

2026
Goals, Strategies & Performance Report

Table of Contents

Mission, Vision & Values	2
Message from the Executive Director/Chief Investment Officer	3
About the Investment Board	4
Performance	6
Wisconsin Retirement System	7
Goals and Strategies	14
State Investment Fund	15
Investments in Wisconsin	16
Appendix A - Core and Variable Fund Holdings by Asset Class	18
Appendix B - Risk Management	20
Appendix C - Separately Managed Funds	21

MISSION

To be a trusted and skilled global investment organization contributing to a strong financial future for the beneficiaries of the funds entrusted to us.

VISION

SWIB will be an innovative, agile, integrated organization that optimizes investment returns while managing risk and cost over the long term.

VALUES

Values are the fundamental beliefs of our organization. They are guiding principles that explain our desired behaviors in the workplace and ensure we are on the right path. We believe in these values and will uphold them.

People - We believe people are the core of SWIB's mission. We value our people beyond their work, and encourage intellectual curiosity, transparency, candor, and respect. We're passionate about recruiting, developing, and retaining our talent. We respect, appreciate, and accept all SWIB employees and are committed to cultivating and preserving a diverse and inclusive workplace.

Excellence - We strive to exceed expectations and take pride in the quality of our work. We are motivated to continually improve and expand our viewpoints. We are results focused and process driven.

Integrity - We hold ourselves to the highest ethical standards in meeting our fiduciary duty. We maintain our internal and external relationships on a solid foundation of trust, dependability, accountability, and openness.

Innovation - We believe innovation is critical to SWIB's success and requires each person to have a genuine interest in creativity, prudently embrace change, and challenge the norm.

Collaboration - We operate as one team, seeking ways to contribute our individual talents toward achieving our shared mission. We value diverse ideas and recognize that thoughtful collaboration requires commitment, openness, preparation, and hard work.

Message from the Executive Director/CIO

In 2026, the State of Wisconsin Investment Board (SWIB) marks its 75th anniversary — a milestone that invites reflection and gratitude. Since 1951, SWIB has been entrusted with managing the assets that support the financial futures of Wisconsin’s public employees, retirees, and their families. Our mission has remained constant: to invest responsibly, efficiently, and with the long-term interests of Wisconsin Retirement System (WRS) members at the forefront.



As SWIB reaches this milestone, I am completing my fifth year as Executive Director and Chief Investment Officer. While five years represents only a small chapter in SWIB’s history, it has given me a deep appreciation for the strong foundation built by those who came before us. Their leadership and discipline established the credibility and stability that allow us to navigate today’s challenges while preparing for the future.

For the more than 700,000 public employees and retirees in the WRS — and for Wisconsin taxpayers who share in the system’s strength — our recent success is good news. It reinforces the credibility and sustainability of the retirement system and demonstrates the value of disciplined, long-term investing.

At the same time, the strong performance of recent years and the reflection that comes with 75 years of history remind us that our responsibility is not to past success, but to future generations. Markets will evolve, and new risks and opportunities will emerge. Our task is to ensure SWIB remains adaptable, innovative, resilient, and unwavering in its fiduciary duty, using data, technology, and research to make informed, forward-looking decisions.

Our 75th anniversary is more than a milestone — it is a renewal of the promise we have kept to generations of public employees and retirees. On behalf of everyone at SWIB, thank you for your continued trust. We look ahead to the next 75 years of serving Wisconsin with the same discipline, dedication, and purpose that have guided us since 1951.

A handwritten signature in black ink that reads "Edwin Denson". The signature is written in a cursive, slightly slanted style.

Edwin Denson
Executive Director/Chief Investment Officer

About the Investment Board

SWIB is a trusted and skilled investment organization contributing to the strong financial future of the beneficiaries of the funds entrusted to it. An independent state agency governed by Chapter 25 of state statutes, SWIB is responsible for managing the assets of the fully funded Wisconsin Retirement System (WRS), the State Investment Fund (SIF), and other separately managed funds. The SIF is a pool of invested cash balances of the WRS and various state and local government units. Other funds managed by SWIB include the State Life Insurance Fund, Historical Society Trust Fund, Injured Patients and Families Compensation Fund, and University of Wisconsin System Trust Funds.

As of Dec. 31, 2025, SWIB managed more than \$178 billion in net assets. The Core Fund, the larger of the two WRS trust funds, had net assets of more than \$141 billion, and the Variable Fund, an optional stock-only fund, ended 2025 with net assets of over \$12 billion. The WRS consistently ranks among the 10 largest public pension funds in the U.S. More than 703,000 current and former state and local government employees and their families count on the WRS for some portion of their retirement security.

SWIB and its governing body, the Board of Trustees, have a fiduciary responsibility to invest this money in the best interest of the trust funds as a prudent expert. To help it meet this responsibility, SWIB needs to attract and retain qualified investment professionals and to invest in its technology and systems. Over the years, the Legislature has helped ensure that SWIB can meet its fiduciary duty by providing SWIB flexibility, independence, and authority that are different from those of other state agencies, including investment, budget, position, and compensation setting authority.

SWIB's budget differs from that of other state agencies. SWIB receives no direct general purpose revenues from the state. All costs to manage assets in the trust funds are paid from those trust funds. 2011 Wisconsin Act 32 gave SWIB's independent Board of Trustees the authority to establish SWIB's operating budget and staffing level. This law change has given SWIB the flexibility to adapt to swiftly changing market conditions in a cost-effective manner. Since SWIB's inception in 1951, forward-thinking state legislators and governors have given SWIB the tools to allow the agency to evolve into the premier money manager it is today.

Annually, SWIB is required to report its long-term strategies, investment goals, and the status of goals and investment performance for the previous year. This report is submitted to the Legislature pursuant to section 25.17(14m) of the Wisconsin State Statutes. More information about SWIB and the funds it manages can be found at swib.state.wi.us.

Management Council



Edwin Denson
Executive Director/
Chief Investment Officer



Rochelle Klaskin
Deputy Executive Director/
Chief Operating Officer



Eric Barber
Chief Legal Counsel



Sara Chandler
Chief of Staff & Strategy



Anne-Marie Fink
Private Markets & Funds
Alpha Chief Investment
Officer



Jameson Greenfield
Chief Financial Officer



Todd Mattina
Head Economist, Asset
& Risk Allocation Chief
Investment Officer



Cefe Quesada
Chief Technology
Officer



Mike Shearer
Head of Fixed
Income Strategies



Nick Stanton
Head of Liquidity
Management and Beta
Implementation

Performance

Despite heightened geopolitical uncertainty in 2025, global financial markets delivered another year of strong performance. U.S. equities returned about 18%, fueled in part by investor enthusiasm surrounding the rapid development and adoption of artificial intelligence. This momentum further concentrated market gains among a small group of mega-cap technology companies.

The U.S. dollar, which had remained elevated for several years, weakened meaningfully by about 9% against major currencies in 2025. The softer dollar provided an additional tailwind for international investments, helping lift global equity benchmark returns to roughly 22% for the year. Fixed income markets were also supported by Federal Reserve rate cuts and declining credit spreads.

Economic growth also exceeded many analysts' expectations, delivering another solid, above-average year. A surge in capital investment tied to the expansion of AI infrastructure—from semiconductor manufacturing to large-scale data centers—played a significant role in sustaining growth momentum. At the same time, inflation remained above the Federal Reserve's 2% target for another year, even as the unemployment rate gradually moved higher to 4.4% from its multi-decade low of 3.4% in 2023.

- The Core Fund, the larger of the two WRS trust funds with more than \$141 billion in net assets, ended the year with a 1-year net return of 14.4% and a 5-year net return of 7.1%. The Core Fund's 10- and 20-year net returns were 8.9% and 7.2%, respectively.
- SWIB's returns for the Core Fund exceeded its performance benchmarks for all periods. Performance benchmarks are market references that the Board of Trustees uses to compare and evaluate SWIB's performance. Benchmarks are set by the Board of Trustees with the guidance of an independent benchmarking consultant.
- SWIB's 5-, 10- and 20-year returns for the Core Fund exceeded the long-term WRS investment target of 6.8%.
- The Variable Fund, an optional stock-only fund with over \$12 billion in assets, ended the year with a net return of 22.0% and a 5-year net return of 11.8%. The Variable Fund's 10-year and 20-year net returns were 12.7% and 9.3%, respectively.
- When looking over the last 20 years, SWIB's active management and diversified holdings generated \$10 billion for the Core Fund above what SWIB would have earned by simply investing in a low-cost passive portfolio consisting of 60% global equities and 40% domestic bonds.

Wisconsin Retirement System

The WRS is a risk-sharing defined benefit plan. It is a hybrid model in that it contains elements of a defined benefit plan and a defined contribution plan, like a 401(k). Contributions made to the WRS by state and local government employees, and their employers, are invested by SWIB to finance retirement benefits. SWIB has helped fuel one of the only fully funded pension systems in the U.S. during a time when many public pension plans are struggling with underfunding. Investment earnings generated by SWIB comprise about 78% of the revenues needed to fund the WRS, reducing the burden on public employers and employees.

Investment performance for both the Core Fund and Variable Fund is included in the table entitled **WRS Annualized Returns**.

The Core Fund includes diversified holdings in stocks, bonds, private equity, real estate, hedge funds, and other investments. SWIB has designed and built the Core Fund investment strategy to strike an efficient balance between protecting the WRS and growing its assets. Asset class returns as of Dec. 31, 2025, are presented in the table entitled **Core Fund Returns**.

SWIB diversifies its assets among many types of public and private investments. This investment management strategy is designed to weather a variety of economic environments over the long term and help ensure the WRS can meet its obligations today and in the future. It also allows SWIB to meet its standards of responsibility outlined in state statutes. That statute, s. 25.15 (2), requires that SWIB manage the funds as a prudent expert, diversify investments in order to minimize the risk of large losses, and administer assets of each trust or fund solely for its purpose and at a reasonable cost. The investment goal of the Core Fund is to earn an optimal rate of return while taking an acceptable level of risk and meeting or exceeding the actuarially assumed rate of return of 6.8%. The table entitled **Core Fund Asset Allocation Targets** shows policy targets for the Core Fund asset classes for each of the last three

WRS Time-Weighted Annualized Returns Net of All Fees and Costs As of December 31, 2025				
	One Year	Five Years	Ten Years	Twenty Years
Core Fund	14.4%	7.1%	8.9%	7.2%
Core Fund Benchmark	13.6%	6.4%	8.3%	6.8%
Variable Fund	22.0%	11.8%	12.7%	9.3%
Variable Fund Benchmark	21.8%	11.8%	12.7%	9.3%

Core Fund Time Weighted Annualized Asset Class Returns Net of All Fees and Costs As of December 31, 2025		
Asset Class	2025	2024
Public Equities	22.7%	17.4%
Fixed Income	8.7%	3.8%
Inflation Sensitive*	7.0%	1.8%
Real Estate	2.1%	-3.3%
Private Equity/Debt	11.3%	7.2%

*Some asset classes may be categorized differently than they are within the financial statements.

years. SWIB’s actual asset allocation may vary from the targets shown in the table in ranges approved by the Board.

WRS participants may elect to have 50% of their contributions invested in the all-stock Variable Fund instead of 100% in the Core Fund. The Variable Fund provides participants the potential for higher returns in exchange for higher investment risk. By choosing this option, participants also forego part of the formula benefit guarantee. The Variable Fund’s gains and losses are not smoothed and are recognized in the year in which they occur. This results in greater volatility in investment gains or losses.

By law, the Variable Fund invests only in stocks, as shown in the chart entitled **Variable Fund Asset Allocation**. When setting the Variable Fund asset allocation, Trustees evaluate the risk/return tradeoff of U.S. and non-U.S. exposures. The benchmark is a weighted blend of U.S., international, and emerging market stock indices. The investment strategy for the Variable Fund is to achieve returns equal to or above that of similar stock portfolios over a market cycle.

Core Fund Asset Allocation Targets			
As of December 31, 2025			
Asset Class	2023	2024	2025
Stocks	40%	38%	36%
Fixed Income	27%	27%	27%
Inflation Sensitive	19%	19%	19%
Private Equity	18%	20%	20%
Real Estate	8%	8%	8%
Multi-Asset	0%	0%	0%
Cash & Overlays*	-12%	-12%	-10%
Total	100%	100%	100%

*Negative percentages reflect SWIB's leverage strategy.

Variable Fund Asset Allocation	
U.S. Stock	70%
International Stock	30%
Total	100%

Long-Term Strategies

SWIB has been, and continues to be, a long-term investor, which means it can be more patient than many other investors. Historically, markets tend to be cyclical and decline after a few years of strong performance. Success is measured by the overall long-term health of the system rather than individual peaks and valleys. For that reason, managing investment risk is a constant consideration for the trust funds.

SWIB’s long-term goal is to provide prudent and cost-effective management of funds held in trust. This is achieved through people, policies, and processes for setting the asset allocation in a diversified portfolio, estimating expected investment returns and risk, and evaluating investment performance. SWIB has developed a disciplined, prudent, and innovative investment strategy designed to help keep contribution rates stable while generating reasonable returns to help the WRS remain fully funded. Asset allocation – the distribution of investments across stocks, bonds, and other assets to maximize returns and minimize risk – is a primary driver of long-term investment returns and is approved by the Board of Trustees in consultation with SWIB’s asset and risk allocation investment staff and an independent asset allocation consultant.

SWIB has continued to diversify its portfolio by investing in multi-asset strategies. These strategies are not constrained by asset class but can hold securities of many different asset types in the same portfolio. These strategies take advantage of market opportunities that cannot be done through a single asset class.

SWIB uses investment performance targets that are tied to benchmarks – usually market indices against which portfolio and fund returns are evaluated. The Core Fund is measured against a blend of benchmarks representing broader markets for stocks, bonds, and other asset classes that reflect the blend of the Core Fund’s individual portfolios.

Peer Comparison

Numerous differences in plan structure should be considered when reviewing peer comparisons including asset allocation, cash flow needs, investment styles, funding levels, return assumptions, risk tolerance levels, and statutory or other restrictions on allowable investments. In short, differences in plan structure often result in different goals, which result in different asset allocations that then drive overall returns. When a plan is not fully funded, its effective rate of return will decrease because a portion of the assets are not available to earn investment returns. Given the WRS’s fully funded status and unique risk-sharing design, SWIB invests differently than its peers, who are often underfunded, generally have higher investment targets, and may need to have greater risk tolerances.

According to Callan Associates, Inc., a firm that provides independent research, education, decision support, and advice to public pension plans and other institutional investors, the Core Fund’s gross investment returns as of Dec. 31, 2025 performed above the median (and near the top quartile) of peer U.S. pension plans over the trailing 10-year period. In addition, Callan stated “SWIB maintains a cost-effective mix of internal and external investment management that provides a material total fund cost advantage vs. peers.”

Callan comparison peer data is reviewed by the Board of Trustees every quarter. Reports are available on SWIB's website - swib.state.wi.us.

Diversification Reduces Risk

Diversification of assets at the fund level is the primary tool for managing risk, because in a more diversified fund risks are often offset by one another. This is because market conditions generally affect different asset classes differently, so returns in one asset class may be positive while another asset class may be negative in the same market environment. SWIB continues to find ways to further diversify the Core Fund as a way to address market volatility. Every year, as part of the process in developing the Core Fund’s asset allocation, SWIB and its asset allocation consultant work together to target an asset mix that is appropriate for the Core Fund’s goals, with a focus on both the expected return of the asset allocation and its overall risk profile.

Managing risk becomes even more important in the WRS since its retirees' annuity payments are directly impacted by returns because of the shared risks and rewards design. Lowering volatility helps stabilize contribution rates and benefit adjustments.

SWIB Manages Risk in Many Ways

In addition to diversification, SWIB monitors and manages risk through an enterprise-wide process. Each portfolio follows guidelines that specify the types of allowable investments and other requirements

More than **703,000** individuals participate in the WRS.

consistent with policies established by the Board of Trustees. Portfolio managers are responsible for complying with these guidelines, as well as Wisconsin Statutes and Administrative Code. In 2021, SWIB built out a new standalone Risk Management Division that reports directly to the Executive Director/Chief Investment Officer (ED/CIO). This division assesses, evaluates, and monitors investment risk for all strategies and portfolios.

As part of its risk management, SWIB has conducted robust investment stress testing since 2013 to evaluate and strengthen its investment strategy and make it more risk aware. The stress testing evaluates market downturns, liquidity risks, and multiple return environments. Routine testing and modeling are reviewed regularly by SWIB's Investment Committee, and biennially, in-depth stress testing is conducted with the WRS's actuaries and presented to the Board of Trustees. This information is publicly available at swib.state.wi.us/stresstesting.

SWIB's compliance staff continuously monitors investments and reports any exceptions and their resolution. Many monitoring tools are used to detect, and in some cases prevent, investment activities that would violate the investment guidelines. Portfolios out of compliance with guidelines will be brought into compliance immediately, or a plan for doing so or a waiver must be approved by the ED/CIO.

SWIB's Internal Audit Division enhances and protects organizational value by providing risk-based and objective assurance, advice, and insight through regular audits, consulting, and other activities.

SWIB Optimizes Strategy Implementation

Staff is responsible for making investment decisions subject to its fiduciary duty, Board-approved asset allocation, and other restrictions. Assets can be managed passively as an index, which seeks to replicate the returns of the market or benchmark, or with active management, which attempts to exceed the performance of a particular market index using independent decisions. Active strategies are expected to produce higher returns than passive strategies over time; however, additional costs and risk associated with active management are considered when determining implementation strategies.

In 2025, SWIB developed a Multi-Year Strategic Plan using the recommendations of its Implementation Working Group. The plan includes the estimated costs and anticipated benefits of specific implementation initiatives, as well as an assessment of the information technology system functions and the numbers and types of staff needed to support these initiatives. The plan is intended to be a living document updated and presented to SWIB's Board of Trustees on an annual basis.

Hedge Funds

SWIB's investment strategy includes investments in hedge funds. SWIB's use of hedge funds is different from many other public pension funds. Many other plans seek hedge fund returns similar to the stock market and are paying hedge fund managers for both stock market performance and additional returns from active management. SWIB looks to access general market returns in the lowest cost and most efficient manner possible, preferring to replicate market exposures internally. SWIB's hedge fund portfolio, which is generally designed to have minimal correlation with the stock market, is then combined with this exposure for a more efficient and cost-effective approach.

Investments account for about **78%** of the income needed to fund the WRS.

Leverage

The SWIB Board recommended a 2% decrease in the 2025 policy target for Core Fund leverage, moving from 12% leverage to 10%. While the word “leverage” might imply additional risk, SWIB employs leverage to help reduce risk by enabling a higher allocation to lower-risk, fixed income securities while targeting the same performance return. Leverage is achieved through many passively implemented arrangements including reverse repurchase agreements and derivatives exposures.

Derivatives

All derivative instruments are subjected to risk analysis and monitoring processes at the portfolio, asset class, and fund levels. Investment guidelines define allowable derivative activity for each portfolio and are based on the investment policy objectives which have been approved by the Board of Trustees. The following are the types of derivatives that SWIB uses in its portfolios. SWIB also invests in derivative instruments indirectly through several commingled funds, which have not been included in the following narrative.

Foreign Currency Spot and Forward Contracts

Foreign currency spot and forward contracts are uncleared, over-the-counter agreements between two counterparties to exchange designated currencies at a specific time in the future. No cash is exchanged when a foreign currency exchange spot or forward contract is initiated. SWIB may employ discretionary currency overlay strategies at the total fund and asset class level when currency market conditions suggest such strategies are warranted. Only the currencies of developed market countries in the MSCI World Index may be used to implement a currency overlay. SWIB executes spot and forward contracts with various counterparties. Guidelines have been established which provide minimum credit ratings for counterparties. Additionally, policies have been established which seek to implement master netting arrangements with counterparties to over-the-counter derivative transactions.

Futures Contracts

A futures contract is an exchange traded agreement to buy or sell a financial instrument at an agreed upon price and time in the future. Upon entering into a futures contract, collateral is deposited with the broker, in SWIB's name, in accordance with the agreement. Collateral for futures contracts can be in the form of cash, U.S. Treasuries, and equity securities. Futures contracts are marked to market daily, based upon the closing market price of the contract at the board of trade or exchange on which they are traded. The resulting gain/loss is typically received/paid the following day until the contract expires. Futures contracts involve, to varying degrees, risk of loss in excess of the collateral deposited with the broker. Losses may arise from future changes in the value of the underlying instrument.

Options

An option contract gives the purchaser of the contract the right, but not the obligation, to buy (call) or sell (put) the security or index underlying the contract at an agreed upon price on or before the expiration of the option contract. The seller of the contract is subject to market risk, while the purchaser is subject to credit risk and market risk, to the extent of the premium paid to enter into the contract.

SWIB manages approximately **\$155 billion** in WRS assets.

Swaps

A swap is a negotiated contractual agreement in which counterparties exchange cash flows of one party's financial instrument for those of the other party's financial instrument. Both parties to the swap contract are subject to market and credit risk of the underlying contract payments. Market risk results from the variability of payments and credit risk results from the parties' obligations to make payments. Collateralization of payments and market value variations mitigates the credit risk.

To Be Announced Securities

To Be Announced (TBA) mortgage-backed securities (MBS) are over-the-counter forward contracts on mortgage-backed securities issued by Fannie Mae, Freddie Mac, and Ginnie Mae where the seller agrees to deliver the MBS for an agreed upon price on an agreed upon date. The TBA market provides mortgage lenders with a means of hedging interest rate risk between the time a loan rate is locked by a borrower and when the loan is funded. At settlement, TBA securities are exchanged for mortgage pools. However, SWIB's strategy is not typically expected to take in a mortgage pool. Instead, those TBA securities will usually be sold prior to that exchange occurring.

Cost Effective Management

Cost discipline is a cornerstone of SWIB's investment approach. As a public pension, SWIB operates at a significantly lower cost than most for-profit asset managers — while managing a highly sophisticated, diversified global portfolio. SWIB achieves this by managing costs deliberately and transparently, conducting a comprehensive annual review of the operating budget to ensure costs are reasonable to support the investment objectives.

Qualified Staff and Systems Are Critical

SWIB competes for staff with investment firms in the private sector throughout the country. A competitive compensation plan is critical to SWIB's ability to attract and retain a talented and skilled workforce. With assistance from an independent compensation consultant, SWIB annually reviews the investment industry employment market to set compensation at appropriate levels. In addition to hiring and retaining qualified staff, SWIB seeks to develop the information technology, trading, accounting, and monitoring systems needed to accommodate its complex investment strategies. When considering whether to gain access to an investment strategy through internal or external management, SWIB considers many factors including the cost and return expectations associated with each option.

Maintaining a cost-effective investment approach requires the ability to attract, hire, and retain qualified staff. Over the past few years, the Board of Trustees has worked with its compensation consultant to maintain an incentive compensation program that motivates staff to earn the highest possible returns at reasonable costs and controlled levels of risk, aligning their interests with those of the WRS over the long term. SWIB's incentive compens-

Staff Qualifications (as of December 31, 2025)

Total SWIB Staff*	265
Masters of Business Administration (MBA)	58
Masters Degree other than MBA	75
Juris Doctor Degree (JD)	9
Doctorate (PhD)	11
Chartered Financial Analyst (CFA)	54
Certified Public Accountant (CPA)	17
Chartered Alternative Investment Analyst (CAIA)	18

*Some SWIB Staff have more than one advanced degree or credential.

ation plan is explicitly authorized by section 25.16 of the Wisconsin Statutes. This statute was created in the 1987 session of the Legislature, after SWIB reported it was unable to attract and retain investment staff needed to manage the trust funds in a cost-effective manner. SWIB's compensation plan focuses on paying for performance and 5-year returns.

To adequately and efficiently process trades, measure risk, and manage investments, SWIB must continually enhance its systems and processes. Over the past several years, SWIB's team has worked diligently to implement new technology platforms to improve accounting, trading, risk management, and portfolio management activities.

Investments in SWIB's technology are ongoing, and these improvements will continue to provide staff with better access to high quality and timely data while improving SWIB's ability to monitor and manage risk. SWIB's Technology Group presents to the Board of Trustees annually to provide updates on strategic initiatives, data management, and an assessment of data quality.

Goals & Strategies

2025 Goals

Goal: Increase Active Return Through Improved Investment Strategies

In 2025, SWIB continued building the internal infrastructure to issue commercial paper for the first time, developed an agency-wide onboarding process for new instruments, and continued to evaluate opportunities to enhance its account structures to provide longer-term balance sheet flexibility. SWIB also evaluated its order management system (OMS) and began planning for strategic enhancements to improve investment trading capabilities.

Goal: Enhance and Optimize SWIB's Operations and Technology Infrastructure

In 2025, SWIB maintained its operating environment and infrastructure by completing necessary upgrades and infrastructure maintenance. SWIB prepared for compliance with SEC changes to centralized clearing rules for eligible repurchase transactions. SWIB continued to enhance its overall technology foundation and mature its cloud security posture. SWIB completed its ERP platform implementation to support its Finance and Human Resources divisions and secured its technology environment to leverage enterprise-wide AI capabilities.

Goal: Enhance Talent Acquisition, Retention, and Management

In 2025, SWIB continued to recruit and retain top talent with the requisite skills, competencies, and experience to support SWIB's mission. SWIB developed and tracked metrics related to employee retention and implemented a 3-year rolling leadership training program, which also increased the resources available to leaders.

2026 Goals

Goal: Increase Active Return Through Improved Investment Strategies

In 2026, SWIB will advance its multi-year strategic OMS initiative by completing an environment upgrade and beginning implementation of new strategic enhancements. SWIB will execute a pilot account consolidation of agency-level accounts. SWIB will complete analysis and mapping for the future migration of its eFront data warehouse to Snowflake. SWIB will continue its progress toward an initial commercial paper issuance pilot and select a treasury and securities finance platform.

Goal: Enhance and Optimize SWIB's Operations and Technology Infrastructure

In 2026, SWIB will modernize its operating environment through essential upgrades and regulatory readiness, including preparation for SEC Treasury clearing requirements. SWIB will strengthen its information security and Disaster Recovery & Business Continuity (DRBC) posture, advance the Risk Analytics Monitor (RAM), improve enterprise-wide data quality, define the long-term direction for its security master platform, and implement Cost of Implementing Leverage (COIL) operating model enhancements. SWIB will also launch a new external website to comply with regulatory requirements.

Goal: Enhance Talent Acquisition, Retention, and Management

In 2026, SWIB will continue to recruit and retain top talent with the requisite skills, competencies, and experience to support SWIB's mission. SWIB will implement a new strategic vacancy framework, launch a new program to evaluate the experience of new employees, and conduct an employee pulse survey.

State Investment Fund

SWIB also manages the State Investment Fund (SIF), which consists of commingled cash balances of the state and its agencies, local governments, and the WRS. The SIF investment goals are safety of principal, liquidity, and competitive rates of return. The fund's shorter-term cash management objectives reflect these goals.

State agencies deposit tax revenues, fees, federal funds, and other revenues from over 50 state funds with the SIF until needed for state operating expenditures. WRS cash assets are invested in the SIF for transition and cash flow purposes, and in some cases, until longer-term investment opportunities with more favorable rates of return become available.

The State of Wisconsin Local Government Investment Pool (LGIP) provides a secure investment option for all Wisconsin local governments, including counties, cities, villages, towns, school districts and other entities. The LGIP provides overnight availability and improved earnings for operating cash.

SIF earnings are calculated and distributed monthly based on the participant's average daily balance as a percent of the fund. Participants may deposit and withdraw funds daily. SIF assets were valued at about \$24 billion on Dec. 31, 2025.

Investment Strategy

To effectively achieve its investment objectives for safety of principal, liquidity, and then competitive money market returns, the fund primarily invests in obligations of the U.S. Government and its Agencies, repurchase agreements, and a small number of investments in bank and corporate debt. The SIF ended 2025 with a 1-year return of 4.37%, outperforming its 1-year benchmark. The SIF continued to outperform its 5- and 10-year benchmarks.



Investments in Wisconsin

SWIB's fundamental responsibility is to generate strong investment returns and maintain the fiduciary duty it owes to the trust funds under management. However, SWIB welcomes opportunities that have the dual benefit of being both a good investment for the trust funds and good for Wisconsin's economy. For decades, SWIB has been making investments in Wisconsin and will continue to try and do so in the future. As of June 30, 2025, SWIB had more than \$9.7 billion invested in companies either headquartered or with a significant presence in Wisconsin. (Note that in FY 2023 the definition of significant presence in Wisconsin was changed from 30% or more of a company's operations in the state to 100 or more employees in the state. This change from operations to employment was made to increase the objectivity of the measure and rely on more available data.)

SWIB has two dedicated portfolios that focus on Wisconsin. The Wisconsin Private Debt Portfolio began in the 1960s and the Wisconsin Venture Capital Portfolio was launched in 1999.

Wisconsin Private Debt Portfolio

About 34% of the Private Debt Portfolio is invested in Wisconsin opportunities. As of June 30, 2025, the portfolio held loans to 26 borrowers headquartered or having operations in Wisconsin totaling approximately \$290 million. The average outstanding balance for borrowers was about \$11 million.

SWIB often collaborates with the company's banks and other institutional investors providing long-term loans that complement the bank's short-term financing but does not compete with the bank to provide other financial services. The program offers flexibility with loans that mature in five to 15 years.

Wisconsin Venture Capital Portfolio

SWIB's primary objective for investing in early-stage start-up companies through its Wisconsin Venture Capital Portfolio is to generate strong risk-adjusted investment returns for the beneficiaries of the WRS. A secondary benefit includes the potential creation of jobs through these investments.

Private equity refers to investments in equity securities in companies not publicly traded on a stock exchange. While these investments typically involve higher risks than publicly traded securities, they also offer the potential for higher returns. Venture capital is a specific type of private equity investment.

Active funds allocated to the Wisconsin Venture Capital Portfolio are committed to 17 venture capital funds as of June 30, 2025. The portfolio also has active direct investments in three Wisconsin venture stage companies. As of June 30, 2025, the Wisconsin Venture Capital Portfolio had over \$330 million committed/invested in funds and directly into companies.

The portfolio leverages the imbalance between the Wisconsin region's strong research and development output, entrepreneurial talent, low business operating costs and the relatively limited availability of venture capital funding.

SWIB believes this imbalance creates an opportunity to generate returns because venture investing demands significant time and hands-on involvement with each company. The high costs of managing

long-distance investments give an advantage to local investors with established connections to regional research and business leaders with the skills to build companies that can commercialize this research. The limited competition gives local investors the opportunity to invest at attractive valuations and select the best opportunities.

SWIB is required by state statutes to report biennially to the Governor and the Legislature on its plans for making investments in Wisconsin. The Goals for Investing in Wisconsin Report for fiscal years 2025-2028 can be found on SWIB's website swib.state.wi.us under the Investing in Wisconsin tab.

Appendix A

CORE and VARIABLE FUND HOLDINGS BY ASSET CLASS

The following tables compare how the various categories of investments for the Core and Variable Funds were managed within each asset class as of Dec. 31, 2024 and 2025. Totals include exposure to futures and may not add correctly due to rounding.

Core Trust Fund				
Exposures by Sub Asset Class				
	12/31/2024		12/31/2025	
	\$ in Millions	% of Total	\$ in Millions	% of Total
<u>Equities</u>				
Developed Global ^{1,3}	\$ 38,589	30%	\$ 42,623	30%
U.S. Small Cap	2,796	2	2,954	2
International Small Cap ²	2,305	2	2,697	2
Emerging Market Equity ^{1,2}	3,624	3	4,529	3
Total Equities	\$ 47,314	37%	\$ 52,803	37%
<u>Fixed Income</u>				
U.S. Investment Grade ³	\$ 20,302	14%	\$ 22,645	16%
High Yield	6,718	5	7,571	5
Levered Loans	3,378	3	3,786	3
Emerging Market Debt	3,363	3	3,901	3
Total Fixed Income	\$ 33,761	24%	\$ 37,903	27%
<u>Inflation Sensitive</u>				
TIPS	\$ 24,248	19%	\$ 26,865	19%
Commodities	0	0	0	0
Total Inflation Sensitive	\$ 24,248	19%	\$ 26,865	19%
<u>Private Markets</u>				
Real Estate	\$ 11,925	9%	\$ 12,054	8%
Private Equity	15,246	12	18,713	13
Private Equity Co-Invest	3,163	3	0	0
Venture Capital	2,539	2	3,109	2
Private Equity Legacy	11	0	4	0
Current Return	4,265	3	4,632	3
Private Debt	858	1	938	1
Total Private Markets	\$ 38,007	30%	\$ 39,449	28%
<u>Multi-Asset</u>	\$ 0	0%	\$ 0	0%
<u>Cash/Leverage/Overlays</u>	\$ (14,937)	(12%)	\$ (15,149)	(11%)
<u>Total</u>	\$ 128,393	100%	\$ 141,872	100%

¹ MW TOPS split between US, Int'l, and EM using MSCI ACWI

² AB and Driehaus split using MSCI ACWI x US Small Cap

³ Factor Premia portfolios split 60% Developed Global and 40% US Investment Grade

Variable Trust Fund

Exposures by Sub Asset Class

	12/31/2024		12/31/2025	
	<u>\$ in Millions</u>	<u>% of Total</u>	<u>\$ in Millions</u>	<u>% of Total</u>
<u>Equities</u>				
Domestic Equity ^{1, 4}	\$ 7,751	70%	\$ 8,910	70%
International Equity ^{1, 4}	2,336	21	2,675	21
Emerging Market Equity ¹	979	9	1,166	9
Total Equities	\$ <u>11,065</u>	<u>100%</u>	\$ <u>12,751</u>	<u>100%</u>
<u>Multi-Asset</u>	\$ <u>0</u>	<u>0%</u>	\$ <u>0</u>	<u>0%</u>
<u>Cash</u>	\$ <u>28</u>	<u>0%</u>	\$ <u>38</u>	<u>0%</u>
<u>Total</u>	\$ <u>11,094</u>	100%	\$ <u>12,789</u>	100%

¹ MW TOPS split between US, Int'l, and EM using MSCI ACWI

⁴ Developed global equity portfolios split between US and Int'l using MSCI World

Appendix B

RISK MANAGEMENT

As part of SWIB's ongoing risk management activities, SWIB routinely monitors risk within the areas outlined below.

Funding WRS Liabilities: The most basic measure of risk for WRS trust funds under management is the ability to pay promised benefits. The WRS actuary and SWIB's asset allocation consultant both agree that the WRS is well-positioned to meet its current and future obligations.

Volatility: Minimizing year-to-year fluctuation in the Core Fund's returns helps to stabilize required contributions to the WRS and dividends paid to retirees. This is partly achieved through the smoothing mechanism in the Core Fund, whereby returns are smoothed over a 5-year period, as well as investment strategies that temper the volatility of returns and take advantage of short-term displacements in prices.

Interest Rate Risk: Risk that changes in interest rates affect the value of a bond SWIB holds. SWIB uses multiple methods to monitor and mitigate interest rate risk. One example is an investment in Treasury Inflation Protected Securities (TIPS).

Currency Risk: Currency risk is the potential risk of loss from fluctuating foreign exchange rates. Foreign currency exposure in the trust funds occurs primarily in the international stock and bond holdings and, to a lesser extent, from private markets. International and global portfolio managers make currency hedging decisions. International currency risk is further managed by diversifying across international regions, economies, sectors, and individual investments.

Tracking Error/Active Risk: Tracking error measures the volatility of excess return versus the benchmark. It is an indication of how the fund or portfolio is positioned relative to the benchmark. This also helps measure the extent to which the performance of any one portfolio within the trust fund could affect the performance of the entire fund. The Trustees have adopted an active risk target of 120 basis points, plus or minus 60 basis points, for the Core Fund. The active risk target for the Variable Fund is between 0 and 90 basis points. SWIB staff monitor tracking error on an ongoing basis and perform attribution analysis to understand in detail where deviations from the benchmark are occurring.

Soft Risk Parameters: Investment guidelines include "soft risk parameters," supplementary guidelines within which a portfolio is expected to operate over time. The Investment Committee, composed of SWIB executive and investment staff, monitors portfolios on a regular basis for compliance with parameters. The Investment Committee discusses the rationale and outlook for any exceptions.

Credit Risk: Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations to SWIB. Fixed income credit risk investment guidelines outline the minimum ratings required at the time of purchase by individual portfolios, or groups of portfolios, based on the portfolios' investment objectives. In addition, some fixed income portfolios are required to carry a minimum weighted average rating at all times.

Appendix C

SEPARATELY MANAGED FUNDS

Goals and strategies for the following funds are set by the various fund administrators. SWIB takes guidance from the administrators of the funds on how the assets should be managed, and SWIB executes the investment strategies.

Injured Patients and Families Compensation Fund: The Injured Patients and Families Compensation Fund provides excess medical malpractice coverage for Wisconsin health care providers and to compensate injured claimants. SWIB is responsible for managing the fund's assets to meet the maturity and liquidity needs established by the Board of Governors. The investment objective of the fund includes a balance between capital appreciation, preservation of capital, and current income.

UW System Trust Funds: The University of Wisconsin System trust funds consist primarily of monies that have been gifted directly to a UW institution, rather than one of the separate, supporting foundations. The Trust Funds Office works externally with donors and other related parties, and internally with the benefiting campuses and colleges, to facilitate the receipt and proper use (compliant with donor terms and conditions of all gifts and bequests. Most of the trust funds are invested by SWIB. The system's spending policy targets annual expenditures of 4% of the market value of the assets (calculated using a 3-year rolling average) for payments to beneficiaries. The investment objective is to achieve, net of administrative and investment expenses, reasonable, attainable, and sustainable returns over and above the rate of inflation. SWIB seeks to achieve this objective through use of passive, externally managed, public markets funds.

State Life Insurance Fund: The State Life Insurance Fund offers low-cost life insurance to Wisconsin residents. The investment objective of the fund is to maintain a diversified portfolio of high-quality public bonds which will preserve principal, maximize investment income, and minimize costs to policyholders. Liabilities from the fund's insurance contracts are factored into investment decisions.

Historical Society Trust Fund: The Historical Society Trust Fund supports current and anticipated initiatives and operations of the Wisconsin Historical Society. The investment objective of the Historical Society Trust Fund is to maintain a mix of equities and fixed income providing long-term growth in capital and income generation.



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