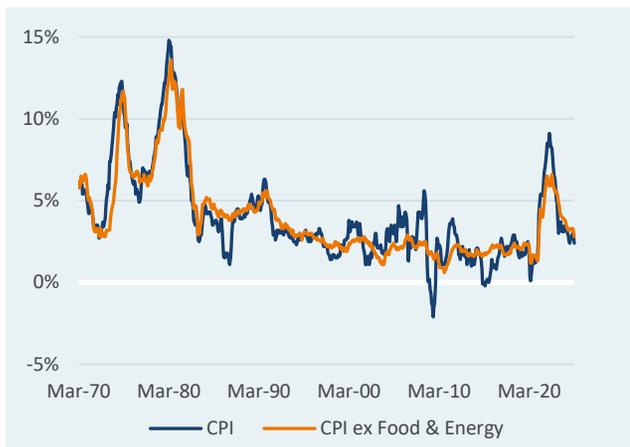
	Most Recent	12 Months Prior
Real GDP (YoY)	2.0% 3/31/25	2.9% 3/31/24
Inflation (CPI YoY, Core)	2.8% 3/31/25	3.8% 3/31/24
Expected Inflation (5yr-5yr forward)	2.6% 3/31/25	2.4% 3/31/24
Fed Funds Target Range	4.25–4.50% 3/31/25	5.25–5.50% 3/31/24
10-Year Rate	4.2% 3/31/25	4.3% 3/31/24
U-3 Unemployment	4.2% 3/31/25	3.9% 3/31/24
U-6 Unemployment	7.9% 3/31/25	7.3% 3/31/24

Inflation

U.S. inflation (CPI) drifted lower during the quarter towards the Federal Reserve 2% target. Inflation was 2.4% year-over-year in March, and core inflation (excluding food & energy) rose 2.8%. Shelter prices (housing) has been the largest contributor to inflation, but in March showed only a 2.5% annualized rise. If this marks a trend towards lower shelter price rises, it could help provide some downward relief. However, tariffs implemented by the Trump administration and an escalating trade war with China will most likely push inflation higher, perhaps materially so.

Given the change in environment and recent moves by the U.S. administration, most investors appear to expect weaker economic growth in 2025 and moderately higher inflation. It is difficult to estimate the direction of inflation in the near-term—a slowdown in the economy generally has a dampening effect on inflation, and the recent drop in energy prices and moderation of housing costs also helps, but substantially higher tariffs will likely push prices higher in a variety of areas. This puts the Federal Reserve in a particularly difficult position regarding rate policy choices.

U.S. CPI (YOY)



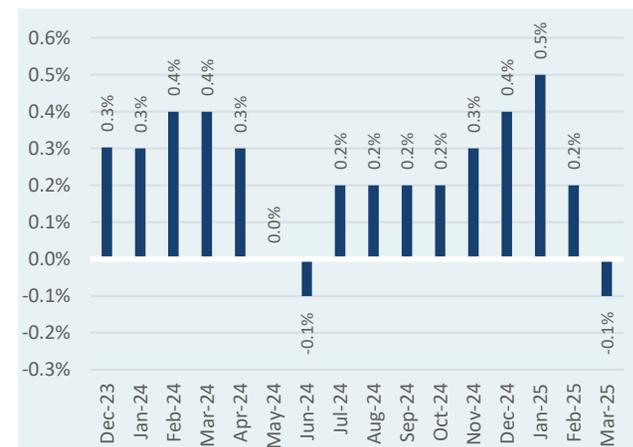
Source: BLS, as of 3/31/25

ANNUALIZED MONTHLY INFLATION



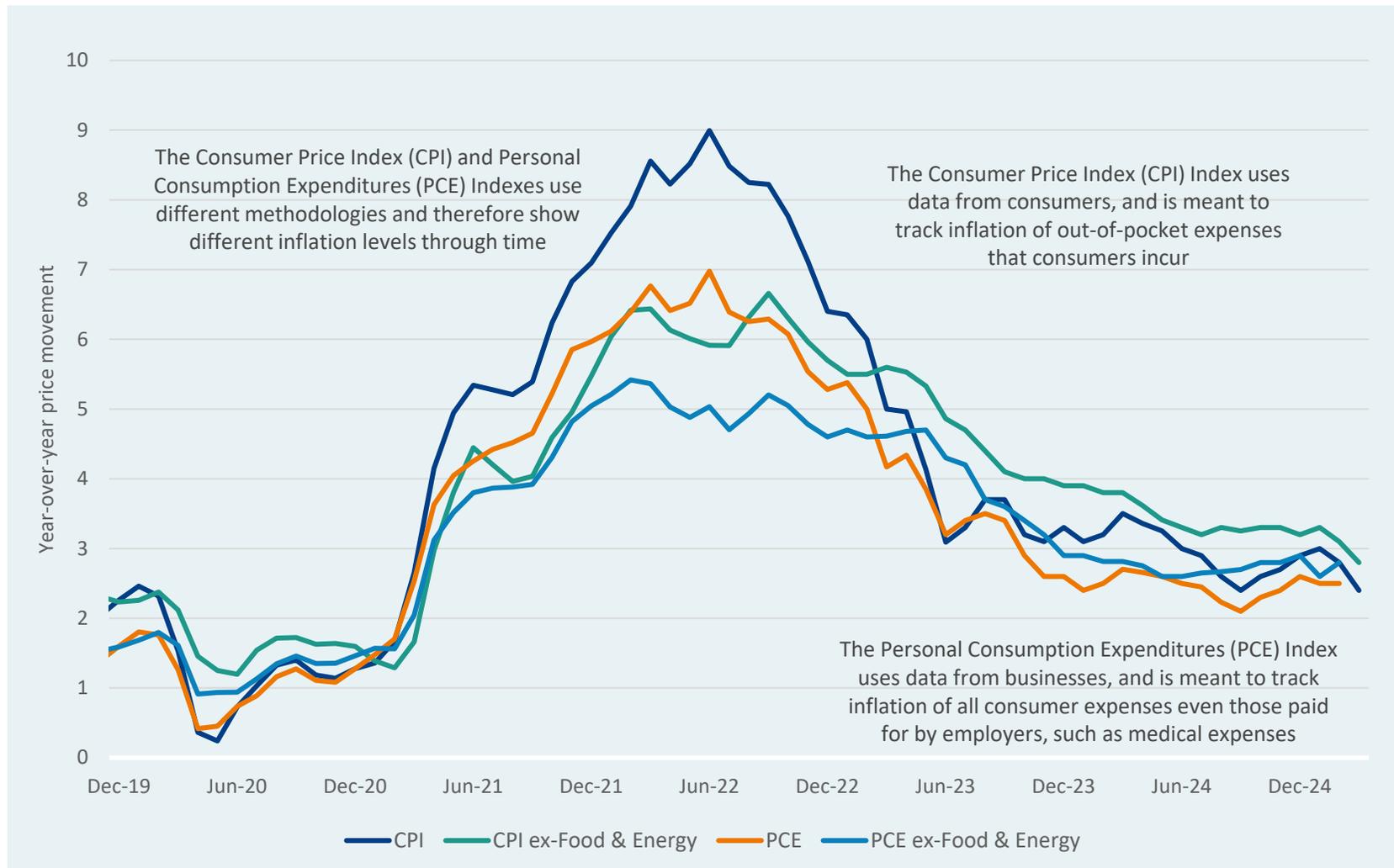
Source: BLS, Verus, of 3/31/25

MONTHLY PRICE MOVEMENT (CPI)



Source: BLS, as of 3/31/25

An (even more) uncertain inflation path



Tariffs pose an upside risk to inflation, but lower economic growth and falling commodity prices could provide dampening effects

Source: FRED, Verus, as of 3/31/25 – or most recent release

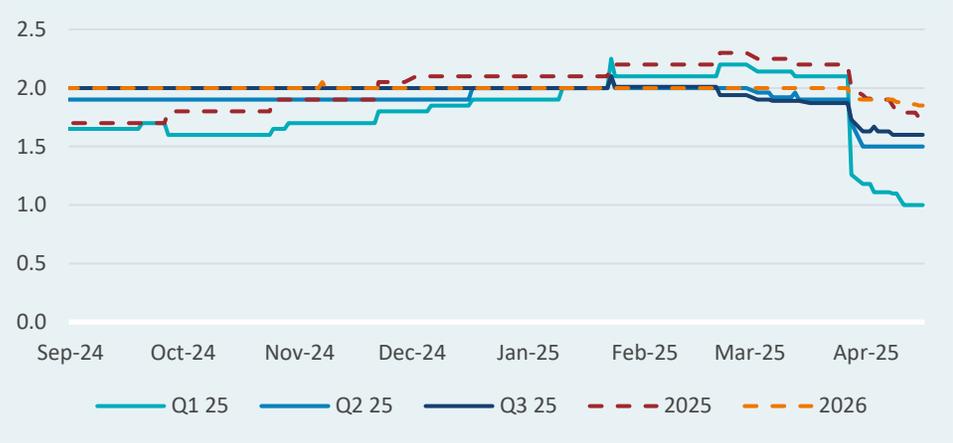
GDP growth

Real GDP growth was negative during Q1, falling from 2.4% to -0.3% quarter-over-quarter annualized (2.0% year-over-year). The slowdown was driven by a substantial increase in imports relative to exports, which means more foreign products were purchased to the detriment of American products. Lower government spending also contributed to the weak figure, a notable change from past years where higher government spending had been an ongoing support. Consumer spending slowed from prior quarters which is a concern. Investment activity jumped, providing a partial offset to negative growth, although this appears to have been affected by a surge in purchases as consumers and businesses rushed spending to avoid future tariffs.

In 2024 investors had already broadly expected the U.S. economy to slow in 2025. However, trade negotiations and tariff fears have led to concerns of a much steeper slowing than initially assumed, possibly recession. But it is important to note that economic conditions remain generally good. Employment is high, wages are rising faster than inflation, household debt service costs are relatively muted, and many households continue to sit on considerable gains in wealth due to the rally in markets and appreciation of residential homes. We believe this helps mitigate the chances of a deeper recession. But policy uncertainty will likely have a larger and larger effect if it persists on an ongoing basis.

U.S. real GDP growth was negative during Q1 due to rising imports, less gov't spending, and slower consumer spending

U.S. GDP EXPECTATIONS



Source: Bloomberg, median value of economist estimates

U.S. REAL GDP COMPONENTS (QOQ)

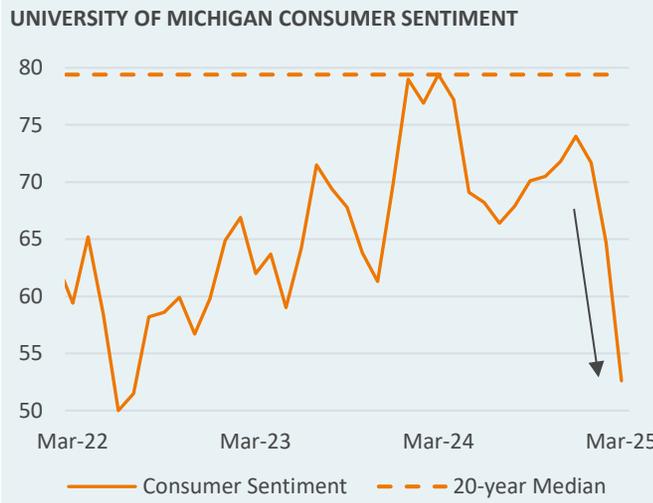
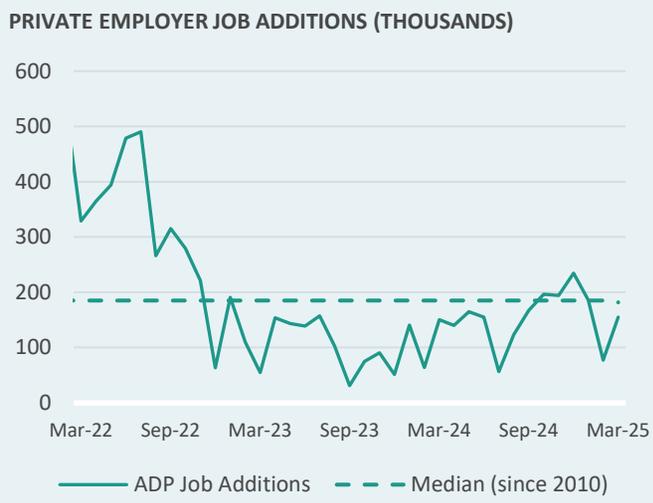


Source: FRED, as of 3/31/25

Signs of economic weakness

In February and March, economic data in a variety of places was weaker-than-expected. Household spending was strong in November and December but then fell suddenly in January—likely impacted by a cold winter season and California wildfires. Job gains showed a similar slowdown in the first two months of the year. The trade standoff between the U.S. and our largest trading partners, and fear of tariffs, appears to be casting a heavy shadow over consumer sentiment. These concerns may also be impacting business behavior due to uncertainty about future prices and conditions, and general pessimism. The longer that trade uncertainty persists, the larger the negative impact will likely be.

While weakness in the first quarter is concerning and notable, we continue to see the core fundamentals of the economy as relatively good—high levels of employment, decent consumer spending, manageable household debt levels, and the wealth effects from rising equity markets and home prices over the past decade could be supportive of positive economic growth in 2025.



Source: Challenger, ADP, University of Michigan as of 3/31/25, BEA as of 2/28/25

Labor market

Labor market conditions have remained broadly strong. Unemployment was low at 4.2% in March.

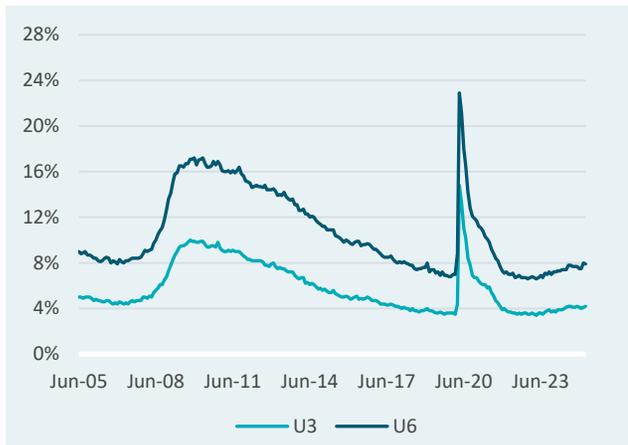
The reductions in government workforce will likely have an impact on labor data for future quarters, but the size of planned cuts relative to the total U.S. workforce is not enough to change the overall picture. We believe a larger risk to the economy would be a shift in business hiring/employment actions if the recent deterioration in business sentiment was to be sustained, though there do not seem to be signs of this so far.

The change in a country's population is a large determinant of the rate of economic growth. This means that a dramatic slowing in unlawful immigration over recent months will impact the labor market and total consumer spending, as well as other aspects of the economy. In specific industries, this shift will likely also affect wages, since undocumented immigrants are paid on average materially less than U.S. citizens. Tighter job markets in specific regions and across specific job types, with less supply of cheap labor, could lift wages for existing workers. Regardless of one's political leanings, we believe these impacts could be notable and will be important to watch and understand.

The job market remains relatively strong

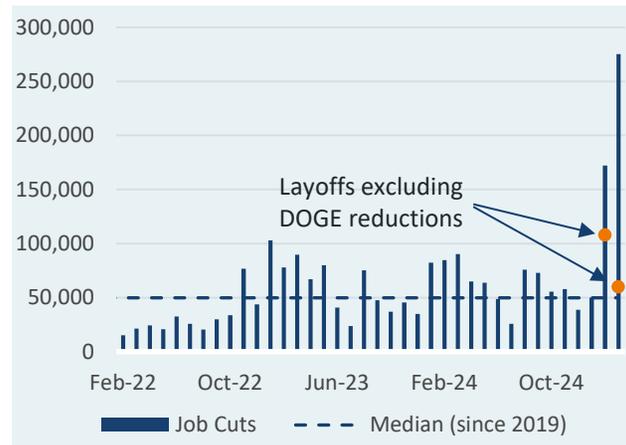
A reduced supply of cheap immigrant labor could lift wages in certain regions

U.S. UNEMPLOYMENT



Source: FRED, as of 3/31/25

U.S. JOB CUT ANNOUNCEMENTS



Source: Challenger, Gray & Christmas, as of 3/31/25

U.S. BORDER ENCOUNTERS (MONTHLY)



Source: U.S. Customs & Border Protection, as of February 2025

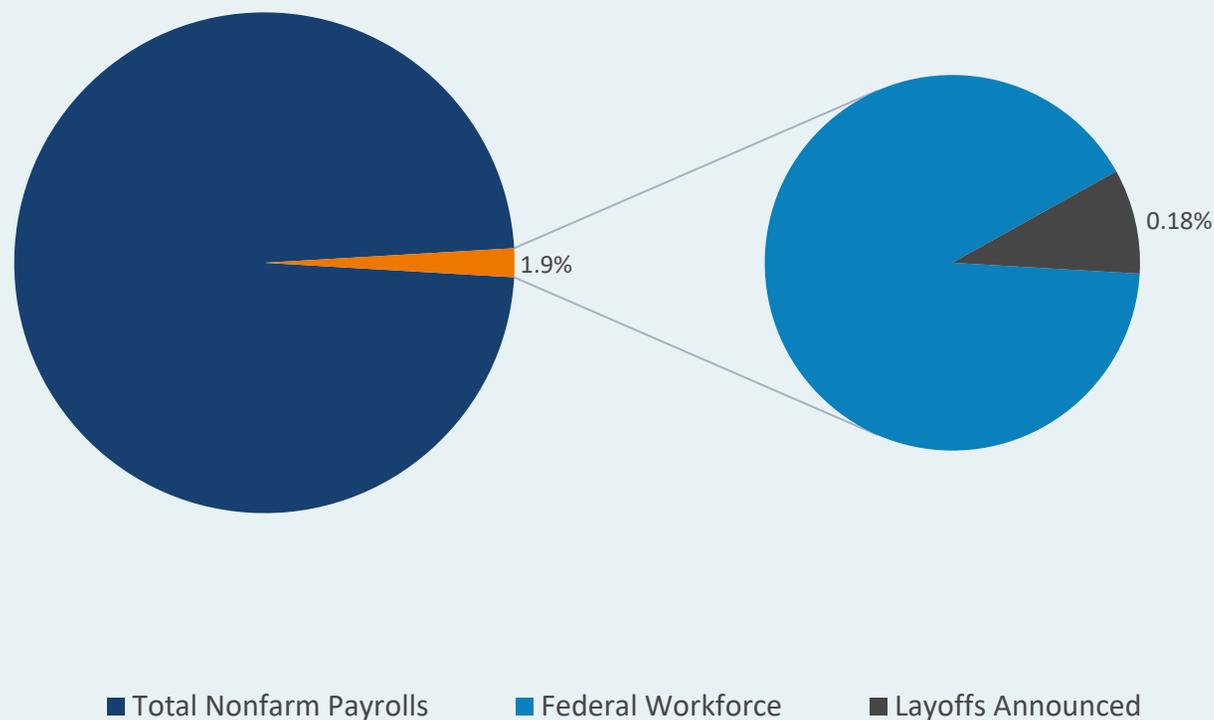
Impacts of DOGE job reductions

How might federal workforce reductions impact the labor market?

President Donald Trump and Elon Musk's Department of Government Efficiency (DOGE) has moved quickly to take an aggressive approach to cutting both spending and jobs. Unsurprisingly, given the speed of action and unique tactics, many initiatives are being challenged in court. It appears very likely that the Trump Administration will be at least somewhat successful in eliminating what it sees as wasteful spending, effectively reducing the size and scope of the Federal government.

With federal workers making up less than 2% of the overall labor force, a portion of layoffs within this group is unlikely to make big waves in the labor market and a spike in unemployment, although certain regions will see a bigger impact. DOGE actions led to a total of 280,000 layoffs in February and March (0.18% of the total workforce). While job losses are always unfortunate, the total impact may not be enough to change the direction of the economy.

SHARE OF FEDERAL WORKERS SUBJECT TO LAYOFFS



Source: Verus, BLS, Challenger Survey, as of 3/31/25

The consumer

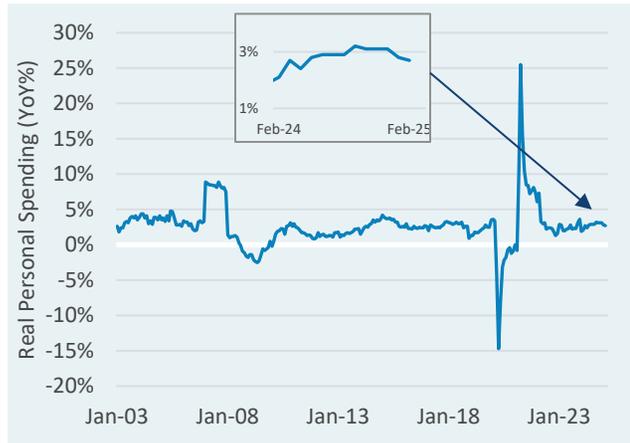
Inflation-adjusted personal spending growth was 2.7% year-over-year in February, slower than the latter-half of 2024 but still at a moderately strong level that implies an average rate of overall economic growth. Spending in January was the weakest in nearly four years, although an exceptionally cold winter (which tends to dampen purchases) and California wildfires may have contributed to this effect.

It will be important to monitor whether slow winter spending turns into a sustained downturn, further fueled by a sharp downturn in sentiment and tariff fears. Automobile and

apparel sales often see the greatest drop during an economic downturn, which suggests these sectors may provide a helpful barometer for the overall economy in 2025.

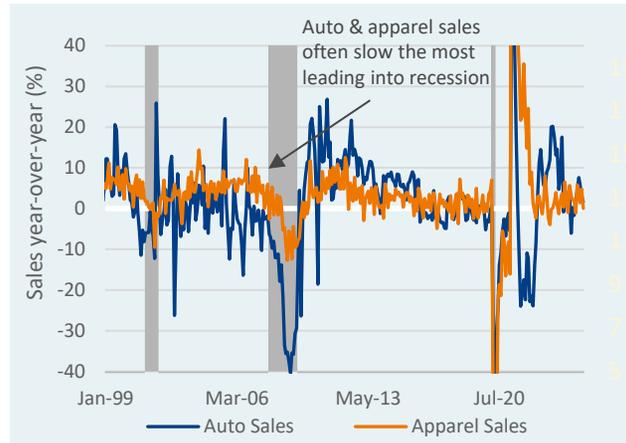
The average household savings rate improved from 3.3% to 4.6% during the quarter. Although weather effects also likely had an impact on these figures, we would assume that broad deterioration in consumer sentiment is contributing to greater savings due to economic uncertainty.

REAL PERSONAL SPENDING



Source: FRED, as of 2/28/25

AUTO & APPAREL SALES



Source: FRED, as of 2/28/25

PERSONAL SAVINGS RATE



Source: FRED, as of 2/28/25

Sentiment

Sentiment reversed abruptly in Q1, as households and businesses expressed fears around tariff uncertainty. Changes in consumer sentiment became visible in multiple surveys, while imports jumped dramatically because businesses rushed to purchase foreign products to avoid possible future tariffs. Household forecasts of U.S. inflation over the next year rose to 6.7% (interestingly, republican voters expect 2% inflation while democratic voters expect nearly 10% inflation).

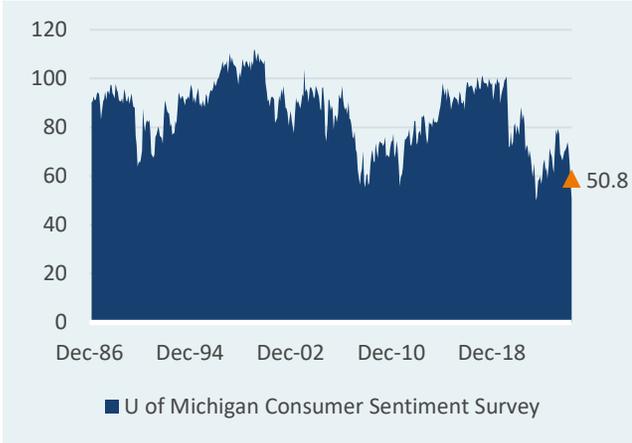
The University of Michigan Consumer Sentiment survey fell for four consecutive months. The partisan divide regarding expectations for the economy have reached extreme levels. While those survey respondents who identify as Republican feel

fairly good about economic prospects, those who identify with the Democratic Party feel that conditions are worse than the 2008-2009 Global Financial Crisis. In such a hyperpartisan environment it may be useful to watch for political biases that exist in surveys. The Conference Board Consumer Confidence Index in March reflected a similar downward trend, reaching the poorest sentiment since 2021.

Small business sentiment deteriorated to 97.4 in March, nearly erasing the post-election enthusiasm for Republican pro-business policies. The net percent of business owners expecting better business conditions fell to 21%, the largest monthly decline since late-2020.

Sentiment dropped sharply during Q1 on tariff & inflation fears, as well as a greater chance of recession

CONSUMER SENTIMENT (UNIV. OF MICHIGAN)



Source: University of Michigan, as of 3/31/25

CONSUMER CONFIDENCE (CONFERENCE BOARD)



Source: Conference Board, as of 2/28/25

NFIB SMALL BUSINESS SENTIMENT



Source: NFIB, as of 3/31/25

Housing

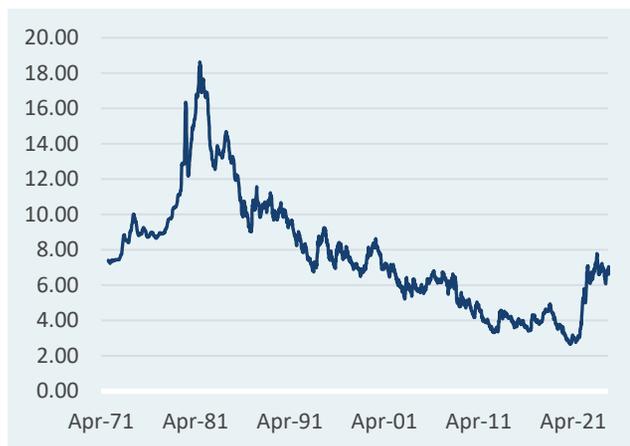
The average 30-year mortgage rate fell from 6.9% to 6.7% during the quarter, as Treasury yields broadly trended lower. Home prices have increased 3.3% year-over-year as of January, according to CoreLogic.

The U.S. residential housing market seems to be rebalancing slightly in terms of supply and demand: rising inventories but very low sales activity. However, there are few indications that home affordability, which is at a record poor level, is set to improve in the near-term. One path to better affordability could result from further increases in inventory coming to market which pressures sellers to reduce prices in order to incentivize buyers who have more inventory to choose from. Another path to

affordability would, of course, be lower mortgage interest rates, although a drop in interest rates historically has tended to result in a jump in home prices, which could counteract affordability gains.

The nationwide average cost to rent continues to be generally flat (+0.3% in February YoY according to Redfin). As average hourly wages are growing at a 4% annual rate, a persistent trend of flat rent costs will help improve rental affordability for those who do not own a home. Substantial increases in multifamily supply have reportedly contributed to downward rent pressure, with the median asking rent price falling to \$1.78 per square foot—the lowest level in nearly 4 years.

30-YEAR MORTGAGE RATE (%)



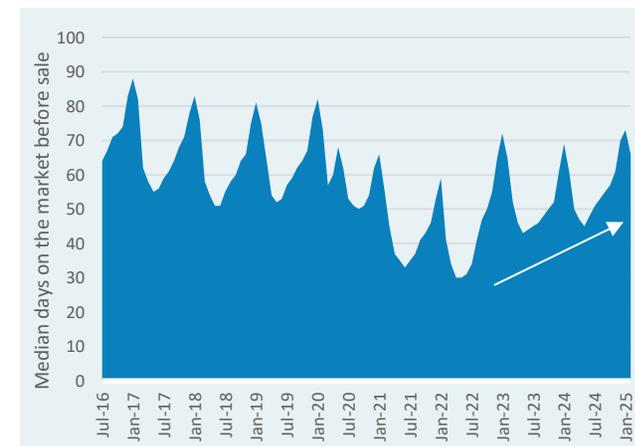
Source: Freddie Mac, as of 3/31/25

EXISTING HOME SALES



Source: National Association of Realtors, as of 2/28/25

AVERAGE DAYS ON THE MARKET



Source: FRED, as of 2/28/24

International economics summary

- Major economies around the world face acute risks of economic slowdown due to the imposed tariffs of the U.S. administration (this includes the U.S. economy, of course). That risk comes at a time when many countries already struggle with lower growth and structural headwinds. Outcomes of trade negotiations, and the time it takes for conclusions to be reached, will likely have a notable impact on near-term growth. In short, tariff outcomes will be hugely important.
- Eurozone economies grew only 1.2% YoY in Q4. Expectations are for continued very weak growth of 0.9% in 2025, according to ECB staff, as of March. This forecast aligns with the consensus economists forecast. Trade and geopolitical uncertainty may create an additional drag on the region since these forecasts assume U.S./China tariffs but no U.S./EU tariffs. A prolonged trade war between the U.S. and the Eurozone could mean even greater economic drag.
- German elections concluded with a win for the conservative Christian Democratic Union (CDU) and its alliance the Christian Social Union (CSU) with 28.6% of the vote. A two-way coalition with the runner-up Alternative for Germany (AFD) is unlikely to form despite its impressive rise in popularity.
- On February 5th, the Bank of England (BOE) decided with a seven-two vote to cut interest rates by 25bps to 4.5%. This marked the third consecutive cut over the past six months. The BOE cited cooler-than-expected December inflation as a main contributing factor.
- As the U.S. administration appears to be focusing maximum pressure on China regarding trade and business practices, the intense market volatility experienced in early April could be setting the stage for the remainder of 2025. Some estimates put China's economic growth rate this year at perhaps 4% or even 3%, below the 5% stated goal of the Chinese Communist Party.

Area	GDP (Real, YoY)	Inflation (CPI, YoY)	Unemployment
United States	2.0% 3/31/25	2.4% 3/31/25	4.2% 3/31/25
Eurozone	1.2% 12/31/24	2.2% 3/31/25	6.1% 2/28/25
Japan	2.8% 12/31/24	3.7% 2/28/25	2.4% 2/28/25
Canada	1.5% 12/31/24	2.6% 2/28/25	6.7% 3/31/25
BRICS Nations	5.2% 12/31/24	1.7% 3/31/25	5.4% 3/31/25
Brazil	3.4% 3/31/25	5.5% 3/31/25	6.8% 2/28/25
Russia	3.1% 9/30/24	10.3% 3/31/25	2.4% 2/28/25
India	6.2% 12/31/24	3.3% 3/31/25	7.1% 12/31/24
China	5.4% 12/31/24	(0.1%) 3/31/25	5.4% 2/28/25

NOTE: India lacks reliable government unemployment data. Unemployment rate shown above is estimated from the Centre for Monitoring Indian Economy. The Chinese unemployment rate represents the monthly surveyed urban unemployment rate in China.

International economics

The Eurozone grew only 1.2% YoY Q4. Expectations are for continued weak growth of 0.9% in 2025. The ECB cut rates for the sixth consecutive time in Q1, citing the weak economic outlook and continued moderation of inflation as the main factors, with additional rate cuts expected in 2025. A prolonged trade war could lead to even greater economic drag and renewed inflationary pressures.

The U.S. announced a series of tariffs in 2025, initially including a 20% tariff on all Chinese imports and a 25% tariffs on certain imports from the EU, Canada, and Mexico. The U.S. followed up with expanded tariffs on “Liberation Day”, including a 10% baseline rate and rates of 54% on China, 20% on the EU, and 25% on Canada and Mexico. The U.S. has generally cited goals of business operation onshoring, national defense, improving

the trade deficit / foreign terms of trade, and immigration and drug control as intended outcomes of recent tariff policy.

The EU, Canada, and Mexico initially responded to “Liberation Day” with counter-tariffs on certain U.S. goods. Counter-measures were suspended after the U.S. announced a 90-day pause on tariff increases, bringing the EU, Mexico, and Canada to the baseline rate of 10%. We believe it is likely that the 10% baseline tariff stays in place for the long-term.

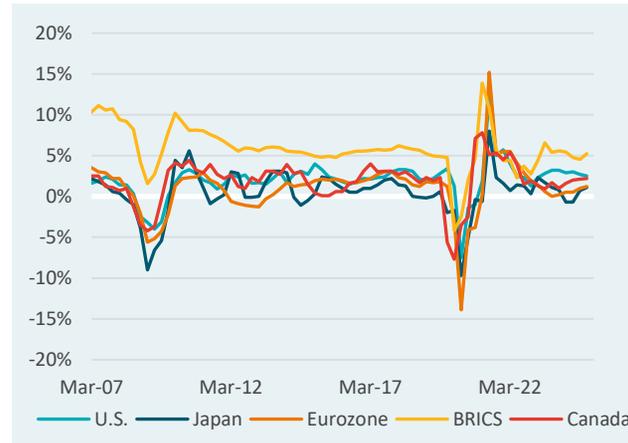
The U.S. China trade war continued to escalate following “Liberation Day”, with tariff rates ultimately reaching 145% on Chinese goods and 125% on U.S. goods, halting many aspects of trade between the nations, as of mid-April. The tariff rate on Chinese goods was exempt from the U.S. 90-day pause.

INFLATION (CPI YEAR-OVER-YEAR)



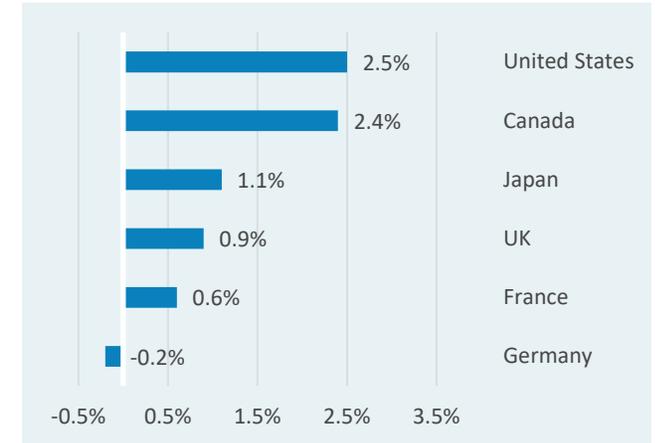
Source: BLS, Verus, as of 3/31/25 or most recent date

REAL GDP GROWTH (YEAR-OVER-YEAR)



Source: BLS, Verus, as of 3/31/25 or most recent date

Q3 REAL GDP GROWTH (YOY)



Source: BLS, Verus, as of Q4 2024

Fixed income rates & credit

Fixed income environment

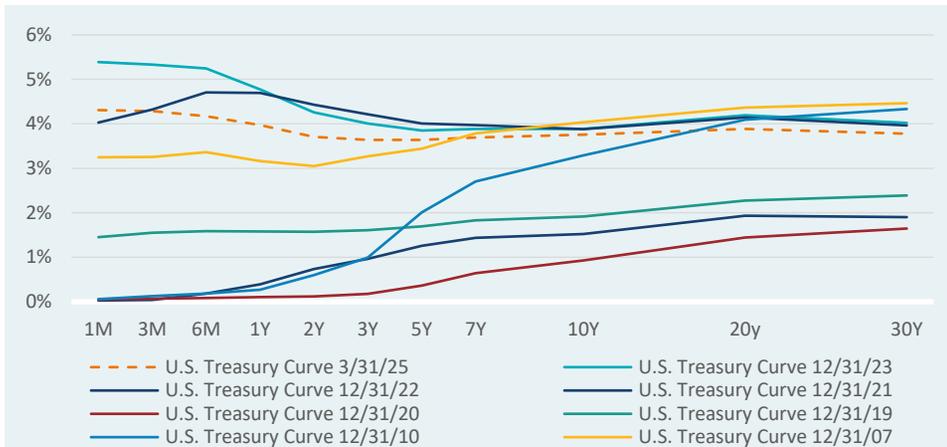
- The 10-year U.S. Treasury yield fell slightly from 4.55% to 4.23% during the quarter, reflecting a reversal in the economic optimism of Q4.
- The Federal Reserve kept rates steady but has communicated an expectation of weaker economic growth and moderately higher inflation in 2025, due to U.S. administration tariffs and trade policy. Falling growth but rising inflation would put the Fed in a very difficult position regarding policy decisions. At the beginning of Q1 investors were expecting two rate cuts in 2025. This has since jumped to 4.
- The yield premium of U.S. Treasuries over that of European debt—German bunds in particular—shrunk materially during the quarter. The dual narratives of weaker-than-expected U.S. growth in 2025, and debt limit easing in Germany which could boost growth, has sent yields of those countries closer to parity.
- Longer duration credit slightly outperformed shorter duration. This behavior likely reflected a shift in market sentiment from year end, during which uncertainty in fiscal and monetary policy contributed to a bear steepening of the yield curve. Long duration corporate bonds gained +2.38% while Bank loans added +0.6% and high yield returned +1.0%.
- Credit spreads widened due to risk off movements, and lower quality spreads experienced the largest shifts. High yield bond spreads rose by 41bps to 3.53%, while investment grade spreads rose to 1.0%. Despite recent widening events, credit spreads across all ratings remain below long-term historical averages.
- U.S. Treasury yields showed extreme jumps. Some investors attributed the move to fluctuations in foreign demand for U.S. dollars due to shifts in U.S. trade policy. Others believe these moves have been driven by hedge fund trading and an unwinding of ‘basis trades’—a levered trading strategy that tries to take advantage of differences between current Treasury price and prices of futures contracts.

	QTD Total Return	1 Year Total Return
Core Fixed Income (Bloomberg U.S. Aggregate)	2.8%	4.9%
Core Plus Fixed Income (Bloomberg U.S. Universal)	2.7%	5.2%
U.S. Treasuries (Bloomberg U.S. Treasury)	2.9%	4.5%
U.S. Treasuries: Long (Bloomberg U.S. Treasury 20+)	4.7%	1.3%
U.S. High Yield (Bloomberg U.S. Corporate HY)	1.0%	7.7%
Bank Loans (S&P/LSTA Leveraged Loan)	0.6%	7.0%
Emerging Market Debt Local (JPM GBI-EM Global Diversified)	4.3%	4.0%
Emerging Market Debt Hard (JPM EMBI Global Diversified)	2.2%	6.8%
Mortgage-Backed Securities (Bloomberg MBS)	3.1%	5.4%

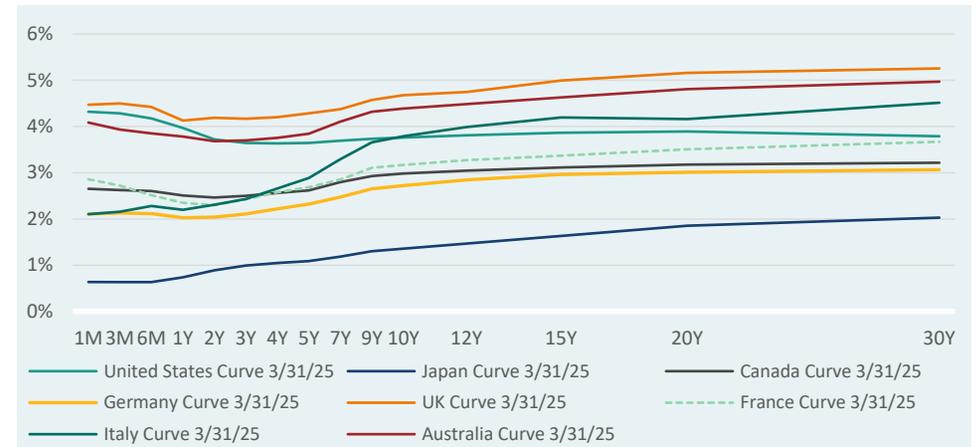
Source: Standard & Poor's, J.P. Morgan, Bloomberg, as of 3/31/25

Yield environment

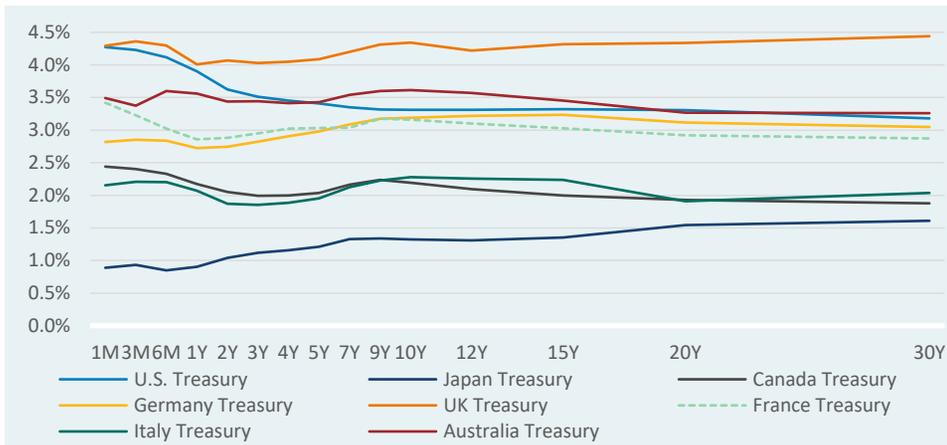
U.S. YIELD CURVE



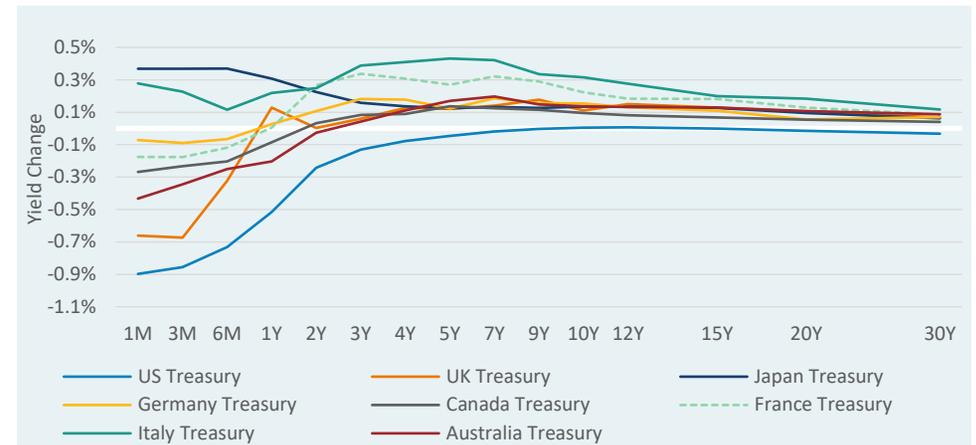
GLOBAL GOVERNMENT YIELD CURVES



YIELD CURVE CHANGES OVER LAST FIVE YEARS



IMPLIED CHANGES OVER NEXT YEAR



Source: Bloomberg, as of 3/31/25

Credit environment

During the quarter, longer duration credit slightly outperformed shorter duration despite the Federal Reserve holding rates at previous levels. This behavior likely reflected a shift in market sentiment from year end, during which uncertainty in fiscal and monetary policy had contributed to a sharp bear steepening of the yield curve. During Q1 investors observed a trend towards higher quality credit, as long duration investment grade corporate bonds (Bloomberg U.S. Long Corporate Credit) gained 2.38% while Bank loans added +0.6% (S&P/LSTA Leveraged Loans) and high yield returned +1.0% (Bloomberg U.S. Corporate High Yield).

Returns within the high yield bond market reflected similar slight risk-off movement, with lower quality credits experiencing the worst performance. Bonds rated CCC, including distressed credit, lost -2.31%, compared to

bonds rated B, which returned -1.36% and BB, which returned -0.57%. Similarly, lower quality bank loans underperformed higher quality. CCC-rated loans returned -2.14%, compared to -0.33% and +.02% for B- and BB-rated loans, respectively.

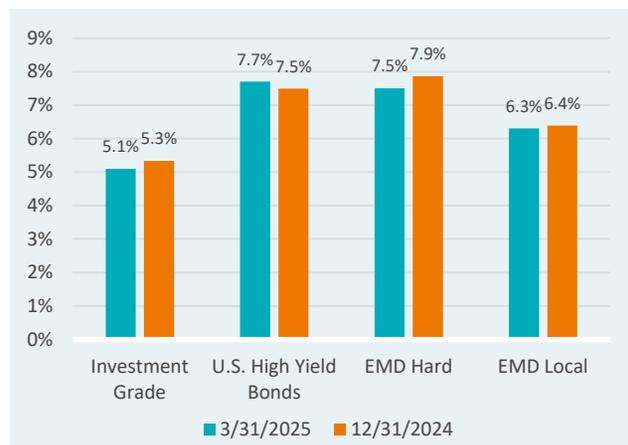
Credit spreads widened due to initial risk off movements, and lower quality spreads experienced largest shifts. High yield bond spreads rose by 41bps to 3.53%, while investment grade spreads rose to 1.0%. Despite recent widening events, credit spreads across all ratings remain below long-term historical averages, suggesting investors are still somewhat confident in the ability of businesses to service debt.

SPREADS



Source: Barclays, Bloomberg, as of 3/31/25

YIELD TO MATURITY



Source: Bloomberg, J.P. Morgan as of 3/31/25

CREDIT SPREAD (OAS)

Market	3/31/25	3/31/24
Long U.S. Corp	1.2%	1.1%
U.S. Inv Grade Corp	0.9%	0.9%
U.S. High Yield	3.5%	3.0%
U.S. Bank Loans*	4.7%	4.9%

Source: Barclays, Credit Suisse, Bloomberg, as of 3/31/25

*Discount margin (4-year life)

Default & issuance

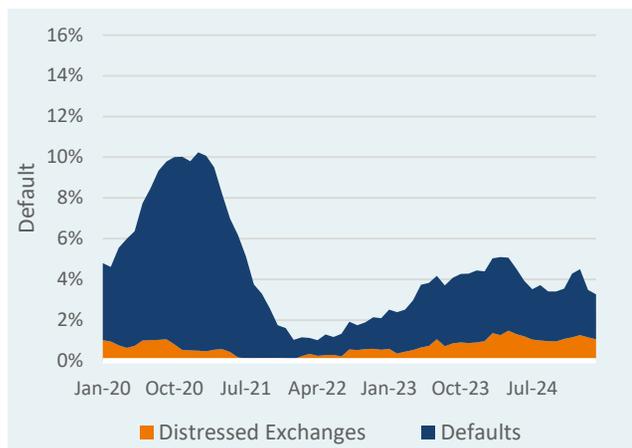
Total default activity remained below the two-year average during Q1, as the economy continued to demonstrate strength and recession forecasts prior to April were relatively muted. During the quarter, seven companies defaulted, totaling more than \$1.2 billion in bonds and \$4.8 billion in loans. Monthly default activity consistently came in at less than half of the monthly average default volume of 2023 and 2024 (\$7.1 billion).

While defaults and distressed activity was subdued across credit, loans surpassed bonds in default and distressed exchange activity. During the quarter, eight companies completed a distressed exchange totaling \$580 million in bonds and \$4.4 billion in loans. This total of less than \$5 billion in total distressed credit volume was significantly lower than the \$19.4 billion seen in Q4 and was the lightest quarterly default/LME volume since Q4 2022.

High yield bond default rates rose slightly to 1.2% but were less than half of the default rate of one year prior. Current figures remain well below the long-term annual average of 3.4%. Loan default rates rose slightly to 3.9%, up 0.3% from one year prior. Notably, this gap in default rates between leveraged loan and high yield (2.7%) is a reduction from the 3% gap five months ago that represented the high-water mark since 2000.

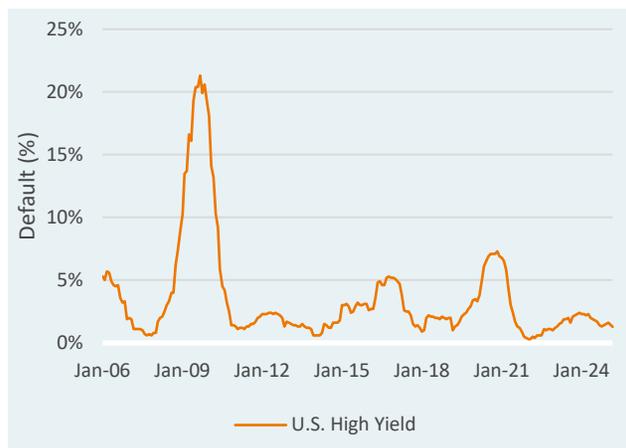
Quarterly issuance volume for high yield bonds was lower, totaling \$68.3 billion, down 22% year over year, which compares to \$87.6 billion in Q1 2024. Bank loans saw significantly higher levels of issuance, totaling \$337 billion, which was 6% greater than one year prior. However, this represented a reduction from the previous record levels of issuance seen in Q4 (\$505 billion). It is possible that changing higher interest rate expectations due to actions of the Trump administration could be affecting issuance decisions.

U.S. BANK LOAN DEFAULTS (LAST 12 MONTHS)



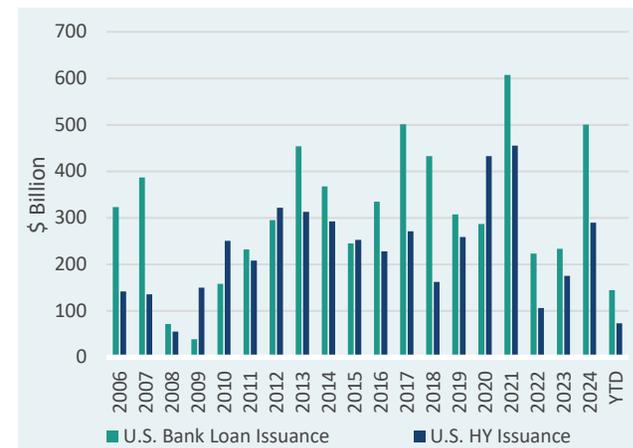
Source: BofA Merrill Lynch, Verus, as of 3/31/25 – par weighted

U.S. HY SECTOR DEFAULTS (LAST 12 MONTHS)



Source: BofA Merrill Lynch, as of 3/31/25 – par weighted

U.S. ISSUANCE (\$ BILLIONS)



Source: BofA Merrill Lynch, as of 3/31/25

Equity

Equity environment

- Domestic equities delivered substantial underperformance during Q1 (S&P 500 -4.3%) relative to international developed (MSCI EAFE +6.9%) and emerging market equities (MSCI EM +2.9%)—a notable change in trend from recent years. The S&P 500 entered a technical correction mid-March.
- A sentiment shift away from U.S. stocks and towards foreign markets occurred in recent months, as tariff concerns spooked investors and contributed to recession fears. At the same time, certain European governments have indicated a greater willingness to invest in local economies, possibly generating better economic growth. This contributed to a rotation out of U.S. market and into Europe.
- Growth stocks, notably the Magnificent 7, have led the market downward, although small capitalization stocks still underperformed large caps.

Businesses that have fully embraced globalization and outsourced supply chains may find themselves in a particularly difficult position due to the drastic shift in U.S. trade policy.

- Chinese markets climbed in February on the heels of the DeepSeek launch in January, when President Xi Jinping reportedly met with tech leadership. Also, signs that the real estate bear market may be easing, and that consumer spending may be turning upward, generating impressive Q1 returns.
- Market-priced volatility jumped in early March as tariff announcements, trade negotiations, and fears of general economic weakness spooked markets, leading to a broad selloff of U.S. assets. As trade fears intensified in the first week of April, global markets saw one of the most sudden drops in modern history which sent the VIX to 52.

	QTD TOTAL RETURN		1 YEAR TOTAL RETURN	
	(unhedged)	(hedged)	(unhedged)	(hedged)
U.S. Large Cap (S&P 500)	(4.3%)		8.3%	
U.S. Small Cap (Russell 2000)	(9.5%)		(4.0%)	
U.S. Equity (Russell 3000)	(4.7%)		7.2%	
U.S. Large Value (Russell 1000 Value)	2.1%		7.2%	
U.S. Large Growth (Russell 1000 Growth)	(11.1%)		7.8%	
Global Equity (MSCI ACWI)	(1.3%)	(2.2%)	7.2%	14.7%
International Large (MSCI EAFE)	6.9%	3.4%	4.9%	6.8%
Eurozone (EURO STOXX 50)	10.9%	7.8%	5.5%	8.2%
U.K. (FTSE 100)	12.1%	6.0%	6.2%	11.7%
Japan (TOPIX)	1.2%	(2.4%)	(0.6%)	9.2%
Canada (S&P/TSX)	1.5%	2.5%	9.0%	26.7%
Emerging Markets (MSCI Emerging Markets)	2.9%	2.5%	8.1%	11.2%

Source: Standard & Poor's, FTSE, MSCI, STOXX, JPX, as of 3/31/25 – performance quoted from perspective of U.S. dollar investor

Domestic equity

U.S. equities performed poorly in Q1 with the S&P 500 down -4.3% (note: this does not include the dramatic global selloff of early April). In a change of pace from 2024, mega-cap stocks in Q1 acted as a drag on the overall index, as these previously high-flyers struggled on growth and tariff concerns. Domestic equities have notably underperformed both international (MSCI EAFE +6.9%) and emerging markets (MSCI EM +2.9%) year-to-date. Domestic businesses that have fully embraced globalization and outsourced supply chains may find themselves in a particularly difficult position due to the drastic shift in U.S. trade policy.

Year-over-year earnings growth of the S&P 500 is expected to be 7.3%, according to FactSet as of April 11th. During the quarter, analysts lowered EPS estimates slightly more than normal, by -4.2% which compares to the 5-year average adjustment of -3.3%. Materials and consumer discretionary sectors saw the largest adjustments, suggesting signs of expected economic weakness. It is very likely that future corporate earnings guidance will turn negative to reflect the more difficult trade and growth environment.

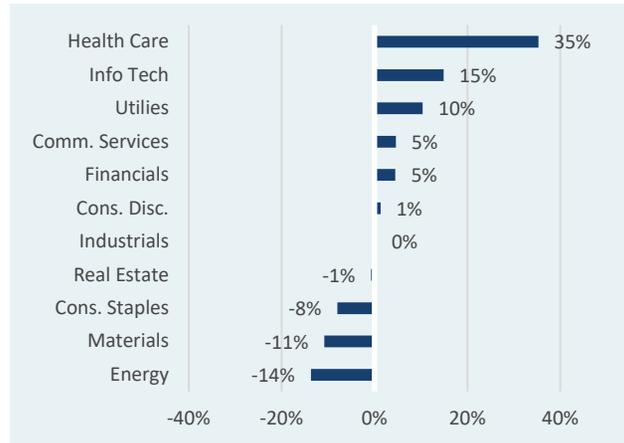
U.S. equities underperformed dramatically during Q1, reversing a multi-year trend

S&P 500 PRICE INDEX



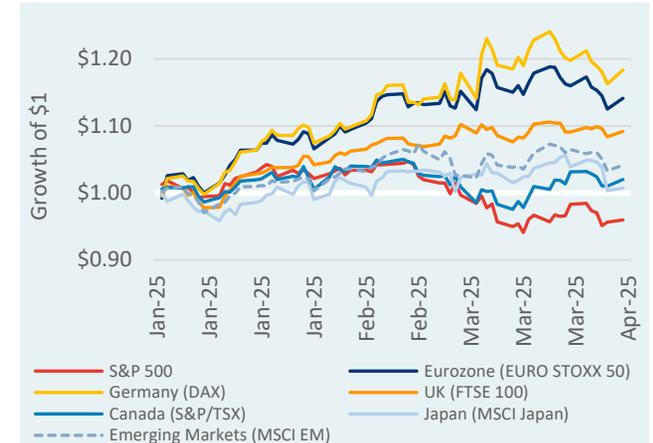
Source: Standard & Poor's, as of 3/31/25

S&P 500 EPS GROWTH (YEAR-OVER-YEAR)



Source: Factset, as of 4/11/25

REGIONAL EQUITY PERFORMANCE (YTD)



Source: Verus, Bloomberg, Verus, as of 3/31/25

Tariff-induced selloff



On April 2nd, President Trump announced wide-reaching tariffs on most trading partners. The level of tariffs were far higher than investors had expected, resulting in large risk-off market moves.

The domestic market has faced the most pain given that it has chosen trade conflict with many trading partners, while other regions face conflict only with the U.S.

Source: Verus, as of 4/14/25

Domestic equity size & style

Small cap equities underperformed large caps year-to-date (FTSE Russell 2000 -9.5% vs. FTSE Russell 1000 -4.5%), despite a drawdown across mega cap stocks. Value stocks on the other hand outperformed growth stocks substantially (FTSE Russell 1000 Value +2.1% vs FTSE Russell 1000 Growth -10.0%), as many investors tend to seek safer higher dividend paying stocks during riskier environments and heightened recession risk. These effects could be seen in sector performance disparities during the quarter, with energy, utilities, and financials outperforming materially. Information technology was one of the worst performing sectors.

Ongoing style factor volatility may be a feature of Q2, given the historically sudden global market selloff that occurred in early April, which has hit mega cap growth and tech stocks particularly severely.

On a one-year lookback basis, large cap value stocks have become the leader among U.S. style groups, and small cap growth the laggards.

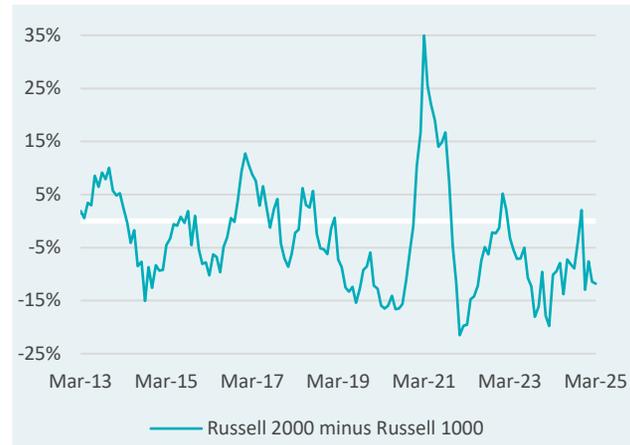
Small cap & value lagged in Q1 while value outperformed growth substantially (+2.1% vs -10.0%)

VALUE VS. GROWTH 1-YR ROLLING RELATIVE PERFORMANCE



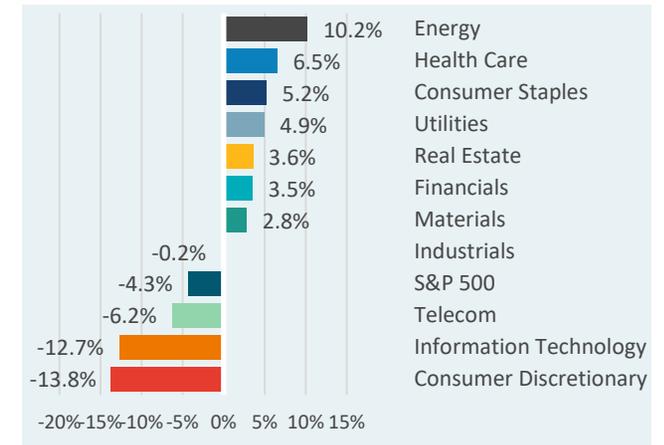
Source: FTSE, as of 3/31/25

SMALL VS. LARGE 1-YR ROLLING RELATIVE PERFORMANCE



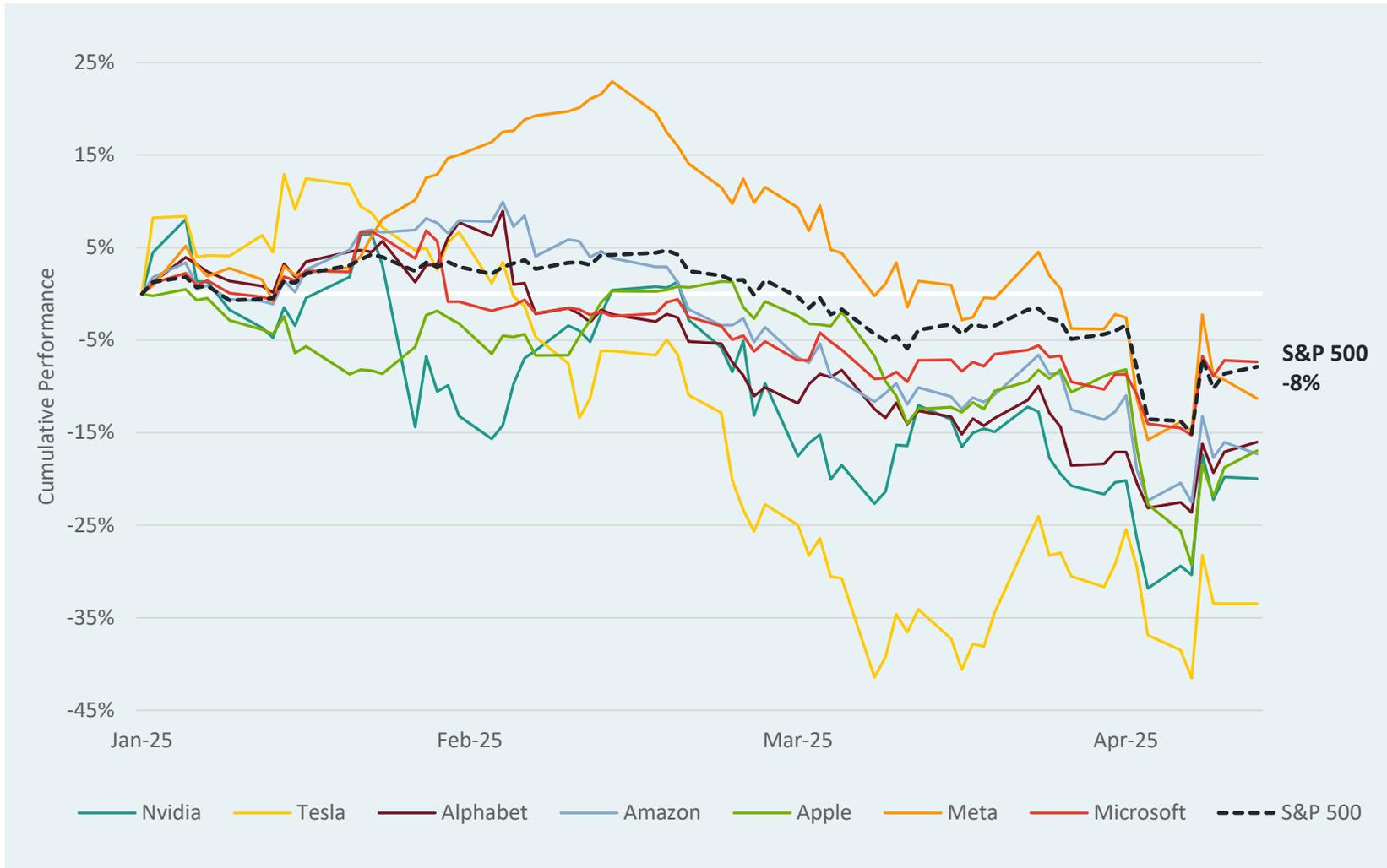
Source: FTSE Russell, as of 3/31/25

Q1 PERFORMANCE



Source: Morningstar, as of 3/31/25

Less Magnificent 7



The Magnificent 7 suffered large losses during the market selloff

Nearly all members of this group are lagging the S&P 500 YTD

Source: Verus, Bloomberg, as of 4/14/25

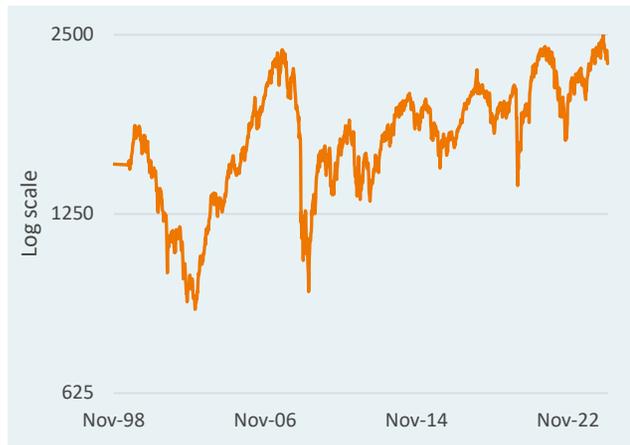
International developed equity

In a sharp reversal from years of U.S. outperformance, domestic stocks entered technical correction territory in March while non-U.S. stocks—European markets in particular—took the lead. Weakening U.S. conditions and the Trump Administration’s “Liberation Day” tariff contributed to a dramatic fall in domestic stocks later in March and the first week of April. European stocks have rallied on hopes for stimulus, easing of debt ceilings, and perhaps investments in greater European independence. Depreciation of the U.S. dollar further fueled international stock outperformance for U.S. investors. For the first time in quite some time, many investors are seeking opportunities outside of the U.S. market.

International developed shares (MSCI EAFE +6.9%) and emerging market equities (MSCI EM +2.9%) both outperformed domestic stocks (S&P 500 -4.3%).

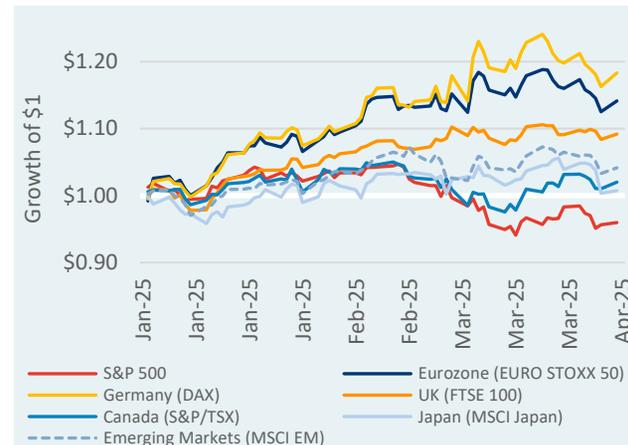
President Trump’s approach of attempting to negotiate with all of America’s trade partners all at once places the U.S. in a uniquely difficult economic position. For example, while China faces a trade war with only a single trading partner (the United States), here at home we face a trade war with multiple trading partners. It could be argued that the negative economic impacts on the U.S. from this trade war could be much larger than the negative economic impacts that many other countries will endure.

INTERNATIONAL DEVELOPED EQUITY



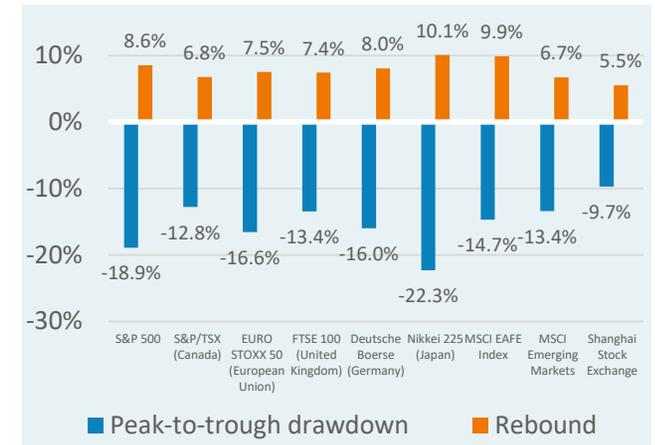
Source: MSCI, as of 3/31/25

REGIONAL STOCK PERFORMANCE YTD



Source: Verus, Bloomberg, as of 3/31/25

REGIONAL RETURNS (PEAK-TO-TROUGH)



Source: Verus, Bloomberg, as of 4/14/25

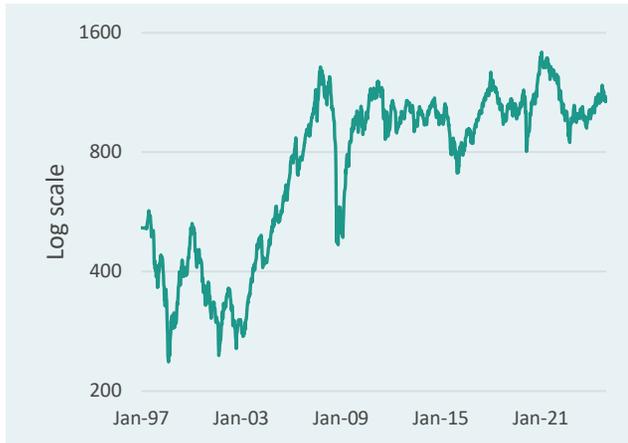
Emerging market equity

Emerging market equities (MSCI EM +2.9%) delivered moderately positive returns in Q1, outperforming U.S. equities, fueled by China's equity rally. Chinese markets climbed notably in February on the heels of the DeepSeek launch in January, when President Xi Jinping reportedly met with tech leaders for the first time in several years. This meeting could help to bolster investor confidence in Chinese tech despite ongoing structural challenges across the local investment landscape. Additionally, signs that the bear market in residential real estate may be easing, and that consumer spending may be turning upward, generated market excitement and an impressive Q1 (MSCI China Index +11.3%).

This movement served as a helpful reminder that larger regional markets can have big performance impacts an overall emerging markets allocation.

As the U.S. administration appears to be focusing maximum pressure on China regarding trade and business practices, the intense market volatility experienced in early April seems to set the table for the remainder of 2025. Some estimates put China's economic growth rate this year at perhaps 4% or even 3%, below the 5% target publicized by the Chinese Communist Party.

EMERGING MARKET EQUITY



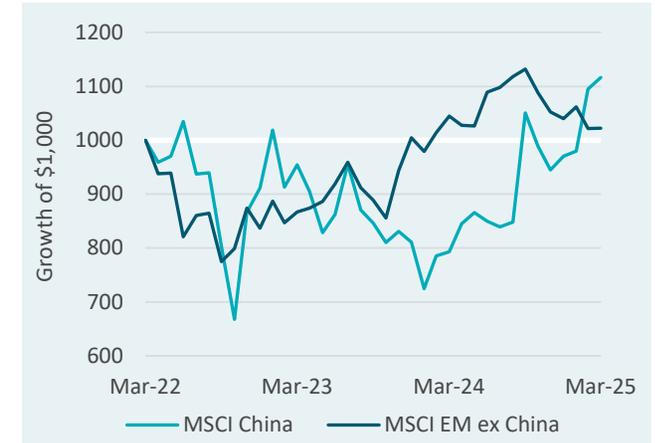
Source: MSCI, as of 3/31/25

MSCI EM 2025 Q1 COUNTRY RETURNS (USD)



Source: Verus, Bloomberg, as of 3/31/25

CHINA'S COMEBACK



Source: MSCI, as of 3/31/25

Equity valuations

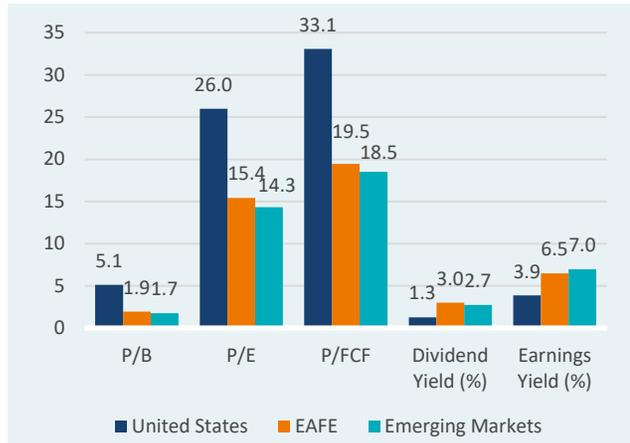
U.S. equity multiples fell materially during the market selloff, while international equities performed moderately well with little valuation movement. This reduced some of the historically wide valuation gap between markets.

Many investors have become more bearish on U.S. stocks due to actions of the U.S. administration. At the same time, certain European governments have indicated a greater willingness to invest in local economies, possibly generating stronger economic growth rates in the future. These trends have fueled some rotation of investment dollars out of the U.S. market and into Europe. As a consequence of the Trump administration foreign policy, conversations have taken place in the investor community

around diversification and the fact that many portfolios have become intensely U.S.-concentrated over time. Additionally, U.S. valuations are historically high relative to other markets.

High valuations are a product of fantastic earnings growth forecasts, and rosy expectations that U.S. exceptionalism will continue. If those expectations begin to show cracks, and investors seek opportunities elsewhere due to a less welcoming U.S. investment environment, valuations could change. However, we feel that this story is a bit overdone—the fundamental justifications for a U.S. equity premium will probably remain intact despite tariff pain that might occur in the near- and medium-term.

MSCI VALUATION METRICS (3-MONTH AVG)



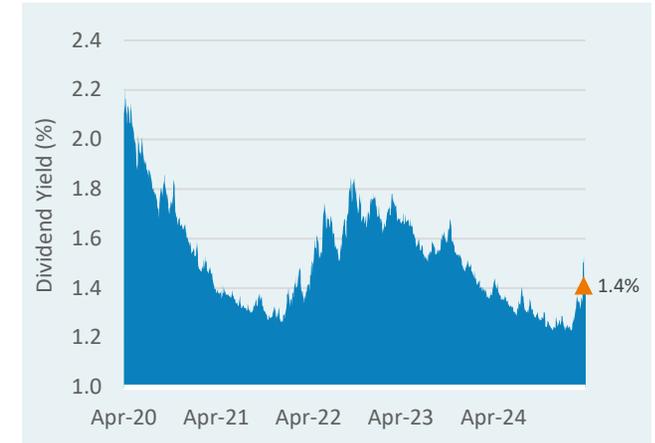
Source: MSCI, Verus, as of 3/31/25 – trailing P/E

FORWARD P/E



Source: MSCI, as of 3/31/25

S&P 500 HISTORICAL DIVIDEND YIELD



Source: Standard & Poor's, Verus, as of 3/31/25

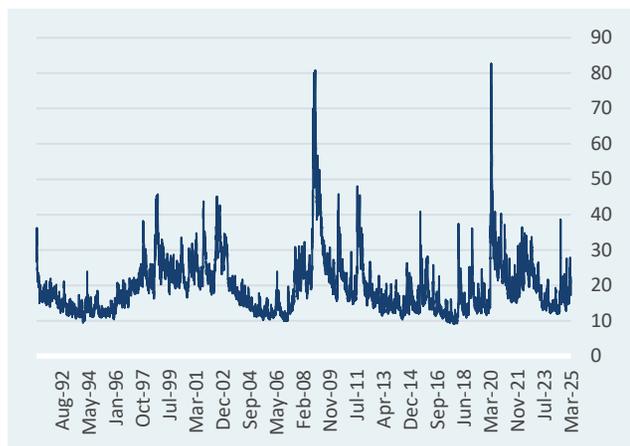
Market volatility

Market-priced volatility (Cboe VIX Index) jumped to nearly 30% in early March as tariff announcements, trade negotiations, and fears of general economic weakness spooked markets, leading to a broad selloff of U.S. assets. The VIX index suggests the ultra-low volatility environment of 2023 and early 2024 ended in August of 2024 with a historically large volatility spike that occurred that month. Ongoing recession fears and trade disruptions could very likely contribute to greater-than-normal market price fluctuations in the near- and medium-term.

Implied bond market volatility showed an extreme jump in

late March and the first week of April. Competing theories exist as to the cause, with some market participants attributing the move to fluctuations in foreign demand for U.S. dollars due to radical shifts in the trade policy of the Trump administration. Other investors believe these moves have been more driven by hedge fund trading and an unwinding of ‘basis trades’—a levered trading strategy that tries to take advantage of differences between current Treasury price and the price reflected in futures contracts. Due to the highly levered nature of this strategy, market volatility spikes can lead to trade losses and unwinding of large positions which can move markets. The true cause of these moves remains unclear.

U.S. IMPLIED VOLATILITY (VIX)



Source: Cboe, as of 3/31/25

REALIZED VOLATILITY



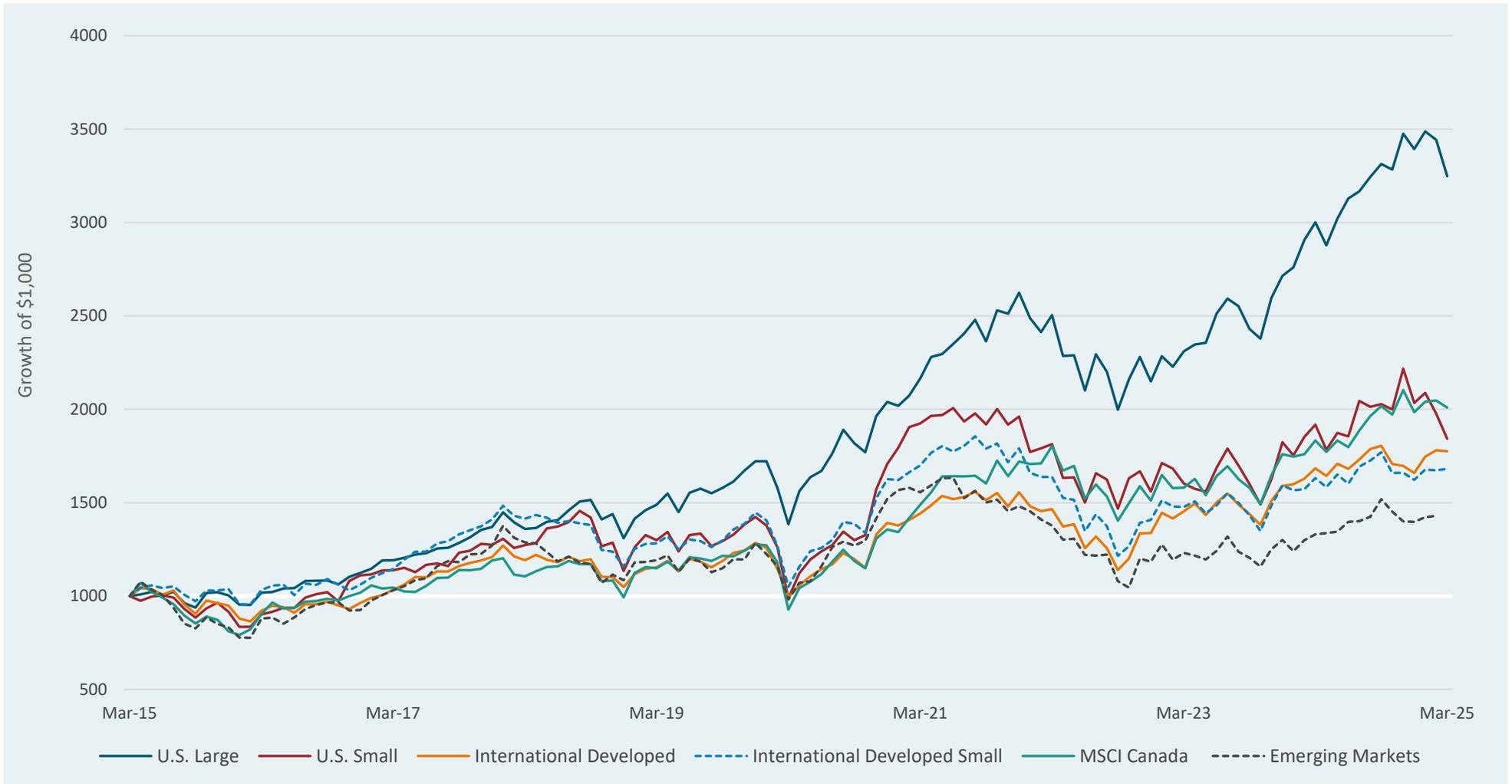
Source: Standard & Poor's, MSCI, Verus, as of 3/31/25

U.S. TREASURY IMPLIED VOL ("MOVE" INDEX)



Source: BofA, as of 4/8/25

Long-term equity performance



Source: Standard & Poor's, FTSE, MSCI, Verus, as of 3/31/25

Other assets

Currency

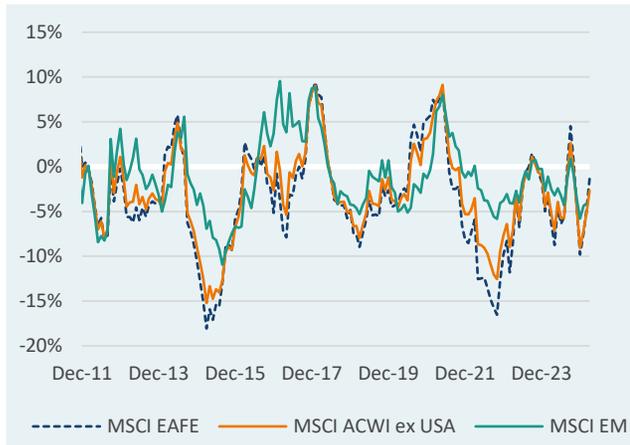
The U.S. dollar fell during Q1 on tariff and trade fears, as well as signs of a weakening economy. This boosted the returns of U.S. investors with unhedged foreign currency exposure. The U.S. Dollar Index was down -8.5%. Dollar movement is particularly difficult to predict—a slowdown in U.S. economic growth throughout the remainder of the year should have a dampening effect on dollar value, but a global market selloff tends to result in a flight to quality (higher U.S. dollar). A big hike in tariffs imposed by the U.S. should generally push the dollar up as trading partners work to buy dollars, but if this causes a negative shock to the economy and leads to rate cuts from the Federal Reserve then that would be negative for the dollar. The overall net effect of these opposing forces is very complex.

Those without a currency hedging program gained +3.5% from currency moves across international equities (MSCI EAFE) during Q1, but lost -1.9%

over the past year. Currency gains were large across the Euro and British pound, while the Japanese yen moved in the opposite direction.

A more thoughtful portfolio approach to currency exposure has provided lower portfolio volatility and higher returns—a rare proposition. This approach involves reducing the uncompensated risk of unhedged foreign currency exposure, and instead of unhedged exposure, making a passive investment in the currency market by investing in currencies with higher interest rates, undervalued currencies, and currencies showing positive price momentum. This approach, represented by the MSCI Currency Factor Mix Index, has offered a positive one-year rolling return over most periods with far lower volatility than an unhedged approach. The past year of intense currency volatility is testament to this approach.

EFFECT OF CURRENCY (1-YEAR ROLLING)



Source: MSCI, Verus, as of 3/31/25

U.S. DOLLAR MAJOR CURRENCY INDEX



Source: FRED, Verus, as of 3/31/25

EMBEDDED CURRENCY VS CURRENCY FACTORS



Source: MSCI, Verus, as of 3/31/25 "Embedded Currency Exposure" is the currency return impact from not hedging currency risk

Appendix

Periodic table of returns

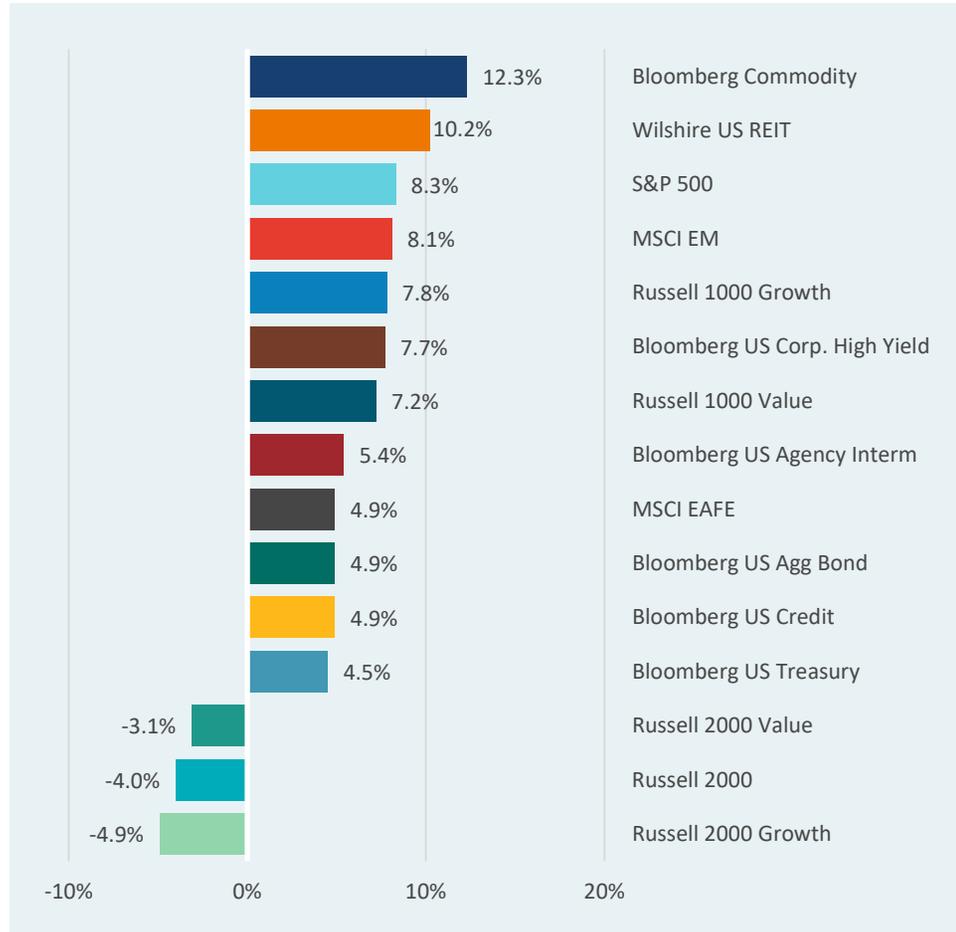
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD	5-Year	10-Year
Large Cap Growth	34.5	32.6	39.8	5.2	79.0	29.1	14.3	18.6	43.3	13.5	13.3	31.7	37.3	6.7	36.4	38.5	28.3	16.1	42.7	33.4	8.9	20.1	15.1
Large Cap Equity	21.4	26.9	16.2	1.4	37.2	26.9	7.8	18.1	38.8	13.2	5.7	21.3	30.2	1.9	31.4	34.6	27.6	9.4	26.5	24.5	6.9	18.5	12.2
Large Cap Value	20.1	23.5	15.8	-6.5	34.5	24.5	2.6	17.9	34.5	13.0	0.9	17.3	25.0	0.0	28.5	21.0	27.1	1.5	18.7	15.2	2.9	16.1	8.8
Small Cap Growth	14.0	22.2	11.8	-21.4	32.5	19.2	1.5	17.5	33.5	11.8	0.6	12.1	22.2	-1.5	26.5	20.0	26.5	-4.7	18.2	14.4	2.8	15.3	6.3
Emerging Markets Equity	7.5	18.4	11.6	-25.9	28.4	16.8	0.4	16.4	33.1	6.0	0.0	11.8	21.7	-3.5	25.5	18.3	25.2	-7.5	16.9	11.5	2.1	14.5	6.1
Small Cap Equity	7.1	16.6	10.9	-28.9	27.2	16.7	0.1	16.3	32.5	5.6	-0.4	11.3	17.1	-4.8	22.4	14.0	17.7	-13.0	15.4	9.9	1.0	13.3	6.1
60/40 Global Portfolio	6.3	15.5	10.3	-33.8	23.3	16.1	-2.1	15.3	23.3	4.9	-0.8	11.2	14.6	-6.0	22.0	10.3	14.8	-14.5	14.6	9.5	0.9	11.8	5.7
Small Cap Value	5.3	15.1	7.0	-35.6	20.6	15.5	-2.9	14.6	12.1	4.2	-1.4	8.0	13.7	-8.3	18.6	7.8	11.3	-14.5	11.5	8.1	0.7	10.8	5.4
International Equity	4.7	13.3	7.0	-36.8	19.7	13.1	-4.2	11.5	11.0	3.4	-2.5	7.1	7.8	-9.3	18.4	7.5	8.9	-17.3	9.8	7.5	0.3	8.5	5.3
Hedge Funds of Funds	4.6	10.4	5.8	-37.6	18.9	10.2	-5.5	10.5	9.0	2.8	-3.8	5.7	7.7	-11.0	8.7	4.6	6.5	-19.1	6.3	5.4	-4.5	7.9	3.7
Cash	4.6	9.1	4.4	-38.4	11.5	8.2	-5.7	4.8	0.1	0.0	-4.4	2.6	7.0	-11.2	7.8	2.8	2.8	-20.1	5.5	5.3	-7.7	7.5	3.7
Commodities	4.2	4.8	-0.2	-38.5	5.9	6.5	-11.7	4.2	-2.0	-1.8	-7.5	1.0	3.5	-12.9	7.7	0.5	0.0	-20.4	5.0	3.8	-9.5	3.0	2.8
US Bonds	3.2	4.3	-1.6	-43.1	0.2	5.7	-13.3	0.1	-2.3	-4.5	-14.9	0.5	1.7	-13.8	6.4	0.5	-1.5	-26.4	-7.9	1.3	-10.0	2.5	1.8
Real Estate	2.4	2.1	-9.8	-53.2	-16.9	0.1	-18.2	-1.1	-9.5	-17.0	-24.7	0.3	0.9	-14.6	2.1	-3.1	-2.5	-29.1	-7.9	0.4	-11.1	-0.4	1.5



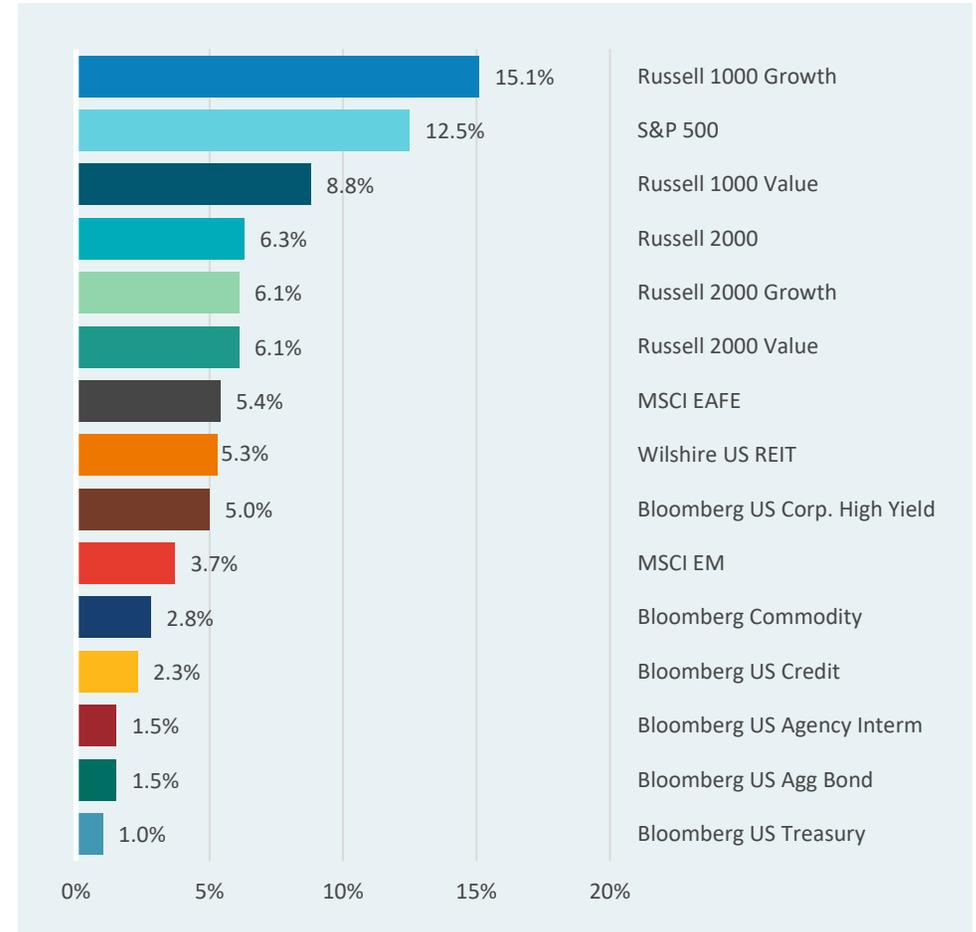
Source Data: Morningstar, Inc., Hedge Fund Research, Inc. (HFR), National Council of Real Estate Investment Fiduciaries (NCREIF). Indices used: Russell 1000, Russell 1000 Value, Russell 1000 Growth, Russell 2000, Russell 2000 Value, Russell 2000 Growth, MSCI EAFE, MSCI EM, Bloomberg U.S. Aggregate, T-Bill 90 Day, Bloomberg Commodity, NCREIF Property, HFRI FOF, MSCI ACWI, Bloomberg Global Bond. NCREIF Property Index performance data as of 12/31/24.

Major asset class returns

ONE YEAR ENDING MARCH



TEN YEARS ENDING MARCH



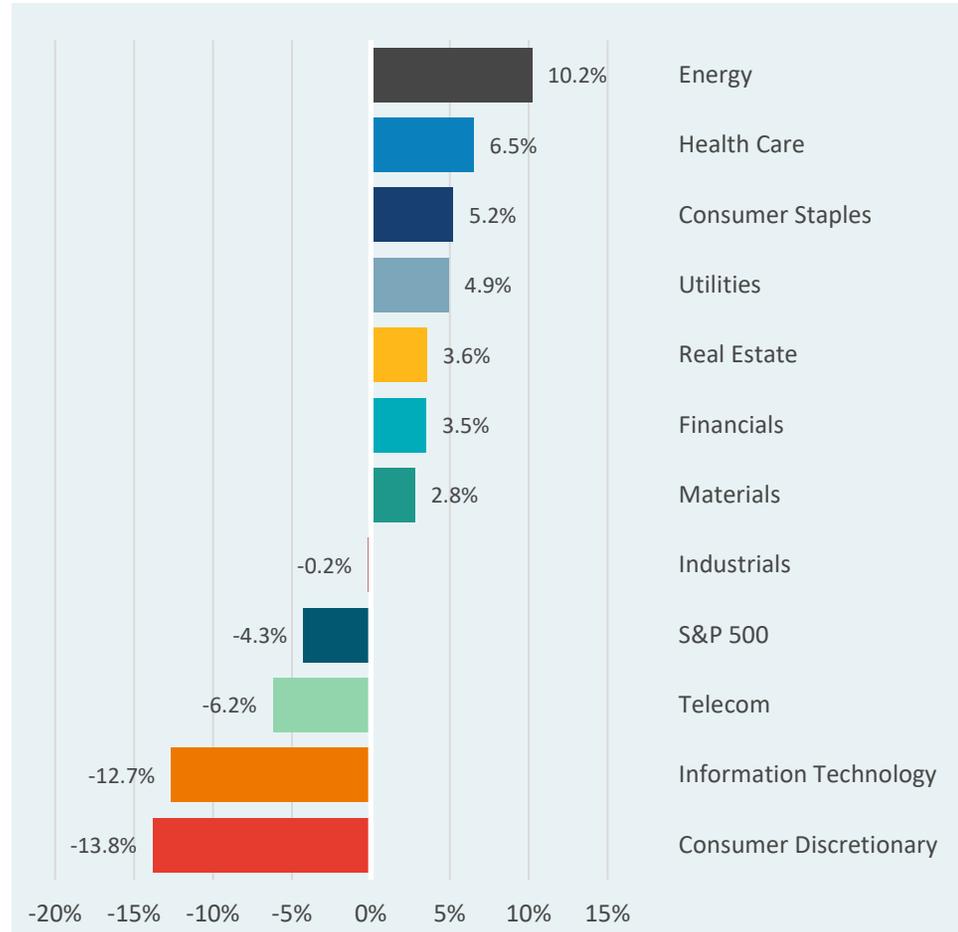
*Only publicly traded asset performance is shown here. Performance of private assets is typically released with a 3- to 6-month delay.

Source: Morningstar, as of 3/31/25

Source: Morningstar, as of 3/31/25

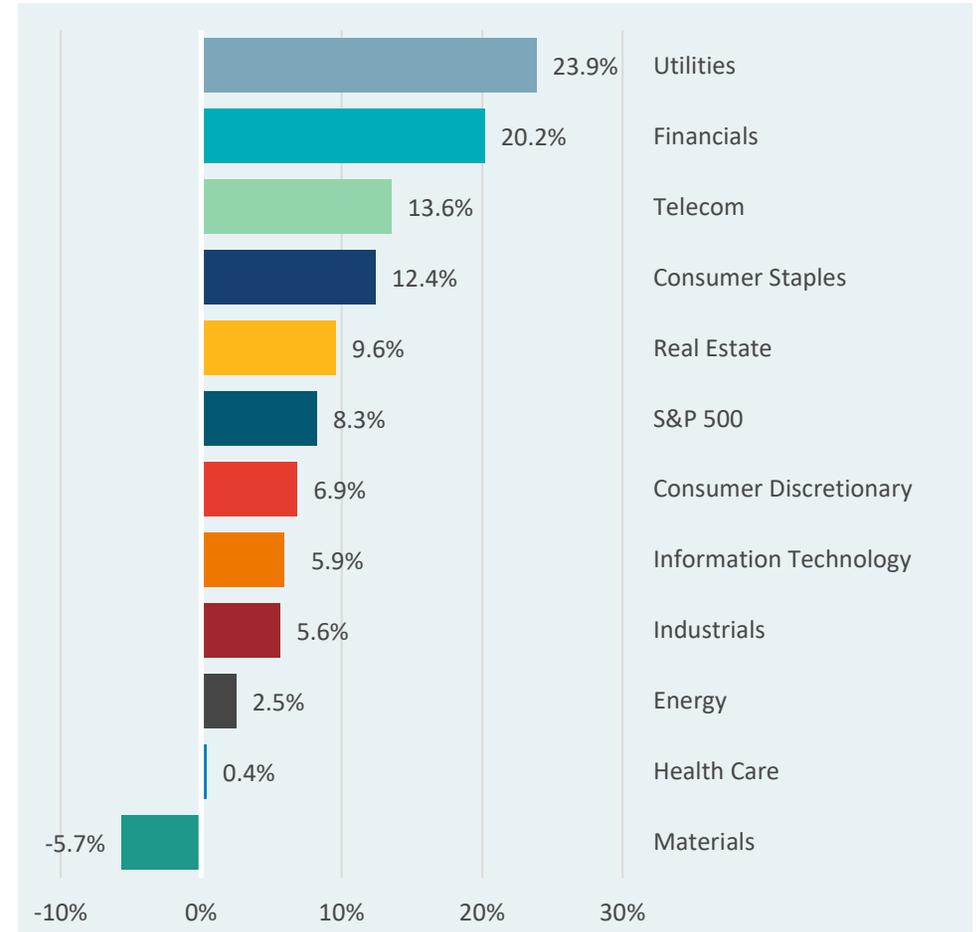
S&P 500 sector returns

QTD



Source: Morningstar, as of 3/31/25

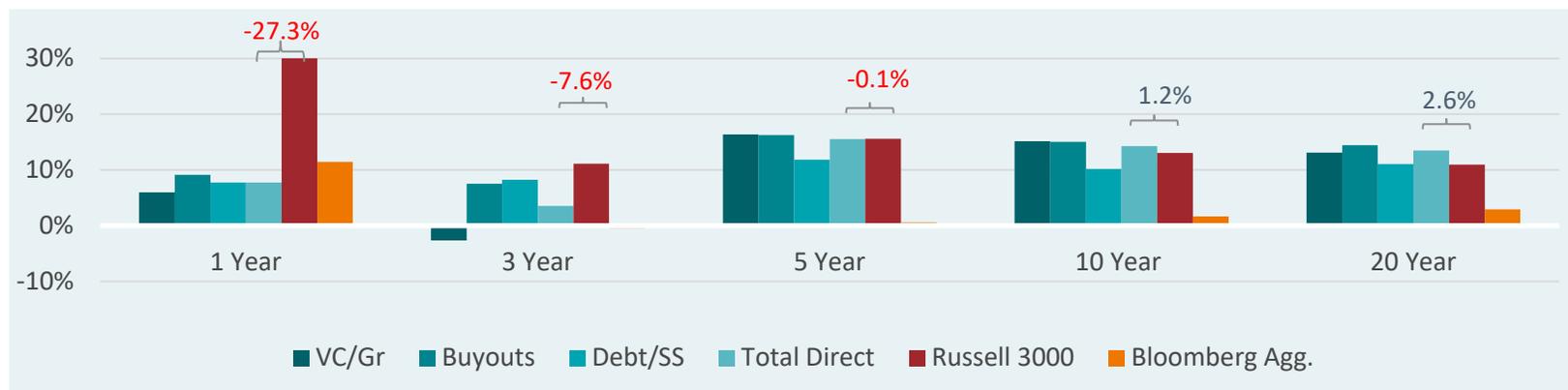
ONE YEAR ENDING MARCH



Source: Morningstar, as of 3/31/25

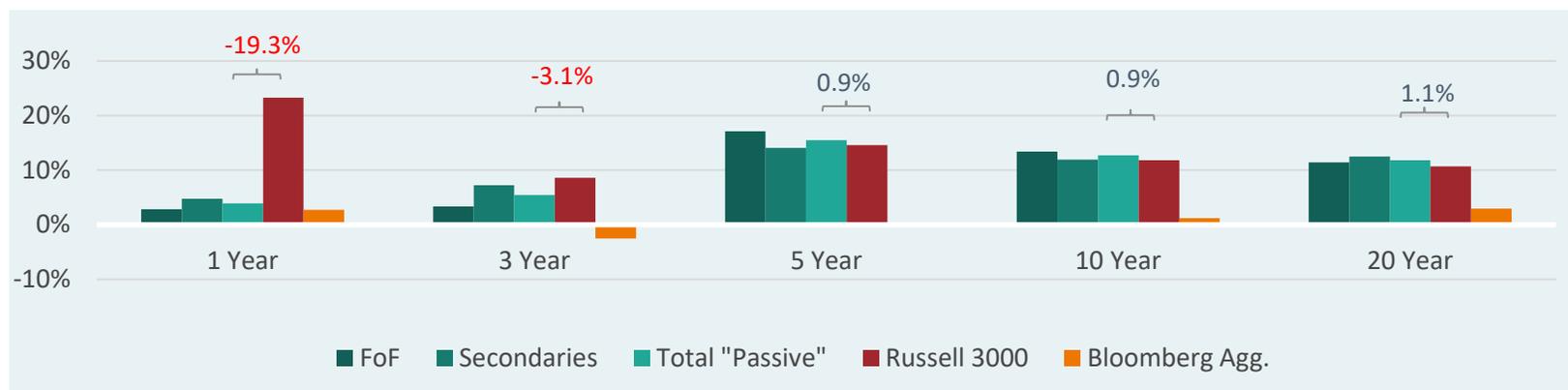
Private equity vs. traditional assets performance

DIRECT PRIVATE EQUITY FUND INVESTMENTS



Direct P.E Fund Investments outperformed public equities over the long-term, but have recently underperformed

"PASSIVE" STRATEGIES

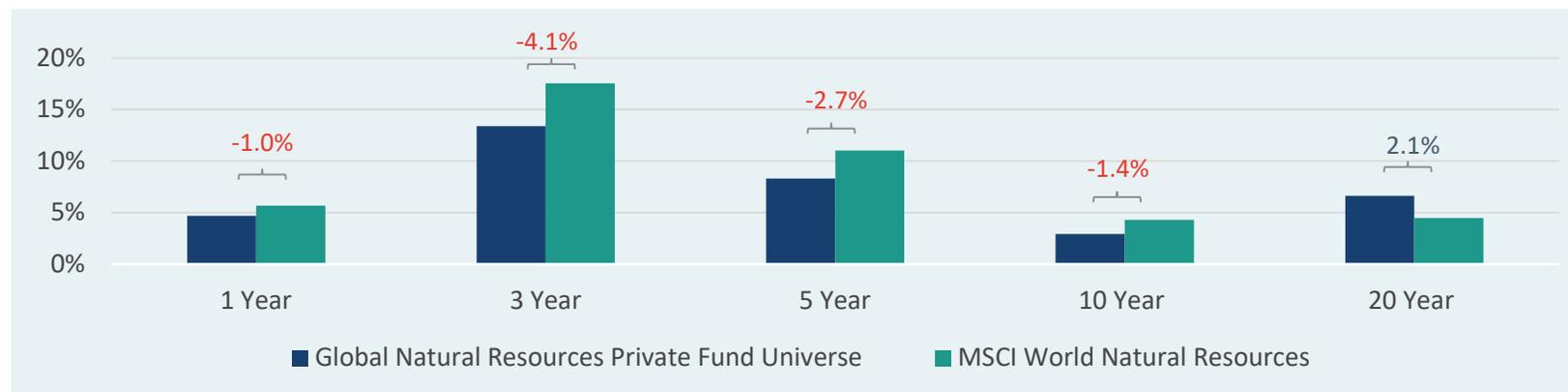


"Passive" strategies have outperformed public markets over the long-term

Sources: FTSE PME: U.S. Direct Private Equity returns are as of September 30, 2024, whereas "Passive" strategies as of June 30, 2024. Public Market Equivalent returns resulted from "Total Passive" and Total Direct's identical cash flows invested into and distributed from respective traditional asset comparable.

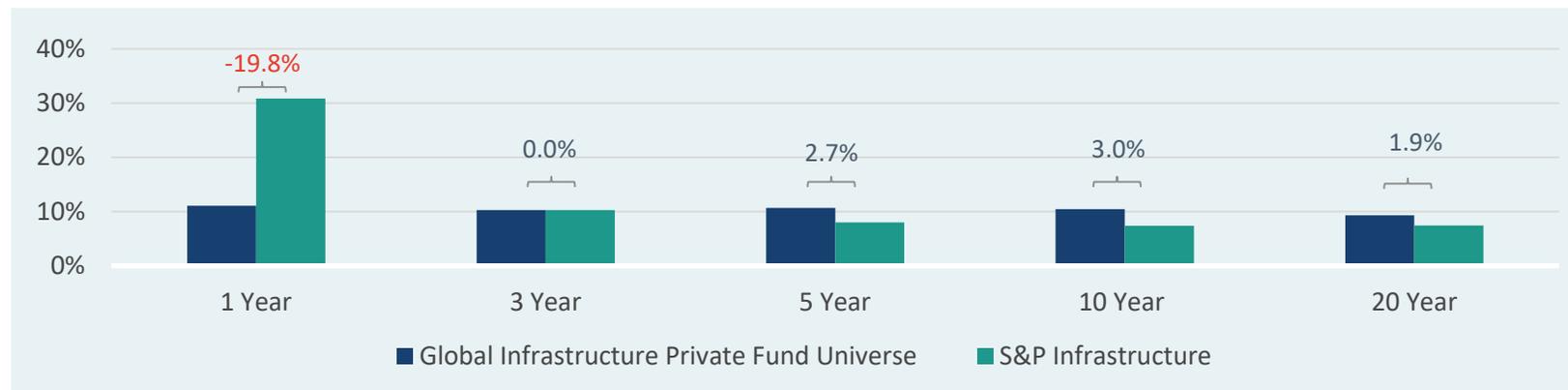
Private vs. liquid real assets performance

GLOBAL NATURAL RESOURCES FUNDS



N.R. funds underperformed the MSCI World Natural Resources benchmark across most periods

GLOBAL INFRASTRUCTURE FUNDS

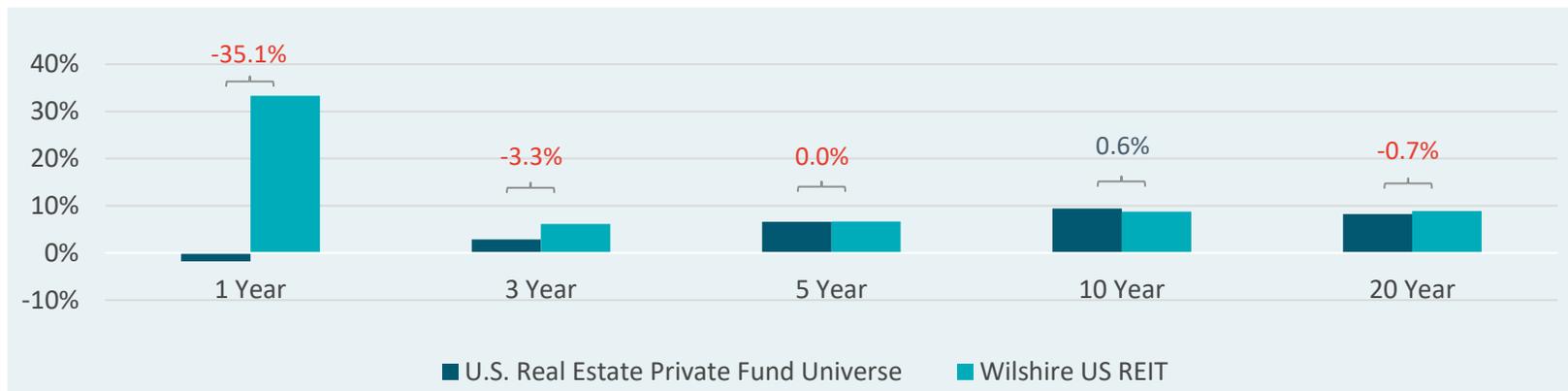


Infra. funds outperformed the S&P Infra. over the long-term

Sources: FTSE PME: Global Natural Resources (vintage 1999 and later, inception of MSCI World Natural Resources benchmark) and Global Infrastructure (vintage 2002 and later, inception of S&P Infrastructure benchmark) universes as of September 30, 2024. Public Market Equivalent returns resulted from identical cash flows invested into and distributed from respective liquid real assets universes.

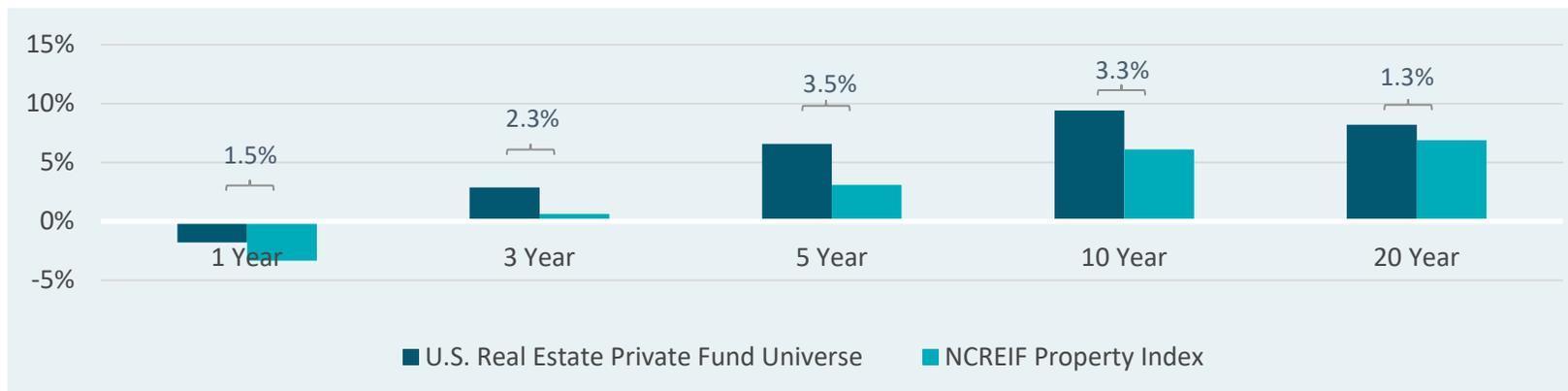
Private vs. liquid and core real estate performance

U.S. PRIVATE REAL ESTATE FUNDS VS. LIQUID UNIVERSE



U.S. Private R.E. funds underperformed the Wilshire U.S. REIT Index across most time periods.

U.S. PRIVATE REAL ESTATE FUNDS VS. CORE FUNDS



U.S. Private R.E. Funds outperformed the NCREIF Property Index across all time periods.

Sources: FTSE PME: U.S. Real Estate universes as of September 30, 2024. Public Market Equivalent returns resulted from identical cash flows invested into and distributed from respective liquid real estate universes.

Detailed index returns

DOMESTIC EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Core Index							
S&P 500	(5.6)	(4.3)	(4.3)	8.3	9.1	18.6	12.5
S&P 500 Equal Weighted	(3.4)	(0.6)	(0.6)	4.1	5.2	17.7	10.0
DJ Industrial Average	(4.1)	(0.9)	(0.9)	7.4	8.8	16.2	11.4
Russell Top 200	(6.1)	(4.8)	(4.8)	9.5	10.0	19.2	13.4
Russell 1000	(5.8)	(4.5)	(4.5)	7.8	8.7	18.5	12.2
Russell 2000	(6.8)	(9.5)	(9.5)	(4.0)	0.5	13.3	6.3
Russell 3000	(5.8)	(4.7)	(4.7)	7.2	8.2	18.2	11.8
Russell Mid Cap	(4.6)	(3.4)	(3.4)	2.6	4.6	16.3	8.8
Style Index							
Russell 1000 Growth	(8.4)	(10.0)	(10.0)	7.8	10.1	20.1	15.1
Russell 1000 Value	(2.8)	2.1	2.1	7.2	6.6	16.1	8.8
Russell 2000 Growth	(7.6)	(11.1)	(11.1)	(4.9)	0.8	10.8	6.1
Russell 2000 Value	(6.0)	(7.7)	(7.7)	(3.1)	0.0	15.3	6.1

INTERNATIONAL EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Broad Index							
MSCI ACWI	(4.0)	(1.3)	(1.3)	7.2	6.9	15.2	8.8
MSCI ACWI ex US	(0.2)	5.2	5.2	6.1	4.5	10.9	5.0
MSCI EAFE	(0.4)	6.9	6.9	4.9	6.1	11.8	5.4
MSCI EM	0.6	2.9	2.9	8.1	1.4	7.9	3.7
MSCI EAFE Small Cap	0.5	3.7	3.7	3.1	0.9	9.9	5.3
Style Index							
MSCI EAFE Growth	(3.2)	2.1	2.1	(2.6)	2.4	8.5	5.5
MSCI EAFE Value	2.3	11.6	11.6	12.8	9.7	14.8	5.1
Regional Index							
MSCI UK	0.7	9.7	9.7	14.4	7.9	13.8	4.9
MSCI Japan	0.1	0.3	0.3	(2.1)	5.3	8.8	5.3
MSCI Euro	0.1	11.9	11.9	5.4	10.1	14.7	5.9
MSCI EM Asia	(0.1)	1.3	1.3	9.8	1.9	7.5	4.4
MSCI EM Latin American	4.8	12.7	12.7	(13.6)	(2.0)	11.8	2.6

FIXED INCOME

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Broad Index							
Bloomberg US TIPS	0.6	4.2	4.2	6.2	0.1	2.4	2.5
Bloomberg US Treasury Bills	0.3	1.0	1.0	5.1	4.3	2.6	1.9
Bloomberg US Agg Bond	0.0	2.8	2.8	4.9	0.5	(0.4)	1.5
Bloomberg US Universal	(0.0)	2.7	2.7	5.2	1.0	0.3	1.8
Duration							
Bloomberg US Treasury 1-3 Yr	0.5	1.6	1.6	5.4	2.8	1.1	1.5
Bloomberg US Treasury Long	(0.9)	4.7	4.7	1.3	(7.2)	(7.9)	(0.6)
Bloomberg US Treasury	0.2	2.9	2.9	4.5	(0.0)	(1.7)	1.0
Issuer							
Bloomberg US MBS	(0.0)	3.1	3.1	5.4	0.6	(0.7)	1.1
Bloomberg US Corp. High Yield	(1.0)	1.0	1.0	7.7	5.0	7.3	5.0
Bloomberg US Agency Interm	0.4	2.0	2.0	5.4	2.5	0.7	1.5
Bloomberg US Credit	(0.2)	2.4	2.4	4.9	1.1	1.3	2.3

OTHER

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Index							
Bloomberg Commodity	3.9	8.9	8.9	12.3	(0.8)	14.5	2.8
Wilshire US REIT	(3.6)	1.0	1.0	10.2	(0.8)	11.2	5.3
S&P UBS Leveraged Loan	(0.3)	0.6	0.6	7.0	7.1	8.9	5.0
S&P Global Infrastructure	2.1	4.6	4.6	18.8	6.1	13.8	6.5
Alerian MLP	(0.1)	12.2	12.2	23.9	24.7	39.7	5.0
Regional Index							
JPM EMBI Global Div	(0.8)	2.2	2.2	6.8	3.4	3.5	3.2
JPM GBI-EM Global Div	1.5	4.3	4.3	4.0	2.7	2.3	1.3
Hedge Funds							
HFRI Composite	(1.1)	0.8	0.8	5.1	4.7	9.6	5.0
HFRI FOF Composite	(1.0)	0.7	0.7	6.1	4.5	7.5	3.7
Currency (Spot)							
Euro	3.9	4.3	4.3	1.2	(1.0)	(0.3)	0.1
Pound Sterling	2.5	3.1	3.1	2.2	(0.7)	0.8	(1.4)
Yen	0.8	5.1	5.1	0.0	(6.7)	(6.3)	(2.2)

Source: Morningstar, HFRI, as of 3/31/25

Definitions

Bloomberg US Weekly Consumer Comfort Index - tracks the public's economic attitudes each week, providing a high-frequency read on consumer sentiment. The index, based on cell and landline telephone interviews with a random, representative national sample of U.S. adults, tracks Americans' ratings of the national economy, their personal finances and the buying climate on a weekly basis, with views of the economy's direction measured separately each month. (www.lanqerresearch.com)

University of Michigan Consumer Sentiment Index - A survey of consumer attitudes concerning both the present situation as well as expectations regarding economic conditions conducted by the University of Michigan. For the preliminary release approximately three hundred consumers are surveyed while five hundred are interviewed for the final figure. The level of consumer sentiment is related to the strength of consumer spending. (www.Bloomberg.com)

NFIB Small Business Outlook - Small Business Economic Trends (SBET) is a monthly assessment of the U.S. small-business economy and its near-term prospects. Its data are collected through mail surveys to random samples of the National Federal of Independent Business (NFIB) membership. The survey contains three broad question types: recent performance, near-term forecasts, and demographics. The topics addressed include: outlook, sales, earnings, employment, employee compensation, investment, inventories, credit conditions, and single most important problem. (<http://www.nfib-sbet.org/about/>)

NAHB Housing Market Index - the housing market index is a weighted average of separate diffusion indices for three key single-family indices: market conditions for the sale of new homes at the present time, market conditions for the sale of new homes in the next six months, and the traffic of prospective buyers of new homes. The first two series are rated on a scale of Good, Fair, and Poor and the last is rated on a scale of High/Very High, Average, and Low/Very Low. A diffusion index is calculated for each series by applying the formula $(\text{Good-Poor} + 100)/2$ to the present and future sales series and $(\text{High/Very High-Low/Very Low} + 100)/2$ to the traffic series. Each resulting index is then seasonally adjusted and weighted to produce the HMI. Based on this calculation, the HMI can range between 0 and 100.

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Imperial County Employees' Retirement System

Investment Performance Review
Period Ending: March 31, 2025



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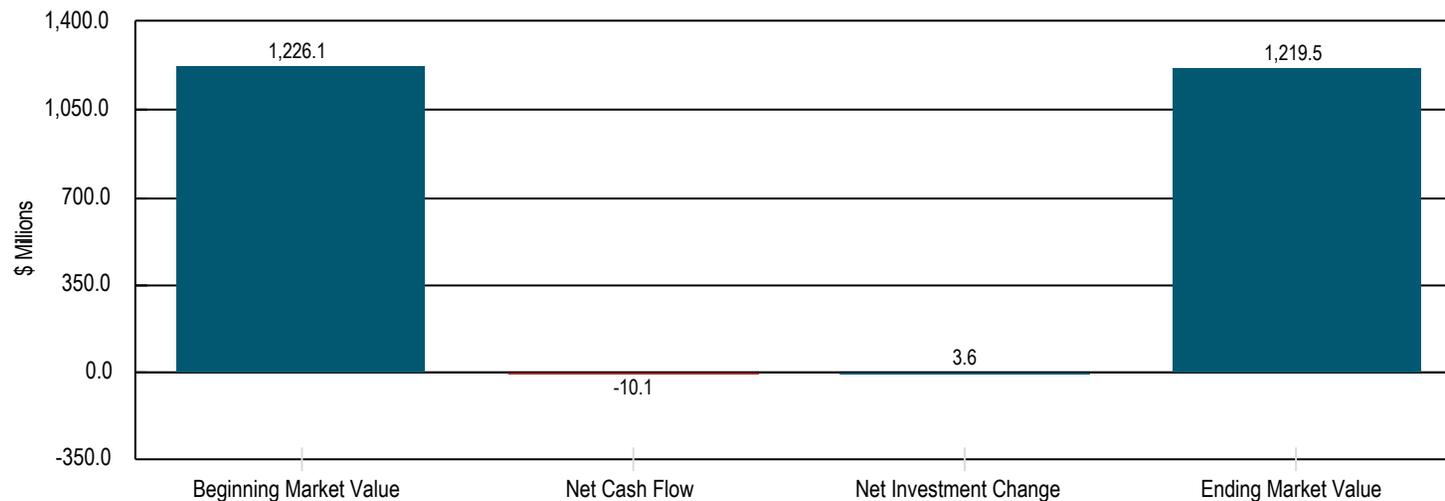
Total Fund
Portfolio Reconciliation

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

Portfolio Reconciliation

	Last Three Months	YTD	Fiscal Year-To-Date	One Year
Beginning Market Value	\$1,226,133,147	\$1,226,133,147	\$1,185,442,650	\$1,181,204,795
Net Cash Flows	-\$10,080,934	-\$10,080,934	-\$15,205,090	-\$25,167,468
Net Investment Change	\$3,640,232	\$3,640,232	\$49,795,635	\$63,995,868
Ending Market Value	\$1,219,502,622	\$1,219,502,622	\$1,219,502,622	\$1,219,502,622

Change in Market Value
Last Three Months



Contributions and withdrawals may include intra-account transfers between managers/funds. Fee transactions are excluded from Portfolio Reconciliation.

Total Fund
Executive Summary (Net of Fees)

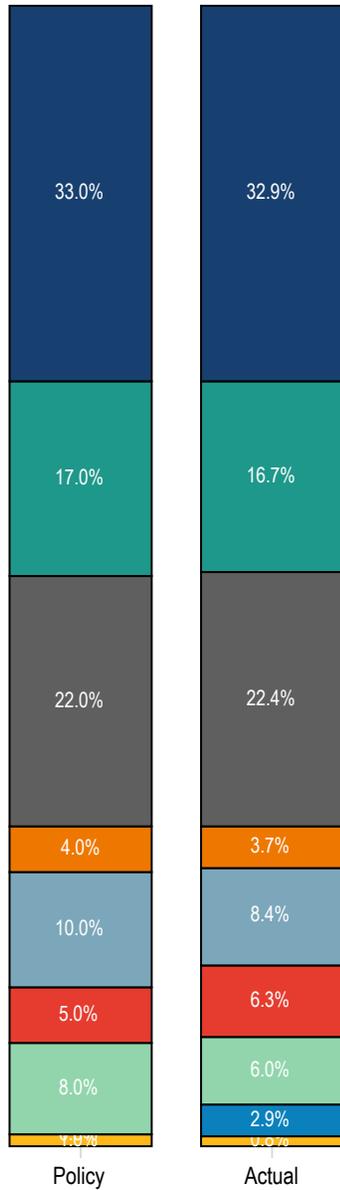
Imperial County Employees' Retirement System
Period Ending: March 31, 2025

	Market Value	% of Portfolio	QTD	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs
Total Fund	1,219,502,622	100.0	0.3	4.1	5.3	3.8	10.0	6.8
<i>Policy Index</i>			0.4	4.7	6.1	4.4	10.0	7.1
<i>InvMetrics Public DB Rank</i>			29	52	46	67	58	38
Domestic Equity	400,737,283	32.9	-4.7	3.9	7.2	8.2	18.2	11.7
<i>Russell 3000 Index</i>			-4.7	3.9	7.2	8.2	18.2	11.8
International Equity	204,126,434	16.7	5.5	3.7	4.1	4.9	11.3	5.1
<i>MSCI AC World ex USA Index</i>			5.4	5.4	6.6	5.0	11.5	5.5
Core Fixed Income	273,038,811	22.4	2.8	5.1	5.5	0.8	N/A	N/A
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	0.5	-0.4	1.5
U.S. TIPS	45,078,772	3.7	4.2	5.3	6.3	0.1	N/A	N/A
<i>Blmbg. U.S. TIPS Index</i>			4.2	5.3	6.2	0.1	2.4	2.5
Real Estate	102,186,833	8.4	0.8	1.2	-1.6	-6.2	1.0	4.3
<i>NCREIF Property Index</i>			1.3	3.0	2.7	-2.1	3.2	5.4
Private Equity	76,623,796	6.3	0.6	3.1	3.0	2.0	15.5	15.4
<i>Private Equity Benchmark</i>			0.6	3.1	3.0	2.0	15.5	15.7
Private Credit	72,656,123	6.0	1.4	8.5	10.7	9.4	10.2	N/A
<i>Private Credit Benchmark</i>			1.4	8.5	10.7	9.4	10.9	N/A
Opportunistic	34,922,758	2.9	1.5	1.3	4.0	5.1	9.5	7.6
<i>Assumption Rate + 1%</i>			2.1	6.3	8.5	8.5	8.5	8.5
Cash	10,131,812	0.8	1.0	3.6	4.9	1.9	1.2	0.6
<i>90 Day U.S. Treasury Bill</i>			1.0	3.6	5.0	4.2	2.6	1.9

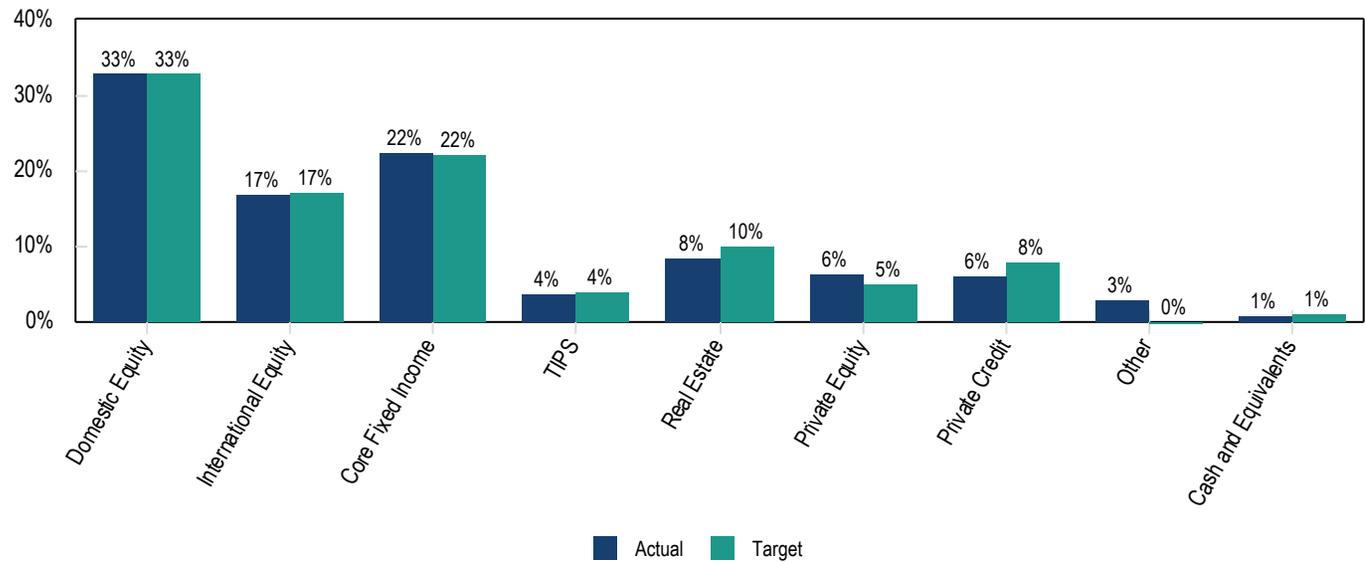
New Policy Index (as of 03/1/2025): 33% Russell 3000, 17% MSCI ACWI ex USA Gross, 22% Bloomberg Aggregate, 4% Bloomberg TIPS, 10% NCREIF Property, 5% Private Equity Benchmark, 8% Private Credit Benchmark, 1% 90 Day T-Bills. Prior quarter Private Equity returns, and index data are used. As of 10/1/20 the SAA Target for equity changed to 33% Russell 3000 + 20% ACWI ex-US. William Blair funded 07/02/2024. All Real Estate is as of 3/31/2025 +/- cash flows. All Private Equity, Private Credit funds, and Opportunistic funds are as of 12/31 +/- cash flows with the exception of the Harbourvest 2019 Global Fund and Harbourvest 2023 Global Fund are as of 09/30 +/- cash flows.

Total Fund
Asset Allocation vs. Policy

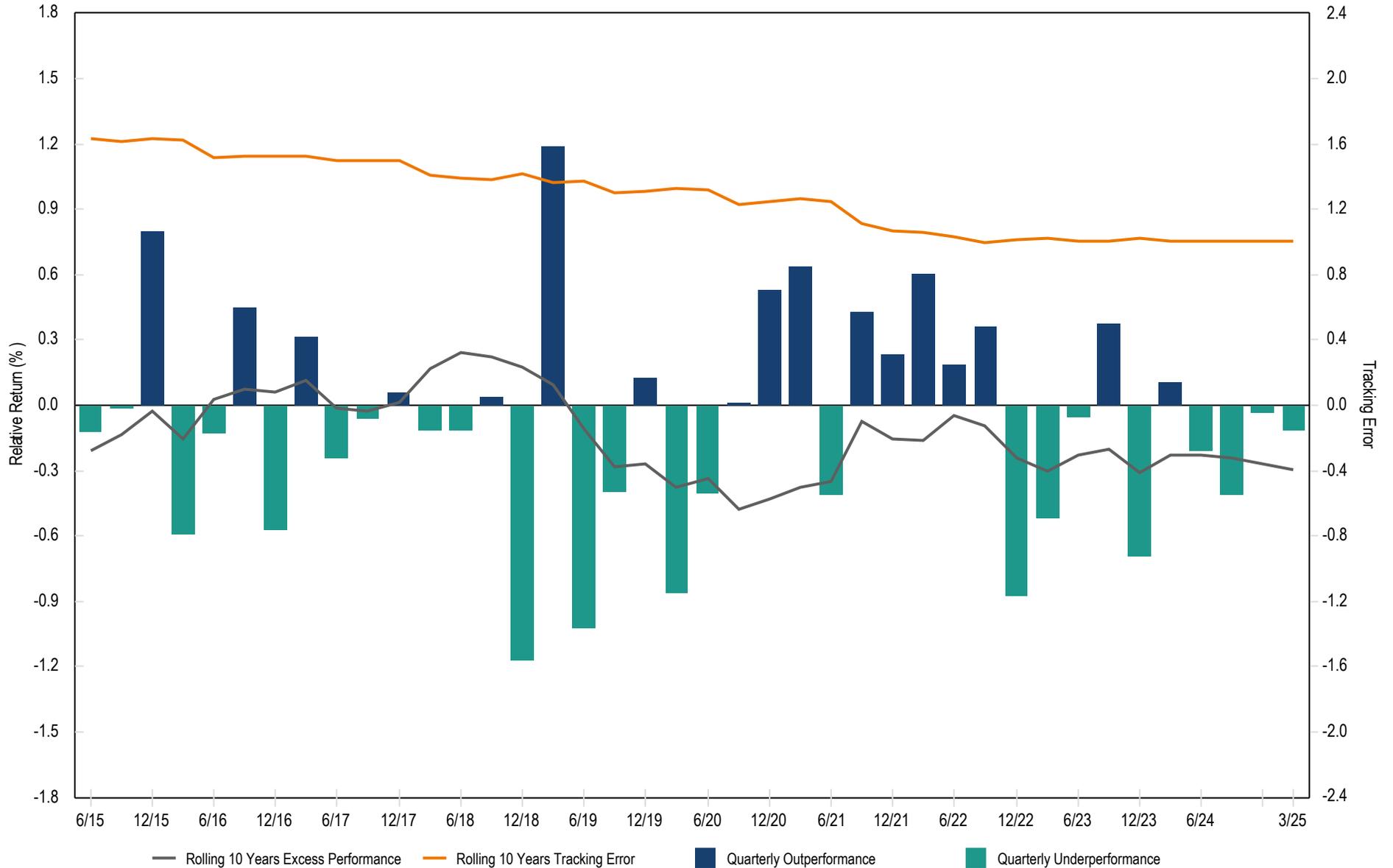
Imperial County Employees' Retirement System
Period Ending: March 31, 2025



	Current Balance (\$)	Current Allocation (%)	Policy Allocation (%)	Excess Allocation (%)	Policy Range (%)	Within IPS Range?
Domestic Equity	400,737,283	32.9	33.0	-0.1	23.0 - 43.0	Yes
International Equity	204,126,434	16.7	17.0	-0.3	10.0 - 24.0	Yes
Core Fixed Income	273,038,811	22.4	22.0	0.4	14.0 - 30.0	Yes
TIPS	45,078,772	3.7	4.0	-0.3	0.0 - 10.0	Yes
Real Estate	102,186,833	8.4	10.0	-1.6	5.0 - 15.0	Yes
Private Equity	76,623,796	6.3	5.0	1.3	0.0 - 10.0	Yes
Private Credit	72,656,123	6.0	8.0	-2.0	0.0 - 12.0	Yes
Other	34,922,758	2.9	0.0	2.9	0.0 - 10.0	Yes
Cash and Equivalents	10,131,812	0.8	1.0	-0.2	0.0 - 5.0	Yes
Total	1,219,502,622	100.0	100.0	0.0		



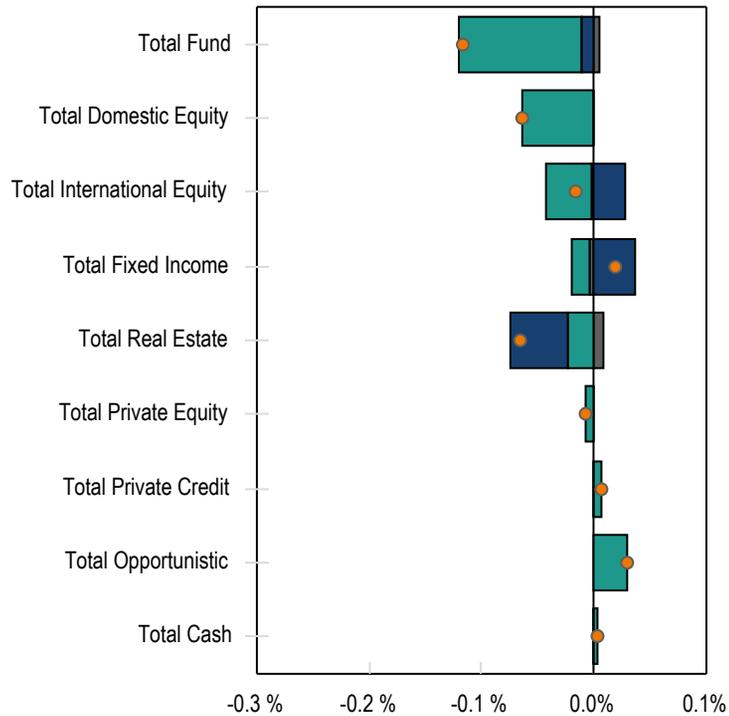
Rolling Annualized Excess Performance and Tracking Error



Total Fund
 Attribution Analysis - Asset Class Level (Net of Fees)

Imperial County Employees' Retirement System
 Period Ending: March 31, 2025

Attribution Effects
 Last Three Months



■ Selection Effect ■ Allocation Effect
 ■ Interaction Effect ● Total Effects

Performance Attribution

	Quarter	YTD
Wtd. Actual Return	0.3	0.3
Wtd. Index Return	0.4	0.4
Excess Return	-0.1	-0.1
Selection Effect	0.0	0.0
Allocation Effect	-0.1	-0.1
Interaction Effect	0.0	0.0

Attribution Summary
 Last Three Months

	Wtd. Actual Return	Wtd. Index Return	Excess Return	Selection Effect	Allocation Effect	Interaction Effects	Total Effects
Total Domestic Equity	-4.7	-4.7	0.0	0.0	-0.1	0.0	-0.1
Total International Equity	5.5	5.4	0.2	0.0	0.0	0.0	0.0
Total Fixed Income	3.0	2.9	0.1	0.0	0.0	0.0	0.0
Total Real Estate	0.8	1.3	-0.5	-0.1	0.0	0.0	-0.1
Total Private Equity	0.6	0.6	0.0	0.0	0.0	0.0	0.0
Total Private Credit	1.4	1.4	0.0	0.0	0.0	0.0	0.0
Total Opportunistic	1.5	2.1	-0.6	0.0	0.0	0.0	0.0
Total Cash	0.4	0.3	0.0	0.0	0.0	0.0	0.0
Total Fund	0.3	0.4	-0.1	0.0	-0.1	0.0	-0.1

Weighted returns shown in attribution analysis may differ from actual returns.

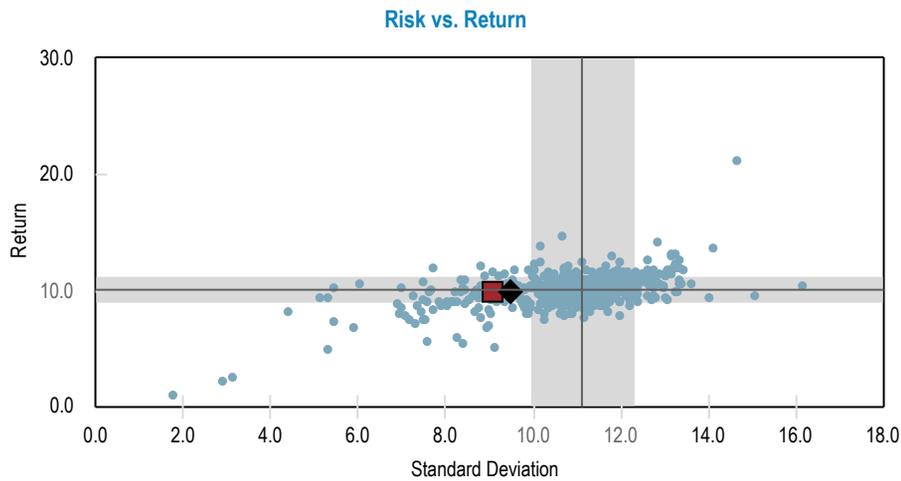
Total Fund

Risk Analysis - 5 Years (Net of Fees)

Imperial County Employees' Retirement System

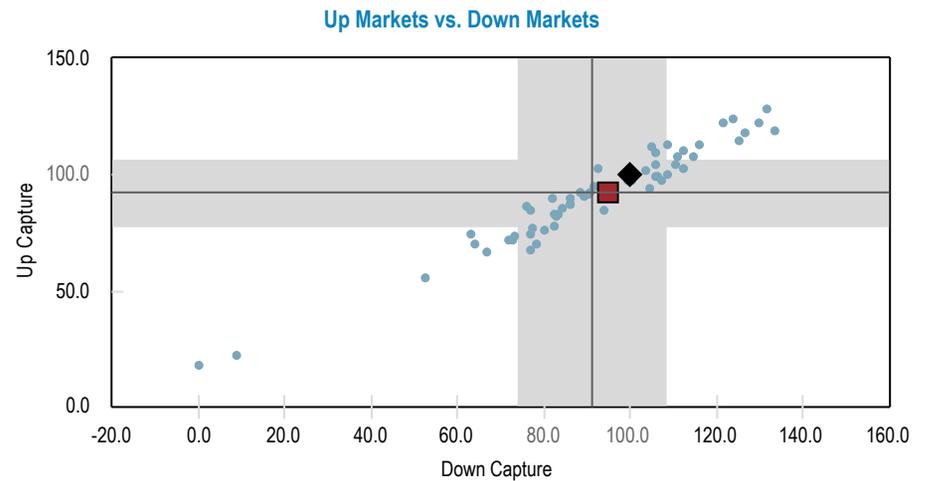
Period Ending: March 31, 2025

	Annualized Return	Annualized Excess Return	Annualized Standard Deviation	Annualized Alpha	Beta	Tracking Error	R-Squared	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
Total Fund	9.95	-0.05	9.07	0.41	0.95	0.92	0.99	-0.06	-0.06	97.76	95.96
Policy Index	9.97	0.00	9.47	0.00	1.00	0.00	1.00	-	-	100.00	100.00



● InvMetrics Public DB ■ Total Fund

	Return	Standard Deviation
■ Total Fund	9.95	9.07
◆ Policy Index	9.97	9.47
— Median	10.12	11.12
Population	529	529



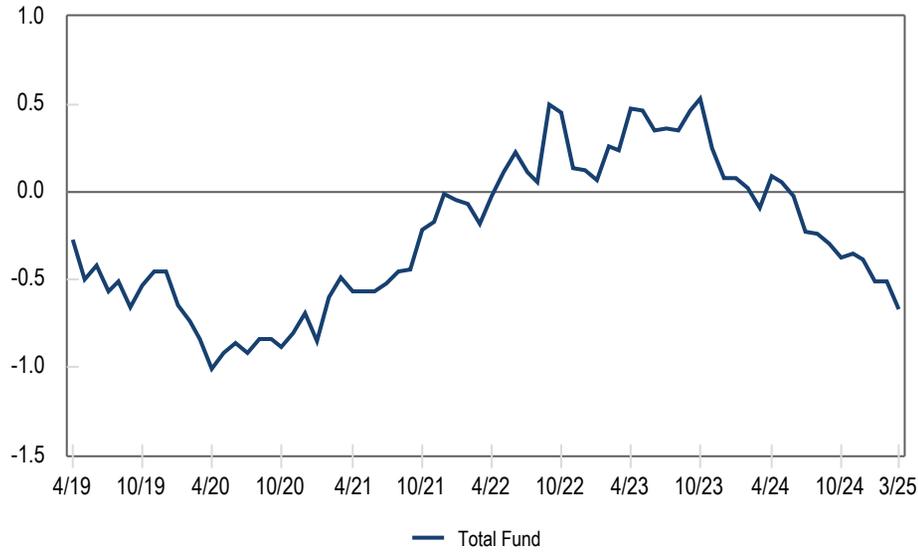
● InveMetrics Public DB ■ Total Fund

	Up Capture	Down Capture
■ Total Fund	92.74	95.00
◆ Policy Index	100.00	100.00
— Median	92.22	91.07
Population	58	58

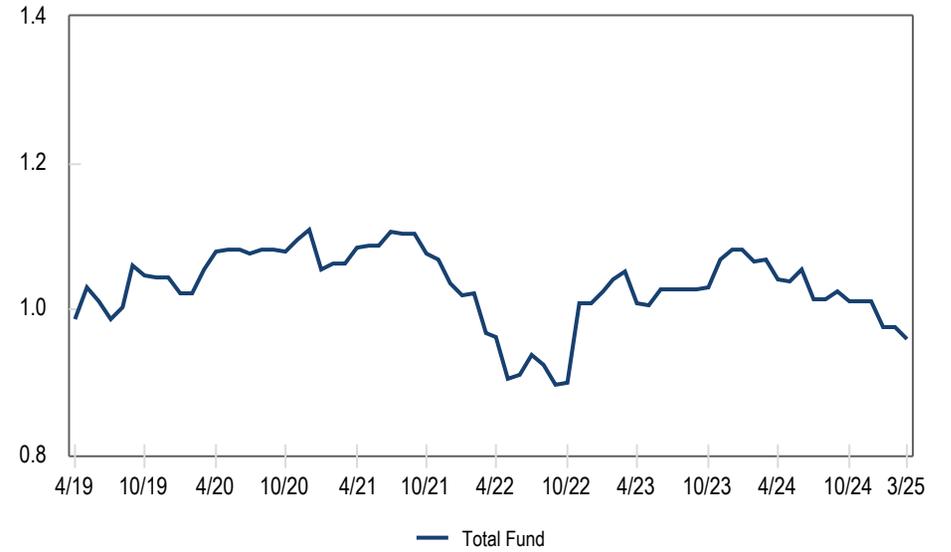
Total Fund
Rolling Risk Statistics

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

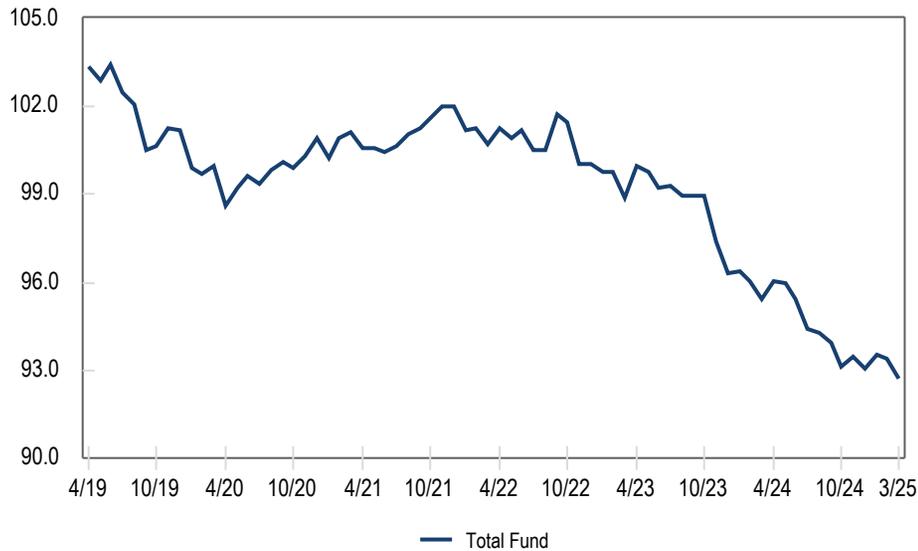
Rolling Information Ratio



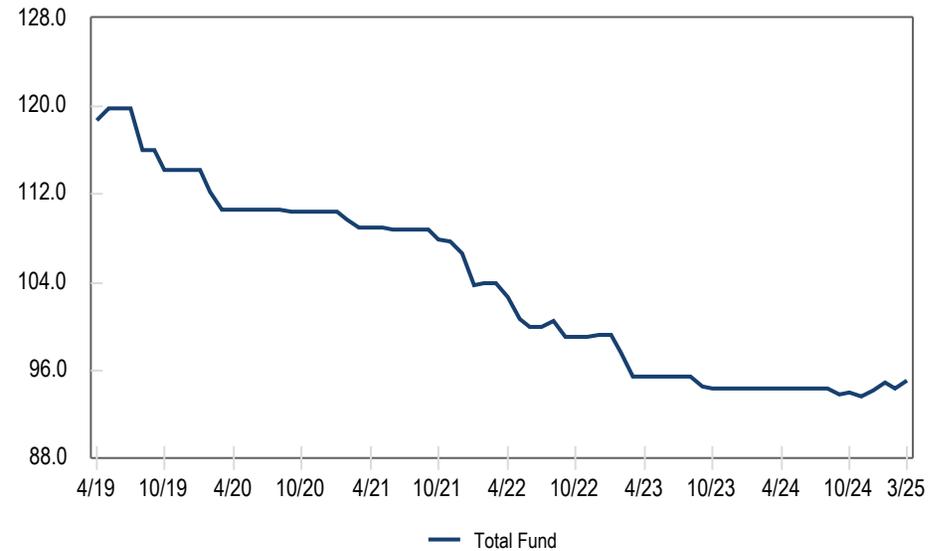
Rolling Tracking Error



Rolling Up Market Capture Ratio (%)



Rolling Down Market Capture Ratio (%)



Total Fund
Manager Summary (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2024	2023	2022	2021	2020	Inception	Inception Date
Total Fund	1,219,502,622	100.0	0.3	4.1	5.3	3.8	10.0	6.8	9.5	11.9	-11.6	15.8	12.3		Apr-89
<i>Policy Index</i>			0.4	4.7	6.1	4.4	10.0	7.1	10.1	12.8	-11.9	14.8	13.3		
<i>InvMetrics Public DB Rank</i>			29	52	46	67	58	38	73	70	24	23	59		
Domestic Equity	400,737,283	32.9	-4.7	3.9	7.2	8.2	18.2	11.7	23.8	26.0	-19.2	25.7	21.0		Mar-89
<i>Russell 3000 Index</i>			-4.7	3.9	7.2	8.2	18.2	11.8	23.8	26.0	-19.2	25.7	20.9		
BlackRock Russell 3000	400,737,283	32.9	-4.7	3.9	7.2	8.2	18.2	-	23.8	26.0	-19.2	25.7	21.0	12.7	Dec-15
<i>Russell 3000 Index</i>			-4.7	3.9	7.2	8.2	18.2	-	23.8	26.0	-19.2	25.7	20.9	12.6	
<i>eV US All Cap Core Equity Rank</i>			54	31	21	27	28	-	21	25	56	51	41		
International Equity	204,126,434	16.7	5.5	3.7	4.1	4.9	11.3	5.1	3.4	16.9	-15.4	10.1	8.1		Dec-94
<i>MSCI AC World ex USA Index</i>			5.4	5.4	6.6	5.0	11.5	5.5	6.1	16.2	-15.6	8.3	11.1		
BlackRock International Equity	160,867,633	13.2	7.2	5.4	5.2	6.4	12.1	5.7	3.8	18.6	-14.1	11.6	8.1	7.0	Jul-03
<i>MSCI EAFE (Net)</i>			6.9	5.3	4.9	6.1	11.8	5.4	3.8	18.2	-14.5	11.3	7.8	7.0	
<i>eV All EAFE Equity Rank</i>			39	57	55	41	49	47	54	33	37	53	52		
William Blair Emerging Growth	18,441,437	1.5	-4.9	-	-	-	-	-	-	-	-	-	-	-6.6	Jul-24
<i>MSCI Emerging Markets Growth Index</i>			1.7	3.6	-	-	-	-	-	-	-	-	-	3.4	
<i>eV Emg Mkts Large Cap Growth Equity Rank</i>			98	-	-	-	-	-	-	-	-	-	-		
DFA Emerging Markets Value	24,817,364	2.0	3.2	0.8	6.7	4.3	14.1	5.2	6.2	16.5	-10.7	12.4	2.7	4.2	Jan-07
<i>MSCI Emerging Markets Value (Net)</i>			4.3	2.4	7.6	2.8	9.8	3.2	4.5	14.2	-15.8	4.0	5.5	3.5	
<i>eV Emg Mkts All Cap Value Equity Rank</i>			74	80	52	56	28	65	47	44	38	20	83		
Core Fixed Income	273,038,811	22.4	2.8	5.1	5.5	0.8	-	-	2.5	6.7	-14.7	-	-		Mar-21
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	0.5	-	-	1.3	5.5	-13.0	-	-		
Income Research & Management	136,358,809	11.2	2.7	4.9	5.1	-	-	-	1.7	-	-	-	-	6.0	Sep-23
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	-	-	-	1.3	-	-	-	-	5.2	
<i>eV US Core Fixed Inc Rank</i>			46	44	46	-	-	-	49	-	-	-	-		
MacKay Shields Core Plus Opportunities	136,680,002	11.2	2.9	5.4	6.0	1.2	1.2	2.0	3.3	6.7	-14.5	-0.5	9.9	2.0	Mar-15
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	0.5	-0.4	1.5	1.3	5.5	-13.0	-1.5	7.5	1.5	
<i>eV US Core Plus Fixed Inc Rank</i>			16	21	19	42	53	68	21	47	85	54	19		
U.S. TIPS	45,078,772	3.7	4.2	5.3	6.3	0.1	-	-	2.0	3.9	-11.9	-	-		Mar-21
<i>Blmbg. U.S. TIPS Index</i>			4.2	5.3	6.2	0.1	-	-	1.8	3.9	-11.8	-	-		
BlackRock US TIPS	45,078,772	3.7	4.2	5.3	6.3	0.1	2.4	2.6	2.0	3.9	-11.9	5.9	11.2	3.6	Apr-07
<i>Blmbg. U.S. TIPS Index</i>			4.2	5.3	6.2	0.1	2.4	2.5	1.8	3.9	-11.8	6.0	11.0	3.6	
<i>eV US TIPS / Inflation Fixed Inc Rank</i>			27	54	49	59	53	45	54	44	67	26	26		

Income Research & Management replaced Ducenta 9/30/2023. Harbourvest 2023 funded 12/28/2023. Harding Loevner liquidated 6/30/2024. William Blair Emerging Growth funded 7/02/2024. Harbourvest 2019 and 2023 Global Funds market values as of 9/30/2024 adjusted for cash flows. Harbourvest Buyout IX, Harbourvest Credit IX, Harbourvest Intl PE VI, Harbourvest Venture IX, Harbourvest 2017, Harbourvest 2018, KKR Mezzanine, Portfolio Advisors, Crescent Direct Lending, Audax Direct Lending, Lone Star, Ares Capital, Sixth Street Diversified Credit, and Sixth Street TAO Partners market values as of 12/31/2025.

Total Fund
Manager Summary (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2024	2023	2022	2021	2020	Inception	Inception Date
Real Estate	102,186,833	8.4	0.8	1.2	-1.6	-6.2	1.0	4.3	-5.9	-14.3	8.5	18.4	2.1		Dec-06
NCREIF Property Index			1.3	3.0	2.7	-2.1	3.2	5.4	0.4	-7.9	5.5	17.7	1.6		
NCREIF ODCE Net			0.8	1.8	1.2	-5.1	2.0	4.7	-2.3	-12.7	6.5	21.0	0.3		
ASB Real Estate	21,027,136	1.7	0.9	-0.2	-8.0	-11.7	-3.2	1.6	-15.2	-21.5	10.7	14.2	1.5	3.4	Jan-13
NCREIF Property Index			1.3	3.0	2.7	-2.1	3.2	5.4	0.4	-7.9	5.5	17.7	1.6	6.6	
NCREIF ODCE Net			0.8	1.8	1.2	-5.1	2.0	4.7	-2.3	-12.7	6.5	21.0	0.3	6.1	
Clarion Lion	27,895,569	2.3	1.0	3.1	1.4	-5.1	2.6	5.6	-2.3	-15.5	9.6	23.6	2.3	4.3	Jan-07
NCREIF Property Index			1.3	3.0	2.7	-2.1	3.2	5.4	0.4	-7.9	5.5	17.7	1.6	5.8	
NCREIF ODCE Net			0.8	1.8	1.2	-5.1	2.0	4.7	-2.3	-12.7	6.5	21.0	0.3	4.2	
ARA American Strategic Value Realty	51,216,129	4.2	0.6	0.7	-0.5	-4.4	2.2	-	-3.7	-10.3	6.8	18.6	2.4	3.9	Jan-18
NCREIF Property Index +2%			1.8	4.5	4.8	-0.1	5.3	-	2.4	-6.1	7.6	20.0	3.6	6.2	
NCREIF ODCE Net			0.8	1.8	1.2	-5.1	2.0	-	-2.3	-12.7	6.5	21.0	0.3	3.1	
1221 State St. Corp	2,047,999	0.2	0.0	0.0	0.0	0.0	0.0	2.4	0.0	0.0	0.0	0.0	0.0	1.2	Jun-08
Private Equity	76,623,796	6.3	0.6	3.1	3.0	2.0	15.5	15.4	6.0	3.9	-0.8	57.3	23.0		Mar-10
Harbourvest Buyout IX	3,076,534	0.3	N/A	-2.2	-3.9	-2.1	10.9	14.4	-3.2	5.9	-6.0	49.6	21.3		Jun-11
Russell 3000 + 3%			-4.0	6.2	10.4	11.5	21.7	15.2	27.5	29.7	-16.8	29.4	24.5		
Harbourvest Credit Ops IX	395,931	0.0	-6.0	-7.1	-17.2	-3.2	4.3	7.6	-12.5	5.0	11.0	32.1	0.3		Jun-11
Russell 3000 + 3%			-4.0	6.2	10.4	11.5	21.7	15.2	27.5	29.7	-16.8	29.4	24.5		
Harbourvest International PE VI	926,881	0.1	11.1	-0.6	-6.4	-2.7	4.8	9.0	-14.6	3.9	-16.7	41.2	17.2		Mar-10
Russell 3000 + 3%			-4.0	6.2	10.4	11.5	21.7	15.2	27.5	29.7	-16.8	29.4	24.5		
Harbourvest Venture IX	3,890,091	0.3	8.6	7.2	4.2	-8.2	18.1	17.2	-0.6	-9.5	-15.9	91.1	52.4		Jun-11
Russell 3000 + 3%			-4.0	6.2	10.4	11.5	21.7	15.2	27.5	29.7	-16.8	29.4	24.5		
Harbourvest 2017 Global Fund	23,692,148	1.9	0.7	3.3	2.4	1.5	15.7	-	8.6	4.6	-1.3	61.6	18.8	16.1	Oct-17
Russell 3000 + 3%			-4.0	6.2	10.4	11.5	21.7	-	27.5	29.7	-16.8	29.4	24.5	15.8	
Harbourvest 2018 Global Fund	20,226,970	1.7	-0.3	2.5	2.4	5.9	13.7	-	4.3	4.0	9.7	37.0	16.0	13.1	Jan-19
Russell 3000 + 3%			-4.0	6.2	10.4	11.5	21.7	-	27.5	29.7	-16.8	29.4	24.5	18.4	
Harbourvest 2019 Global Fund	20,412,621	1.7	N/A	4.0	6.3	6.3	19.6	-	8.7	6.1	5.4	49.6	34.6	18.3	Dec-19
Russell 3000 + 3%			-4.0	6.2	10.4	11.5	21.7	-	27.5	29.7	-16.8	29.4	24.5	15.9	
Harbourvest 2023 Global Fund	4,002,620	0.3	N/A	10.7	18.6	-	-	-	29.2	-	-	-	-	-	Dec-23
Russell 3000 + 3%			-4.0	6.2	10.4	-	-	-	27.5	-	-	-	-	-	
Private Credit	72,656,123	6.0	1.4	8.5	10.7	9.4	10.2	-	11.5	11.1	8.1	16.1	4.8		Oct-17
Portfolio Advisors Credit Strategies Fund	11,917,543	1.0	N/A	6.2	9.1	6.2	9.4	-	10.3	4.0	7.7	26.8	3.9	8.8	Oct-17
Bloomberg High Yield +2% (Lagged)			0.7	8.2	10.3	5.0	6.3	-	18.0	12.5	-12.4	13.5	5.3	6.7	
Crescent Direct Lending Levered Fund II	1,306,657	0.1	N/A	0.3	3.5	8.0	9.5	-	5.8	9.3	10.9	11.5	6.0	8.7	Mar-18
Bloomberg High Yield +2% (Lagged)			0.7	8.2	10.3	5.0	6.3	-	18.0	12.5	-12.4	13.5	5.3	6.7	

Income Research & Management replaced Ducenta 9/30/2023. Harbourvest 2023 funded 12/28/2023. Harding Loevner liquidated 6/30/2024. William Blair Emerging Growth funded 7/02/2024. Harbourvest 2019 and 2023 Global Funds market values as of 9/30/2024 adjusted for cash flows. Harbourvest Buyout IX, Harbourvest Credit IX, Harbourvest Intl PE VI, Harbourvest Venture IX, Harbourvest 2017, Harbourvest 2018, KKR Mezzanine, Portfolio Advisors, Crescent Direct Lending, Audax Direct Lending, Lone Star, Ares Capital, Sixth Street Diversified Credit, and Sixth Street TAO Partners market values as of 12/31/2025.

Total Fund
Manager Summary (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2024	2023	2022	2021	2020	Inception	Inception Date
Audax Direct Lending Fund A	5,422,739	0.4	2.9	9.1	12.3	11.6	14.1	-	12.3	10.4	15.5	23.1	10.1	16.0	Oct-18
<i>Bloomberg High Yield +2% (Lagged)</i>			0.7	8.2	10.3	5.0	6.3	-	18.0	12.5	-12.4	13.5	5.3	7.1	
Ares Capital Europe IV	5,283,587	0.4	2.7	6.9	9.2	7.9	8.5	-	7.6	7.8	7.0	11.8	8.2	9.3	Aug-18
<i>Bloomberg High Yield +2% (Lagged)</i>			0.7	8.2	10.3	5.0	6.3	-	18.0	12.5	-12.4	13.5	5.3	7.0	
Lone Star XI	3,953,049	0.3	N/A	13.8	15.7	15.7	44.1	-	18.8	16.2	13.7	538.0	-62.8	18.2	Jun-19
<i>Bloomberg High Yield +2% (Lagged)</i>			0.7	8.2	10.3	5.0	6.3	-	18.0	12.5	-12.4	13.5	5.3	7.0	
Sixth Street Diversified Credit	39,956,961	3.3	2.0	10.7	11.3	10.6	-	-	12.5	16.1	13.2	-1.4	-	8.1	May-20
<i>Bloomberg High Yield +2% (Lagged)</i>			0.7	8.2	10.3	5.0	-	-	18.0	12.5	-12.4	13.5	-	6.4	
Ascribe Opportunities Fund IV	4,815,587	0.4	N/A	-1.0	6.9	8.0	-	-	9.4	11.0	5.6	-	-	10.7	Oct-21
<i>Bloomberg High Yield +2% (Lagged)</i>			0.7	8.2	10.3	5.0	-	-	18.0	12.5	-12.4	-	-	5.0	
Opportunistic	34,922,758	2.9	1.5	1.3	4.0	5.1	9.5	7.6	4.0	13.0	10.4	18.6	0.9		Dec-07
KKR Mezzanine Partners	415,710	0.0	-27.4	-75.7	-75.5	-40.4	-27.7	-11.9	-65.2	22.5	-31.0	10.5	-15.2	-5.3	Jun-11
TSSP Adjacent Opportunities Partners	34,507,048	2.8	2.0	5.5	8.4	7.6	14.8	-	7.7	12.4	16.2	26.1	-	14.8	Apr-20
Cash	10,131,812	0.8	1.0	3.6	4.9	1.9	1.2	0.6	4.9	0.0	0.0	0.0	0.0		Sep-07
Invesco Treasury Portfolio	10,131,812	0.8	1.0	3.6	4.9	-	-	-	4.8	-	-	-	-	4.7	Jan-24
<i>FTSE 3 Month T-Bill</i>			1.1	3.7	5.2	-	-	-	5.4	-	-	-	-	5.3	

Income Research & Management replaced Ducenta 9/30/2023. Harbourvest 2023 funded 12/28/2023. Harding Loevner liquidated 6/30/2024. William Blair Emerging Growth funded 7/02/2024. Harbourvest 2019 and 2023 Global Funds market values as of 9/30/2024 adjusted for cash flows. Harbourvest Buyout IX, Harbourvest Credit IX, Harbourvest Intl PE VI, Harbourvest Venture IX, Harbourvest 2017, Harbourvest 2018, KKR Mezzanine, Portfolio Advisors, Crescent Direct Lending, Audax Direct Lending, Lone Star, Ares Capital, Sixth Street Diversified Credit, and Sixth Street TAO Partners market values as of 12/31/2025.

Investment Manager
Risk Analysis by Manager - 3 Years (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

	Annualized Return	Annualized Excess Return	Annualized Standard Deviation	Annualized Alpha	Annualized Beta	Tracking Error	R-Squared	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
BlackRock Russell 3000	8.22	5.31	17.52	0.00	1.00	0.02	1.00	0.30	0.00	100.01	100.01
BlackRock International Equity	6.36	3.40	16.57	0.29	1.00	0.29	1.00	0.21	1.01	100.88	99.73
DFA Emerging Markets Value	4.25	1.17	15.25	1.58	0.94	2.84	0.97	0.08	0.47	96.78	89.16
Mackay Shields Core Plus Opportunities	1.18	-2.66	7.97	0.66	1.04	1.13	0.98	-0.34	0.61	104.88	98.63
BlackRock US TIPS	0.08	-3.81	7.13	0.02	1.00	0.23	1.00	-0.54	0.11	100.82	100.60
ASB Real Estate	-11.66	-16.03	9.36	-7.69	1.90	6.80	0.61	-1.68	-1.45	97.16	326.66
Clarion Lion	-5.13	-9.13	7.53	-1.20	1.84	4.16	0.88	-1.18	-0.70	163.23	200.95
ARA American Strategic Value Realty	-4.39	-8.54	4.41	-4.22	1.08	1.54	0.88	-1.84	-2.80	42.74	153.49
Portfolio Advisors Credit Strategies Fund	6.19	1.95	4.13	5.99	0.05	8.92	0.01	0.47	0.10	31.23	-20.27
Crescent Direct Lending Levered Fund II	8.03	3.72	5.11	8.72	-0.10	10.47	0.03	0.73	0.25	30.58	-41.67
Audax Direct Lending Fund A	11.60	6.98	4.59	11.32	0.07	9.02	0.02	1.48	0.66	47.34	-52.36
Ares Capital Europe IV	7.91	3.54	3.35	7.58	0.07	8.45	0.03	1.03	0.29	32.72	-36.16
Lone Star XI	15.66	10.77	7.76	16.73	-0.12	12.13	0.02	1.40	0.80	65.63	-66.76
Sixth Street Diversified Credit	10.63	6.19	6.45	9.94	0.16	9.43	0.04	0.96	0.54	49.33	-40.15
Ascribe Opportunities Fund IV	8.02	3.77	6.14	8.40	-0.03	10.59	0.00	0.62	0.26	29.84	-43.44

Risk analysis requires 3 years of data.

Investment Manager
Risk Analysis by Manager - 5 Years (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

	Annualized Return	Annualized Excess Return	Annualized Standard Deviation	Annualized Alpha	Annualized Beta	Tracking Error	R-Squared	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
BlackRock Russell 3000	18.18	15.77	17.24	0.00	1.00	0.02	1.00	0.91	0.14	100.01	100.01
BlackRock International Equity	12.11	10.23	16.08	0.28	1.00	0.33	1.00	0.64	0.94	101.15	100.13
DFA Emerging Markets Value	14.07	11.86	15.33	4.31	0.96	3.62	0.95	0.77	1.05	103.85	81.55
Mackay Shields Core Plus Opportunities	1.20	-1.10	6.85	1.65	1.06	1.30	0.97	-0.16	1.25	116.37	97.33
BlackRock US TIPS	2.41	0.05	6.23	0.05	1.00	0.19	1.00	0.01	0.27	100.82	100.39
ASB Real Estate	-3.21	-5.37	9.04	-7.00	1.31	5.66	0.64	-0.57	-1.09	93.84	308.87
Clarion Lion	2.64	0.44	8.56	-1.97	1.48	3.64	0.91	0.05	-0.11	139.01	199.77
ARA American Strategic Value Realty	2.16	-0.20	6.07	-3.29	1.06	1.54	0.94	-0.03	-1.96	76.42	145.98
Portfolio Advisors Credit Strategies Fund	9.35	6.73	7.60	7.77	0.27	9.89	0.11	0.87	0.27	59.51	-6.97
Crescent Direct Lending Levered Fund II	9.47	6.67	4.99	10.41	-0.11	11.41	0.04	1.32	0.23	40.02	-41.60
Audax Direct Lending Fund A	14.10	11.01	7.49	13.43	0.13	10.92	0.03	1.44	0.64	65.74	-48.73
Ares Capital Europe IV	8.46	5.74	5.01	8.24	0.05	10.11	0.01	1.12	0.17	41.64	-27.11
Lone Star XI	44.06	51.53	74.99	61.92	0.74	74.71	0.01	0.69	0.64	387.18	31.41

Risk analysis requires 5 years of data.

Private Equity
Non Marketable Securities Overview

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

Vintage	Manager & Fund Name	Estimated 03/31/2025 Market Value ³	Total Commitment	Capital Called	% Called	Remaining Commitment	Capital Returned	Market Value for IRR	Distrib./ Paid-In (DPI) ¹	Tot. Value/ Paid-In (TVPI) ²	Net IRR Since Inception ⁴	IRR Date
2011	HarbourVest IX-Buyout	\$3,076,534	\$10,000,000	\$8,525,000	85%	\$1,475,000	\$15,765,126	\$3,076,534	184.9%	221.0%	17.2%	12/31/24
2011	HarbourVest IX-Credit	\$395,931	\$2,000,000	\$1,641,541	82%	\$358,459	\$2,258,431	\$395,931	137.6%	161.7%	11.4%	12/31/24
2008	HarbourVest Int'l VI ⁵	\$926,881	\$3,712,930	\$2,630,078	71%	\$1,082,852	\$4,757,149	\$926,881	180.9%	216.1%	13.5%	12/31/24
2011	HarbourVest IX-Venture	\$3,890,091	\$4,000,000	\$3,800,000	95%	\$200,000	\$1,637,181	\$3,890,091	43.1%	145.5%	20.5%	12/31/24
2017	HarbourVest 2017 Global	\$23,692,148	\$30,000,000	\$19,364,051	65%	\$10,635,949	\$16,877,215	\$24,212,124	87.2%	209.5%	17.8%	12/31/24
2018	HarbourVest 2018 Global	\$20,226,970	\$20,000,000	\$11,238,043	56%	\$8,761,957	\$6,222,357	\$20,382,300	55.4%	235.4%	17.0%	12/31/24
2019	HarbourVest 2019 Global	\$20,412,621	\$20,000,000	\$13,975,273	70%	\$6,024,727	\$3,250,733	\$20,412,621	23.3%	169.3%	19.4%	9/30/24
2023	HarbourVest 2023 Global	\$4,002,620	\$10,000,000	\$3,603,540	36%	\$6,396,460	\$0	NA	0.0%	111.1%	NA	NA
Total Illiquid Private Equity		\$76,623,796	\$99,712,930	\$64,777,526	65%	\$34,935,404	\$50,768,192	\$73,296,482	78.4%	196.7%		
% of Portfolio (Market Value)		6.28%										
								Management Fee	Admin Fee	Interest Expense	Other Expense	Total Expense⁶
								HarbourVest IX-Buyout	\$0	\$6,514	\$9,685	\$34,370
								HarbourVest IX-Credit	\$0	\$1,889	\$171	\$5,690
								HarbourVest Int'l VI	\$0	\$484	\$18	\$1,511
								HarbourVest IX-Venture	\$0	\$2,633	\$4,482	\$14,396
								HarbourVest 2017 Global	\$0	\$10,285	\$45,614	\$121,899
								HarbourVest 2018 Global	\$0	\$2,510	\$43,651	\$90,161
								HarbourVest 2019 Global	\$0	\$23,875	\$18,682	\$86,919
								HarbourVest 2023 Global	\$0	\$7,273	\$30,059	\$56,174
								\$203,295	\$0	\$55,463	\$152,362	\$411,120

¹(DPI) is equal to (capital returned / capital called)

²(TVPI) is equal to (market value + capital returned) / capital called

³Last known market value + capital calls - distributions (preliminary MV's as of 03/31/2025)

⁴Net IRR is calculated on the cash flows of all the limited partners of the fund and is net of all fees. Each IRR figure is provided by its HarbourVest.

⁵HarbourVest International Private Equity Partners VI-Partnership Fund L.P. values are originally presented in euros and are calculated to dollars using XE™.

⁶fees and expenses are for 4Q 2025

HarbourVest 2017 Global Fund first capital call issued 9/21/2017. Portfolio Advisors first capital call issued 10/5/2017. HarbourVest 2018 Global Fund first capital call issued 12/13/2018. HarbourVest 2023 Global Fund first capital call issued 12/28/2023.

Private Credit
Non Marketable Securities Overview

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

Vintage	Manager & Fund Name	Estimated 03/31/2025 Market Value ³	Total Commitment	Capital Called	% Called	Remaining Commitment	Capital Returned	Market Value for IRR	Distrib./ Paid-In (DPI) ¹	Tot. Value/ Paid-In (TVPI) ²	Net IRR Since Inception ⁴	IRR Date
2013	Portfolio Advisors Credit Strategies Fund	\$11,917,543	\$11,250,000	\$11,250,000	100%	\$0	\$4,137,744	\$12,126,892	36.8%	142.7%	11.4%	12/31/24
2017	Crescent Direct Lending Levered Fund II	\$1,306,657	\$7,000,000	\$5,707,507	82%	\$1,292,493	\$6,337,537	\$1,844,403	111.0%	133.9%	9.3%	12/31/24
2017	Audax Direct Lending Fund A	\$5,422,739	\$7,000,000	\$5,791,026	83%	\$1,208,974	\$3,516,122	\$5,422,739	60.7%	154.4%	14.3%	12/31/24
2018	Ares Capital Europe IV	\$5,283,587	\$8,000,000	\$6,762,884	85%	\$1,237,116	\$4,550,341	\$5,605,334	67.3%	145.4%	9.5%	12/31/24
2019	Lone Star Fund XI	\$3,953,049	\$5,750,000	\$5,080,264	88%	\$669,736	\$4,504,850	\$5,247,496	88.7%	166.5%	29.2%	12/31/24
2019	Ascribe Opportunities IV	\$4,815,587	\$6,000,000	\$5,456,288	91%	\$543,712	\$1,812,063	\$4,815,587	33.2%	121.5%	10.3%	12/31/24
2020	Sixth Street Diversified Credit	\$39,956,961	\$60,000,000	\$33,183,951	55%	\$26,816,049	\$7,433,047	\$37,991,210	22.4%	142.8%	12.0%	12/31/24

Total Illiquid Private Credit

\$72,656,123	\$105,000,000	\$73,231,920	69.7%	\$31,768,080	\$32,291,705	\$73,053,661	44.1%	143.3%
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% of Portfolio (Market Value)

5.96%

	Management Fee	Accrued Carried Interest	Admin Fee	Interest Expense	Other Expense	Total Expense ⁵
Portfolio Advisors CSF	\$0	\$0	\$0	\$0	\$0	\$0
Crescent Direct Lending II	\$41,847	\$3,518	\$7,437	\$0	\$2,086	\$54,888
Audax Direct Lending A	\$29,966	\$0	\$0	\$0	\$0	\$29,966
Ares Capital Europe IV	\$18,609	\$25,900	\$0	\$44,656	\$3,455	\$92,620
Ascribe Opportunities IV	\$0	\$0	\$0	\$0	\$0	\$0
Lone Star Fund XI	\$0	\$0	\$0	\$0	\$0	\$0
Sixth Street Diversified Credit	\$0	\$0	\$0	\$0	\$0	\$0

\$90,422	\$29,418	\$7,437	\$44,656	\$5,541	\$177,474
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¹(DPI) is equal to (capital returned / capital called)

²(TVPI) is equal to (market value + capital returned) / capital called

³Last known market value + capital calls - distributions (preliminary MV's as of 03/31/2025)

⁴Net IRR is calculated on the cash flows of all the limited partners of the fund and is net of all fees. Each IRR figure is provided by its respective manager.

⁵All fees and expenses are for 4Q 2024

Portfolio Advisors first capital call issued 10/5/2017. Crescent Direct Lending first called 3/13/2018. Ares IV first called 8/13/2018. Audax Direct Lending first called 10/26/2018. As of 12/31/2024, following a compliance review with their third-party consultant, ACA, Portfolio Advisors Credit Strategies Fund have adopted time-weighted returns (TWR) instead of IRR.

Opportunistic Non Marketable Securities Overview

Imperial County Employees' Retirement System Period Ending: March 31, 2025

Vintage	Manager & Fund Name	Estimated 03/31/25 Market Value ³	Total Commitment	Capital Called	% Called	Remaining Commitment	Capital Returned	Market Value for IRR	Distrib./ Paid-In (DPI) ¹	Tot. Value/ Paid-In (TVPI) ²	Net IRR Since Inception ⁵	IRR Date	
2010	KKR Mezzanine ⁶	\$415,710	\$10,000,000	\$10,000,000	100%	\$0	\$14,153,380	\$415,710	141.5%	145.7%	3.2%	12/31/24	
2020	TSSP Adjacent Opportunities Partners	\$34,507,048	\$40,000,000	\$29,945,673	75%	\$10,054,327	\$6,182,047	NA	20.6%	135.9%	NA	NA	
Total Illiquid Opportunistic		\$34,922,758	\$50,000,000	\$39,945,673	80%	\$10,054,327	\$20,335,427	\$429,327	1.1%	52.0%			
% of Portfolio (Market Value)		2.86%											
							Management Fee	Accrued Carried Interest	Admin Fee	Interest Expense	Other Expense	Total Expense⁶	
							KKR Mezzanine	\$0	\$0	\$0	\$0	\$775	\$775
							TSSP Adjacent Opportunities P.	\$0	\$0	\$0	\$0	\$0	\$0
								\$0	\$0	\$0	\$0	\$775	\$775

¹(DPI) is equal to (capital returned / capital called)

²(TVPI) is equal to (market value + capital returned) / capital called

³Last known market value + capital calls - distributions (preliminary MV's as of 03/31/2025)

⁴Investment period ended, no further capital to be called.

⁵Net IRR is calculated on the cash flows of all the limited partners of the fund and is net of all fees. Each IRR figure is provided by its respective manager.

⁶All fees and expenses are for 4Q 2024

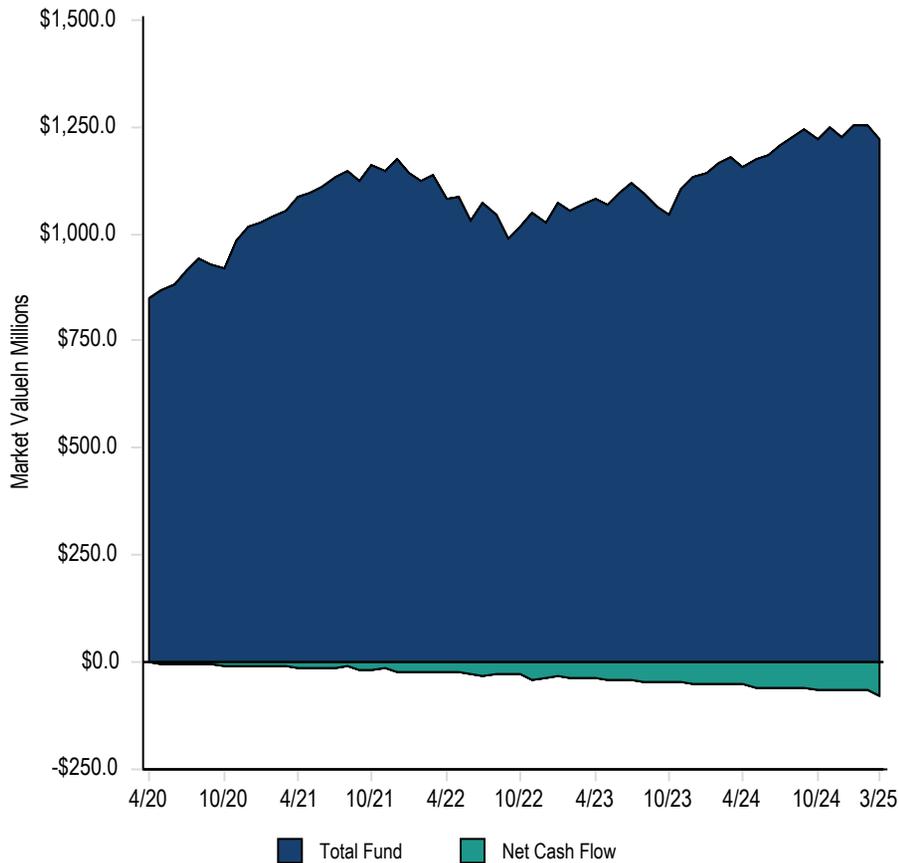
Total Fund
Cash Flow by Manager (Last Three Months)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

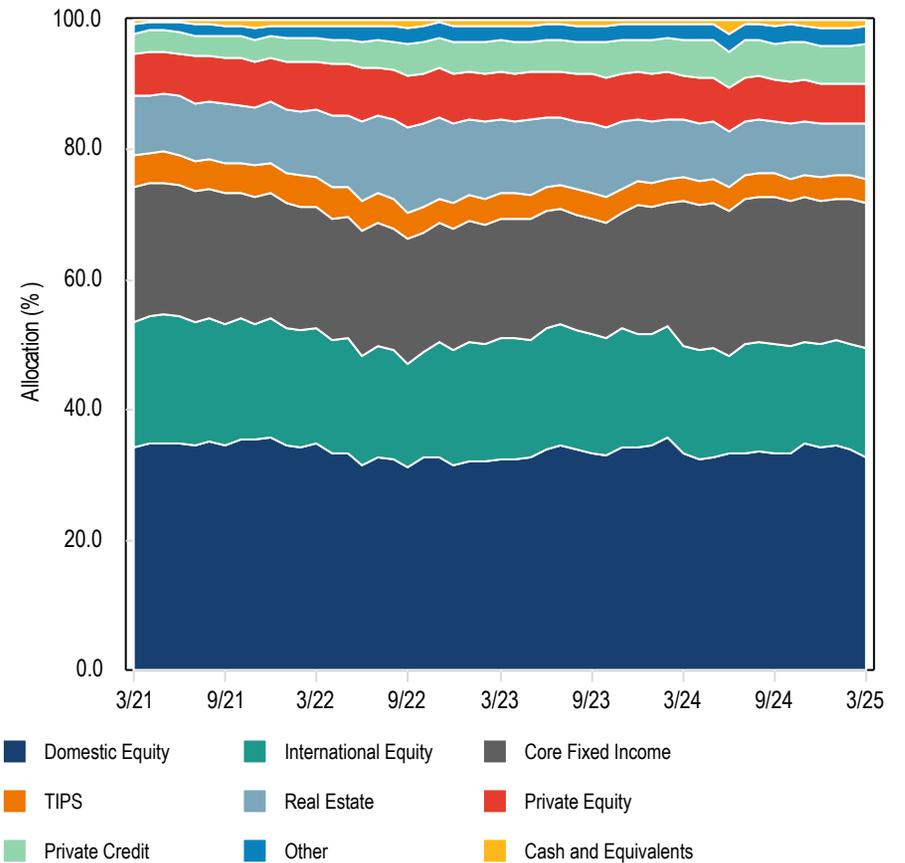
	Beginning Market Value	Contributions	Withdrawals	Net Cash Flows	Capital Appreciation	Ending Market Value
BlackRock Russell 3000	\$420,569,356	\$0	\$0	\$0	-\$19,832,072	\$400,737,283
BlackRock International Equity	\$149,967,173	\$0	\$0	\$0	\$10,900,460	\$160,867,633
William Blair Emerging Growth	\$19,360,281	\$0	\$0	\$0	-\$875,394	\$18,441,437
DFA Emerging Markets Value	\$24,051,814	\$0	\$0	\$0	\$765,551	\$24,817,364
Income Research & Management	\$134,603,337	\$0	-\$2,000,000	-\$2,000,000	\$3,755,472	\$136,358,809
MackKay Shields Core Plus Opportunities	\$136,696,014	\$0	-\$4,000,000	-\$4,000,000	\$3,983,988	\$136,680,002
BlackRock US TIPS	\$43,258,439	\$0	\$0	\$0	\$1,820,333	\$45,078,772
ASB Real Estate	\$20,817,358	\$0	\$0	\$0	\$209,778	\$21,027,136
Clarion Lion	\$27,709,515	\$173,416	-\$257,426	-\$84,010	\$270,064	\$27,895,569
ARA American Strategic Value Realty	\$50,886,928	\$0	\$0	\$0	\$475,574	\$51,216,129
1221 State St. Corp	\$2,044,805	\$18,400	-\$15,325	\$3,076	\$118	\$2,047,999
Harbourvest Buyout IX	\$3,077,566	\$0	\$0	\$0	-\$1,032	\$3,076,534
Harbourvest Credit Ops IX	\$421,142	\$0	\$0	\$0	-\$25,211	\$395,931
Harbourvest International PE VI	\$834,266	\$0	\$0	\$0	\$92,615	\$926,881
Harbourvest Venture IX	\$3,583,506	\$0	\$0	\$0	\$306,585	\$3,890,091
Harbourvest 2017 Global Fund	\$24,055,509	\$0	-\$519,976	-\$519,976	\$156,615	\$23,692,148
Harbourvest 2018 Global Fund	\$20,435,574	\$0	-\$155,330	-\$155,330	-\$53,274	\$20,226,970
Harbourvest 2019 Global Fund	\$20,412,621	\$0	\$0	\$0	\$0	\$20,412,621
Harbourvest 2023 Global Fund	\$3,152,620	\$850,000	\$0	\$850,000	\$0	\$4,002,620
Portfolio Advisors Credit Strategies Fund	\$12,126,892	\$0	-\$209,349	-\$209,349	\$0	\$11,917,543
Crescent Direct Lending Levered Fund II	\$1,844,403	\$0	-\$537,746	-\$537,746	\$0	\$1,306,657
Audax Direct Lending Fund A	\$5,271,662	\$0	\$0	\$0	\$151,077	\$5,422,739
Ares Capital Europe IV	\$5,458,569	\$0	-\$321,747	-\$321,747	\$146,765	\$5,283,587
Lone Star XI	\$5,247,496	\$0	-\$1,294,447	-\$1,294,447	\$0	\$3,953,049
Sixth Street Diversified Credit	\$37,248,158	\$1,965,751	\$0	\$1,965,751	\$743,052	\$39,956,961
Ascribe Opportunities Fund IV	\$4,815,587	\$0	\$0	\$0	\$0	\$4,815,587
KKR Mezzanine Partners	\$572,672	\$0	\$0	\$0	-\$156,962	\$415,710
TSSP Adjacent Opportunities Partners	\$32,921,831	\$927,889	\$0	\$927,889	\$657,328	\$34,507,048
Invesco Treasury Portfolio	\$14,688,054	\$9,038,595	-\$13,743,640	-\$4,705,045	\$148,803	\$10,131,812
Total Fund	\$1,226,133,147	\$12,974,051	-\$23,054,985	-\$10,080,934	\$3,640,232	\$1,219,502,622

Harbourvest 2019 and 2023 Global Funds market values as of 9/30/2024 adjusted for cash flows. Harbourvest Buyout IX, Harbourvest Credit IX, Harbourvest Intl PE VI, Harbourvest Venture IX, Harbourvest 2017, Harbourvest 2018, KKR Mezzanine, Portfolio Advisors, Crescent Direct Lending, Audax Direct Lending, Lone Star, Ares Capital, Sixth Street Diversified Credit, and Sixth Street TAO Partners market values as of 12/31/2024 adjusted for cash flows. Portfolio Advisors, Crescent Direct Lending, Lone Star and Ascribe as of 12/31/2024 adjusted for cash flows.

Market Value History



Asset Allocation History



Total Fund Investment Fund Fee Analysis

Imperial County Employees' Retirement System Period Ending: March 31, 2025

Account	Fee Schedule	Market Value	% of Portfolio	Estimated Annual Fee (\$)	Estimated Annual Fee (%)
ARA American Strategic Value Realty	1.25 % of First \$10 M 1.20 % of Next \$15 M 1.10 % of Next \$25 M 1.00 % Thereafter	51,216,129	4.20	592,161	1.16
Ares Capital Europe IV	1.38 % of Assets	5,283,587	0.43	72,914	1.38
ASB Real Estate	1.25 % of First \$5 M 1.00 % of Next \$10 M 0.75 % Thereafter	21,027,136	1.72	207,704	0.99
Ascribe Opportunities Fund IV	1.50 % of Assets	4,815,587	0.39	72,234	1.50
Audax Direct Lending Fund A	0.85 % of Assets	5,422,739	0.44	46,093	0.85
BlackRock International Equity	0.15 % of First \$50 M 0.10 % of Next \$50 M 0.00 % Thereafter	160,867,633	13.19	125,000	0.08
BlackRock Russell 3000	0.03 % of Assets	400,737,283	32.86	120,221	0.03
BlackRock US TIPS	0.07 % of Assets	45,078,772	3.70	31,555	0.07
Clarion Lion	1.25 % of First \$10 M 1.00 % of Next \$15 M 0.85 % Thereafter	27,895,569	2.29	299,612	1.07
Crescent Direct Lending Levered Fund II	Minimum Fee: \$25,280	1,306,657	0.11	25,280	1.93
DFA Emerging Markets Value	0.44 % of Assets	24,817,364	2.04	109,196	0.44
Income Research & Management	0.20 % of First \$100 M 0.17 % Thereafter	136,358,809	11.18	261,810	0.19
Harbourvest 2017 Global Fund	Minimum Fee: \$262,500	23,692,148	1.94	262,500	1.11
Harbourvest 2018 Global Fund	Minimum Fee: \$138,000	20,226,970	1.66	138,000	0.68
Harbourvest 2019 Global Fund	0.45 % of Assets	20,412,621	1.67	91,857	0.45
Harbourvest 2023 Global Fund	0.50 % of Assets	4,002,620	0.33	20,013	0.50
Harbourvest Buyout IX	Minimum Fee: \$100,000	3,076,534	0.25	100,000	3.25
Harbourvest Credit Ops IX	Minimum Fee: \$20,000	395,931	0.03	20,000	5.05
Harbourvest International PE VI	Minimum Fee: \$35,000	926,881	0.08	35,000	3.78
Harbourvest Venture IX	Minimum Fee: \$40,000	3,890,091	0.32	40,000	1.03
Invesco Treasury Portfolio		10,131,812	0.83	-	-
KKR Mezzanine Partners	Minimum Fee: \$150,000	415,710	0.03	150,000	36.08
Lone Star XI	0.71 % of Assets	3,953,049	0.32	28,027	0.71
MacKay Shields Core Plus Opportunities	0.30 % of Assets	136,680,002	11.21	410,040	0.30

*HarbourVest and KKR fees are estimated gross management fees only and do not include incentive allocations or offsetting cash flows received by the fund.

*HarbourVest International Private Equity VI fees are based on committed Euros, actual US Dollar amount will fluctuate based on exchange rates.

*Verus advisory fee shown for disclosure purposes only and is not included in total investment management fee calculations.

*Portfolio Advisors fee is 0.20% on committed capital and 1.00% on invested capital.

Total Fund
Investment Fund Fee Analysis

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

Account	Fee Schedule	Market Value	% of Portfolio	Estimated Annual Fee (\$)	Estimated Annual Fee (%)
Portfolio Advisors Credit Strategies Fund	Minimum Fee: \$180,000	11,917,543	0.98	180,000	1.51
Sixth Street Diversified Credit	1.35 % of Assets	39,956,961	3.28	539,419	1.35
TSSP Adjacent Opportunities Partners		34,507,048	2.83	-	-
William Blair Emerging Growth	0.90 % of First \$25 M 0.85 % of Next \$25 M 0.70 % of Next \$50 M 0.65 % of Next \$50 M 0.60 % of Next \$50 M 0.40 % of Next \$200 M 0.35 % Thereafter	18,441,437	1.51	165,973	0.90
Investment Management Fee		1,219,502,622	100.00	4,144,609	0.34

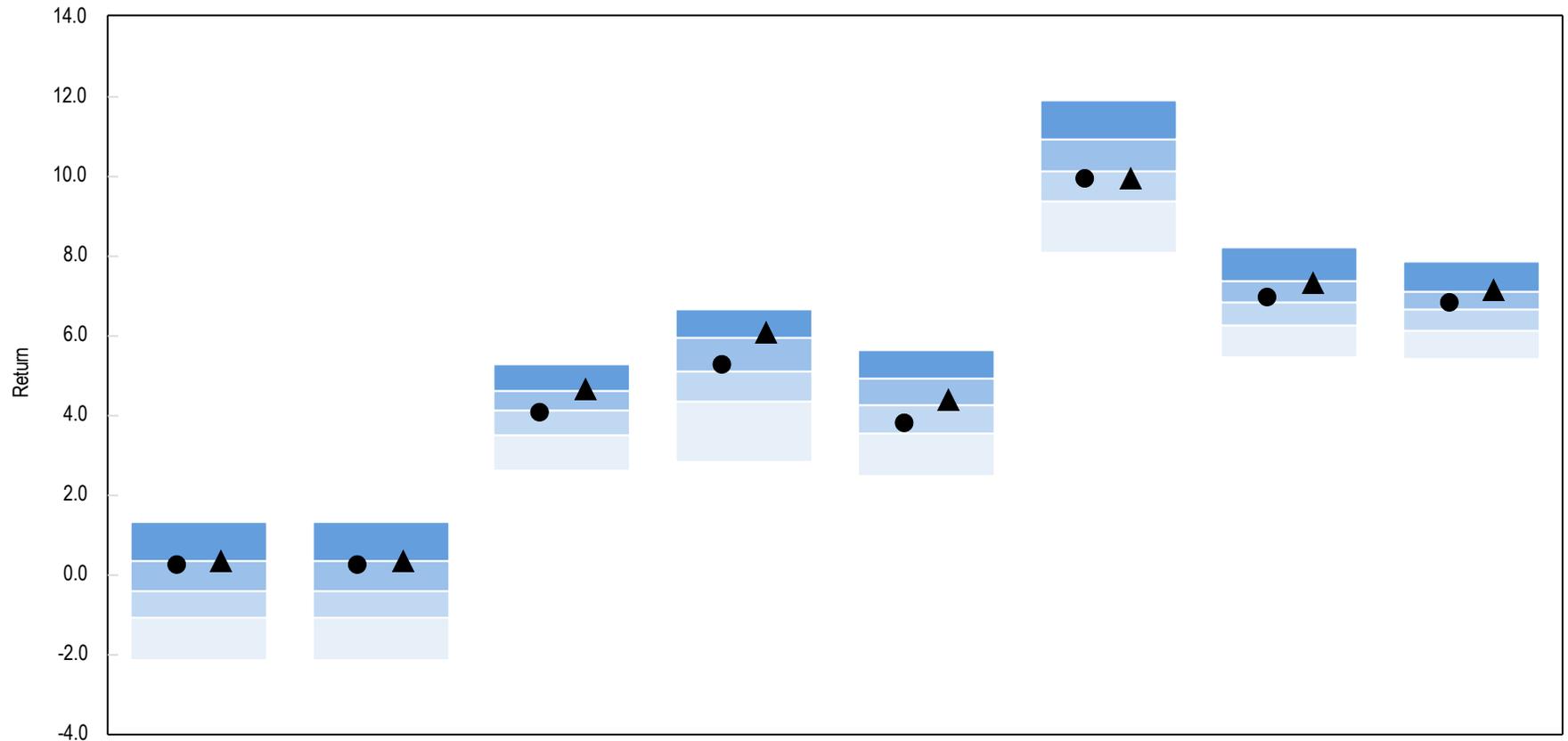
*HarbourVest and KKR fees are estimated gross management fees only and do not include incentive allocations or offsetting cash flows received by the fund.

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*Verus advisory fee shown for disclosure purposes only and is not included in total investment management fee calculations.

*Portfolio Advisors fee is 0.20% on committed capital and 1.00% on invested capital.

Total Fund vs. InvMetrics Public DB Net

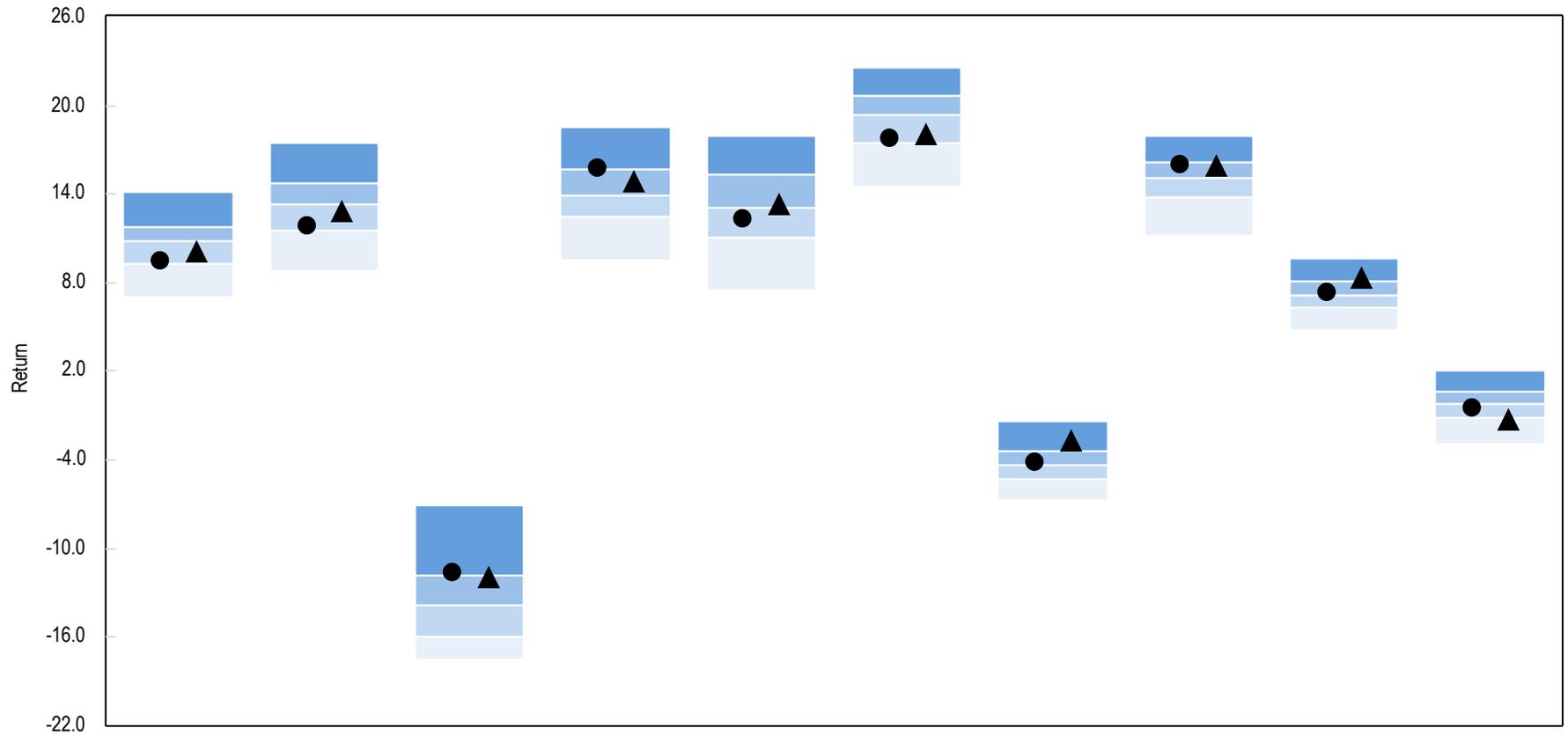


	Quarter	YTD	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● Total Fund	0.26 (29)	0.26 (29)	4.09 (52)	5.31 (46)	3.82 (67)	9.95 (58)	6.96 (45)	6.84 (38)
▲ Policy Index	0.38 (26)	0.38 (26)	4.66 (24)	6.09 (20)	4.41 (44)	9.97 (58)	7.35 (28)	7.14 (25)
5th Percentile	1.33	1.33	5.27	6.68	5.65	11.90	8.22	7.86
1st Quartile	0.38	0.38	4.61	5.97	4.93	10.92	7.39	7.13
Median	-0.41	-0.41	4.15	5.12	4.25	10.12	6.86	6.66
3rd Quartile	-1.07	-1.07	3.53	4.34	3.56	9.39	6.28	6.15
95th Percentile	-2.11	-2.11	2.60	2.86	2.50	8.09	5.46	5.44
Population	578	578	575	567	547	529	510	462

Total Fund
Peer Universe Comparison: Consecutive Periods (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

Total Fund vs. InvMetrics Public DB Net

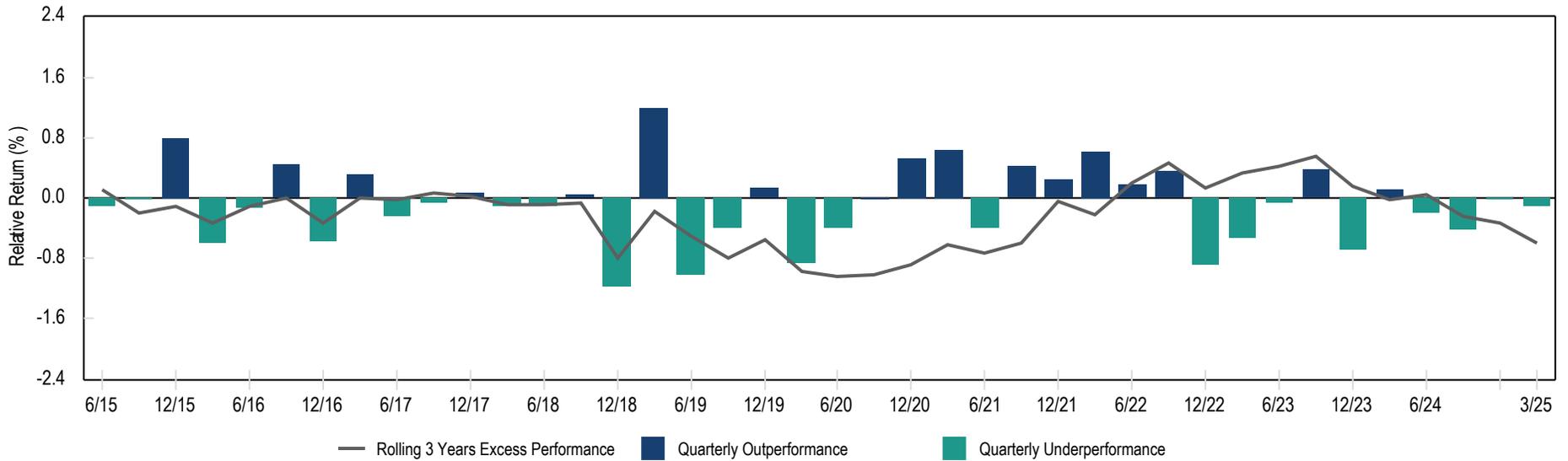


	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
● Total Fund	9.53 (73)	11.93 (70)	-11.60 (24)	15.84 (23)	12.33 (59)	17.85 (72)	-4.12 (42)	16.02 (28)	7.45 (44)	-0.41 (59)
▲ Policy Index	10.11 (63)	12.85 (58)	-11.93 (27)	14.83 (36)	13.29 (47)	18.03 (69)	-2.73 (15)	15.93 (30)	8.36 (21)	-1.22 (78)
5th Percentile	14.10	17.41	-7.05	18.53	17.92	22.57	-1.34	17.88	9.59	2.06
1st Quartile	11.73	14.71	-11.75	15.71	15.39	20.66	-3.35	16.14	8.13	0.64
Median	10.79	13.29	-13.84	13.92	13.05	19.40	-4.40	15.10	7.17	-0.16
3rd Quartile	9.26	11.51	-15.95	12.46	11.12	17.42	-5.28	13.83	6.28	-1.09
95th Percentile	7.06	8.76	-17.49	9.57	7.56	14.45	-6.67	11.16	4.75	-2.94
Population	1,065	1,116	1,123	1,163	1,207	1,114	1,065	1,051	1,039	980

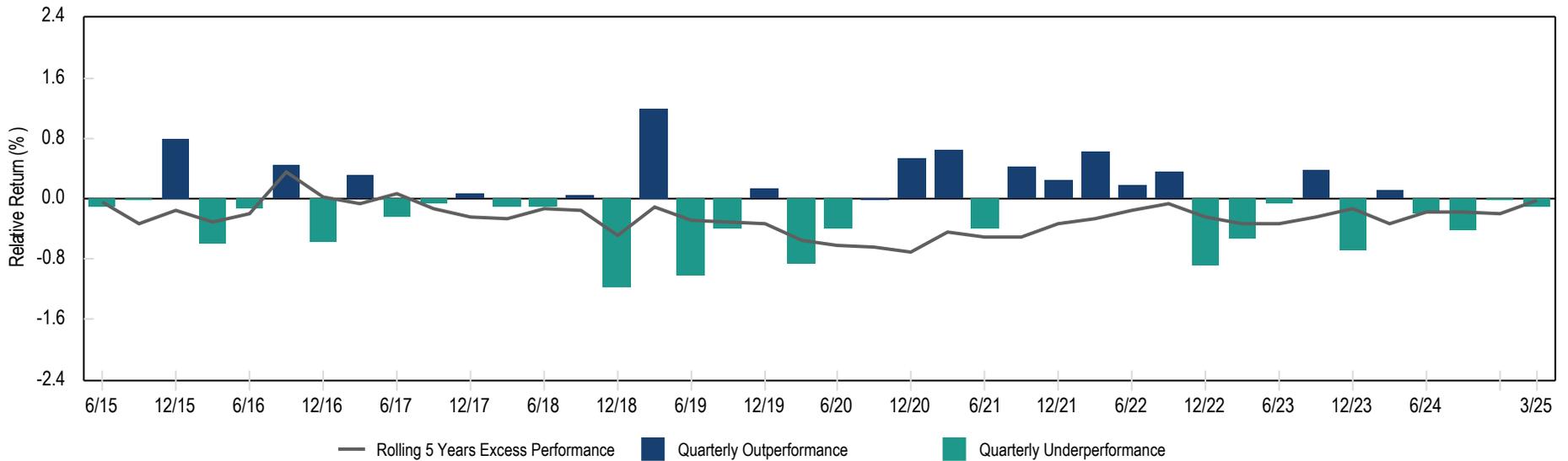
Total Fund
Rolling Return Analysis (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

Rolling 3 Year Annualized Excess Performance



Rolling 5 Year Annualized Excess Performance



Total Domestic Equity Asset Class Overview (Net of Fees)

Imperial County Employees' Retirement System Period Ending: March 31, 2025

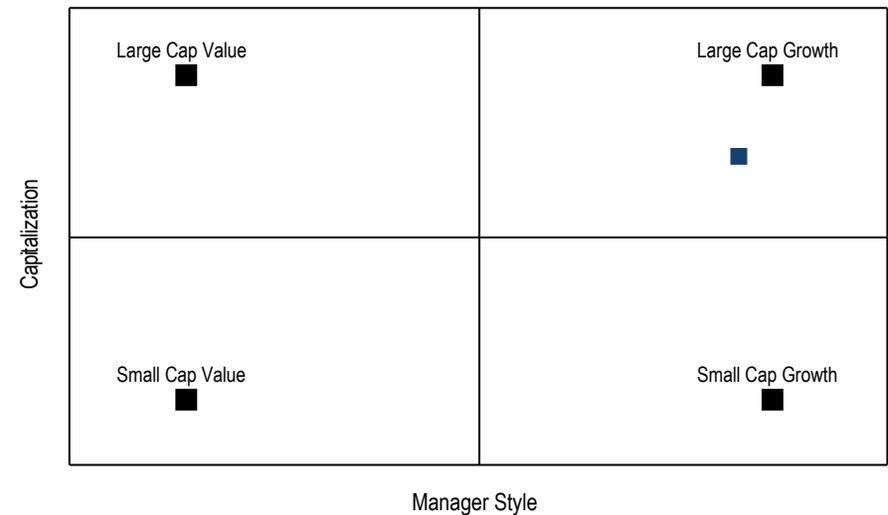
	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2024	2023	2022	2021	2020
Total Domestic Equity	400,737,283	100.0	-4.7	3.9	7.2	8.2	18.2	11.7	23.8	26.0	-19.2	25.7	21.0
<i>Russell 3000 Index</i>			-4.7	3.9	7.2	8.2	18.2	11.8	23.8	26.0	-19.2	25.7	20.9
BlackRock Russell 3000	400,737,283	100.0	-4.7	3.9	7.2	8.2	18.2	-	23.8	26.0	-19.2	25.7	21.0
<i>Russell 3000 Index</i>			-4.7	3.9	7.2	8.2	18.2	-	23.8	26.0	-19.2	25.7	20.9
<i>eV US All Cap Core Equity Rank</i>			54	31	21	27	28	-	21	25	56	51	41

**U.S. Effective Style Map
3 Years Ending: March 31, 2025**



■ BlackRock Russell 3000

**U.S. Effective Style Map
5 Years Ending: March 31, 2025**



■ BlackRock Russell 3000

Total International Equity Asset Class Overview (Net of Fees)

Imperial County Employees' Retirement System Period Ending: March 31, 2025

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2024	2023	2022	2021	2020
Total International Equity	204,126,434	100.0	5.5	3.7	4.1	4.9	11.3	5.1	3.4	16.9	-15.4	10.1	8.1
<i>MSCI AC World ex USA Index</i>			5.4	5.4	6.6	5.0	11.5	5.5	6.1	16.2	-15.6	8.3	11.1
BlackRock International Equity	160,867,633	78.8	7.2	5.4	5.2	6.4	12.1	5.7	3.8	18.6	-14.1	11.6	8.1
<i>MSCI EAFE (Net)</i>			6.9	5.3	4.9	6.1	11.8	5.4	3.8	18.2	-14.5	11.3	7.8
<i>eV All EAFE Equity Rank</i>			39	57	55	41	49	47	54	33	37	53	52
William Blair Emerging Growth	18,441,437	9.0	-4.9	-	-	-	-	-	-	-	-	-	-
<i>MSCI Emerging Markets Growth Index</i>			1.7	3.6	-	-	-	-	-	-	-	-	-
<i>eV Emg Mkts Large Cap Growth Equity Rank</i>			98	-	-	-	-	-	-	-	-	-	-
DFA Emerging Markets Value	24,817,364	12.2	3.2	0.8	6.7	4.3	14.1	5.2	6.2	16.5	-10.7	12.4	2.7
<i>MSCI Emerging Markets Value (Net)</i>			4.3	2.4	7.6	2.8	9.8	3.2	4.5	14.2	-15.8	4.0	5.5
<i>eV Emg Mkts All Cap Value Equity Rank</i>			74	80	52	56	28	65	47	44	38	20	83

**MSCI Effective Style Map
3 Years Ending: March 31, 2025**



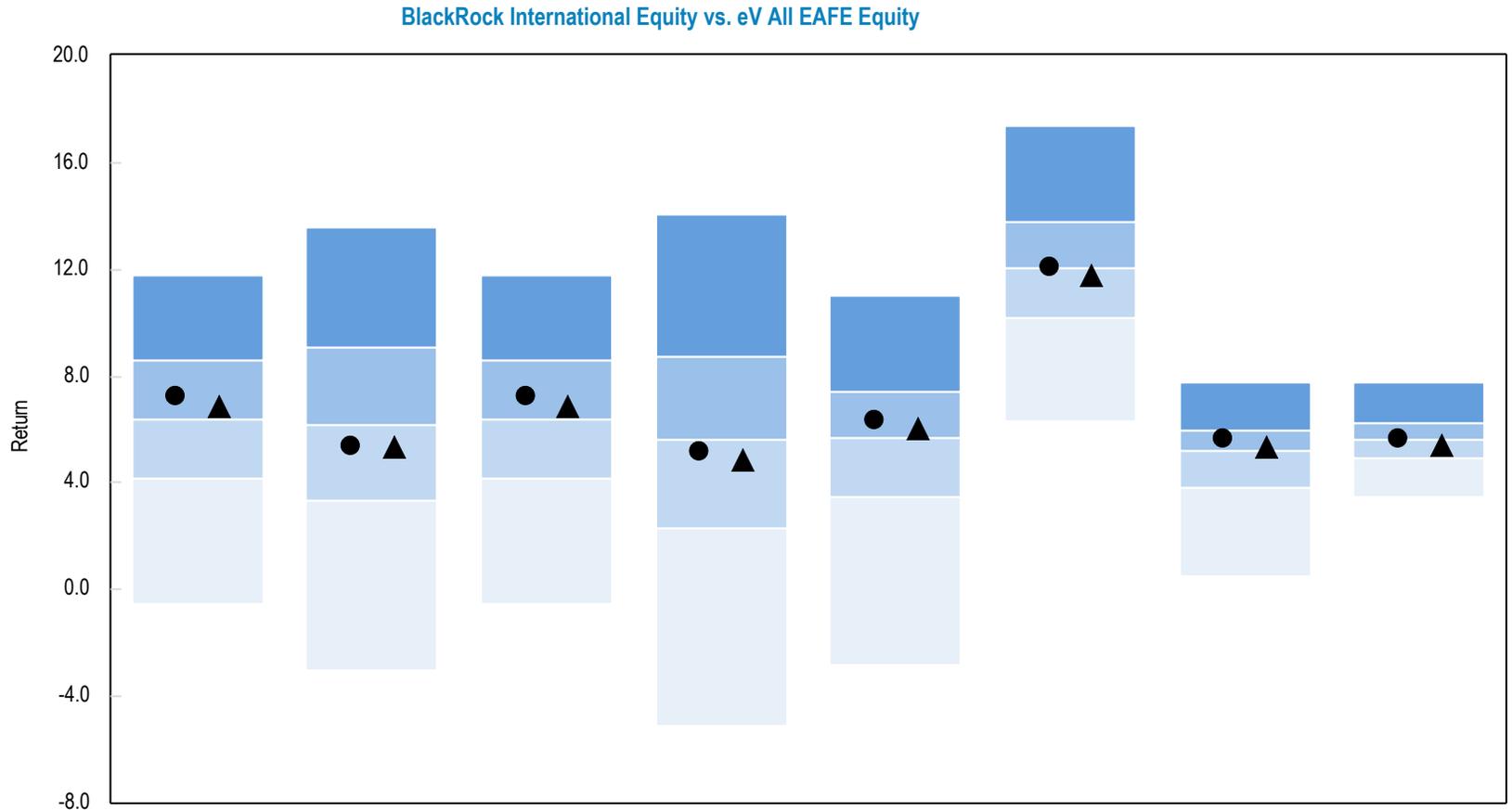
BlackRock International Equity
 DFA Emerging Markets Value
 Total International Equity

**MSCI Effective Style Map
5 Years Ending: March 31, 2025**



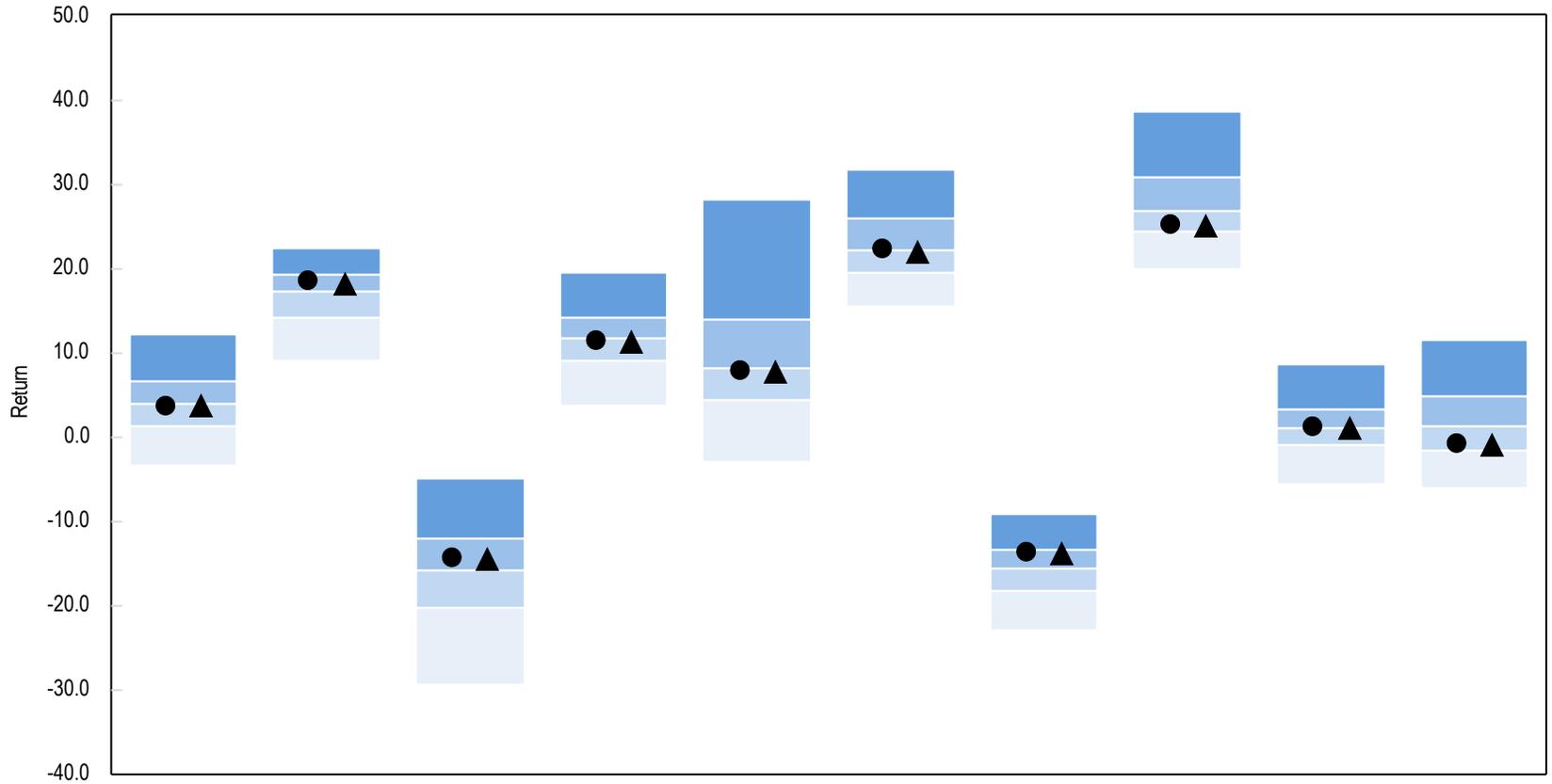
BlackRock International Equity
 DFA Emerging Markets Value
 Total International Equity

Harding Loevner liquidated 6/30/24.

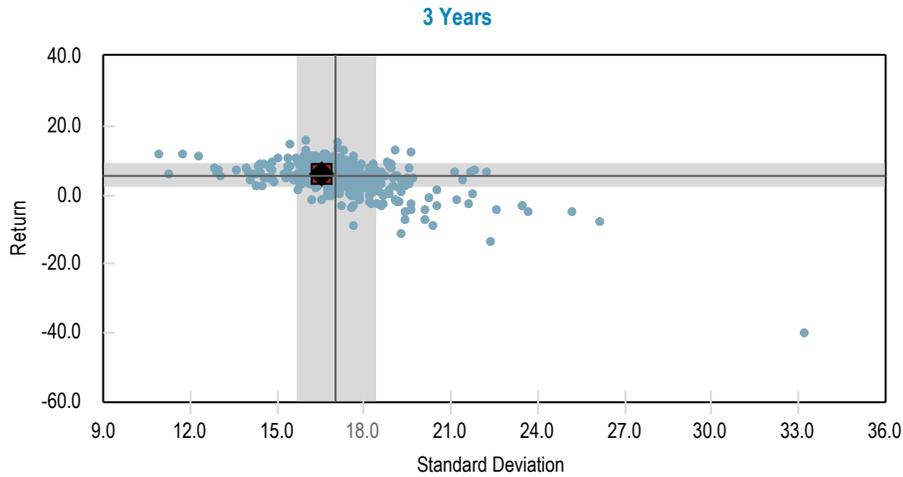


	Quarter	Fiscal YTD	YTD	1 Year	3 Years	5 Years	7 Years	10 Years
● BlackRock International Equity	7.25 (39)	5.43 (57)	7.25 (39)	5.22 (55)	6.36 (41)	12.11 (49)	5.67 (34)	5.70 (47)
▲ MSCI EAFE (Net)	6.86 (45)	5.32 (59)	6.86 (45)	4.88 (59)	6.05 (46)	11.77 (56)	5.33 (47)	5.40 (61)
5th Percentile	11.79	13.59	11.79	14.07	11.00	17.39	7.78	7.79
1st Quartile	8.58	9.09	8.58	8.75	7.44	13.78	5.98	6.24
Median	6.41	6.14	6.41	5.63	5.69	12.04	5.20	5.61
3rd Quartile	4.18	3.34	4.18	2.30	3.47	10.21	3.85	4.94
95th Percentile	-0.51	-3.01	-0.51	-5.13	-2.82	6.28	0.52	3.46
Population	426	425	426	425	402	376	352	295

BlackRock International Equity vs. eV All EAFE Equity

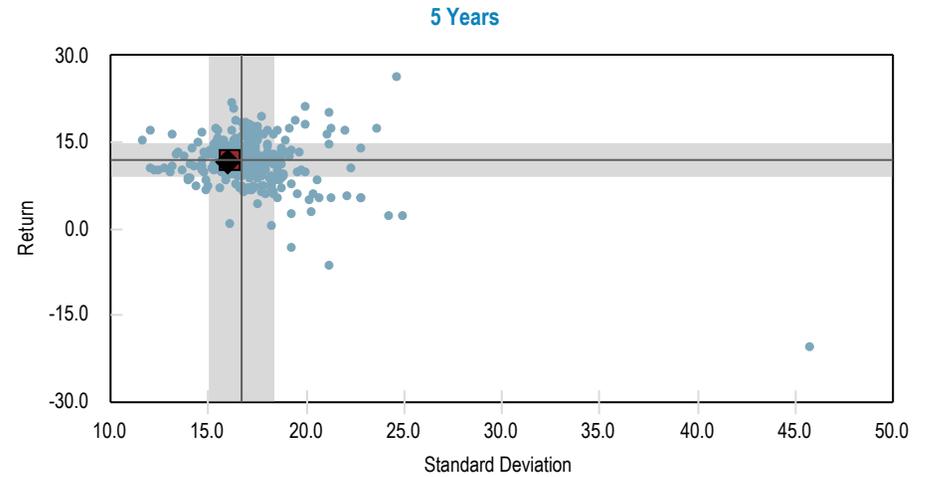


	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
● BlackRock International Equity	3.78 (54)	18.56 (33)	-14.12 (37)	11.62 (53)	8.07 (52)	22.40 (50)	-13.52 (29)	25.42 (63)	1.34 (46)	-0.63 (65)
▲ MSCI EAFE (Net)	3.82 (54)	18.24 (39)	-14.45 (42)	11.26 (59)	7.82 (56)	22.01 (54)	-13.79 (34)	25.03 (68)	1.00 (53)	-0.81 (68)
5th Percentile	12.22	22.49	-4.83	19.62	28.33	31.76	-9.11	38.70	8.66	11.66
1st Quartile	6.75	19.29	-12.05	14.23	13.96	25.92	-13.28	30.82	3.34	4.99
Median	4.08	17.37	-15.76	11.81	8.20	22.26	-15.65	26.99	1.08	1.31
3rd Quartile	1.30	14.23	-20.33	9.10	4.43	19.65	-18.26	24.41	-0.95	-1.57
95th Percentile	-3.25	9.21	-29.32	3.86	-2.88	15.55	-22.89	20.01	-5.45	-5.98
Population	445	461	469	472	476	480	483	474	459	444



eV All EAFE Equity

	Return	Standard Deviation
■ BlackRock International Equity	6.36	16.57
◆ MSCI EAFE (Net)	6.05	16.55
— Median	5.69	17.04
Population	402	402



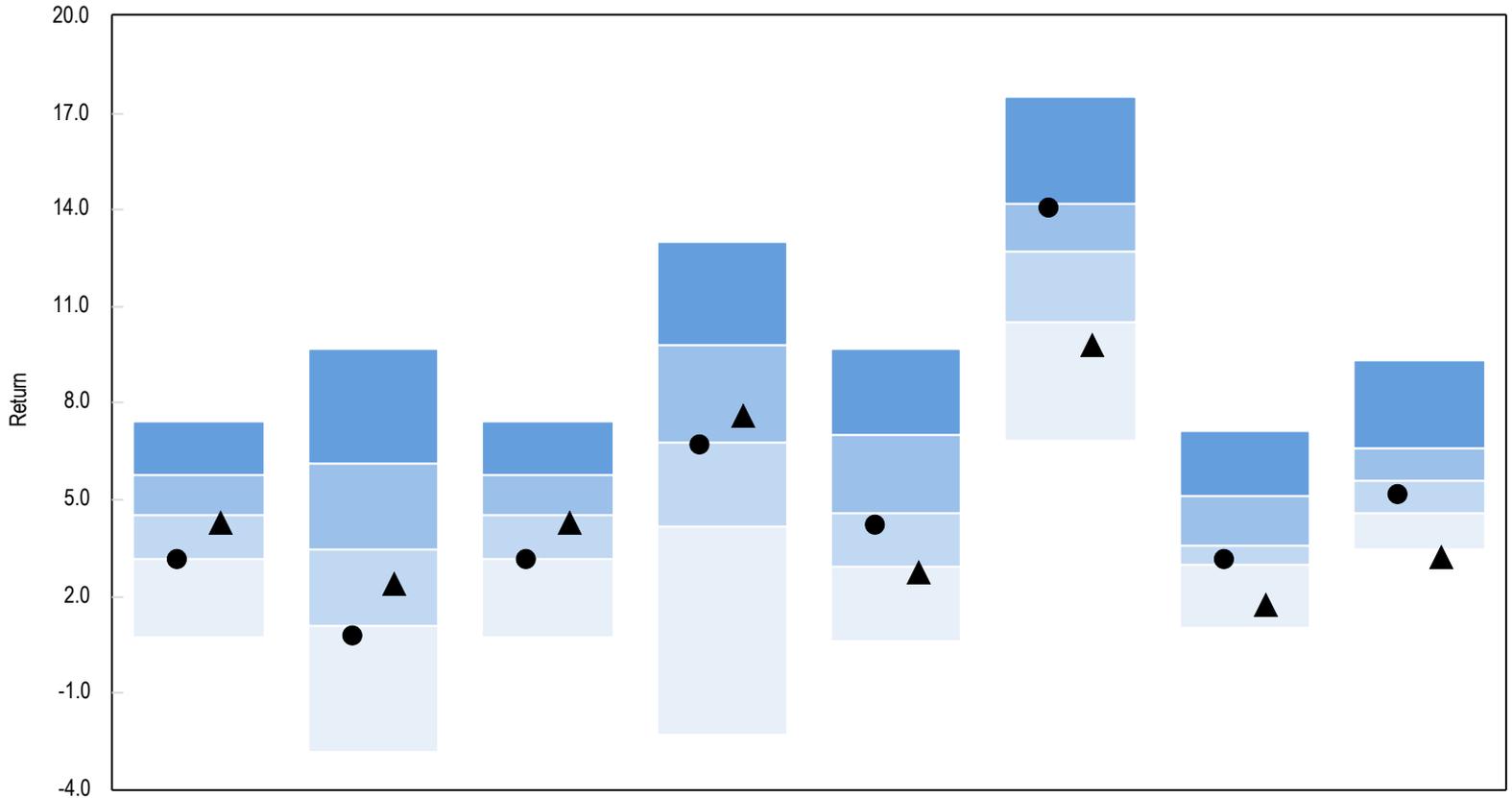
eV All EAFE Equity

	Return	Standard Deviation
■ BlackRock International Equity	12.11	16.08
◆ MSCI EAFE (Net)	11.77	16.03
— Median	12.04	16.69
Population	376	376

DFA Emerging Markets Value
Cumulative Performance Comparison (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

DFA Emerging Markets Value vs. eV Emg Mkts All Cap Value Equity

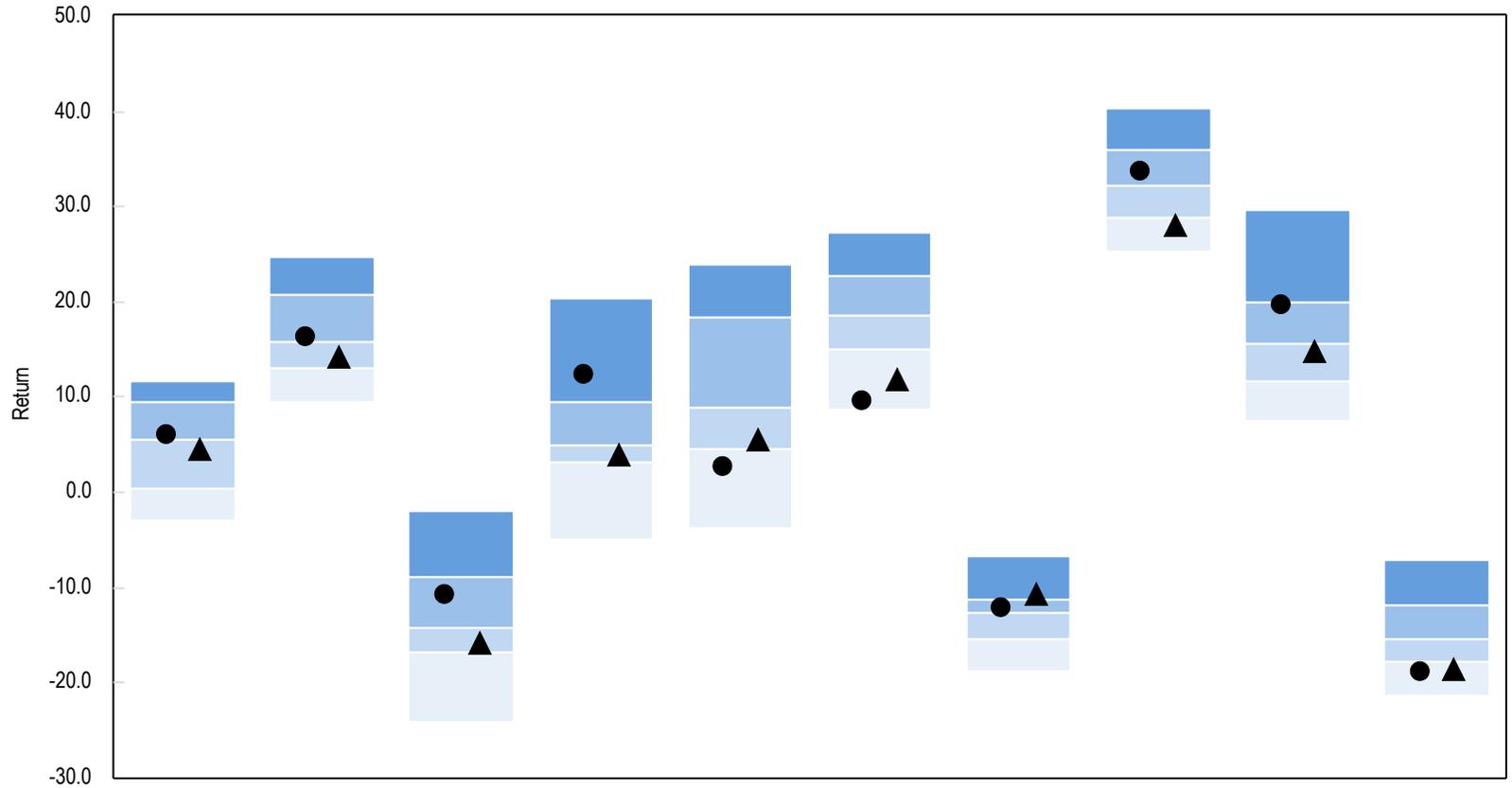


	Quarter	Fiscal YTD	YTD	1 Year	3 Years	5 Years	7 Years	10 Years
● DFA Emerging Markets Value	3.18 (74)	0.78 (80)	3.18 (74)	6.70 (52)	4.25 (56)	14.07 (28)	3.15 (70)	5.18 (65)
▲ MSCI Emerging Markets Value (Net)	4.32 (52)	2.40 (60)	4.32 (52)	7.60 (37)	2.76 (78)	9.81 (86)	1.77 (89)	3.21 (100)
5th Percentile	7.42	9.71	7.42	13.02	9.69	17.51	7.16	9.34
1st Quartile	5.75	6.11	5.75	9.81	7.05	14.19	5.10	6.61
Median	4.51	3.45	4.51	6.81	4.60	12.70	3.60	5.60
3rd Quartile	3.14	1.07	3.14	4.18	2.94	10.53	3.02	4.62
95th Percentile	0.73	-2.84	0.73	-2.29	0.60	6.83	1.03	3.45
Population	54	54	54	54	51	45	43	33

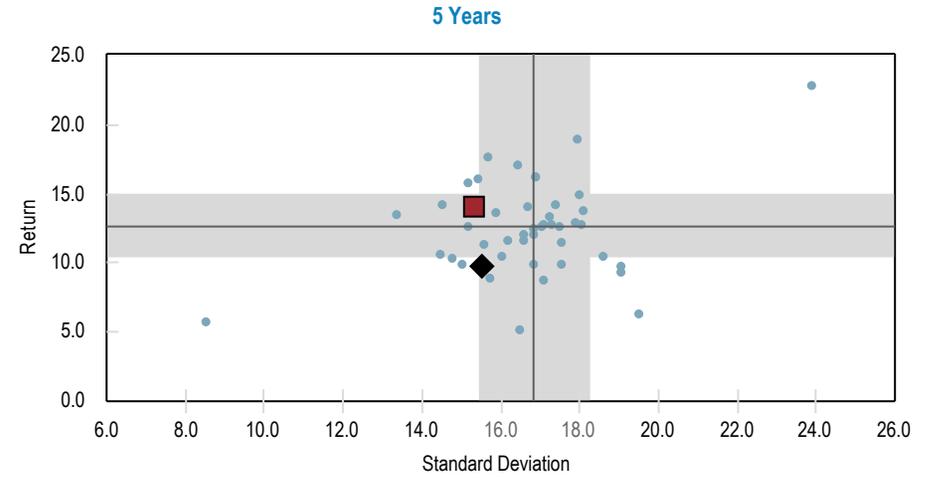
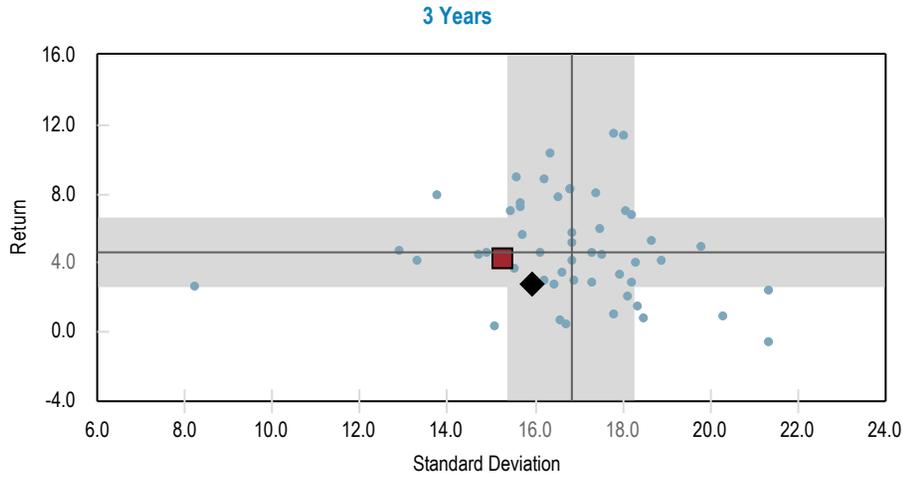
DFA Emerging Markets Value
Consecutive Performance Comparison (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

DFA Emerging Markets Value vs. eV Emg Mkts All Cap Value Equity



	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
● DFA Emerging Markets Value	6.17 (47)	16.49 (44)	-10.74 (38)	12.41 (20)	2.73 (83)	9.64 (94)	-11.93 (39)	33.76 (40)	19.84 (26)	-18.77 (84)
▲ MSCI Emerging Markets Value (Net)	4.51 (52)	14.21 (67)	-15.83 (63)	4.00 (68)	5.48 (72)	11.96 (93)	-10.74 (23)	28.07 (81)	14.90 (54)	-18.57 (84)
5th Percentile	11.66	24.75	-1.92	20.32	23.96	27.30	-6.66	40.40	29.74	-7.00
1st Quartile	9.59	20.68	-8.83	9.47	18.49	22.65	-11.22	36.00	19.95	-11.76
Median	5.54	15.92	-14.26	4.87	8.93	18.51	-12.58	32.24	15.63	-15.31
3rd Quartile	0.47	13.06	-16.84	3.27	4.50	15.01	-15.32	28.79	11.67	-17.69
95th Percentile	-3.01	9.52	-24.07	-4.86	-3.63	8.63	-18.81	25.30	7.49	-21.28
Population	55	53	58	57	59	60	58	53	50	48



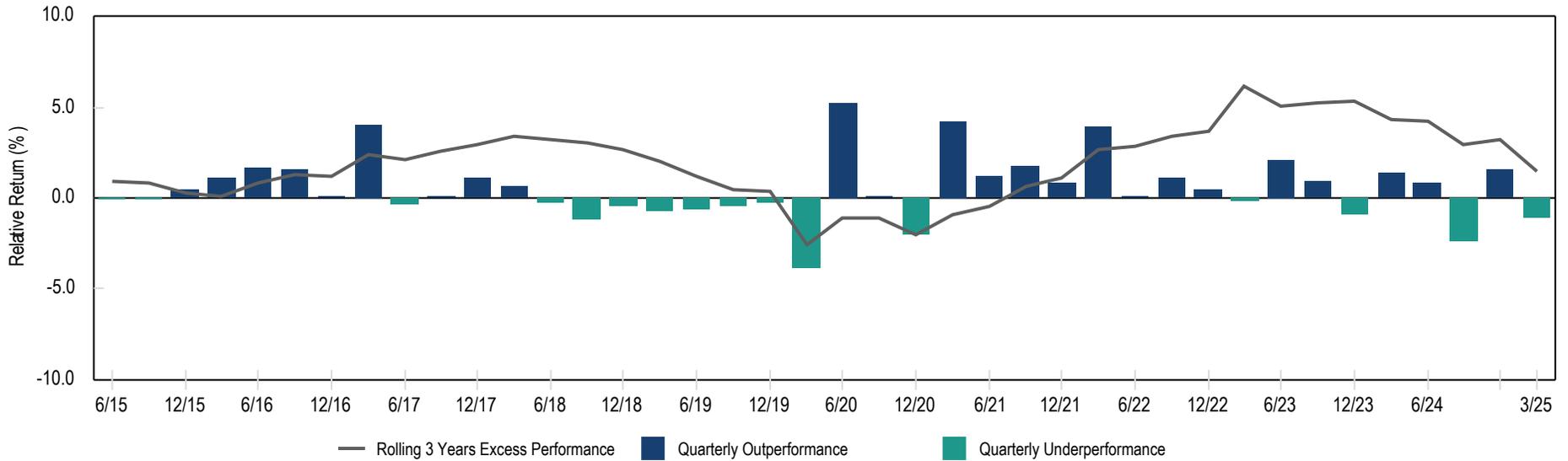
eV Emg Mkts All Cap Value Equity

	Return	Standard Deviation
■ DFA Emerging Markets Value	4.25	15.25
◆ MSCI Emerging Markets Value (Net)	2.76	15.94
— Median	4.60	16.83
Population	51	51

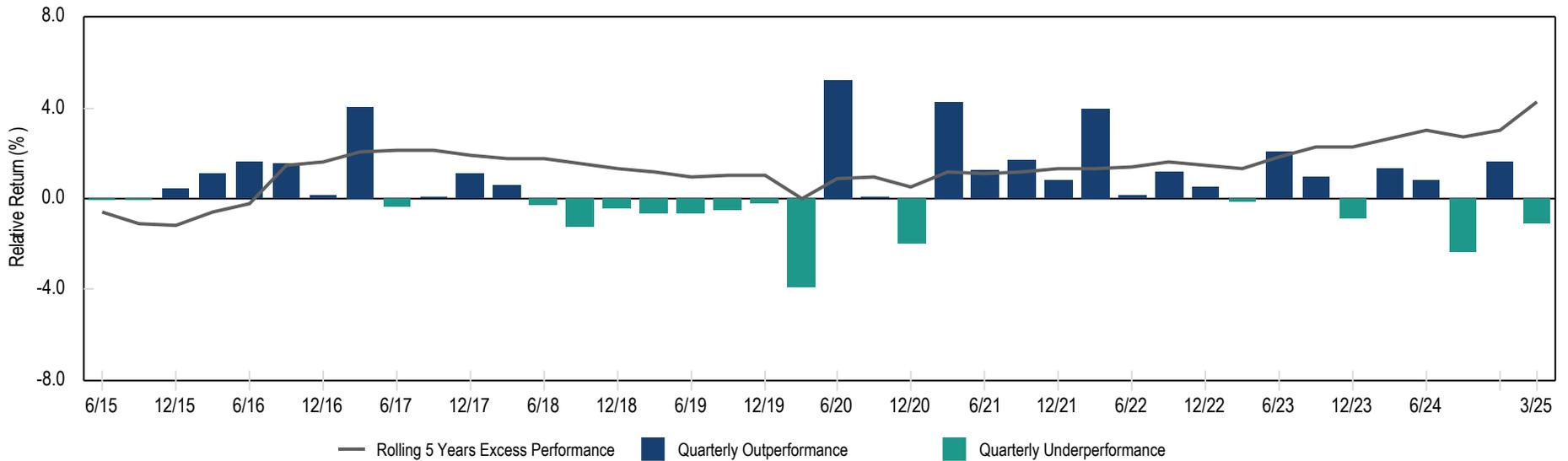
eV Emg Mkts All Cap Value Equity

	Return	Standard Deviation
■ DFA Emerging Markets Value	14.07	15.33
◆ MSCI Emerging Markets Value (Net)	9.81	15.54
— Median	12.70	16.86
Population	45	45

Rolling 3 Year Annualized Excess Performance



Rolling 5 Year Annualized Excess Performance



Total Fixed Income Asset Class Overview (Net of Fees)

Imperial County Employees' Retirement System Period Ending: March 31, 2025

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2024	2023	2022	2021	2020
Total Fixed Income	318,117,583	100.0	3.0	5.1	5.6	0.6	1.1	2.1	2.4	6.2	-14.2	0.6	9.8
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	0.5	-0.4	1.5	1.3	5.5	-13.0	-1.5	7.5
Income Research & Management	136,358,809	42.9	2.7	4.9	5.1	-	-	-	1.7	-	-	-	-
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	-	-	-	1.3	-	-	-	-
<i>eV US Core Plus Fixed Inc Rank</i>			38	67	75	-	-	-	81	-	-	-	-
MacKay Shields Core Plus Opportunities	136,680,002	43.0	2.9	5.4	6.0	1.2	1.2	2.0	3.3	6.7	-14.5	-0.5	9.9
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	0.5	-0.4	1.5	1.3	5.5	-13.0	-1.5	7.5
<i>eV US Core Plus Fixed Inc Rank</i>			16	21	19	42	53	68	21	47	85	54	19
BlackRock US TIPS	45,078,772	14.2	4.2	5.3	6.3	0.1	2.4	2.6	2.0	3.9	-11.9	5.9	11.2
<i>Blmbg. U.S. TIPS Index</i>			4.2	5.3	6.2	0.1	2.4	2.5	1.8	3.9	-11.8	6.0	11.0
<i>eV US TIPS / Inflation Fixed Inc Rank</i>			27	54	49	59	53	45	54	44	67	26	26

**Fixed Income Style Map
3 Years Ending March 31, 2025**



**Fixed Income Style Map
5 Years Ending March 31, 2025**



Income Research & Management replaced Ducenta 9/30/2023.

Total Fixed Income
Asset Class Overview (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2024	2023	2022	2021	2020
Total Fixed Income	318,117,583	100.0	3.0	5.1	5.6	0.6	1.1	2.1	2.4	6.2	-14.2	0.6	9.8
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	0.5	-0.4	1.5	1.3	5.5	-13.0	-1.5	7.5
Income Research & Management	136,358,809	42.9	2.7	4.9	5.1	-	-	-	1.7	-	-	-	-
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	-	-	-	1.3	-	-	-	-
MacKay Shields Core Plus Opportunities	136,680,002	43.0	2.9	5.4	6.0	1.2	1.2	2.0	3.3	6.7	-14.5	-0.5	9.9
<i>Blmbg. U.S. Aggregate Index</i>			2.8	4.8	4.9	0.5	-0.4	1.5	1.3	5.5	-13.0	-1.5	7.5
BlackRock US TIPS	45,078,772	14.2	4.2	5.3	6.3	0.1	2.4	2.6	2.0	3.9	-11.9	5.9	11.2
<i>Blmbg. U.S. TIPS Index</i>			4.2	5.3	6.2	0.1	2.4	2.5	1.8	3.9	-11.8	6.0	11.0

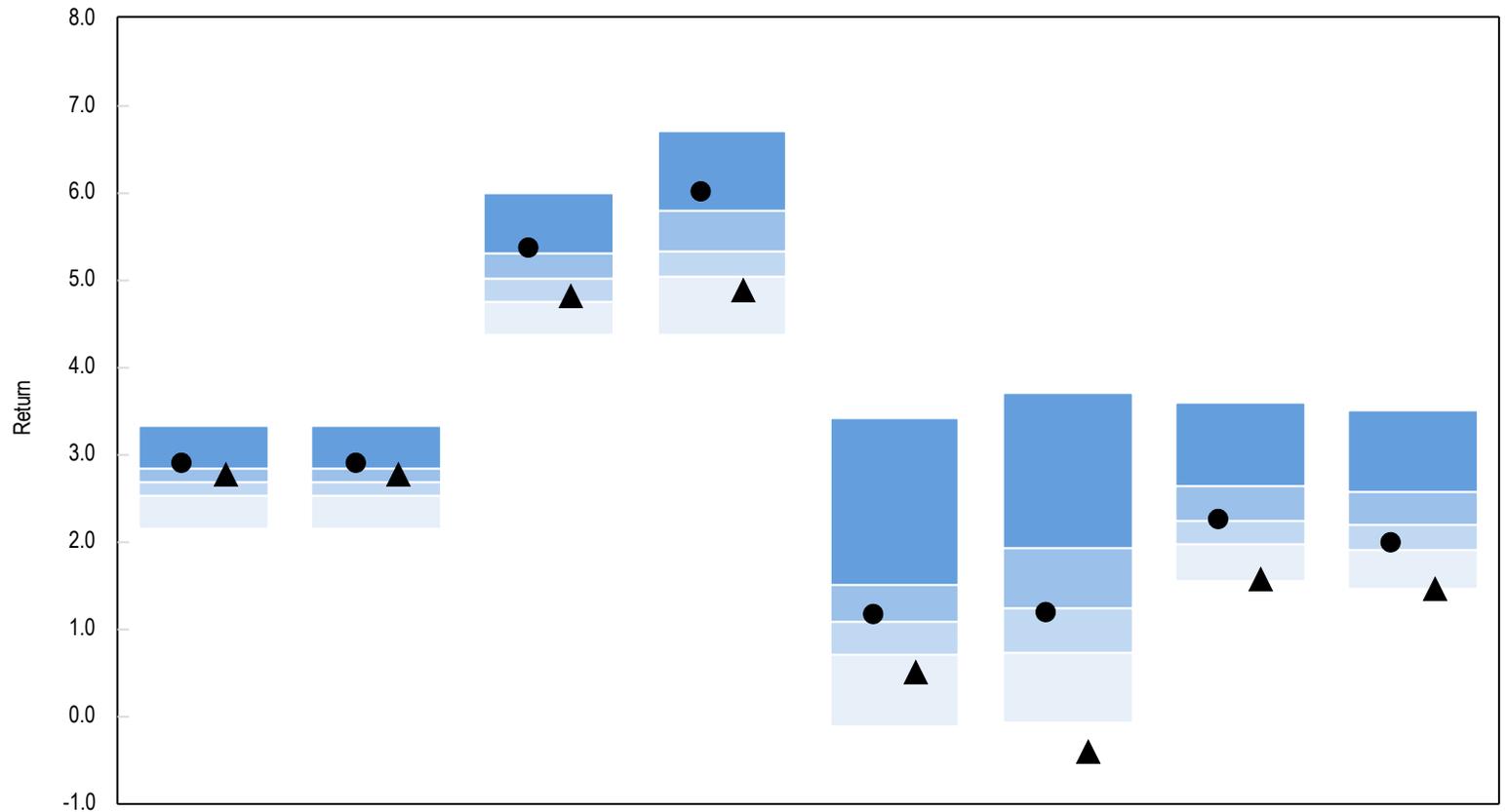
	Total Fixed Income	MacKay Shields Core Plus Opportunities	BlackRock US TIPS	Blmbg. U.S. Aggregate Index
Total Fixed Income	1.00			
MacKay Shields Core Plus Opportunities	1.00	1.00		
BlackRock US TIPS	0.91	0.88	1.00	
Blmbg. U.S. Aggregate Index	0.98	0.98	0.86	1.00

Income Research & Management replaced Ducenta 9/30/2023. Managers need 5 years of history to appear on the Correlation Matrix.

MacKay Shields Core Plus Opportunities
 Cumulative Performance Comparison (Net of Fees)

Imperial County Employees' Retirement System
 Period Ending: March 31, 2025

MacKay Shields Core Plus Opportunities vs. eV US Core Plus Fixed Inc

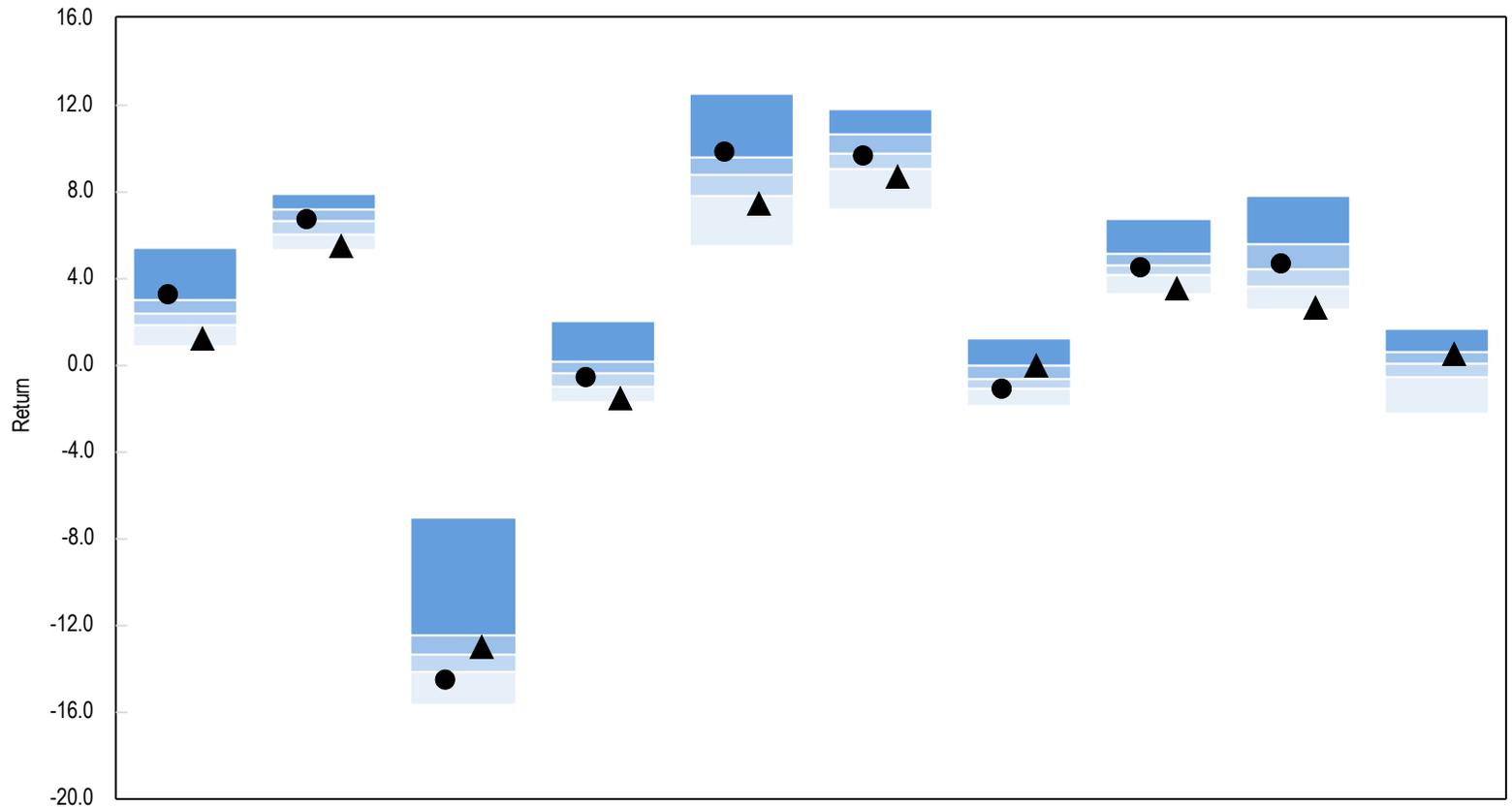


	Quarter	YTD	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years
● MacKay Shields Core Plus Opportunities	2.91 (16)	2.91 (16)	5.38 (21)	6.02 (19)	1.18 (42)	1.20 (53)	2.26 (49)	1.99 (68)
▲ Blmbg. U.S. Aggregate Index	2.78 (33)	2.78 (33)	4.81 (70)	4.88 (83)	0.52 (80)	-0.40 (100)	1.58 (95)	1.46 (96)
5th Percentile	3.33	3.33	5.99	6.71	3.42	3.71	3.60	3.52
1st Quartile	2.84	2.84	5.32	5.81	1.51	1.92	2.65	2.58
Median	2.69	2.69	5.03	5.33	1.10	1.24	2.25	2.21
3rd Quartile	2.53	2.53	4.75	5.05	0.70	0.73	1.98	1.91
95th Percentile	2.16	2.16	4.37	4.38	-0.12	-0.07	1.56	1.47
Population	143	143	143	143	140	133	124	115

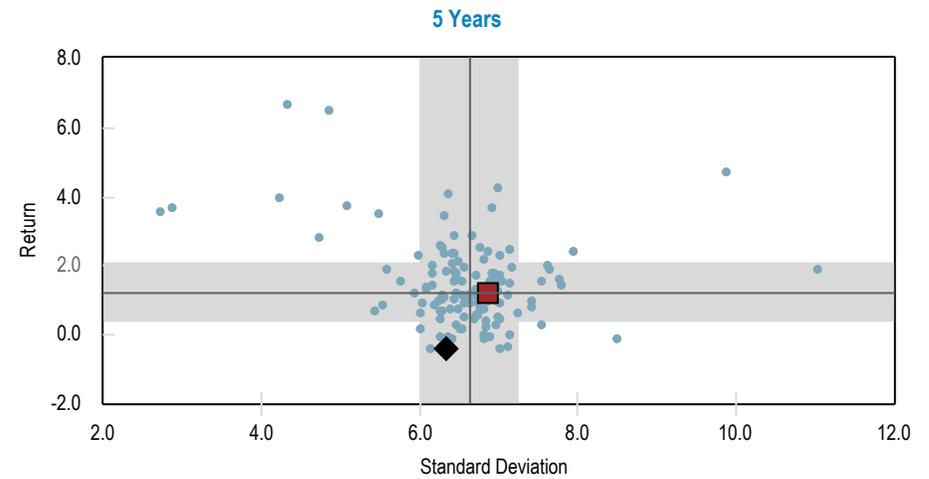
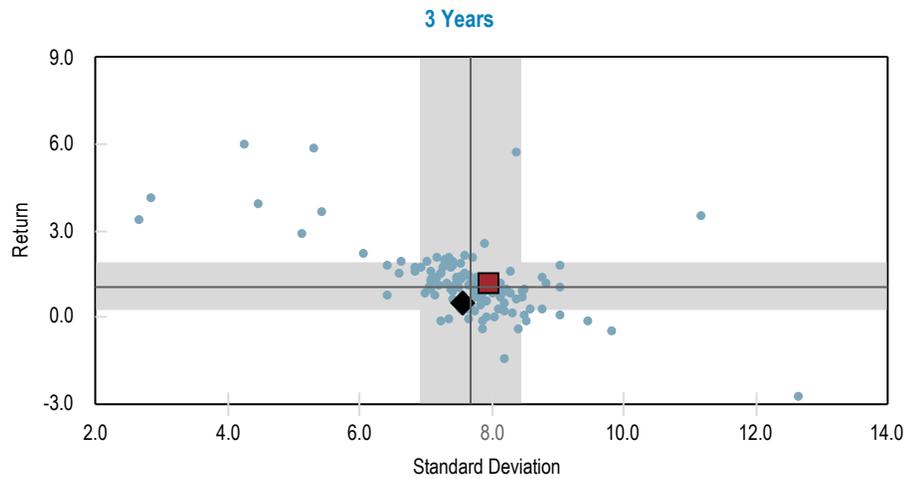
MacKay Shields Core Plus Opportunities
 Consecutive Performance Comparison (Net of Fees)

Imperial County Employees' Retirement System
 Period Ending: March 31, 2025

MacKay Shields Core Plus Opportunities vs. eV US Core Plus Fixed Inc



	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
● MacKay Shields Core Plus Opportunities	3.27 (21)	6.74 (47)	-14.51 (85)	-0.49 (54)	9.91 (19)	9.67 (55)	-1.03 (75)	4.53 (57)	4.69 (43)	-
▲ Blmbg. U.S. Aggregate Index	1.25 (89)	5.53 (92)	-13.01 (40)	-1.55 (91)	7.51 (81)	8.72 (82)	0.01 (25)	3.54 (92)	2.65 (94)	0.55 (28)
5th Percentile	5.40	7.92	-7.06	2.07	12.54	11.80	1.28	6.71	7.85	1.71
1st Quartile	3.06	7.20	-12.47	0.15	9.58	10.63	-0.02	5.17	5.57	0.59
Median	2.42	6.64	-13.38	-0.37	8.78	9.75	-0.60	4.65	4.48	0.09
3rd Quartile	1.88	6.06	-14.11	-0.95	7.79	9.04	-1.03	4.14	3.67	-0.54
95th Percentile	0.89	5.34	-15.62	-1.66	5.50	7.22	-1.83	3.28	2.61	-2.23
Population	148	156	159	160	158	158	157	157	154	153



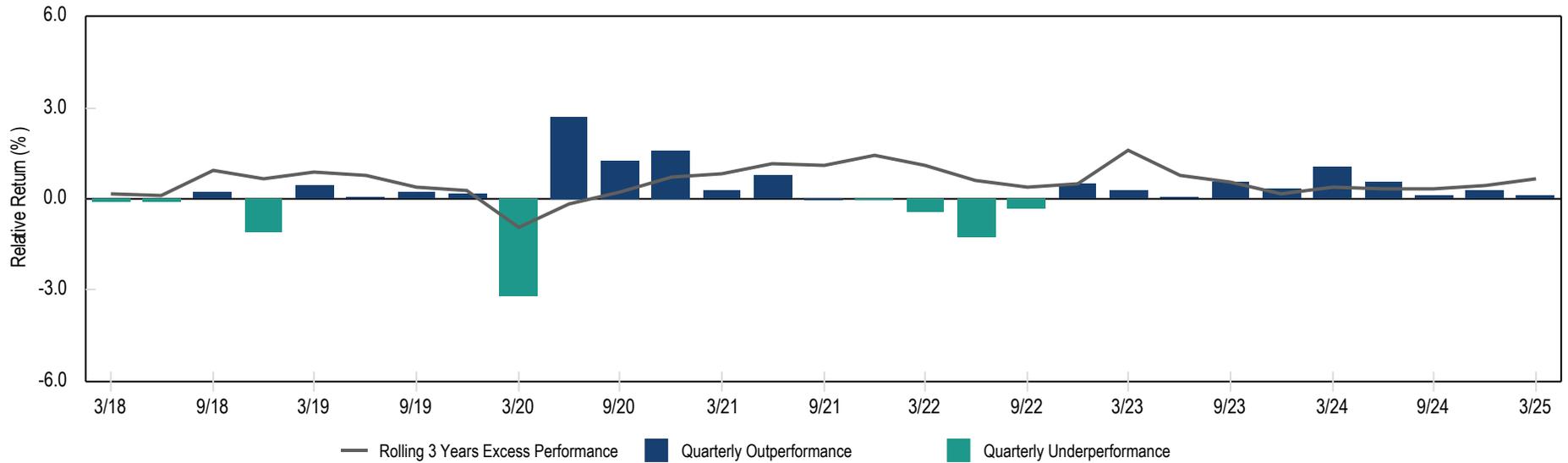
eV US Core Plus Fixed Inc

	Return	Standard Deviation
■ MacKay Shields Core Plus Opportunities	1.18	7.97
◆ Blmbg. U.S. Aggregate Index	0.52	7.56
— Median	1.10	7.69
Population	140	140

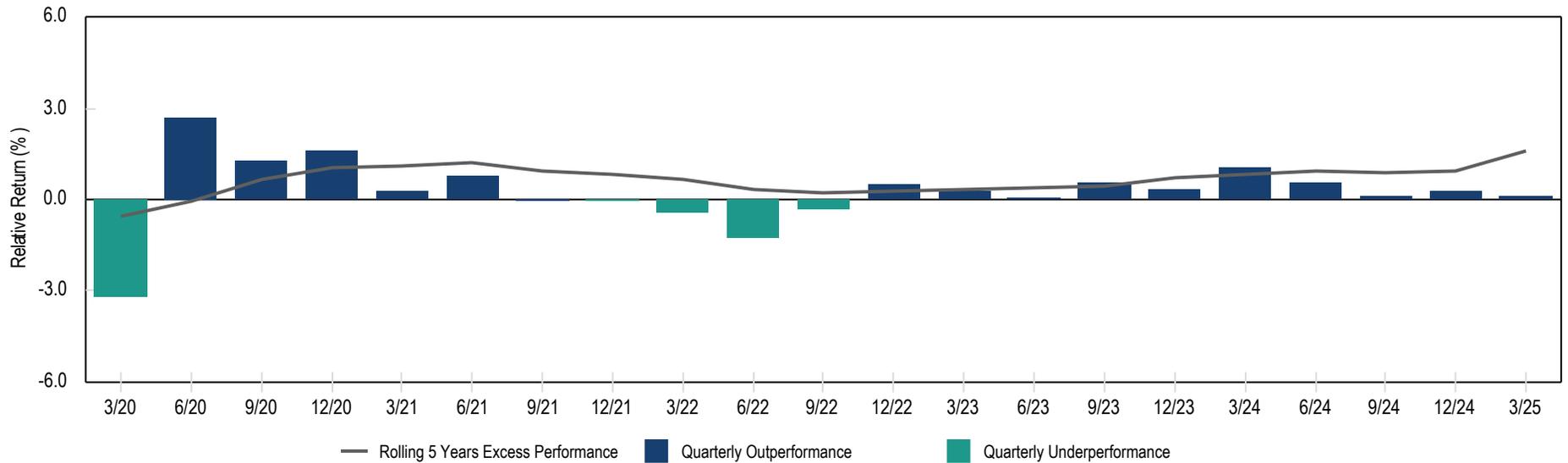
eV US Core Plus Fixed Inc

	Return	Standard Deviation
■ MacKay Shields Core Plus Opportunities	1.20	6.85
◆ Blmbg. U.S. Aggregate Index	-0.40	6.33
— Median	1.24	6.63
Population	133	133

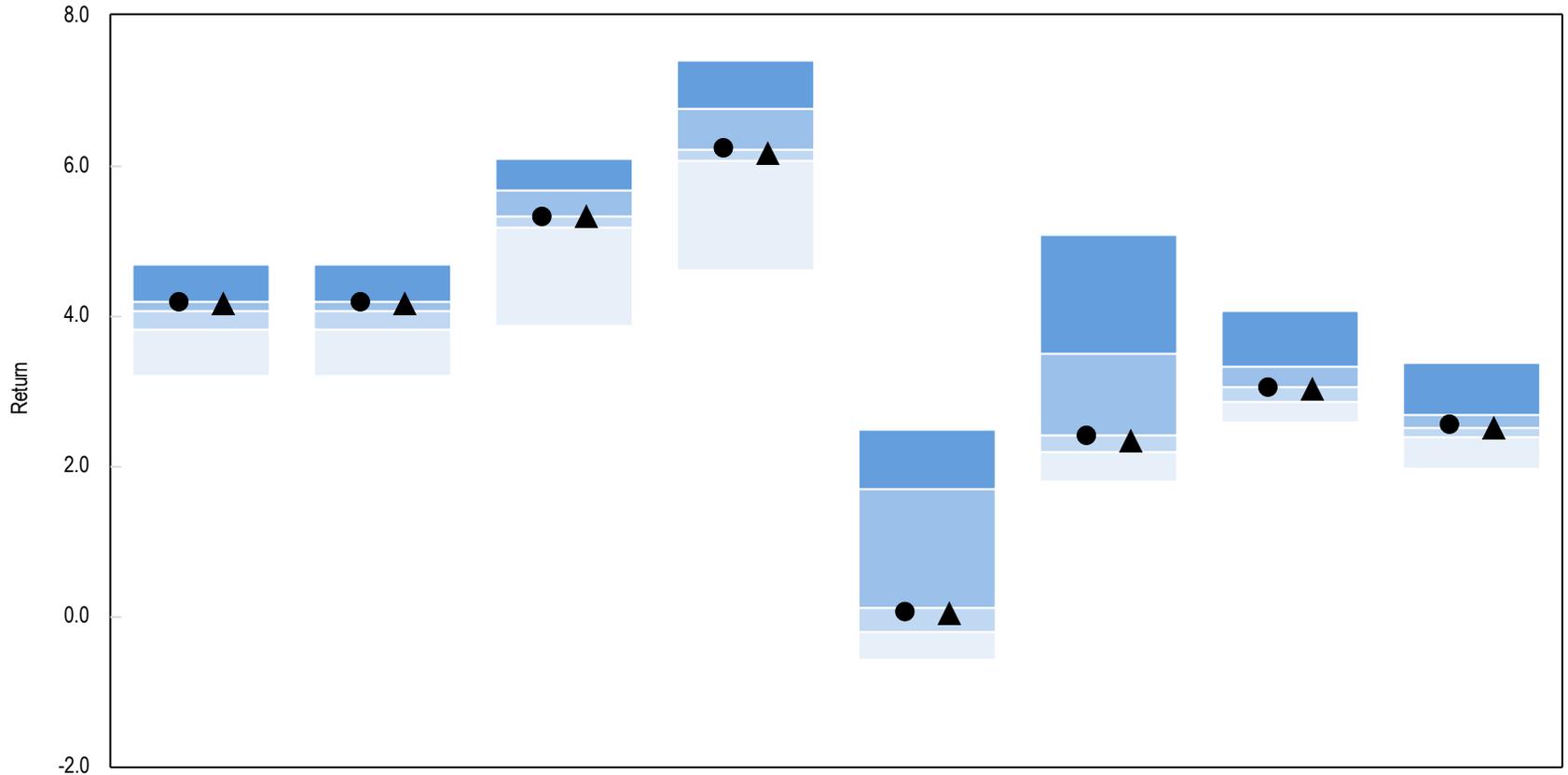
Rolling 3 Year Annualized Excess Performance



Rolling 5 Year Annualized Excess Performance



BlackRock US TIPS vs. eV US TIPS / Inflation Fixed Inc

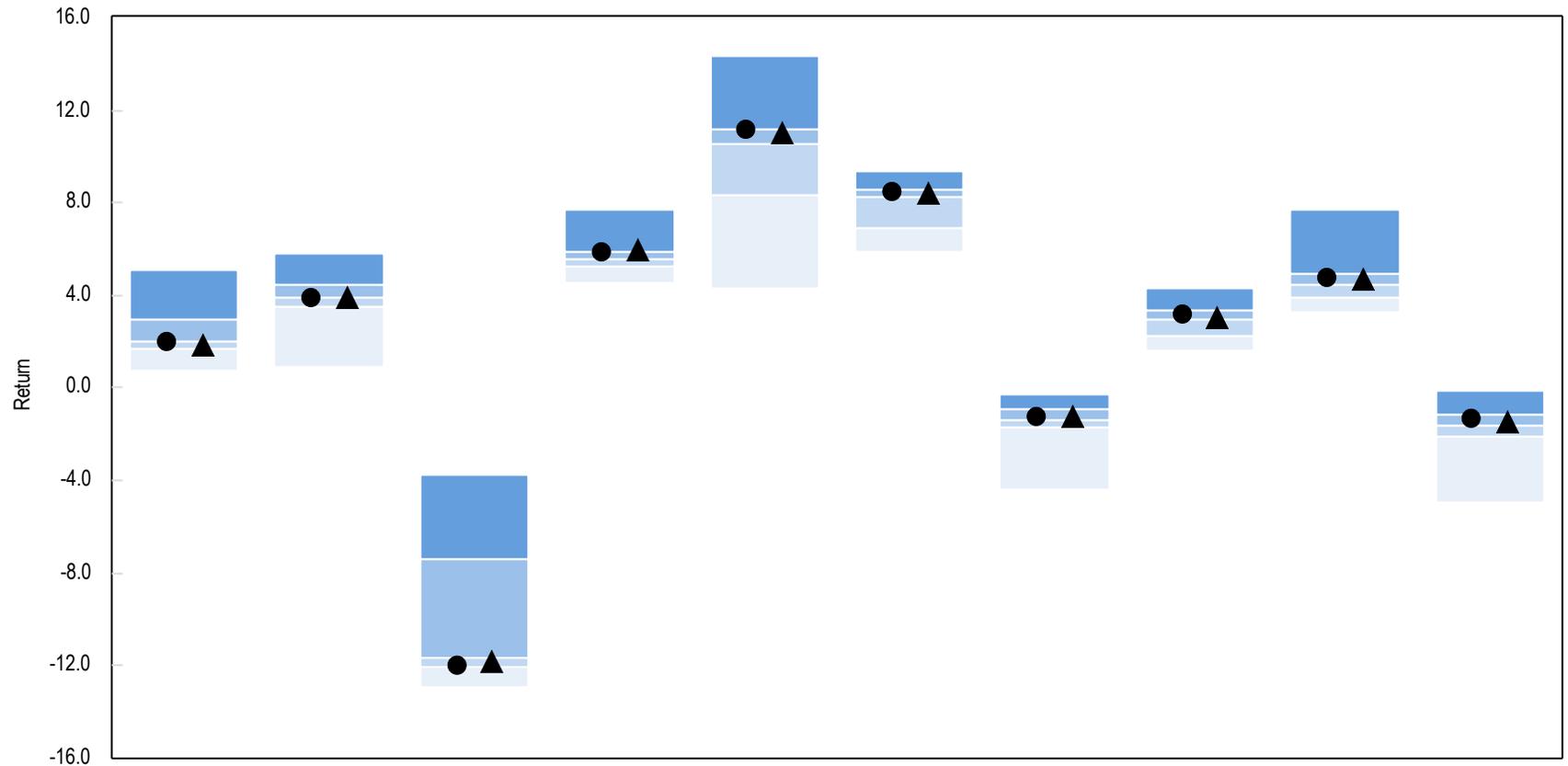


	Quarter	YTD	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years
● BlackRock US TIPS	4.19 (27)	4.19 (27)	5.33 (54)	6.25 (49)	0.08 (59)	2.41 (53)	3.07 (50)	2.57 (45)
▲ Blmbg. U.S. TIPS Index	4.17 (39)	4.17 (39)	5.34 (51)	6.17 (64)	0.06 (61)	2.36 (55)	3.04 (52)	2.51 (55)
5th Percentile	4.69	4.69	6.11	7.40	2.50	5.09	4.06	3.39
1st Quartile	4.21	4.21	5.68	6.76	1.70	3.52	3.34	2.68
Median	4.08	4.08	5.34	6.23	0.13	2.43	3.07	2.53
3rd Quartile	3.82	3.82	5.20	6.08	-0.20	2.19	2.86	2.40
95th Percentile	3.21	3.21	3.87	4.61	-0.56	1.81	2.59	1.98
Population	46	46	46	46	46	45	42	40

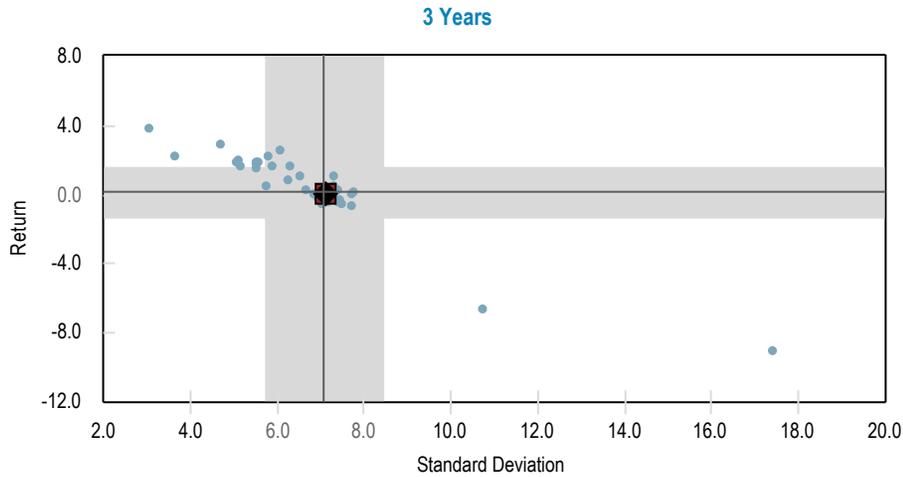
BlackRock US TIPS
Consecutive Performance Comparison (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

BlackRock US TIPS vs. eV US TIPS / Inflation Fixed Inc

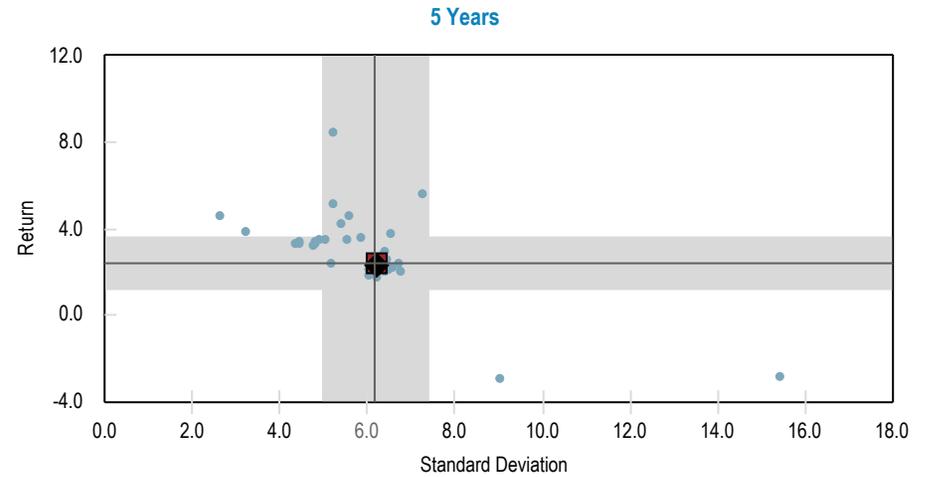


	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
● BlackRock US TIPS	1.99 (54)	3.94 (44)	-11.94 (67)	5.86 (26)	11.15 (26)	8.46 (32)	-1.19 (39)	3.17 (37)	4.77 (32)	-1.31 (34)
▲ Blmbg. U.S. TIPS Index	1.84 (64)	3.90 (50)	-11.85 (62)	5.96 (20)	10.99 (32)	8.43 (33)	-1.26 (43)	3.01 (48)	4.68 (37)	-1.44 (36)
5th Percentile	5.07	5.81	-3.74	7.69	14.32	9.35	-0.26	4.31	7.70	-0.12
1st Quartile	2.93	4.44	-7.42	5.86	11.20	8.55	-0.91	3.40	4.92	-1.14
Median	2.01	3.90	-11.65	5.59	10.56	8.30	-1.35	2.97	4.43	-1.62
3rd Quartile	1.73	3.48	-12.05	5.25	8.34	6.90	-1.68	2.28	3.95	-2.13
95th Percentile	0.74	0.92	-12.93	4.58	4.30	5.90	-4.39	1.65	3.26	-4.96
Population	47	51	52	52	51	53	56	58	61	62



eV US TIPS / Inflation Fixed Inc

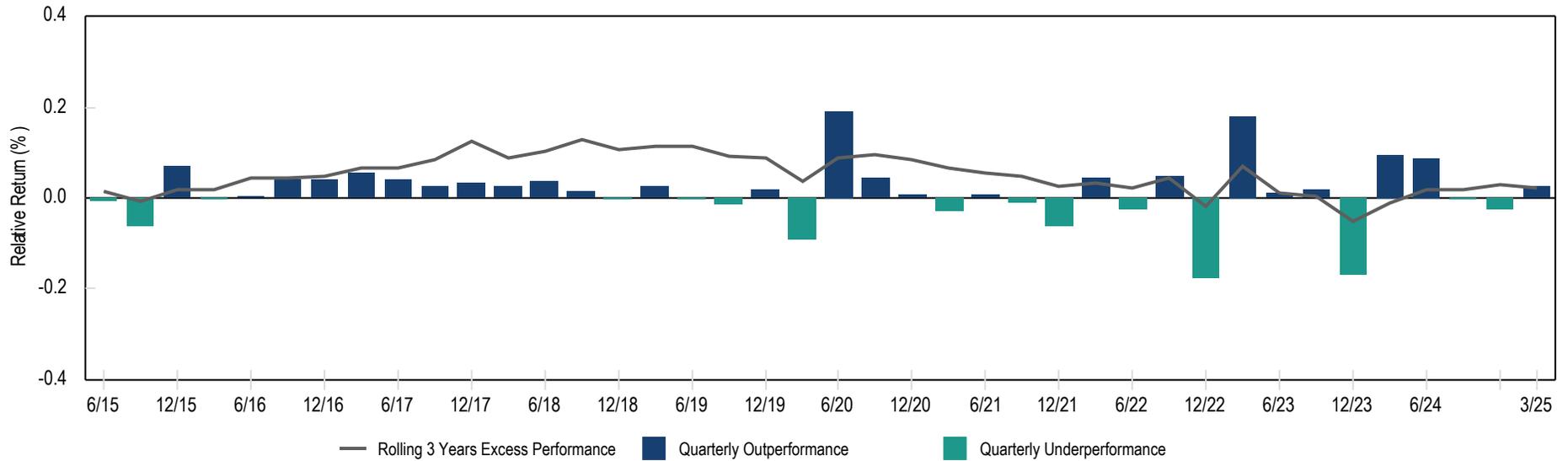
	Return	Standard Deviation
■ BlackRock US TIPS	0.08	7.13
◆ Blmbg. U.S. TIPS Index	0.06	7.13
— Median	0.13	7.08
Population	46	46



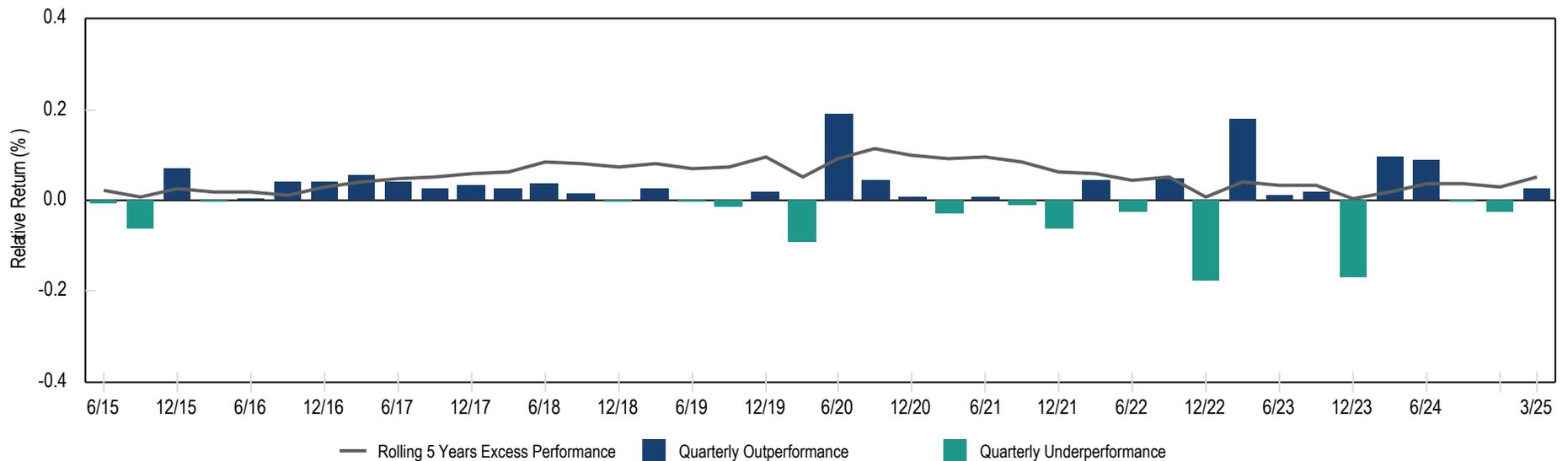
eV US TIPS / Inflation Fixed Inc

	Return	Standard Deviation
■ BlackRock US TIPS	2.41	6.23
◆ Blmbg. U.S. TIPS Index	2.36	6.22
— Median	2.43	6.17
Population	45	45

Rolling 3 Year Annualized Excess Performance



Rolling 5 Year Annualized Excess Performance



Total Real Estate
Asset Class Overview (Net of Fees)

Imperial County Employees' Retirement System
Period Ending: March 31, 2025

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2024	2023	2022	2021	2020
Total Real Estate	102,186,833	100.0	0.8	1.2	-1.6	-6.2	1.0	4.3	-5.9	-14.3	8.5	18.4	2.1
<i>NCREIF Property Index</i>			1.3	3.0	2.7	-2.1	3.2	5.4	0.4	-7.9	5.5	17.7	1.6
<i>NCREIF ODCE</i>			1.1	2.5	2.0	-4.3	2.9	5.2	-1.4	-12.0	7.5	22.2	1.2
ASB Real Estate	21,027,136	20.6	0.9	-0.2	-8.0	-11.7	-3.2	1.6	-15.2	-21.5	10.7	14.2	1.5
<i>NCREIF Property Index</i>			1.3	3.0	2.7	-2.1	3.2	5.4	0.4	-7.9	5.5	17.7	1.6
<i>NCREIF ODCE</i>			1.1	2.5	2.0	-4.3	2.9	5.2	-1.4	-12.0	7.5	22.2	1.2
Clarion Lion	27,895,569	27.3	1.0	3.1	1.4	-5.1	2.6	5.6	-2.3	-15.5	9.6	23.6	2.3
<i>NCREIF Property Index</i>			1.3	3.0	2.7	-2.1	3.2	5.4	0.4	-7.9	5.5	17.7	1.6
<i>NCREIF ODCE</i>			1.1	2.5	2.0	-4.3	2.9	5.2	-1.4	-12.0	7.5	22.2	1.2
ARA American Strategic Value Realty	51,216,129	50.1	0.6	0.7	-0.5	-4.4	2.2	-	-3.7	-10.3	6.8	18.6	2.4
<i>NCREIF Property Index +2%</i>			1.8	4.5	4.8	-0.1	5.3	-	2.4	-6.1	7.6	20.0	3.6
<i>NCREIF ODCE +2%</i>			1.6	4.0	4.1	-2.4	4.9	-	0.5	-10.3	9.6	24.6	3.2
1221 State St. Corp	2,047,999	2.0	0.0	0.0	0.0	0.0	0.0	2.4	0.0	0.0	0.0	0.0	0.0

Data Sources & Methodology

Performance Return Calculations

Performance is calculated using Modified Dietz and for time periods with large cash flow (generally greater than 10% of portfolio value), Time Weighted Rates of Return (TWRR) methodologies. Monthly returns are geometrically linked and annualized for periods longer than one year.

Data Source

Verus is an independent third party consulting firm and calculates returns from best source book of record data. Returns calculated by Verus may deviate from those shown by the manager in part, but not limited to, differences in prices and market values reported by the custodian and manager, as well as significant cash flows into or out of an account. It is the responsibility of the manager and custodian to provide insight into the pricing methodologies and any difference in valuation.

Illiquid Alternatives

Due to the inability to receive final valuation prior to report production, closed end funds (including but are not limited to Real Estate, Hedge Funds, Private Equity, and Private Credit) performance is typically reported at a one-quarter lag. Valuation is reported at a one-quarter lag, adjusted for current quarter flow (cash flows are captured real time). Closed end fund performance is calculated using a time-weighted return methodology consistent with all portfolio and total fund performance calculations. For Private Markets, performance reports also include Verus-calculated multiples based on flows and valuations (e.g. DPI and TVPI) and manager-provided IRRs.

Manager Line Up

Manager	Inception Date	Data Source	Manager	Inception Date	Data Source
BlackRock Russell 3000	12/10/2015	J.P. Morgan	Cash	-	J.P. Morgan
BlackRock International Equity	7/3/2003	J.P. Morgan	HarbourVest IX-Buyout	2011 ¹	HarbourVest
DFA Emerging Markets Value	1/11/2007	J.P. Morgan	HarbourVest IX-Credit	2011 ¹	HarbourVest
MacKay Shields Core Plus Ops	3/2/2015	CITCO	HarbourVest International VI	2008 ¹	HarbourVest
BlackRock US TIPS	4/11/2007	J.P. Morgan	Harbourvest IX-Venture	2011 ¹	HarbourVest
ASB Real Estate	12/31/2012	ASB Real Estate	Harbourvest 2017 Global	2017 ¹	HarbourVest
Clarion Lion	12/31/2006	Clarion Lion	Harbourvest 2018 Global	2018 ¹	HarbourVest
Portfolio Advisors	10/31/2017	Portfolio Advisors	Harbourvest 2019 Global	2019 ¹	HarbourVest
TSSP Adjacent Opportunities Partners	4/16/2020	Sixth Street	Harbourvest 2023 Global	2023 ¹	HarbourVest
Sixth Street Diversified Credit	5/29/2020	Sixth Street	KKR Mezzanine	2010 ¹	KKR
1221 State Street Corp	9/30/2008	ICERS/Union Bank	ARA American Strategic Value Realty	01/04/2018	ARA
Income Research & Management	9/1/2023	IR&M	William Blair Emerging Growth	7/02/2024	William Blair
Crescent Direct Lending Levered Fund II	2017 ¹	Crescent	Lone Star Fund XI	2019 ¹	Lone Star
Audax Direct Lending Fund A	2017 ¹	Audax	Ascribe Opportunities IV	2019 ¹	Ascribe
Ares Capital Europe IV	2018 ¹	Ares			

¹Represents fund vintage year.

Policy & Custom Index Composition

Policy Index (03/1/2025-Present)	33% Russell 3000, 17% MSCI ACWI ex USA Gross, 22% Bloomberg Aggregate, 4% Bloomberg TIPS, 10% NCREIF Property, 5% Private Equity Benchmark, 8% Private Credit Benchmark, 1% 90 Day T-Bills.
Policy Index (12/1/2023-2/28/2025)	33% Russell 3000, 17% MSCI ACWI ex USA Gross, 27% Bloomberg Aggregate, 10% NCREIF Property, 5% Private Equity Benchmark, 8% Private Credit Benchmark.
Policy Index (8/1/2020- 11/30/2023)	33% Russell 3000, 20% MSCI ACWI ex USA Gross, 29% Bloomberg Aggregate, 10% NCREIF Property, 5% Private Equity Benchmark, 3% Private Credit Benchmark.
Policy Index (1/1/2020-7/31/2020)	29% Russell 3000, 24% MSCI ACWI ex USA Gross, 27% Bloomberg Aggregate, 10% NCREIF Property, 1% Russell 3000, 2% Bloomberg Aggregate, 4% Private Equity Benchmark, 3% Private Credit Benchmark.
Policy Index (10/1/2018-12/31/2019)	29% Russell 3000, 24% MSCI ACWI ex USA Gross, 27% Bloomberg Aggregate, 10% NCREIF Property, 5% Russell 3000 +3% (Lagged), 5% Bloomberg High Yield +2% (Lagged).
Policy Index (10/1/2016-9/30/2018)	29% Russell 3000, 24% MSCI ACWI ex USA Gross, 27% Bloomberg Aggregate, 5% NCREIF Property, 5% NCREIF Property +2%, 5% Russell 3000 +3% (Lagged), 5% Bloomberg High Yield +2% (Lagged).

Private Equity Benchmark and Private Credit Benchmarks are equal to the actual private equity and private credit returns, respectively.

Glossary

Allocation Effect: An attribution effect that describes the amount attributable to the managers' asset allocation decisions, relative to the benchmark.

Alpha: The excess return of a portfolio after adjusting for market risk. This excess return is attributable to the selection skill of the portfolio manager. Alpha is calculated as: $\text{Portfolio Return} - [\text{Risk free Rate} + \text{Portfolio Beta} \times (\text{Market Return} - \text{Risk free Rate})]$.

Benchmark R squared: Measures how well the Benchmark return series fits the manager's return series. The higher the Benchmark R squared, the more appropriate the benchmark is for the manager.

Beta: A measure of systematic, or market risk; the part of risk in a portfolio or security that is attributable to general market movements. Beta is calculated by dividing the covariance of a security by the variance of the market.

Book to Market: The ratio of book value per share to market price per share. Growth managers typically have low book to market ratios while value managers typically have high book to market ratios.

Capture Ratio: A statistical measure of an investment manager's overall performance in up or down markets. The capture ratio is used to evaluate how well an investment manager performed relative to an index during periods when that index has risen (up market) or fallen (down market). The capture ratio is calculated by dividing the manager's returns by the returns of the index during the up/down market, and multiplying that factor by 100.

Correlation: A measure of the relative movement of returns of one security or asset class relative to another over time. A correlation of 1 means the returns of two securities move in lock step, a correlation of -1 means the returns of two securities move in the exact opposite direction over time. Correlation is used as a measure to help maximize the benefits of diversification when constructing an investment portfolio.

Excess Return: A measure of the difference in appreciation or depreciation in the price of an investment compared to its benchmark, over a given time period. This is usually expressed as a percentage and may be annualized over a number of years or represent a single period.

Information Ratio: A measure of a manager's ability to earn excess return without incurring additional risk. Information ratio is calculated as: excess return divided by tracking error.

Interaction Effect: An attribution effect that describes the portion of active management that is contributable to the cross interaction between the allocation and selection effect. This can also be explained as an effect that cannot be easily traced to a source.

Portfolio Turnover: The percentage of a portfolio that is sold and replaced (turned over) during a given time period. Low portfolio turnover is indicative of a buy and hold strategy while high portfolio turnover implies a more active form of management.

Price to Earnings Ratio (P/E): Also called the earnings multiplier, it is calculated by dividing the price of a company's stock into earnings per share. Growth managers typically hold stocks with high price to earnings ratios whereas value managers hold stocks with low price to earnings ratios.

R Squared: Also called the coefficient of determination, it measures the amount of variation in one variable explained by variations in another, i.e., the goodness of fit to a benchmark. In the case of investments, the term is used to explain the amount of variation in a security or portfolio explained by movements in the market or the portfolio's benchmark.

Selection Effect: An attribution effect that describes the amount attributable to the managers' stock selection decisions, relative to the benchmark.

Sharpe Ratio: A measure of portfolio efficiency. The Sharpe Ratio indicates excess portfolio return for each unit of risk associated with achieving the excess return. The higher the Sharpe Ratio, the more efficient the portfolio. Sharpe ratio is calculated as: $\text{Portfolio Excess Return} / \text{Portfolio Standard Deviation}$.

Sortino Ratio: Measures the risk adjusted return of an investment, portfolio, or strategy. It is a modification of the Sharpe Ratio, but penalizes only those returns falling below a specified benchmark. The Sortino Ratio uses downside deviation in the denominator rather than standard deviation, like the Sharpe Ratio.

Standard Deviation: A measure of volatility, or risk, inherent in a security or portfolio. The standard deviation of a series is a measure of the extent to which observations in the series differ from the arithmetic mean of the series. For example, if a security has an average annual rate of return of 10% and a standard deviation of 5%, then two thirds of the time, one would expect to receive an annual rate of return between 5% and 15%.

Style Analysis: A return based analysis designed to identify combinations of passive investments to closely replicate the performance of funds

Style Map: A specialized form or scatter plot chart typically used to show where a Manager lies in relation to a set of style indices on a two dimensional plane. This is simply a way of viewing the asset loadings in a different context. The coordinates are calculated by rescaling the asset loadings to range from -1 to 1 on each axis and are dependent on the Style Indices comprising the Map.

Disclosure

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The information presented may be deemed to contain forward-looking information. Examples of forward looking information include, but are not limited to, (a) projections of or statements regarding return on investment, future earnings, interest income, other income, growth prospects, capital structure and other financial terms, (b) statements of plans or objectives of management, (c) statements of future economic performance, and (d) statements of assumptions, such as economic conditions underlying other statements. Such forward-looking information can be identified by the use of forward looking terminology such as believes, expects, may, will, should, anticipates, or the negative of any of the foregoing or other variations thereon comparable terminology, or by discussion of strategy. No assurance can be given that the future results described by the forward-looking information will be achieved. Such statements are subject to risks, uncertainties, and other factors which could cause the actual results to differ materially from future results expressed or implied by such forward looking information. The findings, rankings, and opinions expressed herein are the intellectual property of Verus and are subject to change without notice. The information presented does not claim to be all-inclusive, nor does it contain all information that clients may desire for their purposes. The information presented should be read in conjunction with any other material provided by Verus, investment managers, and custodians.

Verus will make every reasonable effort to obtain and include accurate market values. However, if managers or custodians are unable to provide the reporting period's market values prior to the report issuance, Verus may use the last reported market value or make estimates based on the manager's stated or estimated returns and other information available at the time. These estimates may differ materially from the actual value. Hedge fund market values presented in this report are provided by the fund manager or custodian. Market values presented for private equity investments reflect the last reported NAV by the custodian or manager net of capital calls and distributions as of the end of the reporting period. These values are estimates and may differ materially from the investments actual value. Private equity managers report performance using an internal rate of return (IRR), which differs from the time-weighted rate of return (TWRR) calculation done by Verus. It is inappropriate to compare IRR and TWRR to each other. IRR figures reported in the illiquid alternative pages are provided by the respective managers, and Verus has not made any attempts to verify these returns. Until a partnership is liquidated (typically over 10-12 years), the IRR is only an interim estimated return. The actual IRR performance of any LP is not known until the final liquidation.

Net-of-Fees Returns mean gross-of-fees returns reduced by fees and expenses charged by third-party investment managers on the products of such managers held by client. Net-of-Fees Returns does not include a reduction of returns for Verus' investment management and consulting fees, or other expenses incurred by the asset owner, fund or plan.

Verus receives universe data from InvMetrics, eVestment Alliance, and Morningstar. We believe this data to be robust and appropriate for peer comparison. Nevertheless, these universes may not be comprehensive of all peer investors/managers but rather of the investors/managers that comprise that database. The resulting universe composition is not static and will change over time. Returns are annualized when they cover more than one year. Investment managers may revise their data after report distribution. Verus will make the appropriate correction to the client account but may or may not disclose the change to the client based on the materiality of the change.

Memorandum

To: Board of Trustees, Imperial County Employees' Retirement System
From: Brian J. Kwan, Managing Director and Senior Consultant
Date: May 21, 2025
RE: Additional Commitments to the Sixth Street Partners Diversified Credit Program

Background

As a result of the asset liability study in October 2023, the Board adopted a new asset allocation which reallocated 3% from domestic equity to private credit. Accordingly, the Board authorized a total of \$80 million in ongoing commitments to the Sixth Street Partners ("SSP") Diversified Credit Program ("DCP"). Currently, ICERS has committed \$60 million of the \$80mm in ongoing commitments. After multiple conversations with SSP, we believe there are some attractive opportunities this year to fill out the remaining \$20 million in ongoing commitments.

The summary below details the opportunities. While the Board has authorized Verus with discretion to select the funds within the DCP, we are detailing our intention to address any questions or concerns.

Summary

ASSET BASED FINANCE BEACON FUND I (\$10 MILLION COMMITMENT)

Asset-Based Financing ("ABF") involves loaning money using the borrower's assets as collateral. ABF is often used by small to mid-sized businesses to cover short-term cash flow needs, and liquid collateral is often preferred over illiquid assets.

Target portfolio construction characteristics:

- ~50% investment grade equivalent
- ~2-5 years duration profiles
- Spread premium over comparable levered loan/high yield risk
- Whole loans, warehouse facilities, and lender finance
- Consumer, commercial, residential, commercial real estate sectors and other select assets
- Broadly diversified
- Target net IRR of 10-13%
- While leverage is not expected at a portfolio level, leverage is limited to 30% of total commitments

The opportunity for ABF is compelling and the addressable market continues to grow as banks retrench from this market. The investment team for this strategy is well experienced to capitalize on these opportunities.

The commitment is expected to close sometime in late 2Q / early 3Q 2025.

STRUCTURED SPORTS & LIVE ENTERTAINMENT (POTENTIAL \$10 MILLION COMMITMENT)

Structured and asset-backed investments across the sports & entertainment industry. Opportunities range from senior structured credit to controlling equity stakes. Investments to date have been primarily through structured and/or asset-backed investments.

The strategy is certainly interesting and differentiated from other investment exposures for in the ICERS portfolio. While of preliminary interest, ongoing due diligence is still being conducted before finalizing. Capital commitments will be available throughout 2025.

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