

SWIB Investment Committee  
**WISCONSIN RETIREMENT SYSTEM**  
**INVESTMENT GUIDELINES**

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## I. INTRODUCTION

The SWIB Board of Trustees (the “Board”) has delegated to the investment staff of SWIB standing authority to manage the assets of the Core Retirement Trust Fund (the “Core Fund”) and the Variable Retirement Trust Fund (the “Variable Fund”), which together make up the Wisconsin Retirement System (the “WRS”), pursuant to the Board’s WRS Investment Policy and to section 25.15(2) of the Wisconsin Statutes and section IB 2.02 of the Wisconsin Administrative Code. The Investment Committee was created to provide oversight of WRS<sup>1</sup> investments within the parameters established by the Board and pursuant to the Investment Committee’s Charter approved by the Board. To properly and prudently execute its delegated authority and oversight functions, the Investment Committee has established guiding policies, guidelines and procedures, which are set forth in this document, the Investment Committee Investment Guidelines (these “IC Guidelines”). These IC Guidelines articulate the policies and guidelines that are employed in the day-to-day management of the WRS assets by SWIB’s staff. This document will be reviewed periodically and updated as necessary by the Investment Committee to reflect changes in investment strategies and to reflect best industry practices for prudent investors. Notwithstanding the delegation of authority by the Board to the Investment Committee for the establishment, approval, and amendment of the policies, guidelines and procedures included in these IC Guidelines, the Board reserves all rights to modify and amend these IC Guidelines at any time in its discretion. Any changes to these IC Guidelines will be periodically reported to the Board. In addition to these IC Guidelines, SWIB staff may also have to comply with Risk, Compliance Division or legal requirements, and review operational readiness with Operations staff prior to the trading of the instruments and securities authorized herein.

## II. LEVERAGE USE POLICY

### Introduction

Leverage is an exposure to an asset that is not fully collateralized by cash assets or an exposure to an asset acquired that has not been fully funded. Leverage by itself does not necessarily create additional market risk or variation in market returns. Leverage may result in greater diversification and lower market risk than an unlevered portfolio under normal market conditions. The funds managed by SWIB can have exposure to leverage through different structures, instruments and vehicles.

SWIB uses leverage in two primary ways. The first is to express the overall policy asset allocation, which includes leverage (“Policy Leverage”). Generally, Policy Leverage is implemented passively. The total amount of Policy Leverage is approved by the Board through the WRS asset allocation process. The Board-approved asset allocation targets for each asset class together with the approved Policy Leverage is called the “Policy Portfolio.” The second use of leverage is

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<sup>1</sup> The Investment Committee also has oversight of the State Investment Fund and other funds managed by SWIB as described in the Board’s SIF and Separately Managed Funds Investment Policy and Guidelines.

to fund the alpha pool (“Alpha Pool Leverage”), which overlays alpha-producing strategies on the overall Core Fund Policy Portfolio. Those alpha strategies are funded with additional leverage but are not part of the Policy Portfolio. The total amount of Alpha Pool Leverage is limited by the Board-approved active risk target and range.

Certain internal active portfolios are also authorized to use portfolio-specific leverage. The Core Fund may provide limited unallocated cash to such internal active portfolios, and to other portfolios, to fund short-term financing needs, and charge a market-based funding rate to the applicable portfolio. Active internal and external portfolios may also fund portfolio leverage by financing assets within the portfolio.

Use of leverage introduces distinct liquidity risk that can vary based on leverage sources and margin requirements. Often, leverage requires liquid assets to satisfy margin obligations. Liquidity risk is managed by monitoring the level of liquidity required in various market scenarios and ensuring that an adequate reserve of liquid assets is available to meet commitments in times of market stress. Having a variety of leverage sources diversifies the refinancing risk and mitigates cost under varied market scenarios.

Alpha Pool and Policy Leverage can be generated through several different mechanisms. These mechanisms may be utilized in different proportions given market conditions and asset allocations. Each of these mechanisms have unique counterparty dynamics and risks, all of which are addressed by SWIB’s counterparty risk framework.

**Derivative instruments.** Leverage can be gained by replacing a physical instrument with a derivative instrument such as a futures contract, a swap contract, or a forward contract. Most of the proceeds generated from the sale of the physical instrument can then be used to finance further investment. The cost of the leverage is imbedded in the price of the derivative instrument. Use of derivative instruments provides the ability to source large scale leverage across many different asset classes in a standardized format. There is a risk of tracking error, or basis risk, between the physical instrument and the derivative instrument that could result in the returns of the two instruments diverging.

**Securities Lending Cash Collateral.** Through the course of securities lending, cash collateral may be received from borrowers. This cash may be used to finance leverage needs without creating basis risk. The available cash fluctuates day to day and is governed by the borrowing demand of and choice of collateral posted by market participants.

**Repurchase Agreements (Repo).** Repo is another way to gain leverage from physical instruments, like securities lending, without using derivative instruments. While securities lending relies on borrowing demand for the physical instrument, repo can generate leverage from physical instruments that do not have borrow demand, and also creates zero basis risk. The repo and the underlying asset management may be executed internally, externally or a mix of the two. An agency repo model can be used to facilitate operational scale, collateral efficiency, and market access by partnering with an external agent.

**Secured Borrow Agreements.** Physical instruments can be pledged as collateral in a secured borrow agreement to gain financing from a bank or other financial institution, as and when needed. This form of financing creates zero basis risk and may have maturities ranging from three to six months. The stability of the available capital can vary based on the financing bank’s or financial institution’s balance sheet constraints.

New mechanisms may be added from time to time and included herein.

**Leverage Use Philosophy**

Leverage is used where it can improve investment portfolio efficiency in terms of return for risk versus alternative choices that do not use leverage. Leverage will also be used to improve portfolio diversification and reduce portfolio concentration.

**Leverage Monitoring**

Detailed reporting is regularly (i.e., daily, monthly and quarterly) produced by SWIB to provide feedback regarding leverage exposures for review by portfolio managers, the head of Asset and Risk Allocation (ARA), the Risk Management Division, and the Executive Director/Chief Investment Officer (ED/CIO). Leverage use risk metrics are reported at least quarterly to the Investment Committee. Leverage use is also periodically reported by the ED/CIO to the Board.

**Policy and Alpha Pool Leverage Guidelines**

1. Leverage ratios govern leverage derived from beta sources (i.e., from levered asset class exposures). Established leverage ratio ranges for each levered asset class are set forth below. Current Leverage Ratio is defined as the ratio of notional exposure to capital available in the portfolio (or total exposure to unencumbered exposure in the case of repo). If the Current Leverage Ratio for any levered asset class exceeds the Maximum Target Leverage Ratio, SWIB will, within 30 days (unless such time limit is waived with majority approval of the rebalancing task force), reduce exposure or add capital to bring the Current Leverage Ratio within the established range. A Current Leverage Ratio below the Minimum Target Leverage Ratio will be monitored as part of the overall optimization of capital and funding costs.

<b><i>Levered Asset Class</i></b>	<b>Minimum Target Leverage Ratio</b>	<b>Target Leverage Ratio</b>	<b>Maximum Target Leverage Ratio</b>
<i>US Large Cap Equity</i>	2.7	3.3	4.0
<i>US Small Cap Equity</i>	2.7	3.3	4.0
<i>MSCI World xUS Equity</i>	2.7	3.3	4.0
<i>US TIPS</i>	6.0	8.0	10.0
<i>US Treasuries</i>	8.0	10.0	12.0

### **III. DERIVATIVES USE POLICY**

#### **Introduction**

A "derivative instrument" is an investment instrument which usually derives its value and marketability from an underlying instrument which represents direct ownership of an asset or a direct obligation of an issuer (e.g. a "spot" or cash market instrument). SWIB recognizes that derivatives provide a means through which SWIB can implement investment strategies in a more cost and time efficient manner than through the physical investment of the underlying securities. Additionally, derivatives can be used to facilitate SWIB's risk management activities including risk mitigation. Derivatives include such instruments as futures, swaps, options and currency forwards and may be exchange traded, traded over-the-counter (OTC) and/or cleared.

#### **Derivatives Use Objectives**

The overall strategic objective of SWIB's use of derivatives is to facilitate risk exposure management and to manage the cost of investing. Objectives for derivatives use include:

1. Constructing portfolios with risk and return characteristics that could not efficiently be created using underlying physical securities,
2. Changing systematic exposures without executing trades in the underlying physical securities,
3. Hedging or managing risks, and
4. Effecting varying active and passive investment strategies including, but not limited to: portable alpha, currency hedging, equitization, relative value trades, transition management, and rebalancings.

#### **Derivatives Use Monitoring and Reporting**

Derivatives use exposures will be monitored by portfolio managers that employ derivatives, the ED/CIO and the Risk Management Division. The Investment Committee will monitor derivatives use exposures and risk metrics on a quarterly basis or more frequently as needed.

#### **Derivatives Guidelines Applicable to all WRS Internal Portfolios:**

1. Exchange-traded derivatives must be traded on a recognized exchange approved by the Investment Committee, except for exchange-traded derivatives that are traded pursuant to Exchange for Related Position (EFRP) transactions, which are traded off-exchange and not subject to this requirement. Such approved exchanges are listed on *Appendix 1*. As additional exchanges are approved *Appendix 1* shall be updated without amendment to these IC Guidelines.
2. OTC derivatives may only be traded with counterparties with which SWIB has a current International Swap and Derivative Association (ISDA) agreement that includes a Credit Support Annex (CSA).

In addition:

- a) The counterparty, or its guarantor, must, on each date on which a transaction is entered into, have an actual credit rating of not less than: (1) "A2/P2" on short-term debt from S&P or Moody's; and/or (2) "Baa2/BBB" on long-term debt from S&P or Moody's.
  - b) The collateral that SWIB holds under a CSA may be invested in the following:
    - i. Bank deposit accounts;
    - ii. Any money market fund having a rating of at least "Aaa" by Moody's or at least "AAA" by S&P;
    - iii. Overnight commercial paper having a rating of at least "P-1" by Moody's and "A-1" by S&P;
    - iv. Overnight repurchase agreements with U.S. government, agency or dollar cash collateral;
    - v. Overnight reverse repurchase agreements with U.S. government, agency or dollar cash collateral; and
    - vi. The State Investment Fund or similar short term investment funds.
3. For clarity, Items 1 and 2 do not apply to exchange-traded funds (ETFs), or to over-the-counter derivatives entered into on behalf of SWIB, or a title-holding entity that is wholly-owned by SWIB, by either an external manager or advisor in connection with a real estate separate account.
  4. Investments may be made in exchange-traded notes (ETNs) which are traded on exchanges included on an approved-exchange list maintained by the Compliance Division. The Risk and Compliance Divisions shall be notified upon any investment in a new ETN.
  5. Investments may be made in put option contracts and call option contracts on securities, futures or an index of a group of securities. Put and call options may be purchased or sold on investments that could be held in the portfolio if the options were exercised.
  6. Currency exposure management is permitted (but not required) through the use of exchange-traded currency instruments, and through the use of spot and forward contracts in foreign currencies (including FX Swaps). Direct currency hedging is permitted to directly hedge currency exposure back to the U.S. dollar. Cross-currency exposure management to transfer out of an exposed currency and into a benchmark currency is permitted.
  7. Guideline limits and soft parameters for each portfolio will be applied to the aggregate exposures which include both physical and synthetic securities.
  8. New derivatives instruments will be reviewed and approved by the Investment Committee before their implementation or use.

9. SWIB shall not enter into new derivatives agreements with new counterparties until the ED/CIO has approved the agreement. Each relevant division head or portfolio manager shall submit to the ED/CIO a written summary of any proposed addition of a relationship that may require evaluation of counterparty credit risks. Such relationship may involve (a) entering into a master netting or trading agreement with a new counterparty, which acts either as a principal or as an agent on behalf of multiple principals, or (b) hiring an external manager to implement a strategy that may require the manager to evaluate and monitor counterparty credit risks on SWIB's behalf (excluding external managers selected by Private Markets and Funds Alpha staff pursuant to their portfolio guidelines). The ED/CIO will review all proposals of such new relationships to determine that (i) the addition of the relationship is consistent with SWIB's investment goals and strategies, (ii) the appropriate loss and drawdown limits for the credit risk associated with the proposed counterparty relationship have been considered, and (iii) appropriate due diligence has been conducted. The relevant division head or portfolio manager ("Initial Division User") shall retain responsibility for monitoring any such approved relationship. If another division expects to use the derivatives agreement for trading strategies after its initial approval, the ED/CIO, Initial Division User and the new division lead shall agree on the strategy for monitoring for the counterparty.

#### **IV. Rebalancing Procedures**

1. Mandatory rebalancing is triggered by the procedures in the Board's WRS Investment Policy and the procedures below, as applicable. The Core Fund and Variable Fund asset mixes will be reviewed at least monthly for potential rebalancing.
2. A rebalancing task force will consist of the ED/CIO and the heads of ARA, Global Public Markets Strategies (GPMS) and Private Markets & Funds Alpha (PMFA). The ED/CIO may call a meeting of the rebalancing task force to consider a discretionary rebalancing from time to time. In consultation with the rebalancing task force, and with a majority approval of the task force, a discretionary rebalancing may be initiated pursuant to the plan developed by the ARA Division.
3. Discretionary rebalancing may be used to bring public market asset classes partially or fully back to their strategic target weights, to reduce or use active risk, to otherwise minimize asset allocation drift, or to intentionally overweight or underweight an asset or sub-asset class.
4. In connection with any rebalancing, the ARA Division will develop and implement a plan (a "Rebalancing Plan") to affect the rebalancing. The Rebalancing Plan will include the total amount of each asset class to be bought and sold, the intended market exposures, and the time frame of purchases and sales. The Rebalancing Plan is based on best estimates of market prices, private market valuations, and benefits cash flows for when the rebalance will take effect. To the extent that the market prices are different at the time of a rebalancing from the anticipated market prices, valuations or cash flows, the Rebalancing Plan may be subsequently adjusted for additional purchases and/or sales to

true up the market exposures to the anticipated levels of the originally approved rebalancing without further approval by the rebalancing task force.

5. The ARA Division, under the supervision of the head of ARA, has the discretion to approve intra-month allocation adjustments of unallocated fund-level cash to passive portfolios and to manage asset class mis-alignments. Such adjustments may be, for example, to allocate unallocated fund-level cash arising from a distribution, to raise liquidity to fund private markets capital calls, to adjust for benchmark weight changes, or to otherwise make adjustments during the month as conditions may arise to return the asset allocation to its intended allocation targets consistent with most recently approved Rebalancing Plan. The manner in which intra-month allocation adjustments of unallocated fund-level cash are allocated or cash deficits are funded depends on the source of such unallocated cash or cash deficit and shall follow Guideline 8 below, as applicable. Only passive portfolios may be utilized for allocations or deallocations. Once unallocated fund level cash is allocated to a passive portfolio, investment of such cash shall be made in accordance with the underlying passive portfolio's guidelines. Aggregate daily portfolio allocations or deallocations shall not exceed \$250 million unless approved by the ED/CIO.
6. Exchange-traded and OTC options or other derivatives may be purchased or sold in conjunction with managing asset class exposure and rebalancing. The aggregate notional value of the options will be limited to 2% of the market value of the trust fund at the date of purchase. The term of options used for this purpose may not exceed one year.
7. Cleared derivatives traded on a swap execution facility (SEF) may only be traded on or pursuant to the rules of the SEFs of which SWIB is a member or participant.
8. In connection with any rebalancing, the following procedures will be followed with respect to the following asset classes:
  - a. The Multi-Asset Strategy Class will rebalance 50% to Public Equities and 50% to Public Fixed Income. Accordingly, in connection with any rebalancing, for any percentage increase of assets in Multi-Asset, there will be a corresponding 50% reduction to Public Equities and a corresponding 50% reduction to Public Fixed Income, and vice versa if the Multi-Asset assets decrease. The rebalancing does not have to be proportional through the sub-asset classes.
  - b. The Real Estate Asset Class will rebalance 50% to Public Equities and 50% to Public Fixed Income. Accordingly, in connection with any rebalancing, for any percentage increase in Real Estate there will be a corresponding 50% reduction to Public Equities and a corresponding 50% reduction to Public Fixed Income, and vice versa if the Real Estate assets decrease. The rebalancing does not have to be proportional through the sub-asset classes.
  - c. The Private Equity Asset Class will rebalance on a 1 for 1 basis to Public Equities. Accordingly, in connection with any rebalancing, for any percentage increase in Private Equity there will be a corresponding 1% reduction to Public Equities. The rebalancing does not have to be proportional through the sub-asset classes.

## **V. Drawdown Procedures**

1. On an annual basis, the Investment Committee shall approve the active risk budget for the next calendar year and the relative drawdown limits per strategy (based on percentage of assets under management (AUM)) for the Core Fund. The relative drawdowns are measured against the benchmark for each strategy on a monthly basis by the Risk Management Division. Relative drawdown limits are intended to protect the Core Fund from large relative drawdowns. Given the active risk that each strategy is expected to take and achieve, the Investment Committee acknowledges that (1) the relative drawdown limits may be reached in any given market environment, and (2) the probability of reaching the drawdown limits is not remote for the levels of active risk approved in the active risk budget.
2. If and when 60% of the relative drawdown limit is reached during the calendar year for any given strategy, the division head, the strategy head, the head of Risk Management, and the ED/CIO will all meet to discuss the relative drawdown limit, attribution, and outlook for the calendar year. The meeting will be documented by email confirmation sent to the Chief Legal Counsel and the head of Compliance.
3. If and when 90% of the relative drawdown limit is reached during the calendar year for any given strategy, the division head, strategy head, the head of Risk Management, and the ED/CIO will all meet to create a plan to address the drawdown for the strategy. The plan may require the strategy to reduce risk, stay the course until a given set of market conditions exist, make certain trades, and/or provide timing for implementation of the plan. A copy of the plan will be presented to the Investment Committee, generally at the next scheduled meeting.

## **VI. WRS General and Portfolio Guidelines – Internal Management**

Each internal portfolio is assigned compulsory investment guidelines. Portfolio managers are generally not allowed to deviate from compulsory guidelines. If a deviation from compulsory guidelines occurs or is expected to occur, the staff member who becomes aware of it must immediately notify the head of the Compliance and Risk Management divisions, ED/CIO, and the division head of the asset class in which the deviation occurred. Upon receiving notice of a deviation or potential deviation, the ED/CIO and relevant division head will either take action to correct the deviation or obtain a waiver approved by the ED/CIO. If the ED/CIO is not available, then the waiver may be granted by any division head (other than the division head of the portfolio that is requesting the waiver) and the Deputy Executive Director, in consultation with the head of Risk Management. All waivers will be reported to the Investment Committee and documented in the Investment Committee's meeting minutes.

All internal portfolios are also assigned "soft risk parameters." Soft risk parameters refer to desired characteristics and/or risk exposures. Portfolio managers are allowed, however, to deviate from soft parameters in pursuit of excess return or efficiency, subject to Investment

Committee inquiry, discussion and concurrence of the continued exposure. Soft risk parameters for each portfolio are detailed in *Appendix 2*.

The following general compulsory guidelines (“General Guidelines”) are applicable to all internally managed portfolios. Individual portfolio guidelines appear subsequently.

1. All portfolios must be managed in accordance with the fiduciary standards set forth in section 25.15(2) of the Wisconsin Statutes.
2. Credit quality rating requirements refer to an entire rating level, e.g., “A or better” includes “A-” and better ratings. The lower of split ratings is used. Investment grade securities are those rated “BBB-” or better (or the equivalent rating agency rating). Portfolios may invest in unrated securities, provided that the unrated securities have been assigned an internal SWIB rating by portfolio management staff using similar rating methodologies as the rating agencies.<sup>2</sup>
3. Fixed income securities backed by the full faith and credit of the U.S. government will be classified as U.S. government securities for purposes of these guidelines.
4. Any sovereign debt obligation (or the issuer in the event the obligation is unrated) in which SWIB invests must be rated “B3/B-” or above, unless otherwise approved in advance by the Investment Committee based on its guidelines for individual business case determinations.
5. Public equity investments in markets designated as “developed” or “emerging” are investments in entities that are incorporated or organized in countries included in the MSCI World Index or the MSCI Emerging Market Index, respectively. Public fixed income investments in markets designated as “emerging” are investments in the debt of countries (or of companies incorporated or organized in countries) included in the JP Morgan Emerging Markets Diversified Index. Public fixed income investments in the debt of countries (or of companies incorporated or organized in countries) not included in the JP Morgan Emerging Markets Diversified Index will be designated as “developed.”
6. The Board approves the benchmarks for the Core Fund and Variable Fund, which are listed in *Appendix 3*. When new benchmarks are approved by the Board or modified by the Board, *Appendix 3* shall be updated without amendment to these IC Guidelines.
7. The Risk Management Division will monitor the risk exposures of all WRS portfolios. The head of Risk Management may recommend modifications to portfolio exposures to manage risk exposures. With the ED/CIO’s concurrence, the manager of a portfolio will make changes as recommended by the head of Risk Management. In addition to such recommendations, drawdown control procedures for all active internal WRS portfolios will be implemented and monitored by the Risk Management Division and adhered to by the portfolios.
8. Portfolios may utilize cash instruments or derivatives in their investment strategy. All investments used will be subjected to the risk analysis and monitoring processes at the

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<sup>2</sup> Using ratings models that are reviewed by Risk and Compliance staff.

portfolio, asset class and fund levels. New derivative and investment instruments will be reviewed with and approved by the Investment Committee prior to implementation.

9. Exposure limits and credit quality exposure limits are to be applied at the time of purchase. Unless otherwise indicated, “value” shall mean market value including un-invested cash.
10. Covered Agency Transactions as defined in FINRA Rule 4210<sup>3</sup> may be traded only with a counterparty with which SWIB has a current Master Securities Forward Transaction Agreement (MSFTA), and the settlement of any such transaction shall not be more than 90 days from the date of the trade.
  - a. The counterparty, or its guarantor, must, on each date on which a transaction is initiated, have a credit rating of not less than “Baa2/BBB” on long-term debt from S&P or Moody’s.
  - b. If the counterparty is not rated, then its parent must have such a rating and must guarantee the obligations of the counterparty.
  - c. If a counterparty or its parent is downgraded to a credit rating below “Baa2/BBB” after the initiation of a trade, then trades may be initiated with that same counterparty only to reduce the existing exposure to that downgraded counterparty.

#### **A. Small Cap Portfolios**

The Small Cap Portfolios are invested primarily in publicly traded equity securities that are registered with the Securities and Exchange Commission, including common stocks, preferred stocks, ETFs, American Depository Receipts (ADRs), American Depository Shares (ADSs), convertible bonds, securities issued in initial public offerings, and when-issued securities. The Small Cap Portfolios may also be invested in equity securities that are publicly traded on stock exchanges in other developed countries.

1. When aggregated with other SWIB portfolios, no more than 20% of outstanding shares of any single issuer, excluding shares held in commingled funds and ETFs, may be owned.
2. When aggregated with other SWIB portfolios, no single issuer’s equity securities may represent more than 3%, excluding shares held in commingled funds and ETFs, of the total market value of all SWIB equity portfolios.
3. When aggregated with other SWIB portfolios, securities subject to restrictions on trading pursuant to Rule 144 under the Securities Act of 1933 shall not constitute more than 1% of the market value of all SWIB equity portfolios.
4. Up to 10% of each portfolio’s market value may be invested in international and emerging markets companies through common stocks, ADRs, ADSs, or country-specific

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<sup>3</sup> “Covered Agency Transactions” include certain to-be-announced (TBA) transactions, specified pooled transactions and collateralized mortgage obligations (CMOs).

ETFs. All international and emerging markets stock transactions must be in equity securities that are publicly traded on a stock exchange in a developed country.

5. Portfolios may use exchange-traded futures contracts or ETFs to equitize cash and receivables.
6. Portfolios may sell short any securities that may be purchased under applicable guidelines and may then use the proceeds from the short sale to purchase additional approved securities. The total value of the short sales in a portfolio may not exceed 50% of a portfolio's market value.
7. Except as provided in 4 above, securities must be issued by an entity that is incorporated in the United States; provided that investment is also permitted if the issuer is incorporated in a tax haven outside the United States if 1) the company's headquarters are located in the U.S. or 2) the headquarters are located in Belize, Bahamas, Bermuda, British Virgin Islands, Cayman Islands, Channel Islands, Cook Islands, Isle of Man, Marshall Islands, Panama, Liberia or Netherland Antilles and the primary exchange for the issuer's securities is located in the U.S.
8. The aggregate notional value of put options sold and not covered by portfolio cash is limited to 10% of the market value of the portfolio. The aggregate notional value of call options sold and not covered by the underlying security positions is limited to 10% of the market value of the portfolio.

## **B. Global Equity Portfolio**

The Global Equity Portfolio is authorized to invest long or short in any publicly traded equity securities, including common stocks, preferred stocks, convertible bonds, ADRs, ADSs, ETFs, securities issued in initial public offerings, and when-issued securities, in each case that are issued and traded in U.S. and non-U.S. developed or emerging markets. For ETFs, the underlying securities shall be equity securities or indices that are permitted herein. The portfolio is also authorized to trade derivatives as outlined below.

1. Derivatives on which the pricing reference is equity-based may be used for hedging or speculative purposes. Derivatives on which the pricing reference is non-equity based may be used for hedging purposes but not speculative positioning.
2. The portfolio may hold no more than 10% (long or short) of outstanding shares of a single issuer, excluding shares held in commingled funds and ETFs.
3. The portfolio's aggregate ex-ante tracking error will not exceed 20% as measured by SWIB's standard model used at any given time by SWIB's Risk Management Division. If market conditions (compared to active management actions) cause the portfolio's ex-ante tracking error to exceed this limit, then the portfolio will not be deemed to be out of compliance with these guidelines and this guideline will not be deemed to be violated; except that, if the portfolio's ex-ante tracking error exceeds 20% then the portfolio may not trade or take any other action which is predicted to increase the ex-ante tracking error of the portfolio.

4. For the purpose of managing cash in the portfolio's cash account, the portfolio is authorized to invest long or short in any Investment Committee approved instrument or derivative to create a low-risk return on the cash within the portfolio, subject to the General Guidelines and Derivatives Guidelines contained herein.

### **C. Passive Portfolios**

The objective of the passive portfolios is to closely track the returns and risk of their respective benchmarks.

1. The universe for inclusion in the portfolio shall be the full respective benchmark for each portfolio. Non-benchmark securities may be held from time-to time as a result of corporate actions, purchases or sales in advance of expected changes to the benchmark. Activity or retention of non-benchmark securities will only occur after the portfolio is entitled to receive the security and if the portfolio manager deems it beneficial to performance and not significantly detrimental to tracking error.
2. Securities offered or sold to U.S. investors pursuant to Regulation D or Rule 144A under the Securities Act of 1933 may be purchased if they are publicly traded on a stock exchange in a developed country.
3. Portfolios may use physical securities or synthetic instruments, including exchange-traded futures contracts, ETFs, swaps, or other Investment Committee-reviewed derivative instruments to equitize cash and receivables, to achieve policy fund level leverage within Trustee-approved limits; for liquidity purposes; to replicate beta for the alpha-beta overlay; or for other passive investment strategies. Passive portfolios used to achieve policy fund level leverage shall be monitored by the ARA Division so that the Policy Leverage does not exceed Board-approved limits.
4. Portfolios may sell short from time to time as a result of corporate actions, benchmark changes or other similar events to more closely, more efficiently and/or more cost effectively track the returns and risk of their respective benchmarks if the portfolio manager deems it beneficial to performance and not significantly detrimental to tracking error. Short positions may not be used to intentionally take active risk. The portfolios may short any securities that may be purchased under Guidelines #1-3 and may then use the proceeds from the short sale to purchase additional approved securities.

### **D. Investment Grade Credit Portfolio**

The Investment Grade Credit Portfolio is primarily invested in publicly traded and Rule 144A investment grade corporate bonds or other fixed income instruments, primarily in the United States and other developed markets. Subject to the limitations set forth below, the portfolio may also invest in bank loans, convertible, and equity securities.

1. Maximum single issuer concentration is limited to 8% of the portfolio's market value on a net basis for developed markets investment grade issuers and 3% for all other issuers, in each case, excluding Treasuries, Treasury futures and ETFs.

2. Positions may be purchased long and sold short, and the use of leverage will be incorporated in ex-ante risk assessments and active risk/tracking error contributions. The portfolio may take short exposure by shorting individual securities, including cash bonds and equity securities, utilizing single name CDS and CDX index securities, and shorting ETFs that have been approved by Compliance and included on an approved ETF trading list (including put or call options thereon).
3. The portfolio may use eligible derivative instruments to manage the duration, yield curve exposure, currency, interest rate, equity, and market exposure of the portfolio. Eligible derivatives include (i) credit index swaps (e.g., CDX) and single-name CDS; (ii) futures, forwards and swaps on securities, indices, and interest rates; (iii) options on securities, including equity securities.
4. Effective duration of the portfolio shall remain within two years of the assigned benchmark's duration.
5. Emerging market (EM) debt investment is limited to securities rated "B-" or above and:
  - a. EM sovereign debt must be of countries in the JP Morgan Emerging Market Bond Index Global Diversified ("JP Morgan EM Bond Index").
  - b. EM corporate debt must be denominated in U.S. Dollars.
  - c. Gross EM debt shall not exceed 15% of the portfolio's market value on a long or short basis (i.e., long % + short %). EM FX forwards used to hedge currency risk will not be counted against the EM debt exposure threshold.
6. Further limits:
  - a. Non-investment grade securities shall not exceed 20% of the portfolio's market value on a gross basis.
  - b. Exposure to bank loans, including CLOs, shall not exceed 15% of the portfolio's market value on a net basis.
  - c. Exposure to convertible securities shall not exceed 10% of the portfolio's market value on a net basis.
  - d. Equity exposure shall not exceed 2% of the portfolio's market value on a net basis.
7. Ex-ante tracking error shall not exceed 5% as measured by SWIB's standard model used at any given time by SWIB's Risk Management Division. If market conditions (compared to active management actions) cause the portfolio's ex-ante tracking error to exceed this limit, then the portfolio will not be deemed to be out of compliance with these guidelines and this guideline will not be deemed to be violated; except that, if the portfolio's ex-ante tracking error exceeds 5% then the portfolio may not trade or take any other action which is predicted to increase the ex-ante tracking error of the portfolio.
8. Gross exposure for the portfolio shall not exceed 300% of the portfolio's market value, and net exposure for the portfolio shall not exceed 200% of the portfolio's market value, in each case unless approved by the ED/CIO.

#### **E. U.S. TIPS Index Portfolio**

The U.S. TIPS Index Portfolio is invested in U.S. Treasury Inflation-Protected Securities (TIPS).

1. Individual securities must be U.S. TIPS which are included in the Barclays U.S. TIPS benchmark.
2. The portfolios option adjusted duration should be +/- 1 year of the benchmark duration.

#### **F. Currency Overlay**

To separate the management of currency risk from the risk of asset allocation and security selection, a currency overlay may be established at the fund level for the Core Fund and/or the Variable Fund. The ED/CIO, the head of ARA, and the internal senior portfolio manager for the Currency Overlay shall set the currency overlay strategy.

1. The amount of the overlay will be expressed in relation to the size of the aggregate non-U.S. market value of the internally managed Global Sector Portfolios and the internally managed MSCI World ex U.S. Index Portfolio. This amount is referred to as the "portfolio reference value." For example, if the Global Sector Portfolios have a non-U.S. market value of \$1 billion and the MSCI World ex U.S. Index Portfolio has a market value of \$1 billion, then the portfolio reference value is \$2 billion.
2. Only the currencies in the MSCI All Country World Index (ACWI) may be used to implement the currency overlay.
3. Currencies may be bought or sold.
4. Positions in any individual non-U.S. currency may be taken equal to +/- 10% of the portfolio reference value for major currencies (Euro, UK Sterling and Japanese Yen) and +/- 5% for all other ACWI currencies. For example, if the portfolio reference value is \$2 billion, individual currency positions in major currencies could be taken of +/- \$200 million.
5. Up to 25% of the portfolio reference value may be hedged into U.S. dollars.
6. The risk of the currency overlay strategy in aggregate will be limited to 25% of the active risk target for the total trust fund, which is set by the Board.
7. Limits shall be calculated using the notional value of the currency instruments (*i.e.*, forwards and futures) and the portfolio reference value at the time of purchase.

#### **G. Exposure Management Portfolios**

Portfolios may be established at the asset class level for multi-asset, public equity and public fixed income asset classes to provide for adjustment and management of the Core Fund and Variable Fund exposures and to utilize or adjust active risk of the Core Fund and Variable Fund. In determining portfolio investments, exposures held in both internally and externally managed

portfolios will be considered. These portfolios may also be used to express investment strategies and ideas where the sizing of the investment requires it to be outside of an individual internal portfolio.

Each strategy and/or investment idea expressed in the portfolios shall be approved by any three of the ED/CIO and the heads of ARA, GPMS and PMFA. Portfolio oversight will be the responsibility of the ARA Division, and the Investment Committee will monitor each investment in the portfolios. The Investment Committee shall establish procedures to monitor these portfolios. These portfolios may invest in any instrument approved for the relevant asset class portfolios described elsewhere in these guidelines. The portfolios may use derivative instruments.

Portfolios will not have a separate benchmark or risk target, but will be included within the benchmark and risk parameters for the applicable aggregated asset class. The portfolios may include, for example, investments strategies to adjust aggregate equity beta, the allocations between specific sectors or sub-asset class exposures, currency exposures, volatility exposure, or credit exposure or duration.

#### **H. Multi-Strat Portfolio**

1. The Multi-Strat portfolio is authorized to invest in or short any instrument or derivative, subject to guidelines 5 and 6 below and the general guidelines contained herein.
2. Strategies may be managed either by internal investment staff or by an external manager.
3. Leverage and derivatives may be used to implement individual strategies and to adjust the market exposure of the Multi-Strat portfolio.
4. The Multi-Strat portfolio's aggregate ex-ante tracking error will not exceed 12% as measured by SWIB's standard model used at any given time by SWIB's Risk Management Division. If market conditions (compared to active management actions) cause the portfolio's ex-ante tracking error to exceed this limit, then the portfolio will not be deemed to be out of compliance with these guidelines and this guideline will not be deemed to be violated; except that, if the portfolio's ex-ante tracking error exceeds 12% then the portfolio may not trade or take any other action which is predicted to increase the ex-ante tracking error of the portfolio.
5. The ED/CIO and Head of Risk Management must be informed prior to the launch of a new strategy within the Multi-Strat portfolio. New strategies must be reported to the Investment Committee reasonably promptly following the launch.
6. ED/CIO approval, along with notice to the Head of Risk Management, is required prior to the Multi-Strat portfolio investing in an investment instrument or derivative that was previously approved by the Investment Committee for use by other asset class portfolios. Investment in such instruments must be reported reasonably promptly to the Investment Committee. Investment Committee review and approval is required prior to

the Multi-Strat portfolio investing in any new investment instruments or derivatives not previously approved by the Investment Committee for any asset class portfolios.

## **I. Long Treasury Portfolio**

The Long Treasury portfolio is a long duration, but not long-only, portfolio primarily invested in US Treasury securities, including nominal and inflation-indexed Treasuries and Treasury strips, and other US Government issued debt such as Agency debentures (which include debt, or bonds, issued by a US federal agency or a government-sponsored enterprise (GSE)). It may also invest in other fixed income securities, certain ETFs, and certain derivatives, as outlined below.

1. Securities other than nominal US Treasury securities including principal and interest strips, US Treasury Futures, and ETFs investing primarily in nominal US Treasury securities, but otherwise permitted in these portfolio guidelines, may not exceed 25%, in the aggregate, of the portfolio's market value.
2. Effective duration of the portfolio shall remain within five years of the assigned benchmark's duration.
3. The portfolio may invest long or short in ETFs that invest primarily in US Treasury securities and that have been approved by Compliance and included on an approved trading list (including put or call options thereon).
4. The portfolio's aggregate ex-ante tracking error will not exceed 3% as measured by SWIB's standard model used at any given time by SWIB's Risk Management Division. If market conditions (compared to active management actions) cause the portfolio's ex-ante tracking error to exceed this limit, then the portfolio will not be deemed to be out of compliance with these guidelines and this guideline will not be deemed to be violated; except that, if the portfolio's ex-ante tracking error exceeds 3% then the portfolio may not trade or take any other action which is predicted to increase the ex-ante tracking error of the portfolio.
5. Except for US Treasury securities, exchange-traded interest rate futures, and ETFs, no single issue may exceed 8% of the portfolio's market value.
6. The portfolio may use repurchase agreements and reverse repurchase agreements for cash management.
7. Derivatives use is permitted as allowed by SWIB's derivative policies for the purposes of duration, interest rate, yield curve, and volatility management. Derivatives use is permitted through the use of (a) exchange-traded and over-the-counter interest rate instruments, including futures and options, (b) interest rate swaps and swaptions, (c) total return swaps (TRS), and (d) other volatility derivatives (including options).

8. All instruments permitted in these guidelines may be traded long or short. Gross exposure for the portfolio shall not exceed 300% of the portfolio's market value, and net exposure for the portfolio shall not exceed 200% of the portfolio's market value, in each case unless approved by the ED/CIO.

#### **K. Mortgage-Backed Securities Portfolio**

The Mortgage-Backed Securities (MBS) portfolio is primarily invested in Agency-issued mortgage-related securities, including MBS pools, collateralized mortgage obligations (CMOs), credit risk transfer (CRT) securities, as well as other securities in the structured products sector such as TBA MBS, commercial mortgage-backed (CMBS), asset-backed (ABS), and private label mortgage-related securities. It may also invest in other fixed income securities, certain ETFs, and certain derivatives as outlined below.

1. Securities other than agency-issued mortgage-related securities (e.g., pools, CMOs, CRTs), mortgage TBAs, and mortgage ETFs, but otherwise permitted in these portfolio guidelines and with effective duration of greater than one year, may not exceed 25%, in the aggregate, of the portfolio's market value.
2. Effective duration of the portfolio shall remain within two years of the assigned benchmark's duration.
3. Private label MBS may not exceed 10% of the portfolio's market value. Private label mortgage securities backed by borrower collateral other than prime may not exceed 5% of the portfolio's market value.
4. The portfolio may invest long or short in ETFs that invest primarily in U.S. MBS and that have been approved by Compliance and included on an approved trading list (including put or call options thereon).
5. The portfolio's aggregate ex-ante tracking error will not exceed 5% as measured by SWIB's standard model used at any given time by SWIB's Risk Management Division. If market conditions (compared to active management actions) cause the portfolio's ex-ante tracking error to exceed this limit, then the portfolio will not be deemed to be out of compliance with these guidelines and this guideline will not be deemed to be violated; except that, if the portfolio's ex-ante tracking error exceeds 5% then the portfolio may not trade or take any other action which is predicted to increase the ex-ante tracking error of the portfolio.
6. Except for TBA MBS, US Treasuries and ETFs, no single issue may exceed 5% of the portfolio's market value. No single BBB-rated issue may exceed 2% of the portfolio's market value. The average rating of securities covered by these limits will be "Baa2/BBB" or better. No single issue rated below investment grade may exceed 1% of the portfolio's market value. Each tranche of a securitized product is considered a separate issue. Total exposure to issues rated below investment grade may not exceed 20% of the portfolio's market value, in the aggregate.

7. Fixed income securities with an effective duration of one year or less will have an average credit rating of “A” or better. The portfolio may also use repurchase agreements and reverse repurchase agreements for cash management.
8. Derivatives use is permitted for the purposes of duration, interest rate, yield curve, mortgage credit, and volatility management. Derivatives use is permitted through the use of (a) exchange-traded interest rate instruments, including futures and options, (b) interest rate swaps and swaptions, (c) total return swaps (TRS), (d) MBS options, (e) other volatility derivatives (including options), and (f) credit index swaps (e.g., CMBX, CDX).
9. All instruments permitted in these guidelines may be traded long or short. Excluding the TBA Strategy, gross exposure for the portfolio shall not exceed 300% of the portfolio’s market value, and net exposure for the portfolio shall not exceed 200% of the portfolio’s market value, in each case unless approved by the ED/CIO.
10. CLOs collateralized by corporate bank loans may not exceed 15% of the portfolio’s market value.

#### **L. High-Yield Bond Portfolio**

The High-Yield Bond Portfolio is eligible to invest in any instruments included in the assigned benchmark — primarily U.S. dollar denominated publicly-traded and Rule 144A high-yield corporate bonds or other fixed income instruments rated between BB+/Ba1 and B-/B3. Subject to the limitations set forth below, the portfolio may also invest in non-U.S. dollar denominated bonds of issuers located outside of the United States, as well as convertible, preferred securities and equity securities.

1. The portfolio shall maintain at minimum a weighted average rating of B-. Subject to the forgoing, the portfolio may hold fixed income instruments rated below B-/B3.
2. Effective duration of the portfolio shall remain within +/- five years of the assigned benchmark’s effective duration.
3. Positions may be purchased long and sold short, and the use of leverage will be incorporated in ex-ante risk assessments and active risk/tracking error contributions. The portfolio may take short exposure by shorting individual securities, cash bonds, buying single name CDS, shorting the CDX index, shorting high-yield and equity ETFs that have been approved by Compliance and included on an approved ETF trading list (including put or call options thereon), as well as shorting the underlying equity of a leveraged issuer.
4. Instruments not included in the benchmark, but otherwise permitted in these portfolio guidelines, may not exceed 25% of the portfolio’s market value on a long or short basis (i.e., long % + short %). For the avoidance of doubt, any instrument that is subsequently removed from the portfolio’s benchmark due solely to the instrument’s maturity falling below the benchmark’s stated thresholds shall not be deemed to be out of benchmark for purposes of the 25% limitation described in this Guideline #4.

5. Maximum single issuer concentration is limited to 5%, excluding Treasuries, Treasury futures and holdings of ETFs, of the portfolio's market value on a net basis.
6. Gross exposure to non-U.S. Dollar denominated instruments shall not exceed 10% of the portfolio's market value on a long or short basis (i.e., long % + short %).
7. Gross exposure to emerging market corporate debt is limited to (a) securities that are rated "B-/B3" or above and (b) issuers incorporated or organized in countries included in the JP Morgan Emerging Markets Diversified Index, and in aggregate shall not exceed 5% of the portfolio's market value on a net basis.
8. Exposure to any single industry sector shall remain within 20% of the assigned benchmark's industry sector weighting on a net basis.
9. Exposure to high-yield bank loans shall not exceed 10% of the portfolio's market value on a net basis.
10. Ex-ante tracking error shall not exceed 5% as measured by SWIB's standard model used at any given time by SWIB's Risk Management Division. If market conditions (compared to active management actions) cause the portfolio's ex-ante tracking error to exceed this limit, then the portfolio will not be deemed to be out of compliance with these guidelines and this guideline will not be deemed to be violated; except that, if the portfolio's ex-ante tracking error exceeds 5% then the portfolio may not trade or take any other action which is predicted to increase the ex-ante tracking error of the portfolio.
11. The portfolio may use eligible derivative instruments to manage the duration, yield curve exposure, currency, interest rate, and market exposure of the portfolio. Eligible derivatives include (i) CDS (as described in more detail under Guideline #3 above); (ii) futures contracts on securities, indices, and interest rates; (iii) forward contracts for securities, indices, and interest rates; (iv) swap contracts for securities, indices, and interest rates; (v) options on high yield and equity ETFs (as described in more detail under Guideline #3 above); and (vi) options on the underlying equity of a leveraged issuer.
12. Gross exposure for the portfolio shall not exceed 300% of the portfolio's market value, and net exposure for the portfolio shall not exceed 200% of the portfolio's market value, in each case unless approved by the ED/CIO.

#### **M. Leveraged Loan Portfolio**

The Leveraged Loan Portfolio is eligible to invest in any instruments included in the assigned benchmark — primarily U.S. dollar denominated publicly-traded and senior secured syndicated leveraged loans. Subject to the limitations set forth below, the portfolio may also invest in non-U.S. dollar denominated loans and/or bonds of issuers located outside of the United States, as well as collateralized loan obligations (CLOs), derivatives, convertible, preferred securities and equity securities.

1. No less than 75% of the portfolio's market value can be invested in single-name first-lien bank loans, total return swaps on leveraged loans, and/or ETFs with a diversified portfolio of first-lien bank loans, in aggregate.

2. The portfolio shall maintain at minimum a weighted average rating of B. Subject to the foregoing, the portfolio may hold fixed income instruments rated below B-/B3 as well as unrated securities, provided the unrated securities have been assigned an internal SWIB rating by portfolio management staff using similar rating methodologies as the rating agencies.
3. Positions may be purchased long and sold short, and the use of leverage will be incorporated in ex-ante risk assessments and active risk/tracking error contributions. The portfolio may take short exposure by shorting individual securities, including cash bonds and equity securities, utilizing single name CDS and CDX index securities, and shorting ETFs that have been approved by Compliance and included on an approved ETF trading list (including put or call options thereon).
4. Instruments not included in the benchmark, but otherwise permitted in these portfolio guidelines, may not exceed 50% of the portfolio's market value on a long or short basis (i.e., long % + short %).
5. Maximum single issuer concentration is limited to 5%, excluding Treasuries, Treasury futures and holdings of ETFs, of the portfolio's market value on a net basis.
6. Gross exposure to non-U.S. Dollar denominated instruments shall not exceed 10% in the aggregate of the portfolio's market value on a long or short basis (i.e., long % + short %).
7. Aggregate exposure to second-lien loan instruments is limited to 15% of the portfolio's market value on a long or short basis (i.e., long % + short %), and maximum exposure to a single second-lien loan instrument is limited to 2.5% of the portfolio's market value on a long or short basis (i.e., long % + short %).
8. Ex-ante tracking error shall not exceed 5% as measured by SWIB's standard model used at any given time by SWIB's Risk Management Division. If market conditions (compared to active management actions) cause the portfolio's ex-ante tracking error to exceed this limit, then the portfolio will not be deemed to be out of compliance with these guidelines and this guideline will not be deemed to be violated; except that, if the portfolio's ex-ante tracking error exceeds 5% then the portfolio may not trade or take any other action which is predicted to increase the ex-ante tracking error of the portfolio.
9. The portfolio may use eligible derivative instruments to manage the yield curve, currency, interest rate, and market exposures of the portfolio. Eligible derivatives include (i) CDS (as described in more detail under Guideline #3 above); (ii) futures contracts on securities, indices, and interest rates; (iii) forward contracts for securities, indices, and interest rates; (iv) swap contracts for securities, indices, loans, and interest rates; (v) options on leveraged loans, indices, and/or equity ETFs (as described in more detail under Guideline #3 above); and (vi) options on the underlying equity of a leveraged issuer.
10. Gross exposure for the portfolio shall not exceed 300% of the portfolio's market value, and net exposure for the portfolio shall not exceed 200% of the portfolio's market value, in each case unless approved by the ED/CIO.

## N. Short Term Credit Portfolio

The Short-Term Credit Portfolio is an investment vehicle of cash and short-term investments of the WRS designed to achieve a return equal to a bank yield index + 30 bps. Its investment objectives are: 1) Safety of principal; 2) Return Objective; and 3) Liquidity.

### Portfolio Allocation

(Percent of Portfolio at Par Value)

Treasuries, Agencies, and FDIC Insured Bank Deposits	0-100%
Repurchase Agreements	0-100%
Commercial Paper	0-100%
Corporate Notes	0-100%
Certificates of Deposit/Time Deposits	0-50%
Bankers' Acceptances	0-50%
Yankee/Euro Certificates of Deposit/Time Deposits (U.S. Dollars)	0-50%

### Maturity Guidelines

(Maximum)

Consistent with the portfolio purpose and objectives, the portfolio weighted average maturity will not exceed one year (the weighted average maturity of floating rate securities is based on interest rate reset dates).

Repurchase Agreements	1 year
Reverse Repurchase Agreements	1 year
U.S. Treasuries and Agencies	5 years
Commercial Paper/Bankers' Acceptances	1 year
Corporate Notes – Fixed Rate	3.1 years
Corporate Notes – Floating Rate	5.1 years
Certificates of Deposit/Time Deposits	5 years
Yankee/Euro Certificates of Deposit/Time Deposits	5 years

### Issuer Exposure

(Percent of Portfolio at Par Value)

The maximum exposure for each issuer/guarantor/counterparty shall be in the aggregate as follows:

U.S. Treasury Bills and U.S. Agency Discount Notes	No limit
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Repurchase Agreements (Gov't/Agency Collateral)	25%
Repurchase Agreements (Other Collateral)	5%
Commercial Paper and Corporate Notes	5%
Certificates of Deposit/Time Deposits	5%
Bankers' Acceptances	5%
Yankee/Euro Certificates of Deposit/Time Deposits (U.S. Dollars)	5%
Wisconsin CD Program – individual bank (unless a higher limit from another category applies.)	\$20MM or 3% of bank assets, whichever is less
Bank Deposits	Up to the amount guaranteed by the FDIC or the amount allowable for a bank instrument, whichever is higher

CREDIT QUALITY

The minimum rating of an issuer/counterparty shall be the lowest in the event of a split rating and shall be as follows:

U.S. Treasury Bills and U.S. Agency Discount Notes	No minimum
Repurchase Agreements	BBB
Commercial Paper	A-2/P-2
Unrated Wisconsin Company Commercial Paper (maximum maturity of 90 days and percentage of the portfolio in unrated CP cannot exceed 15%)	Unrated
Corporate Notes, Bankers' Acceptances, Certificates of Deposit/ Time Deposit, Bank Deposits and Yankee/Euro Certificates of Deposit/Time Deposits (U.S. Dollars) greater than 1 year	A
Corporate Notes, Bankers' Acceptances, Certificates of Deposit/ Time Deposit, Bank Deposits and Yankee/Euro Certificates of Deposits (U.S. Dollars) less than 1 year (the percentage of the portfolio in BBB cannot exceed 15%).	BBB

**O. General Guidelines specific for Private Markets and Funds Alpha Portfolios**

1. The portfolio manager shall be responsible for notifying the ED/CIO of any referrals or significant contacts by or on behalf of SWIB Trustees regarding consideration of an investment opportunity.

2. The Private Markets & Funds Alpha (PMFA) staff shall report to the Trustees all portfolio commitments to non-public investments.

3. Each portfolio manager shall obtain written confirmation from legal counsel (which may be external legal counsel) that documentation has been satisfactorily completed prior to closing of any investment in his or her portfolio that involves negotiated SWIB documentation.

4. Each portfolio manager shall submit to the head of PMFA a written summary of any proposed investment. The head of PMFA will review all such investments to determine that a) the investment falls within the portfolio's investment guidelines, including limits on invested capital, b) the investment is consistent with the portfolio's established strategy, and c) the appropriate due diligence standards are being applied. No such investment may be closed without approval of the head of PMFA or ED/CIO depending upon the nature and amount of the investment as required in the relevant portfolio guidelines. The portfolio manager shall retain responsibility for each investment decision. External managers with delegated investment discretion operate under separate authority. For purposes of this paragraph, "investments" does not include the individual properties within a Real Estate Equity Portfolio separate account tranche, but does include the tranche that holds such properties.

5. Dollar limitations for commitments to funds or other investments do not apply to incidental and customary contractual reinvestment, indemnity, reserve or similar obligations incorporated into the terms of an investment, provided such obligations are not expected to be material.

6. Private equity and venture capital investments in markets designated as "developed" or "emerging" are investments in countries included in the MSCI World Index or the MSCI Emerging Market Index, respectively. Real estate investments in markets designated as "developed" or "emerging" are investments in properties in countries included in the EPRA/NAREIT Developed Index and the EPRA/NAREIT Emerging Market Index, respectively.

7. Funds or commingled investments shall be considered U.S., non-U.S., "developed" or "emerging" based on their primary strategy and not on a look-through basis to the underlying investments.

8. Exposure limits and credit quality exposure limits are to be applied at the time of purchase. The term "exposure" is defined as the net asset value plus unfunded commitments.

“Allocations” are calculated as the current net asset value of any existing investment(s) plus the intended subscription.

9. A “follow-on fund” is generally defined as an investment or an investment vehicle that has the same sponsor or manager and is either parallel to, or has a substantially similar investment strategy as, a fund in which SWIB is or has been an investor.

10. SWIB staff may determine to engage a consultant to review prospective investments, perform operational due diligence on prospective investments, or otherwise assist staff in the evaluation of investment opportunities and/or managers.

## **P. Private Debt Portfolio**

The overall objective of the Private Debt Portfolio (the “Private Debt Portfolio” includes both the Wisconsin Private Debt Portfolio and the Non-Wisconsin Private Debt Portfolio) is to invest funds of the Core Fund in market rate fixed income instruments consistent with SWIB’s fiduciary responsibilities that are primarily private loans negotiated by SWIB directly or as part of an investor group that includes banks or other institutional investors. The two portfolios are invested as follows:

- Wisconsin Private Debt Portfolio – This portfolio’s investments will consist of loans or fixed income securities issued by companies or entities that are headquartered in Wisconsin, have existing operations in Wisconsin, or intend to apply the proceeds to new business operations in Wisconsin which contribute to the Wisconsin economy.
- Non-Wisconsin Private Debt Portfolio – This portfolio can invest in loans or fixed income securities issued by companies or entities located in or doing business in the United States.

The Private Debt Portfolio may also include securities sold to SWIB pursuant to Rule 144A or in the public fixed income markets. Investments may be made in fixed income instruments and in instruments with both fixed income and equity features.

1. Investments may carry a rating from a national rating agency, the National Association of Insurance Commissioners (NAIC) or SWIB. Notwithstanding the provisions of the General Guidelines above, the Portfolio Manager may make investments that carry a “BBB” or better rating from a national rating agency or the NAIC, provided that if the investment carries only a SWIB rating, it shall be approved by the head of PMFA, regardless of size.
2. Investments may be made in below investment grade instruments provided that such investments do not in the aggregate constitute more than 25% of the Private Debt Portfolio’s par value. Any investment below investment grade requires approval from the head of PMFA.
3. The Private Debt Portfolio’s aggregate portfolio issuer limits shall be scaled by quality and a purchase may not cause the Private Debt Portfolio’s exposure to a borrower or issuer to exceed the following limits (at par value):

Rating	Maximum Position
U.S. Gov't/Agency	No Limit
"AA" or higher	\$100 MILLION
"A"	\$75 MILLION
"BBB"	\$50 MILLION
"BB" or less	\$25 MILLION

- The Private Debt Portfolio shall maintain at minimum a weighted average rating of "BBB", where "AAA"=4, "AA"=3, "A"=2, "BBB"=1, and "BB" or less =0.
- Other guideline limitations notwithstanding, portfolio managers or other staff authorized by the head of PMFA may modify or waive terms of investments in the portfolio and generally take any and all other actions that are necessary and reasonable to protect, maintain or enhance the value of SWIB's position in the investments.

**Q. Venture Capital Portfolio**

The SWIB Venture Capital Portfolio (the "Venture Capital Portfolio" includes both the Wisconsin Venture Capital Portfolio and the Non-Wisconsin Venture Capital Portfolio) consists of venture capital or venture capital-related investments and invests as follows:

- The Non-Wisconsin Venture Capital Portfolio shall make venture capital investments on a global basis in limited partnership or other fund vehicles, through strategic partnerships, or as co-investments in venture-backed companies or publicly traded companies that were venture backed.
- The Wisconsin Venture Capital Portfolio shall make venture capital investments in limited partnership or other fund vehicles or strategic partnerships that are either located in Wisconsin and/or which target Wisconsin as a primary market or as co-investments in venture-backed companies or publicly traded companies that were venture backed that are located or have operations in Wisconsin.

- Any other guidelines notwithstanding, the Venture Capital Portfolio commitments are subject to the following approvals:

Approval By:	Head of PMFA	ED/CIO
<b>New Manager</b>		
• Venture Capital Funds	Up to \$60 million or less	More than \$60 million
• Venture Capital Co-Investments	Up to \$20 million or less	More than \$20 million

Follow-on Commitments		
• Venture Capital Funds	Up to \$75 million	More than \$75 million
• Venture Capital Co-Investments (excluding funds of one)	Up to \$25 million	More than \$25 million
SWIB ownership equal to or greater than 50% of an individual fund (excluding funds of one and any fund/vehicle through which a co-investment is made)		ED/CIO, provided that notice shall be given to the ED/CIO if ownership of an individual fund (excluding a fund/vehicle through which a co-investment is made) is equal to or greater than 33 1/3%

2. No more than 45% of the Venture Capital Portfolio's exposure may be invested outside of the U.S., without the approval of the ED/CIO. No more than 20% of the Venture Capital Portfolio's exposure may be invested in emerging markets. No more than 5% of the Venture Capital Portfolio's exposure may be invested in companies located in emerging markets.
3. Venture capital investments may be made through funds, strategic partnerships, or co-investments. Venture capital co-investments (excluding funds of one) must be made in one of the following ways:
  - (1) alongside a fund with the same sponsor or manager as a fund in which SWIB is or has been an investor,
  - (2) alongside a fund with the same sponsor or manager as a fund on which SWIB is conducting due diligence and is actively evaluating for a prospective commitment, or
  - (3) as approved by the ED/CIO.
4. From time to time, SWIB may consider formation of fund investments where it may participate both as a general partner and as limited partner.
5. Venture capital co-investments made within the Wisconsin Venture Capital Portfolio are limited to companies with their headquarters or primary operations in Wisconsin. Co-investments in the Non-Wisconsin Venture Capital Portfolio may not make up more than 15% of the Venture Capital Portfolio's exposure.
6. Neither the aggregate exposure (including co-investments) to any fund manager or sponsor, nor the aggregate amount of investments in any company, may exceed 20% of the Venture Capital Portfolio's exposure without approval of the ED/CIO.
7. No single co-investment (excluding funds of one) shall exceed 10% of the Venture Capital Portfolio's exposure.

8. The Venture Capital Portfolio may make co-investments in public company securities through private placements, including PIPEs, or other offerings. Co-investments in public company securities shall not exceed 10% of the Venture Capital Portfolio's exposure. For purposes of this guideline, public company securities received via a distribution are not counted and are expected to be sold as soon as reasonably practicable.
9. Subject to the approval thresholds and the restrictions above, the Venture Capital Portfolio Manager or other staff authorized by the head of PMFA may modify or waive terms of investments in the portfolio and generally take any and all other actions that are necessary and reasonable to protect, maintain or enhance the value of SWIB's position in the investments.

**R. Private Equity Portfolio**

The Private Equity Portfolio consists of private equity or private equity-related investments, made on a global basis, in limited partnership or other fund vehicles, strategic partnerships, and co-investments in operating or holding companies. Investment guidelines and soft parameters shall be applied to the aggregate composition of the Private Equity Portfolio (including the Legacy, Private Equity Co-Investment, Current Return and Current Return Co-Investment Portfolios), unless otherwise stated.

1. Any other guidelines notwithstanding, all portfolio commitments are subject to the following approvals:

	Head of PMFA	ED/CIO
New Manager		
• Funds or Strategic Partnerships	\$150 million or less	Over \$150 million
• Co-Investments	\$50 million or less	Over \$50 million
Follow-on Commitments		
• Funds or Strategic Partnerships	\$300 million or less	Over \$300 million
• Co-Investments	\$100 million or less	Over \$100 million
SWIB ownership equal to or greater than 50% of an individual fund (excluding a fund/vehicle through which a co-investment is made)	ED/CIO, provided that notice shall be given to the ED/CIO if ownership of an individual fund (excluding a fund/vehicle through which a co-investment is made) is equal to or greater than 33 1/3%	

2. The Private Equity Portfolio shall not include investments in venture capital funds.

3. Investments may be made through funds, strategic partnerships, or co-investments. Co-investments must be made in one of the following ways:
  - (1) alongside a fund with the same sponsor or manager as a fund in which SWIB is or has been an investor,
  - (2) alongside a fund with the same sponsor or manager as a fund on which SWIB is conducting due diligence and is actively evaluating for a prospective commitment, or
  - (3) as approved by the ED/CIO.
4. Neither the aggregate exposure (including co-investments) to any fund manager or sponsor, nor the aggregate amount of investments in any company, may exceed 10% of the total Private Equity Portfolio's exposure without approval of the ED/CIO.
5. No more than 45% of the Private Equity Portfolio's exposure may be invested outside of the U.S., without the approval of the ED/CIO. No more than 20% of the Private Equity Portfolio may be invested in emerging markets.
6. No more than 45% of the Private Equity Co-Investment Portfolio's exposure may be invested outside of the U.S., without the approval of the ED/CIO. No more than 20% of the Private Equity Co-Investment Portfolio's exposure may be invested in companies located in emerging markets.
7. The Private Equity Co-Investment Portfolio may make co-investments in public company securities through private placements, including PIPEs, or other offerings. Co-investments in public company securities shall not exceed 10% of the Private Equity Co-Investment Portfolio's exposure. For purposes of this guideline, public company securities received via a distribution are not counted and are expected to be sold as soon as reasonably practicable.
8. Other guideline limitations notwithstanding, portfolio managers or other staff authorized by the head of PMFA may modify or waive terms of investments in the portfolio and generally take any and all other actions that are necessary and reasonable to protect, maintain or enhance the value of SWIB's position in the investments.

#### **S. Real Estate Equity Portfolio Guidelines**

The Real Estate Equity Portfolio contains investments in a broad range of real estate and real estate-related assets, including equity and debt investments, either solely, or through investment vehicles and structures such as public or private Real Estate Investment Trusts (REITs), public or private real estate company securities, limited liability corporations, limited partnerships, joint ventures, separate accounts or co-investment vehicles. Investment guidelines and soft parameters for Real Estate shall be applied, on an invested basis, to the aggregate composition of the Real Estate Equity Portfolio (except that all REIT portfolios shall be included in the aggregate as Core holdings).

All portfolio commitments are subject to the following approvals:

	Head of PMFA	ED/CIO
Commingled Fund		
• New Fund	\$150 million or less	Over \$150 million
• Follow-on Fund	\$300 million or less	Over \$300 million
Core - Separate Account*	\$300 million or less	Over \$300 million
Non-Core – Separate Account*	\$200 million or less	Over \$200 million

\*With respect to a separate account tranche, approval is required for the tranche, but not for individual investments within the tranche.

1. Aggregate exposure (including co-investments) to any commingled fund manager or sponsor may not exceed 20% of the Real Estate Equity Portfolio's exposure without approval of the ED/CIO. This does not apply to real estate investments for which SWIB has sole discretion to select, retain, and terminate manager(s) and/or advisor(s) without cause.
2. Aggregate direct public REIT and real estate company stock holdings (excluding underlying commingled fund holdings and externally managed REIT Portfolios) may not exceed 15% of the Real Estate Equity Portfolio's exposure and portfolio investments in any one public REIT or company may not exceed 3% of the Real Estate Equity Portfolio's exposure. SWIB's direct ownership position in any public REIT or company may not exceed 20% of outstanding voting equity, without ED/CIO approval. Any externally managed REIT portfolio(s) will be managed under separate authority, with guidelines set out in the management agreement(s) between SWIB and the selected manager(s).
3. No more than 45% of the Real Estate Equity Portfolio's exposure may be invested outside the U.S., without the approval of the ED/CIO. No more than 20% of the Real Estate Equity Portfolio's exposure may be invested in emerging markets, and no more than 10% of the Real Estate Equity Portfolio's exposure may be invested in separate accounts invested in emerging markets.
4. Other guideline limitations notwithstanding, the portfolio manager or other staff authorized by the head of PMFA may: modify or waive terms of investments in the portfolio, including without limitation mortgages and leases on real estate in the portfolio; enter into new mortgages and leases; execute deeds and bills of sale; make expenditures for maintenance and improvements; grant easements; hire consultants, service providers, real estate advisors and property managers; and generally take any and all other actions that are necessary and reasonable to protect, maintain or enhance investment value of SWIB's position in the investments.
5. Prior to funding a direct investment (including a property within a separate account tranche) where real property is a material component, the property shall be evaluated for the presence of environmental and code compliance issues. If environmental issues that require action by governmental authorities exist, then funding shall not occur until

an adequate remediation program is in place. If code compliance issues exist, then an adequate plan to bring the property into compliance shall be in place.

6. SWIB may not initiate improvement or development of real property owned or controlled by SWIB without making provisions for compliance with applicable Federal, state and local codes and ordinances.

**T. Current Return Portfolio**

The Current Return Portfolio consists of current return or certain equity-related investments, made on a global basis, in limited partnership or other fund vehicles, strategic partnerships, and co-investments in operating or holding companies. Investments may be made in fixed income instruments and in instruments with both current pay and equity features. Investment guidelines and soft parameters shall be applied to the aggregate composition of the Private Equity Portfolio (including the Legacy, Private Equity Co-Investment, Current Return and Current Return Co-Investment Portfolios), unless otherwise stated.

1. Any other guidelines notwithstanding, all portfolio commitments are subject to the following approvals:

	Head of PMFA	ED/CIO
New Manager		
• Funds or Strategic Partnerships	\$150 million or less	Over \$150 million
• Co-Investments	\$50 million or less	Over \$50 million
Follow-on Commitments		
• Funds or Strategic Partnerships	\$300 million or less	Over \$300 million
• Co-Investments	\$100 million or less	Over \$100 million
SWIB ownership equal to or greater than 50% of an individual fund (excluding a fund/vehicle through which a co-investment is made)	ED/CIO, provided that notice shall be given to the ED/CIO if ownership of an individual fund (excluding a fund/vehicle through which a co-investment is made) is equal to or greater than 33 1/3%	

2. Investments may be made through funds, strategic partnerships, or co-investments. Co-investments must be made in one of the following ways:
  - (1) alongside a fund with the same sponsor or manager as a fund in which SWIB is or has been an investor;
  - (2) alongside a fund with the same sponsor or manager as a fund on which SWIB is conducting due diligence and is actively evaluating for a prospective commitment; or
  - (3) as approved by the ED/CIO.

3. Neither the aggregate exposure (including co-investments) to any fund manager or sponsor, nor the aggregate amount of investments in any company, may exceed 10% of the total Private Equity Portfolio's exposure without approval of the ED/CIO.
4. No more than 45% of the Current Return Portfolio's exposure may be invested outside of the U.S., without the approval of the ED/CIO. No more than 20% of the Current Return Portfolio may be invested in emerging markets.
5. No more than 45% of the Current Return Co-Investment Portfolio's exposure may be invested outside of the U.S., without the approval of the ED/CIO. No more than 20% of the Current Return Co-Investment Portfolio's exposure may be invested in companies located in emerging markets.
6. The Current Return Co-Investment Portfolio may make co-investments in public company securities through private placements or other offerings. Co-investments in public company securities shall not exceed 10% of the Current Return Co-Investment Portfolio's exposure. For purposes of this guideline, public company securities received via a distribution are not counted and are expected to be sold as soon as reasonably practicable.
7. Other guideline limitations notwithstanding, portfolio managers or other staff authorized by the head of PMFA may modify or waive terms of investments in the portfolio and generally take any and all other actions that are necessary and reasonable to protect, maintain or enhance the value of SWIB's position in the investments.

#### **U. Hedge Fund Portfolio**

The Hedge Fund Portfolio ("HF Portfolio") will be comprised primarily of direct investments in hedge funds and is intended to generate a low-beta, alpha-oriented return stream.

1. The HF Portfolio will be comprised of the following investment vehicles:
  - a. *Direct Investments or Fund-of-Funds*: SWIB intends for its portfolio to be comprised primarily of direct investments in hedge funds rather than fund-of-funds vehicles that use an intermediary investment advisor(s) to select and allocate to hedge funds through a commingled fund, but SWIB may make investments in fund-of-fund vehicles, as may be deemed appropriate by Funds Alpha staff and otherwise approved hereunder.
  - b. *Hedge Funds or Separately Managed Accounts ("SMAs")*: Investments can be made in limited liability partnerships with other investors or, in some cases depending upon the manager and size of investment, in separately managed accounts. SWIB expects its investments will be in limited liability vehicles rather than SMAs, but may make use of SMAs if it is in the best interest of SWIB to do so.
  - c. *Special Opportunity Investments*: SWIB may invest a portion of its portfolio in special opportunity investments, which may include: interests in the equity or revenues of hedge fund managers, co-invest, or external manager "best ideas"

opportunities. Special Opportunity Investments will be capped at 20% of the market value of the total HF Portfolio.

2. Hedge Fund Investment Strategies:

- a. *Event-Driven* – investments up (debt or credit) and down (equity) the corporate capital structure where an expectation exists for realized profits over a short to medium time frame as a result of a known catalyst such as a merger, spinoff, or restructuring.
- b. *Long-Short Equity* – long and short investments in publicly traded stocks.
- c. *Tactical Trading* – global investments in indexes, commodities, interest rates, and currencies and, in each case, their derivatives as a result of relative value or directional forecasts from a systematic or discretionary approach.
- d. *Relative Value* – strategies that seek to take advantage of price differentials by buying and selling different yet related securities. Relative value strategies include fixed income arbitrage, insurance linked, long/short credit, quantitative strategies, structured credit, and volatility-related investments.
- e. *Multistrategy* – funds that invest across multiple asset classes, typically (but not always) with multiple portfolio managers. Most multistrategy funds diversify across three or more underlying strategies.

The HF Portfolio has the following target weightings and ranges to the individual hedge fund strategies:

	<u>Target Allocation</u>	<u>Target Maximum</u>
Relative Value	20%	40%
Event-Driven	15%	30%
Long-Short Equity	20%	30%
Tactical Trading	20%	40%
Multistrategy	20%	40%
Special Opportunity Investments	<u>5%</u>	20%
	100%	

3. Approvals: HF Portfolio allocations are subject to the following approvals:

	Head of PMFA	ED/CIO
<b>New Funds</b>		
• Core	Up to \$300 million	More than \$300 million
• Special Opp/ Co-invest	Up to \$50 million	More than \$50 million

<b>Additional Subscriptions to Existing Funds and/or Follow-On Funds</b>		
• Core	Up to \$400 million aggregated	More than \$400 million
• Special Opp/ Co-invest	Up to \$100 million aggregated	More than \$100 million
SWIB ownership equal to or greater than 50% of an individual fund, calculated at the master fund level (excluding funds of one and a fund/vehicle through which a co-investment is made)	ED/CIO, provided that notice shall be given to the ED/CIO if ownership of an individual fund (excluding funds of one and a fund/vehicle through which a co-investment is made) is equal to or greater than 33 1/3%	

4. The aggregate exposure to any hedge fund manager or sponsor (including co-investments) may not exceed 15% of the total HF Portfolio's exposure without approval of the ED/CIO.
5. Other guideline limitations notwithstanding, portfolio managers or other staff authorized by the head of PMFA may modify or waive terms of investments in the portfolio and generally take any and all other actions that are necessary and reasonable to protect, maintain, or enhance the value of SWIB's position in the investments.
6. All redemptions, terminations or reductions of capital will be at the discretion of the Funds Alpha Manager and the head of PMFA.

## **V. Beta One Portfolio**

The Beta One Portfolio will be comprised primarily of direct investments in strategies of external managers that are intended to generate both (1) a beta or SWIB policy benchmark return and (2) an active alpha return stream above the benchmark. These managers are referred to as Beta One External Managers due to their dual mandate to manage both a Core Fund and Variable Fund asset allocation benchmark and a tracking error around the given benchmark. The manager is expected to deliver the total return of the benchmark (or beta of one), plus an excess return (alpha) over the benchmark. This is distinctive compared to SWIB's external hedge fund portfolio, which is designed to deliver only an excess return or alpha. This section does not govern passive external managers which the Asset and Risk Allocation Division oversees and monitors.

1. Investments in Beta One External Managers will be comprised of the following investment vehicles:
  - a. *Separately Managed Accounts ("SMAs")*: SWIB intends for its portfolio to be comprised primarily of direct investments in various strategies via SMAs, the assets of which would reside at SWIB's custodial bank.

- b. *Commingled Investments or Fund Investments*: Investments can be made in commingled funds and/or limited liability partnerships with other investors or in a Fund-of-One structure where SWIB is the sole investor.
2. Investment Strategies and Broad Guidelines for Beta One External Managers:
    - a. *Equities* – strategies will be comprised of various fundamental, quantitative and other approaches intended to produce an active return above the respective benchmarks. Strategies will be invested in traditional long only portfolios, active extension formats (i.e. 130/30, 150/50) and other public equity securities approaches across various styles, geographies and market cap weights. A limited use of shorting (up to 50%) may be used in the active extension format in non-SMAs.
    - b. *Fixed Income* – strategies will be comprised of various fundamental, quantitative, and other approaches intended to produce an active return above the respective benchmarks. Strategies will primarily be invested in traditional long only portfolios across the credit quality spectrum, varying geographies, including emerging and frontier market debt, high yield and structured securities. Derivatives may be used primarily for duration and currency management and will be set forth in the individual manager guidelines.
    - c. Notwithstanding any shorting permitted in (a) above, pursuant to SWIB’s policies, the investment guidelines for SMAs will prohibit the Beta One External Managers from shorting any equity securities and from purchasing equity securities in secondary offerings.
  3. Any use of derivatives, leverage, and shorting allowed will be incorporated into the ex-ante risk assessments and active risk contributions.
  4. Approvals: Beta One External Manager allocations are subject to the following approvals:

Investment	Head of PMFA	ED/CIO
New Manager Relationship	Up to \$1.75 billion	More than \$1.75 billion
Additional Subscriptions to Existing Manager	Up to \$2 billion	More than \$2 billion
Includes all Funds Alpha investments aggregated with the Manager, regardless of vehicle, strategy or portfolio.		

5. Other guideline limitations notwithstanding, the Funds Alpha Manager or other staff authorized by the head of PMFA may modify, amend or waive terms of Beta One Manager investment management agreements and generally take any and all other actions that are necessary and reasonable to protect, maintain, or enhance the value of SWIB’s position in the investments.

6. All redemptions, terminations or reductions of capital will be at the discretion of the Funds Alpha Manager and the head of PMFA in consultation with the head of ARA for policy benchmark exposure consideration.
7. Notwithstanding the above discretion regarding redemptions, terminations or reductions, if the Risk Management Division determines that certain risk attributes in the context of the total Core Fund or the aggregate Beta One Portfolio are undesirable for the Core Fund, Variable Fund or the aggregate portfolio, then the head of Risk Management may recommend redemptions, terminations or reductions to portfolio exposures. With the ED/CIO's concurrence, the Funds Alpha Manager will make the changes as recommended by the head of Risk Management.

#### **W. Private Markets and Funds Alpha Overage Portfolios**

Portfolios may be established at the asset class level for private equity, co-invest, real estate, venture capital, hedge fund, and private debt asset classes to provide for (i) excess exposure to certain investment ideas where the sizing of the investment requires it to be held, in part, outside of an individual internal portfolio or (ii) hedging transactions using public or private securities. In each case, a primary investment must be made by the relevant private markets or hedge fund portfolio with the excess exposure or hedging transaction being allocated to an overage portfolio. The relevant private markets or funds alpha portfolio manager will be responsible for portfolio oversight and monitoring of the investment, including the securities in the overage portfolio.

These portfolios may also be used to express investment strategies and ideas that do not fit clearly in any of the private markets or funds alpha portfolios but are attractive from a risk/return perspective. In such cases, no primary investment will be made in the existing private markets portfolios, and the ED/CIO will designate a portfolio manager that will be responsible for portfolio oversight and monitoring.

These portfolios may invest in (1) any instrument approved for the relevant private markets asset class portfolios described elsewhere in these guidelines, and (2) any other public or private securities or derivatives approved for trading by SWIB solely for hedging purposes. Each investment idea expressed in the portfolios shall be approved by the head of PMFA, the relevant portfolio manager, and a majority of the ED/CIO and the heads of ARA and GPMS. Any approved investment shall be reported to the Investment Committee on a monthly basis. Other governance, monitoring, compliance or reporting for the investment may also be specified in the approval. Portfolios will not have a separate benchmark or risk target, but will be included within the benchmark and risk parameters for the applicable aggregated asset class, portfolio, or Core Fund, as applicable and as approved at the time of the investment. If the investment will use active risk assigned to exposure management, it will be noted in the investment approval.

## **VII. EXTERNAL MANAGEMENT**

Portfolios may be managed internally by SWIB investment professionals or externally by money management firms. In making the decision on how the portfolios will be managed, SWIB compares the resources, expertise, and cost of internal management versus external management. If the decision is made to manage the portfolios externally, SWIB will determine whether a separate account or commingled fund best suits SWIB's needs.

External active and passive managers operate under contractual investment guidelines approved by SWIB's Investment Committee or by SWIB's investment management staff, as designated in the Investment Committee Charter.

## **APPENDIX 1 - APPROVED EXCHANGES**

### **Approved Exchanges for Derivatives Trading as of March 29, 2022\***

Australian Securities Exchange  
BOX Options Exchange  
CBOE Exchanges  
Chicago Board of Trade  
Chicago Mercantile Exchange  
London Stock Exchange  
Eurex Exchange  
Euronext Exchanges  
ICE Futures Exchanges  
International Securities Exchange  
Montreal Exchange  
Nasdaq Exchanges  
New York Mercantile Exchange  
NYSE Exchanges  
Osaka Exchange  
TMX (Toronto Stock Exchange)  
Tokyo Stock Exchange

\*Approved exchanges shall include any and all exchanges that may be acquired by, merged with or otherwise reorganized with or into, or any subset of, any of the above-listed exchanges subsequent to the date above provided that such exchange continues to clear through a Qualifying Central Counterparty (QCCP). This list may be updated for such organizational or name changes from time to time by Legal & Compliance without any additional action of the Investment Committee, and all additions or changes shall be deemed Approved Exchanges for purposes of the WRS Investment Committee Investment Guidelines effective as of the date of such acquisition, merger or reorganization. On a quarterly basis, Compliance shall provide notice to the Investment Committee if there have been any such changes to the list.

The Multi-Asset and Exposure Management Portfolios are approved to trade on any of the above exchanges and any other exchange whose clearing house is a Qualifying Central Counterparty (QCCP) as defined by the Bank for International Settlement (BIS).

## APPENDIX 2 - SOFT RISK PARAMETERS

### SOFT RISK PARAMETERS – ASSET CLASS AND PORTFOLIO

PORTFOLIO ASSET CLASS CHARACTERISTIC	ASSET CLASS	DISCUSSION TRIGGER
Asset Class Exposure*	Core Fund	
	Global Equities	Target ± 4.6%
	EM Equities	Target ± 2.8%
	Small Cap	Target ± 4.9%
	EAFE Small Cap	Target ± 4.3%
	U.S. Inv Grade	Target ± 4.8%
	High Yield and Levered Loans	Target ± 5.1%
	EM Debt	Target ± 5.6%
	Variable Fund	
	U.S. Equity	Target ± 5.0%
	Int'l Equity	Target ± 5.0%
*Post-Corridor Treatment		
Maximum Small Cap Exposure	CTF Domestic Public Equities	2.75x Benchmark
	VTF Domestic Public Equities	2.75x Benchmark
Ex Ante Tracking Error	Public Equities	0.75% - 2.25%
	Public Fixed	0.4% - 1.2%
	Core Fund	0.6% - 1.8%
	Variable Fund	0.3% - 0.9%
Counterparty Exposure (internal and external separate account portfolios)	WRS (Core and Variable Funds)	5 bp exposure (net of collateral, if any) to a single counterparty
Duration	Public Fixed	+/- 1 year of Benchmark
<b>ACTIVE/INDEXED EQUITIES</b>		
Minimum Number of Holdings	Small Cap	100

<b>PORTFOLIO ASSET CLASS CHARACTERISTIC</b>	<b>ASSET CLASS</b>	<b>DISCUSSION TRIGGER</b>
	Global Equity Portfolio	15 Long/short equity ideas
Ex Ante Tracking Error	Passives (Core Fund and Variable Fund Consolidation):	
	MSCI US	10 bp annualized
	MSCI ex US	20 bp annualized
	MSCI US Small Cap	30 bp annualized
	Small Cap	2% - 6%
	Global Equity Portfolio	4%-12%
Maximum Position Size (Excluding ETFs)	Passives	5% notional value of futures
Maximum EM Active Risk Exposure	Global Equity Portfolio	Emerging Markets Tracking Error Contribution of 20%
Maximum Convertible Bond Issues	Global Equity Portfolio	0
Ex-Ante Equity Beta	Global Equity Portfolio	Range of -0.3 to +0.3 with a target of zero over a market cycle. This is measured ex ante with a trailing two-year risk sampling period
Single Name Concentration	Small Cap	Benchmark weight $\pm$ 2%
Maximum ETF Exposure	Passives	5% of portfolio value
	Small Cap	+/- 15% of portfolio value
Maximum Company Ownership (Excluding ETFs)	Small Cap	10% of outstanding
Top Ten Holdings	Small Cap	25% of portfolio
P/E Ratio	Small Cap	50%-150% of Benchmark
Maximum Sector Exposure	Small Cap	Benchmark weight $\pm$ 10%
Maximum Notional Uncovered Sold Calls	Passives	5% of portfolio value
	Small Cap	5% of portfolio value
Maximum Notional Uncovered Sold Puts	Passives	5% of portfolio value
	Small Cap	5% of portfolio value
Maximum Cash	Passives	1% in unequitized cash

<b>PORTFOLIO ASSET CLASS CHARACTERISTIC</b>	<b>ASSET CLASS</b>	<b>DISCUSSION TRIGGER</b>
	Small Cap	5%
<b>FIXED INCOME</b>		
Duration	IG Credit	+/- 1 year of assigned Benchmark
	MBS	+/- 1 year of assigned Benchmark
Maximum Corporate Industry Sector Exposure	IG Credit	Greater of 10% or 3 x Benchmark
	IG Credit	3.0%
Ex Ante Tracking Error	MBS	3.0%
	High Yield	3.0%
	Lev Loans	3.0%
Maximum Equity Exposure	High Yield	5% of portfolio value
	Lev Loans	5% of portfolio value
Maximum investments in a single issuer, in the aggregate (excluding instruments listed in SIF guideline #2)	State Investment Fund	5% of portfolio value
<b>MULTI-ASSET</b>		
Ex ante volatility (tracking error) range	Multi-Strat	3% to 8%, measured with a trailing two-year risk sampling period
Ex-Ante Equity Beta		
Ex-Ante Spread Beta	Multi-Strat	Range of -0.3 to +0.3 with a target of zero over a market cycle. This is measured ex ante with a trailing two-year risk sampling period
Ex-Ante Rates Beta		
Ex-Ante FX Carry Beta		
<b>PRIVATE MARKETS &amp; FUNDS ALPHA</b>		
Maximum Co-Investments	Private Equity	30% of core Private Equity Portfolio for Private Equity Co-Investments
		30% of Current Return Portfolio for Current Return Co-Investments

<b>PORTFOLIO ASSET CLASS CHARACTERISTIC</b>	<b>ASSET CLASS</b>	<b>DISCUSSION TRIGGER</b>
Maximum Co-Investments alongside funds with the same sponsor or manager as a fund on which SWIB was conducting due diligence and actively evaluating for a prospective commitment at the time of co-investment <sup>4</sup>	Private Equity	5% of core Private Equity Portfolio for Private Equity Co-Investments 5% of Current Return Portfolio for Current Return Co-Investments
Minimum Funds	Private Equity	80% of aggregate Private Equity Portfolio
Maximum Venture Capital Exposure	Venture Capital	25% of Private Equity & Debt
Maximum Development Risk (Direct Holdings Only)	Real Estate	10%
Maximum Single Property Type Exposure - Quarterly	Real Estate	50%
Minimum Core Holdings (Including REIT portfolios)	Real Estate	50%
Maximum Value Holdings	Real Estate	30%
Maximum Opportunistic Holdings	Real Estate	30%
Maximum Core Portfolio Leverage	Real Estate	50%
Maximum Core Fund/Deal Leverage (Must be non-recourse to SWIB)	Real Estate	65%
Maximum Real Estate Equity Portfolio Leverage	Real Estate	60%
Maximum Holdings with Leverage > 80%	Real Estate	10%
Maximum Debt Holdings	Real Estate	25%
Ex ante volatility (tracking error) range	Hedge Fund	2.5% to 6.5%, measured with a trailing two-year risk sampling period
	Beta One	1.0% to 2.0%
Equity Delta to the S&P 500	Hedge Fund	Range of -0.3 to +0.3 with a target of zero over a market cycle. This is measured ex ante with a trailing two-year risk sampling period

<sup>4</sup> If SWIB subsequently commits to a limited partnership or other fund vehicle of the sponsor or manager, then such co-investment shall no longer be included for purposes of calculating this soft parameter.

<b>PORTFOLIO ASSET CLASS CHARACTERISTIC</b>	<b>ASSET CLASS</b>	<b>DISCUSSION TRIGGER</b>
Target Beta	Beta One	Range of 0.85 to 1.15 with a target of 1.0
Maximum one-year annual Conditional Value at Risk (CVaR)	Hedge Fund	7% based on trailing two-year risk sampling period
Maximum Hedge Fund Active Risk Contribution	Hedge Fund	6.0 bps of Core Fund active risk
Maximum General Partner/Investment Manager Portfolio Concentration	Hedge Fund	12%
	Beta One	25%

**APPENDIX 3 – CTF AND VTF BENCHMARKS**  
**State of Wisconsin Investment Board**  
**Target State Benchmarks 2023<sup>1</sup>**

<b>Core Fund Benchmark<sup>2</sup></b>		
	<b>Current Benchmark</b>	
Public Equity	48% Fixed Blend of Six Components <sup>3</sup>	- Current and previous benchmark asset classes are weighted by asset class strategic target weights - Current Benchmark updated 4/30/2012 to include Cash, which reflects leverage
Public Fixed Income	25% Fixed Blend of Eight Components <sup>4</sup>	
Inflation Sensitive	19% Bloomberg US Treasury Inflation-Linked Bond Index	
Private Equity/Debt	15% Roll-Up of Five Components <sup>5</sup>	
Real Estate	8% NCREIF Open End Diversified Core Equity (ODCE)	
Cash	(-15%) Bloomberg Short Term Bank Yield Index (BSBY) + 30bps	
<b>Total</b>	<b>100%</b>	
<b>Variable Fund Benchmark</b>		
	<b>Current Benchmark</b>	
Domestic Equities	70% MSCI USA Investable Market Index	
International Equities	30% MSCI All Country World Index (ACWI) ex US Custom Net Index	
<b>Total</b>	<b>100%</b>	

Note: Roll-Up refers to the market-weighted aggregation of benchmark components or indices, based on SWIB's actual market exposures.

<sup>1</sup> Reflects target weights under the 2023 Asset Allocation implementation plan forecasted for 12/31/2023.

<sup>2</sup> The major asset class weights are established through the annual asset allocation exercise. Private Equity/Debt weights float between 8% and 22% and Real Estate weights float between 4% and 12%. The Private Equity/Debt excess weights are taken from Public Equities and the Real Estate excess weights are taken 50% from Public Equities and 50% from Public Fixed Income.

<sup>3</sup> Public Equity Benchmark: Fixed Blend of Six Components  
 79.70% MSCI World Custom Net Index  
 6.20% MSCI USA Small Cap Index  
 4.20% MSCI World Ex USA Small Cap Custom Net Index  
 6.80% MSCI Emerging Market ex China Custom Net Index  
 1.60% MSCI Emerging Market China Custom Net Index  
 1.50% MSCI Emerging Markets Small Cap Custom Net Index

<sup>4</sup> Public Fixed Income Benchmark: Fixed Blend of Eight Components  
 24.00% Bloomberg Treasury Index  
 24.00% Bloomberg Credit Index  
 20.00% BofA Merrill Lynch Corporate HY Ba/B Index  
 10.00% Morningstar LSTA US Leveraged Loan 100 Index  
 8.00% Bloomberg Mortgage-Backed Securities Index  
 5.00% JPM EMBI Global Diversified  
 5.00% JPM GBI-EM Diversified  
 4.00% Bloomberg Long Treasury Index

<sup>5</sup> Private Equity/Debt Benchmark: Roll-Up of Five Components  
 Component One: State Street Private Equity Index  
 Component Two: State Street Global Exchange Private Equity Index – Venture Capital  
 Component Three: Private Equity Legacy (SW050300) Actual Portfolio Returns  
 Component Four: Bloomberg Duration-Adjusted Baa Corporate plus 20 basis points  
 Component Five: Burgiss Global Senior Debt Universe

<sup>6</sup> Effective 1/1/2010, the tax treatment of the MSCI benchmark updated to a custom net-of-tax benchmark based on SWIB-specific tax treatment.