



Illinois Police Officers' Pension Investment Fund

Board of Trustees Meeting- December 12, 2025

Notice is hereby given that the Board of Trustees of the Illinois Police Officers' Pension Investment Fund will conduct a regular meeting on Friday, December 12, 2025, at 9:00 AM at the Twin Towers Building, 456 Fulton Street, Suite 402, Peoria, IL. 61602

Members of the public who wish to observe/participate in the meeting may do so (1) from the IPOPIF meeting room or (2) via the live stream on the Zoom video conferencing platform (information below) from any location. By entering the meeting, participants agree to be audio and video recorded.

Join Zoom Meeting via Video:

Video: www.zoom.us

Meeting ID: 842 3975 3009

Passcode: 399866

Join Zoom Meeting via Dial-In:

Dial In: (312) 626-6799

Meeting ID: 842 3975 3009

Passcode: 399866

Board of Trustees: Trustee Bowers (Secretary); Trustee Catavu (Vice Chair); Trustee Hopkins; Trustee Inman; Trustee Nawrocki; Trustee Poulos; Trustee Suess; Trustee Swanlund (Chair).

December 12, 2025 09:00 AM Central Time (US and Canada)

Agenda Topic

Board of Trustees

1. [Call Meeting to Order and Roll Call](#)
2. [Remote Meeting Participation: Discussion and Potential Action \(If necessary\)](#)
3. [Annual Comprehensive Financial Report \(ACFR\) Fiscal Year 2025– Approval of Report: Discussion and Potential Action](#)

Investments

4. [High Yield Bond Investment Manager- Interviews and Selection: Discussion and Potential Action](#)
5. [Reinhart Contract Assignment - Discussion and Potential Action](#)
6. [Chief Investment Officer Report: Discussion and Potential Action](#)

7. [Verus Quarterly Report – 3Q2025: Discussion and Potential Action](#)

Lunch Break

Investments (Continued)

8. [Albourne Quarterly Report: Discussion and Potential Action](#)
9. [Private Real Assets/Real Estate Strategic Plan: Discussion and Potential Action](#)
10. [Investment Consultant Firm Search-Selection of Finalists: Discussion and Potential Action](#)

Administration, Finance, and Operations

11. [Monthly Financial Statement – September 2025: Discussion and Potential Action](#)
12. [Monthly Financial Statement – October 2025: Discussion and Potential Action](#)
13. [Warrant # 2026-05: Discussion and Potential Action](#)
14. [Warrant # 2026-06: Discussion and Potential Action](#)
15. [Executive Director Report: Discussion and Potential Action](#)

Board of Trustees (Continued)

16. [Board of Trustees Meeting Minutes – October 17, 2025: Discussion and Potential Action](#)
17. [Retainer Agreement – Jacobs, Burns, Orlove & Hernandez, LLP: Discussion and Potential Action](#)
18. [Fiduciary Legal Counsel - Approve Service Provider Search: Discussion and Potential Action](#)
19. [Retainer Agreement - Governmental Liaison: Discussion and Potential Action](#)
20. [Governmental Liaison – Approve Service Provider Search: Discussion and Potential Action](#)
21. [Legislative Platform-IPOPIF Governance Structure: Discussion and Potential Action](#)
22. [Legislative Platform-DROP Program: Discussion and Potential Action](#)
23. [Legislative Platform-Amortization Period and Funding Formula: Discussion and Potential Action](#)

Board of Trustees - Closed Session (If necessary)

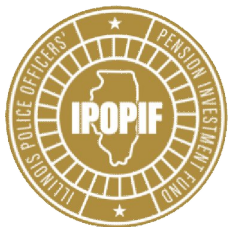
24. [Closed Session Meeting Minutes- Review and Release of Minutes: Discussion and Potential Action per 5 ILCS 120/2\(c\)\(21\)](#)
25. [Adjourn to Closed/Executive Session – Appointment, employment, compensation, discipline, performance, or dismissal of Executive Director or Chief Investment Officer: Discussion and Potential Action per 5 ILCS 120\(c\)\(1\)](#)

26. [Report on Actions Taken in Closed Session \(if necessary\)](#)
27. [Public Comment](#)

Adjournment

NOTE: Agenda materials provided are for the information of the reader in advance of the noticed meeting.

Discussion and formal action, if any, on any agenda item will be taken by the Board of Trustees at the noticed meeting in accordance with the Open Meetings Act.



BOARD MEMBERS

Scott Bowers

Participant Representative
Peoria, IL

Lee Catavu

Participant Representative
Aurora, IL

Paul Swanlund

Participant Representative
Bloomington, IL

Daniel Hopkins

Beneficiary Representative
Collinsville, IL

Mark Poulos

Beneficiary Representative
Rock Island, IL

Michael Inman

Municipal Representative
Macomb, IL

Debra Nawrocki

Municipal Representative
Elgin, IL

Phil Suess

Municipal Representative
Wheaton, IL

Vacant

Illinois Municipal League
Representative

ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

BOARD OF TRUSTEES MEETING

FRIDAY, DECEMBER 12, 2025

A. CALL MEETING TO ORDER

THE REGULAR MEETING OF THE BOARD OF TRUSTEES WAS CALLED
TO ORDER AT _____ AM BY CHAIRPERSON SWANLUND.

B. ROLL CALL OF TRUSTEES

TRUSTEE	PRESENT	ABSENT
BOWERS		
CATAVU		
HOPKINS		
INMAN		
NAWROCKI		
POULOS		
SUESS		
SWANLUND		
VACANT		

C. ADJOURNMENT

THE REGULAR MEETING OF THE BOARD OF TRUSTEES WAS
ADJOURNED AT _____ AM/PM.

456 Fulton Street, Suite 402, Peoria, IL. 61602

(309) 280-6464 www.ipopif.org



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: IPOPIF BOARD OF TRUSTEES

FROM: RICHARD WHITE, EXECUTIVE DIRECTOR

RE: AGENDA ITEM: REMOTE MEETING PARTICIPATION

DATE: DECEMBER 12, 2025

RECOMMENDATION: Motion to allow Trustee _____ to participate in the December 12, 2025, meeting of the Board of Trustees by audio, video, or internet conferencing due to an OMA exception.

§209 Remote Attendance

- a) Upon a majority vote of Trustees present at a meeting, a Trustee who is not physically present may participate in a meeting by audio, video, or internet conferencing, provided the Trustee is prevented from physically attending due to: (1) personal illness or disability; (2) employment purposes or Fund business; (3) a family or other emergency, or (4) unexpected childcare obligations. A Trustee who wishes to attend by telephone, video or internet conferencing must notify the Board Secretary and the Executive Director at least 24 hours prior to the meeting, unless advance notice is impractical. A Trustee who is allowed to participate by telephone, video or internet conferencing shall not be considered present for purposes of a quorum but shall be considered in attendance for all other purposes and allowed to vote on matters brought before the Board.

In accordance with Board rules and the Open Meetings Act, the Board of Trustees will discuss and take necessary action to allow remote participation if members of the Board will not be physically present for the meeting.

Six members of the Board of Trustees are required to be physically present in the Board meeting room to comply with the quorum requirement of the Open Meetings Act.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: BOARD OF TRUSTEES

FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
AMY ZICK, SENIOR ACCOUNTANT

RE: ANNUAL COMPREHENSIVE FINANCIAL REPORT – FY 2025

DATE: DECEMBER 12, 2025

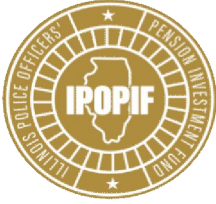
RECOMMENDED ACTION(S): Approve the annual comprehensive financial report as of and for the Fiscal Year ended June 30, 2025.

Fund staff prepared the Annual Comprehensive Financial Report (ACFR) for Fiscal Year 2025, which includes the financial statements as of and for the years ended June 30, 2025, and 2024.

Also included in the ACFR is an Introductory Section, an Investment Section, and a Statistical Section. A final draft of the ACFR is included in the materials provided.

In accordance with the Pension Code (40 ILCS 5/22B-125): At least annually, the books, records, accounts, and securities of the Fund shall be audited by a certified public accountant selected by the board and conducted in accordance with the rules and procedures promulgated by the Governmental Accounting Standards Board. The audit opinion shall be published as a part of the annual report of the Fund, which shall be submitted to the transferor pension funds and to the Department of Insurance.

Sikich CPA LLC (Sikich) was engaged to perform the audit of the Fund's financial statements as of and for the year ended June 30, 2025.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

In addition to their audit opinion included in the ACFR generally accepted auditing standards require certain matters to be communicated to those charged with governance at the conclusion of the audit. A final draft of the document that communicates these required matters has been prepared by Sikich and is included in the materials provided.

Brian LeFevre, Principal, from Sikich, will attend the Board meeting to review this document and the ACFR with the Board.

Note that the documents are in final draft form and are pending any feedback, comments or changes requested by the Board of Trustees. Should the Board approve the ACFR draft, IPOPIF staff will provide a management representative letter to Sikich, and the reports will be published.

Attachment: ACFR FY 2025



Illinois Police Officers' Pension Investment Fund

Active US High Yield Bond Manager Interviews and Selection December 12, 2025

Following a robust search process, three managers have been invited to present to the IPOPIF Board of Trustees as finalist candidates. IPOPIF staff and Verus are recommending that the Board select one manager for an allocation of 2% (~\$292 million).



**Illinois Police Officers'
Pension Investment Fund**

Peoria, IL
www.ipopif.org

MEMORANDUM

DATE: December 5, 2025
TO: IPOPf Board of Trustees
FROM: Steve Yoon, Investment Officer, Kent Custer, Chief Investment Officer
SUBJECT: US High Yield Bonds Manager Search – Finalists Presentation Schedule

Following is the schedule for the US High Yield Bonds Finalist interviews:

Start	Manager
9:30	MetLife
10:00	Payden & Rygel
10:30	Shenkman

Each manager will have a total of 25 minutes for their presentation and Trustee questions.

Suggested Agenda:

- Introductions: Presenters, People, and Organization – 2 minutes
- Platform Review: High Yield Team, Philosophy, Process, Key Differentiators – 18 minutes
- Q&A – 5 minutes

(note that questions may be interactive and do not have to be held to the presentation end)



Illinois Police Officers' Pension Investment Fund

Consent to Contract Assignment for Reinhart Partners December 12, 2025

- Baird Financial is acquiring 45% voting interest in Reinhart, which represents a change of control and assignment of the Investment Advisory Agreement (IMA).
- IPOPIF Board approval is required for IMA assignment.
- IPOPIF staff and consultant believe the transaction is constructive for Reinhart and recommend approving assignment of the IMA.



**Illinois Police Officers'
Pension Investment Fund**

Peoria, IL
www.ipopif.org

MEMORANDUM

DATE: December 2, 2025
TO: IPOPIF Board of Trustees
FROM: Barbara Meyer, Investment Officer; Kent Custer, Chief Investment Officer
SUBJECT: Consent to Assignment of Reinhart Partners Contract

Recommendation

That the Board approve assignment of the Reinhart Investment Management Agreement to allow continued management of the assigned IPOPIF US Small Cap portfolio following closing of a transaction in which Baird Financial Corporation ("Baird") will acquire approximately 45% voting interest in Reinhart Partners.

Discussion

On September 12, 2025, the IPOPIF Board approved a 1.5% US Small Cap allocation to Reinhart Partners LLC ("Reinhart") Genesis PMV Strategy. During the search process, Reinhart informed IPOPIF staff and consultant Verus Investment Partners LLC ("Verus"), that, as part of the long-term plan to reduce founder Jim Reinhart's equity ownership, a minority investment of Reinhart by a third-party firm was expected to close in 2025. IPOPIF staff and Verus viewed a potential transaction as likely positive as if it would further succession planning and promote stability of the firm and investment teams.

In their original Proposal for US SC Investment Management Services, Reinhart stated that they continue to explore possibilities for a passive minority investor to help facilitate the consolidation of former-employee ownership. As both the IPOPIF search and Reinhart's plans with Baird progressed, Reinhart informed staff and Verus of plans to bring in an outside investor (unnamed at that time due to confidentiality issues). This potentiality was also mentioned by Reinhart during Semi-Finalist interviews, then subsequently informed the IPOPIF Board at the 9/12/25 Finals presentation.

Reinhart announced the upcoming transaction on September 25, 2025 (see attached Baird Reinhart News Release) and provided more detail to IPOPIF at that time. IPOPIF staff and Verus believe the transaction is constructive for Reinhart for the reasons stated above. Additionally, as Baird will own a minority interest, Reinhart's organization and investment processes will not be impaired.

Section 17 of the IPOPIF/Reinhart IMA states that the Investment Manager's assignment shall automatically terminate the IMA unless the Board expressly consents in writing. "Assignment" under the Investment Advisers Act includes any transfer of a controlling block of an adviser's outstanding voting securities (generally considered to be more than 25%).

Staff requests that the Board expressly consent to the forty-five percent (45%) purchase, and, therefore, the Assignment by Baird Financial Corporation of Reinhart Partners LLC.



NEWS RELEASE

Reinhart Partners Announces Strategic Investment from Baird Financial Corporation

MEQUON, Wis., Sept. 25, 2025 — Reinhart Partners, LLC today announced a significant minority investment from Baird Financial Corporation, the parent company of Baird. This strategic partnership marks a key milestone, reinforcing the firm's commitment to independence, employee ownership, and exceptional client service.

The strategic investment by Baird, a Milwaukee-based international privately held, employee-owned financial services firm, represents a long-term commitment. Baird brings a strong track record of similar investments and deep industry expertise across asset management, investment banking, private wealth management, and institutional capital markets. This investment is part of Baird's strategy of making long-term minority investments in independent financial services firms where Baird can provide unique solutions and benefits to the firm's stakeholders.

Reinhart will remain an independent, employee-owned investment manager upon closing, further aligning the firm's leadership with its long-term vision. Founder, Chairman & CEO Jim Reinhart will retain a meaningful minority interest and continue as a board member actively involved in the firm's operations.

"This partnership with Baird marks a pivotal moment in Reinhart's journey," said Jim Reinhart, Founder, Chairman & CEO of Reinhart Partners, LLC. "Their investment supports our long-term vision of remaining an independent, employee-owned firm while ensuring continuity for our clients and team. Baird's values and culture align closely with ours, and their commitment to our independence and investment philosophy makes them an ideal strategic partner."

"We are excited to invest in Reinhart Partners, a firm that shares our dedication to excellence, long-term relationships, and client-first values," said Steve Booth, Chairman & CEO of Baird. "This minority investment reflects our confidence in Reinhart's leadership and investment approach, and we look forward to supporting their continued success."

The transaction is expected to close in the fourth quarter, subject to customary approvals.

About Reinhart Partners, LLC

Reinhart Partners is an independent investment firm founded in 1991 and based in Mequon, WI. Reinhart offers a range of private market value equity strategies to individual and institutional clients.

About Baird

Established in 1919, Baird has more than 5,300 associates serving the needs of individual, corporate, institutional and municipal clients. Baird has more than \$525 billion in client assets as of June 30, 2025. Committed to being a great place to work, Baird ranked No. 13 on the 2025 Fortune 100 Best Companies to Work For® list – its 22nd consecutive year on

the list. Baird is the marketing name of Baird Financial Group. Baird's principal operating subsidiaries are Robert W. Baird & Co. Incorporated and Baird Trust Company in the United States and Robert W. Baird Group Ltd. in Europe. Robert W. Baird Limited and Baird Capital Partners Europe Limited are authorized and regulated by the Financial Conduct Authority. For more information, please visit Baird's website at www.rwbaird.com.

For additional information, contact:

Baird Public Relations
414-765-7250
publicrelations@rwbaird.com



Illinois Police Officers' Pension Investment Fund

Investment Update

As of 12/4/25

Performance Update

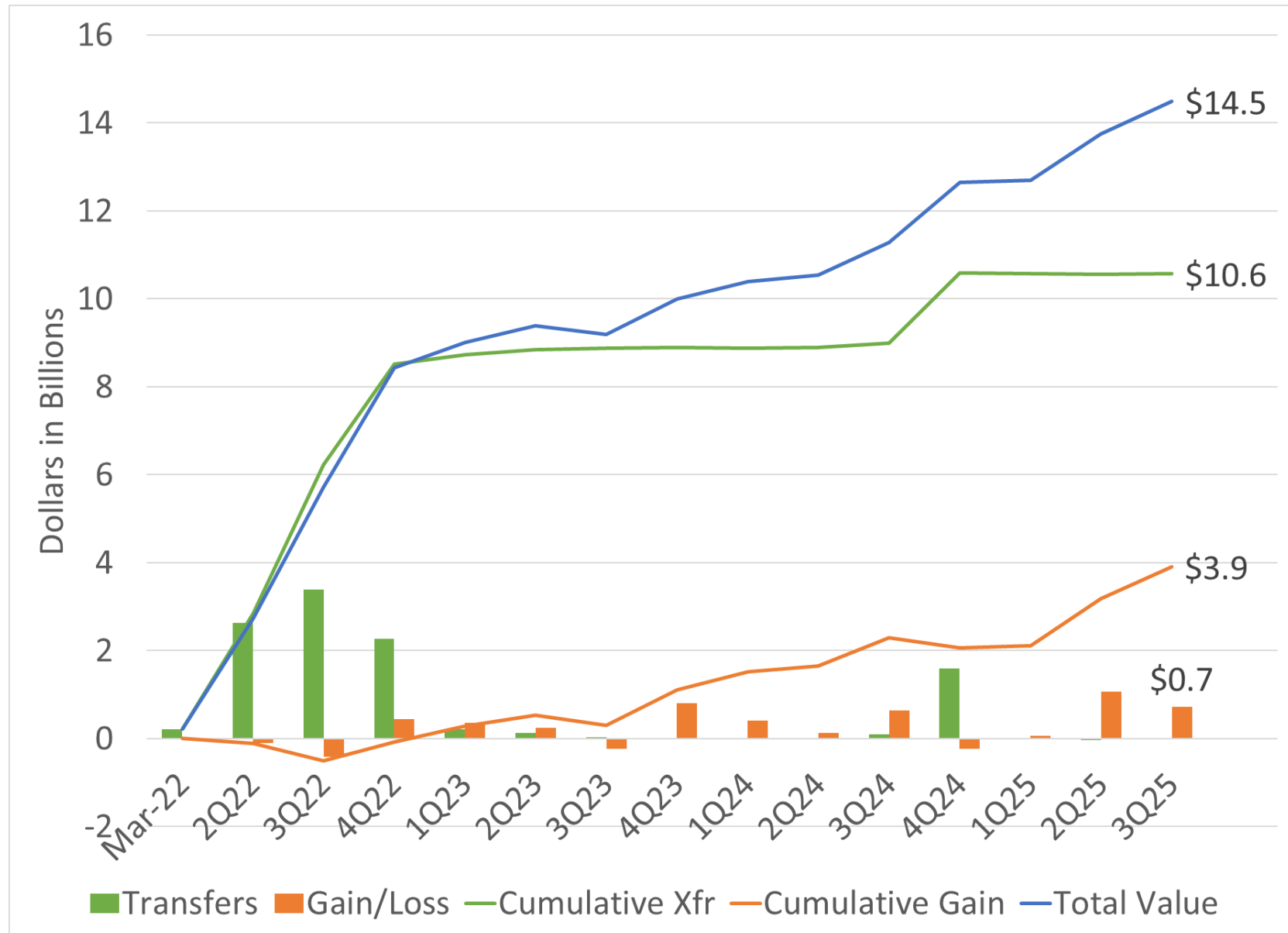
	CY25 Jan. – Oct.	FY25 July – Oct.	3 years ending Oct. '25	Since Incept. 4/22
IPOPIF Pool	+16.0%	+6.7%	+14.4%	8.0%
Policy Benchmark	+15.4%	+6.7%	+14.5%	7.9%
Broad Benchmark	+16.8%	+7.0%	+16.3%	8.1%

Source: Verus Preliminary Monthly Reporting <https://www.ipopif.org/reports/investment-reports/>

- Returns for periods longer than one year are annualized.
- IPOPIF Performance is net of investment management fees.
- Policy Benchmark – Weighted average of asset class benchmarks; gauges success of implementation (currently less stock exposure than the broad benchmark).
- Broad Benchmark – 70/30 global stocks/bonds; gauges success of asset allocation.
- IPOPIF Actuarial Assumed Rate of Return is 6.8% per year.

Preliminary data indicates that the Fund returned 0.7% in November.

IPOPIF Growth



FY 26 Performance Commentary

- **3Q25** – Following a strong 2Q but a muted July, Stocks rallied in August and into September on strong 2Q earnings and a Fed rate cut. The portfolio gained 5.2% for the quarter, led by stocks (+7.1%), especially U.S. Small Caps (+12.3%) playing catch up from prior quarters.
- **October** – 3Q momentum carried through October with a 1.5% gain. Emerging Market Equity ex China posted a 9% return for the month, bring 2025 year-to-date returns to 36%.
- **November** – Momentum slowed in November, but the portfolio was up modestly (+0.7% preliminary).

12-Month Returns as of 9/30/25

Manager - 1 year	Return	Index	Excess
LSV International Small Cap Value Equity Fund	29.0%	18.0%	11.0%
WCM International Small Cap Growth Fund	24.6%	15.9%	8.7%
Acadian ACWI ex US Small-Cap Fund	20.6%	15.9%	4.7%
RhumbLine Russell 1000 Index	17.7%	17.7%	0.0%
SSgA Non-US Developed Index	16.5%	16.0%	0.5%
RhumbLine Russell 2000 Index	10.7%	10.8%	-0.1%
SSgA EMD Hard Index Fund	8.8%	8.5%	0.3%
SSgA High Yield Corporate Credit	7.4%	7.2%	0.2%
Ares Institutional Loan Fund	7.4%	7.1%	0.3%
Aristotle Institutional Loan Fund	7.2%	7.1%	0.1%
SSgA US TIPS Index	5.7%	5.5%	0.1%
Principal USPA	4.2%	3.0%	1.2%
SSgA Short-Term Gov't/Credit Index	4.2%	4.1%	0.1%
SSgA Core Fixed Income Index	2.9%	2.9%	0.0%
SSgA US Treasury Index	2.1%	2.1%	0.0%
SSgA REITs Index	-1.7%	-1.7%	0.0%

This table provides a quick performance snapshot. Please see the Verus quarterly report for important additional data and perspective.

YTD (9-mo) Returns as of 9/30/25

Manager - YTD	Return	Index	Excess
LSV International Small Cap Value Equity Fund	38.0%	29.6%	8.4%
ARGA Emerging Markets Ex China Equity	34.6%	22.1%	12.5%
WCM International Small Cap Growth Fund	26.4%	25.5%	0.9%
Acadian ACWI ex US Small-Cap Fund	26.1%	25.5%	0.6%
SSgA Non-US Developed Index	25.8%	25.3%	0.4%
William Blair Emerging Markets ex China Growth Fund	15.0%	21.1%	-6.2%
RhumbLine Russell 1000 Index	14.6%	14.6%	0.0%
Capital Group Emerging Markets Debt	13.5%	12.2%	1.3%
SSgA EMD Hard Index Fund	10.8%	10.7%	0.1%
RhumbLine Russell 2000 Index	10.3%	10.4%	-0.1%
SSgA High Yield Corporate Credit	7.2%	7.1%	0.1%
SSgA Core Fixed Income Index	6.1%	6.1%	0.0%
SSgA US TIPS Index	5.7%	5.7%	0.0%
SSgA US Treasury Index	5.4%	5.4%	0.0%
Aristotle Institutional Loan Fund	4.9%	4.7%	0.2%
Ares Institutional Loan Fund	4.8%	4.7%	0.1%
SSgA REITs Index	4.5%	4.5%	0.0%
SSgA Short-Term Gov't/Credit Index	4.2%	4.1%	0.0%
Principal USPA	3.1%	2.1%	1.0%

This table provides a quick performance snapshot. Please see the Verus quarterly report for important additional data and perspective.

YTD adds ARGA, W. Blair, and Cap Group.

Active Manager Value Add – 9/30/25

month =>	2025-09					Fee %
	Start	End \$M	GVA	Fees	NVA	of GVA
Acadian	Jan 2024	401	25,875,623	3,014,363	22,861,260	11.6%
LSV	Mar 2024	215	20,572,007	2,066,723	18,505,284	10.0%
WCM	Mar 2024	202	5,372,661	1,650,167	3,722,494	30.7%
ARGA	Dec 2024	495	34,510,931	2,157,521	32,353,409	6.3%
Wm Blair	Dec 2024	488	(1,474,300)	1,291,469	(2,765,769)	Neg GVA
Capital Grp.	Nov 2024	216	3,189,850	612,163	2,577,687	19.2%
Ares	Mar 2024	138	1,196,609	471,799	724,810	39.4%
Aristotle	Mar 2024	277	741,803	1,163,505	(421,702)	156.8%
Principal	Jan 2023*	220	8,037,851	4,066,376	3,971,475	50.6%
Total		2,652	98,023,034	16,494,086	81,528,948	16.8%

Source: Investment Staff Calculations

*Principal value add measured
subsequent to asset consolidation

NAV - Net Asset Value

GVA - Gross Value Add (before fees)

NVA - Net Value Add (after fees)

- The Value-add model compares the ending value of an investment to a theoretical investment in the benchmark with the same cash flow dates. Fees and value added are cumulative since inception.
- Manager evaluation is multifaceted and should take a long-term perspective. This is only one view.
- The short timeframe summarized above provides a baseline but is not sufficient for meaningful conclusions.

Asset Allocation 12/4/25

Account	Current		Target		Variance	
	\$M	%	\$M	%	\$M	%
Growth	8,885	60.1%	8,575	58.0%	310	2.1%
RhumbLine US Large	3,383	22.9%	3,401	23.0%	(17)	-0.1%
US Small Cap (3 mgrs)	737	5.0%	739	5.0%	(2)	0.0%
RhumbLine US Small	287	1.9%	296	2.0%	(9)	-0.1%
Hood River	226	1.5%	222	1.5%	4	0.0%
Reinhart	224	1.5%	222	1.5%	3	0.0%
SSGA Non-US Developed	2,900	19.6%	2,809	19.0%	91	0.6%
Intl. Small Cap (3 mgrs)	825	5.6%	739	5.0%	86	0.6%
Acadian	406	2.7%	370	2.5%	36	0.2%
LSV (1 day lag)	222	1.5%	185	1.25%	37	0.2%
WCM (monthly)	198	1.3%	185	1.25%	13	0.1%
EME ex China	1,040	7.0%	887	6.0%	153	1.0%
ARGA (monthly)	536	3.6%	444	3.00%	92	0.6%
William Blair	505	3.4%	444	3.00%	61	0.4%
Income	2,278	15.4%	2,366	16.0%	(88)	-0.6%
SSGA High Yield	610	4.1%	591	4.00%	18	0.1%
EM Debt (2 mgrs)	850	5.8%	887	6.0%	(37)	-0.2%
Cap Group EMD	221	1.5%	222	1.5%	(1)	0.0%
SSGA EM Debt	630	4.3%	665	4.5%	(36)	-0.2%
Bank Loans (2 mgrs)	417	2.8%	444	3.0%	(27)	-0.2%
Ares (monthly)	139	0.9%	148	1.0%	(9)	-0.1%
Aristotle (monthly)	278	1.9%	296	2.0%	(18)	-0.1%
Oaktree Priv. Cred. (Qtrly)	401	2.7%	444	3.00%	(42)	-0.3%
Real Assets	801	5.4%	887	6.0%	(86)	-0.6%
SSGA REITS	579	3.9%	591	4.0%	(13)	-0.1%
PRINCIPAL USPA	222	1.5%	296	2.0%	(74)	-0.5%
Risk Mitigation	2,821	19.1%	2,957	20.0%	(136)	-0.9%
Cash Accounts	129	0.9%	148	1.0%	(18)	-0.1%
SSGA ST GOV-CREDIT	1,474	10.0%	1,478	10.0%	(5)	0.0%
SSGA TIPS	441	3.0%	444	3.0%	(3)	0.0%
SSGA US TREASURY	386	2.6%	444	3.0%	(58)	-0.4%
SSGA CORE BONDS	390	2.6%	444	3.0%	(53)	-0.4%
Legacy Transition Bonds	0.982	0.0%	-	0.0%	1	0.0%
Total Investment Pool	14,785	100.0%	14,785	100.0%		

Funding and Rebalancing

Trade Date	Account	Flow \$ mil	Trading Costs \$*
31-Oct	RhumbLine R2000	-500	
31-Oct	Loop Capital TM	+500	
7-Nov	Loop Capital TM	-499	
7-Nov	Hood River SCG	+220	
7-Nov	Reinhart SCV	+220	
7-Nov	Cash	+59	
4-Nov	RhumbLine R1000	-67	-5,980
6-Nov	IPOPIF Cash	+67	
5-Nov	Wm Blair EM ex China	-15	0
7-Nov	IPOPIF Cash	+15	
13-Nov	TIPS	+55	0
13-Nov	IPOPIF Cash	-55	
13-Nov	US ST Gov-Credit	+111	-10,690
14-Nov	IPOPIF Cash	-111	
1-Dec	ARGA EM Ex China	-15	-30,000
	IPOPIF Cash	+15	

Trading costs include commissions, custody charges, and market impact adjustments, which can be positive (i.e., gain).

- Funding of new US Small Cap managers. Total cost was \$1.9 million including \$98K of commissions and \$1.8 million of implicit costs. The result was better than the pre-trade estimate. Additional details follow on subsequent slides.
- Rebalanced to target.
- Rebalancing W. Blair and ARGA slowly with small amounts to minimize cost and impact.
- TIPS and Short-term bonds rebalanced to target using proceeds from R1000 and W. Blair plus excess cash.
- ARGA proceeds expected within 15 business days of redemption.

US Small Cap Transition Process

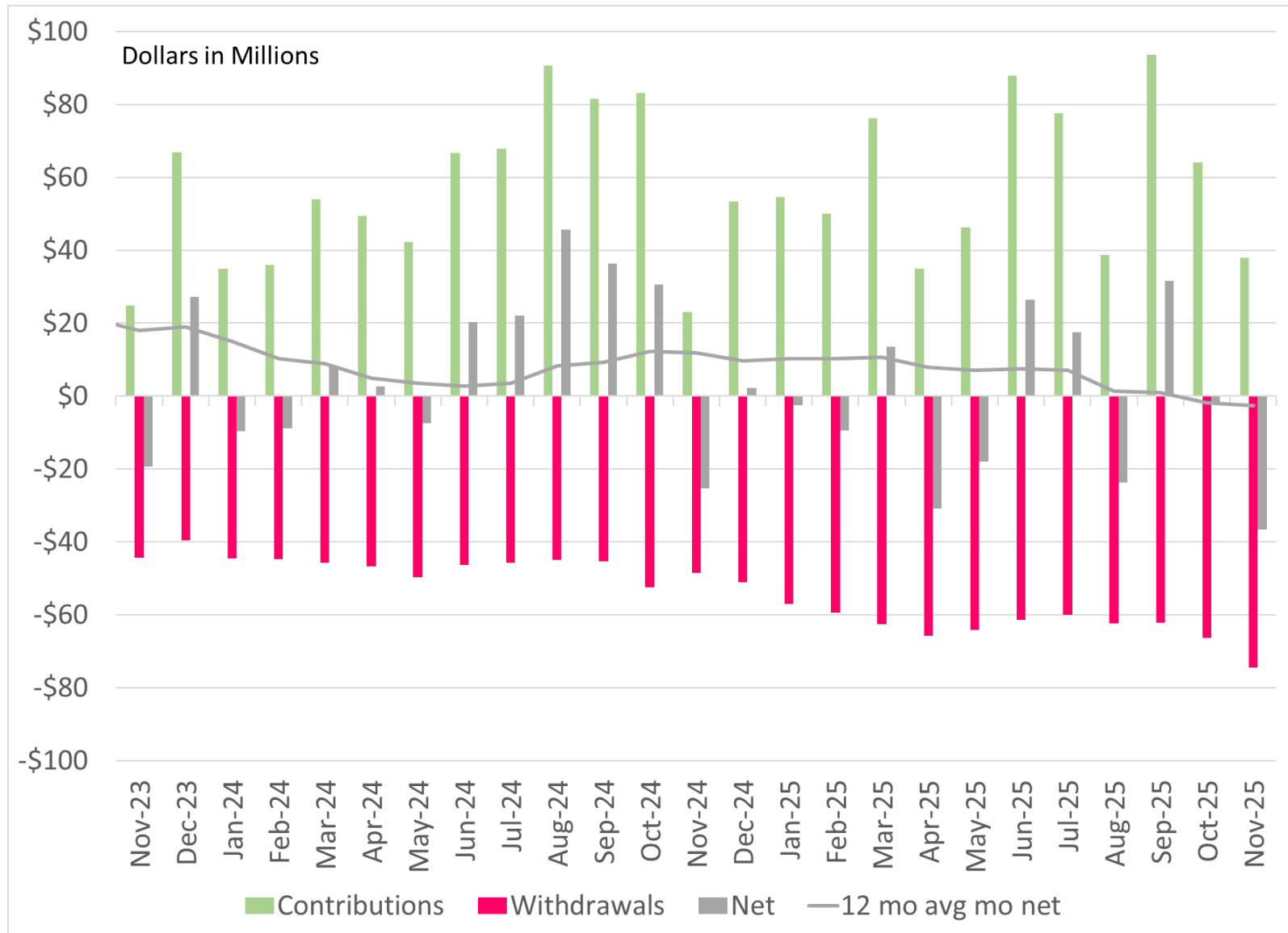
- Reinhart and Hood River approved at 9/12/25 Board meeting.
- These are separate accounts, not commingled funds. Stocks are held at IPOPIF custodian.
- Transition Management was utilized in accordance with IPS (Section V.E) to minimize cost and risks.
- Transition bids were requested from Board-approved transition managers including Loop, Pavilion, Russell, and State Street.
- Loop was selected based on robust transition analysis, competitive costs, and U.S. Equity transition experience.
- Account set-up took longer than expected at custodian.
- Trading commenced on Oct. 31 and was completed on Nov 5. Assets transferred to target accounts on Nov. 7.

US Small Cap Transition Costs

Cost Summary	Pre-Trade Estimate		Post-Trade Result		Difference*
Explicit Costs	\$	BPS	\$	BPS	\$
Commission	\$98,422	1.21	\$98,183	1.21	-\$239
Total	\$98,422	1.21	\$98,183	1.21	-\$239
Implicit Costs	\$	BPS	\$	BPS	\$
Spread & Impact	\$2,212,416	27.19	\$624,929	7.68	-\$1,587,487
Opportunity Cost	+/- \$1,104,663	13.58	\$1,180,373	14.51	\$1,180,373
Total	\$2,212,416	27.19	\$1,805,302	22.19	-\$407,114
TOTAL COST	\$2,310,838	28.40	\$1,903,485	23.40	-\$407,353

- Overall, this was a successful trade with actual results beating the pre-trade estimate by \$407K.
- As expected, implicit cost dominated the trade.
- Spread and impact were substantially better than expected, reflecting market liquidity and patient trading.
- However, implicit costs came in at the high end of the estimated range, reflecting increased market volatility early in the trade.

Monthly Participant Fund Cash Flow



Board Agenda Projection

- January 2026
 - Strategic Plan Review
 - IPS and SAA Review
 - Private Equity Interviews
 - General Consultant Interview/Selection
 - (Contract begins May 2026)
- March 2026
 - Quarterly Performance
 - IPS and SAA Adoption
 - Private Equity Selection
- 2026 TBD
 - Real Estate Search
 - Real Assets Search
 - Private Credit Search

For discussion and planning purposes. Subject to revision.



Illinois Police Officers' Pension Investment Fund

Verus Quarterly Report

December 12, 2025

- Representatives from IPOPIF General Consultant, Verus, will review the investment markets and IPOPIF performance as of 9/30/25.
- Verus and staff will take questions and guidance from the Board of Trustees.



PERIOD ENDING: September 30, 2025

Investment Performance Review



**Illinois Police Officers'
Pension Investment Fund**

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[VERUSINVESTMENTS.COM](https://verusinvestments.com)

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Performance Review **Page 19**

Executive Summary

Illinois Police Officers' Pension Investment Fund
Period Ending: September 30, 2025

Executive Summary

- Total assets increased by approximately \$740 million to \$14.5 billion over the quarter.
- Investors benefited from strong positive returns across most asset classes during Q3. Market-priced volatility remained low and stable. Global macroeconomic uncertainty eased as shifting trade policy has so far had minimal impact on inflation and growth relative to initial fears.
- The IPOPIF Investment Portfolio returned 5.2% during the quarter, matching its Policy Index return, but trailing the Broad-Based Policy Index due to its higher equity allocation.
- Since inception in April 2022, the IPOPIF Investment Portfolio has returned 7.7% on an average annualized basis through the end of the Q3, compared to the Policy Index of 7.6% and the Broad-Based Policy Index of 7.9%.
- The IPOPIF Investment Portfolio has performed better than its median peer since inception in April 2022 and ranked in the 13th percentile in a representative universe of Public Pensions with assets greater than \$1 billion.
- The IPOPIF investment team actively monitors current asset allocations vs. policy targets and conducts rebalancing trades as appropriate. As of September 30, 2025, all asset classes were within policy target ranges.

Notes:

The broad-Based Policy Index represents a passively invested 70/30 global stock / U.S. bond portfolio.

Investment Landscape

What drove the market in Q3?

“S&P 500 registers record-high close as data keeps rate cut views intact”

S&P 500

June 30 th	July 31 st	August 31 st	September 30 th	October 15 th
6198	6238	6460	6704	6672

Article Source: Reuters, September 4th, 2025

“Federal Reserve lowers interest rates by 0.25 percentage points in first cut since December”

Federal Funds Rate (lower bound)

09/2020	09/2021	09/2022	09/2023	09/2024	09/2025
0.00%	0.00%	3.00%	5.25%	4.75%	4.00%

Article Source: CBS News, September 17th, 2025 – end of month figures shown

“Dollar drops against peers after weaker-than-expected jobs report”

DXY Dollar Index

Apr '25	May '25	Jun '25	Jul '25	Aug '25	Sept '25
99.47	99.33	96.88	99.97	97.77	97.78

Article Source: Reuters, September 5th, 2025

“Inflation held steady in August, in line with economist forecasts”

U.S. Inflation (year-over-year)

Jan '25	Feb '25	Mar '25	Apr '25	May '25	Jun '25	Jul '25	Aug '25	Sep '25
3.0%	2.8%	2.4%	2.3%	2.4%	2.7%	2.7%	2.9%	3.0%

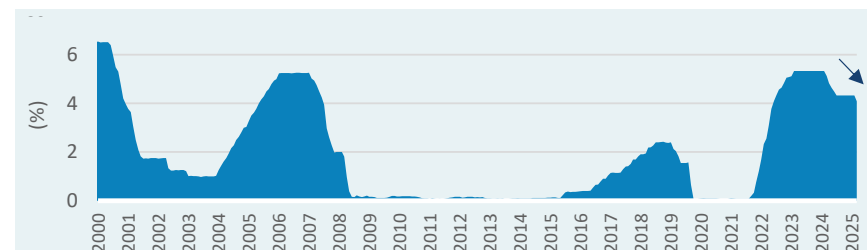
Article Source: CBS News, September 26th, 2025

U.S. EQUITY PERFORMANCE



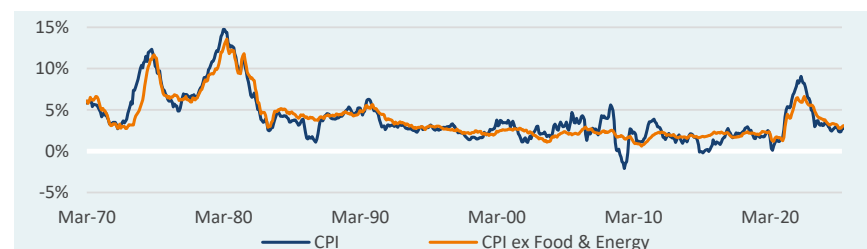
Source: Standard & Poor's, as of 9/30/25

EFFECTIVE FEDERAL FUNDS RATE



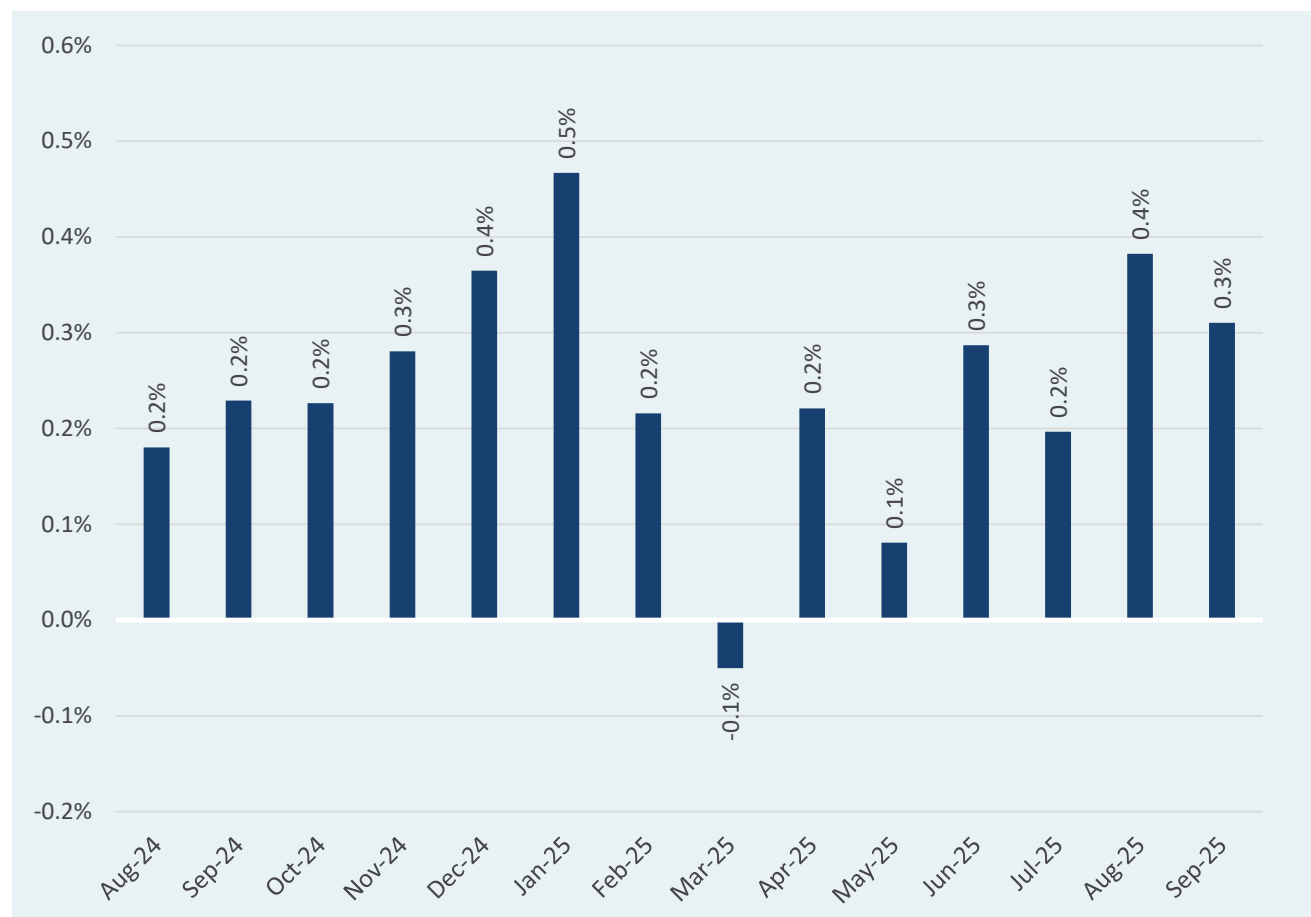
Source: FRED, as of 9/30/25

U.S. INFLATION (YOY)



Source: Bloomberg, as of 9/30/25

Inflation: *it could be worse*



Source: FRED, Verus, as of 9/30/25 – or most recent release

Despite calls for stagflation from some investors, economic growth has outperformed while inflation has been lower than expected (though not particularly low)

For contrast, monthly CPI during 2021-2022 was often 0.6% to 1.3%

Tariff-driven price rises mostly absent

Categories <u>less</u> related to tariffs:	Size of category in the overall inflation calculation	Inflation (YoY)
Food	13.6%	3.1%
Food away from home	5.7%	3.7%
Meats, poultry, fish, & eggs	1.6%	5.2%
Shelter	35.4%	3.6%
Tuition, other school fees, & childcare	2.5%	2.9%
Recreation services	3.5%	4.4%
Energy services	3.3%	6.4%
Medical care services	6.8%	3.9%
Categories <u>more</u> related to tariffs:		
Apparel	2.5%	-0.1%
Toys	0.3%	0.2%
Footwear	0.6%	1.3%
New vehicles	4.3%	0.8%
Televisions	0.0%	-6.0%
Household furnishings & supplies	3.4%	3.0%
Tools, outdoor equipment & supplies	0.9%	4.3%

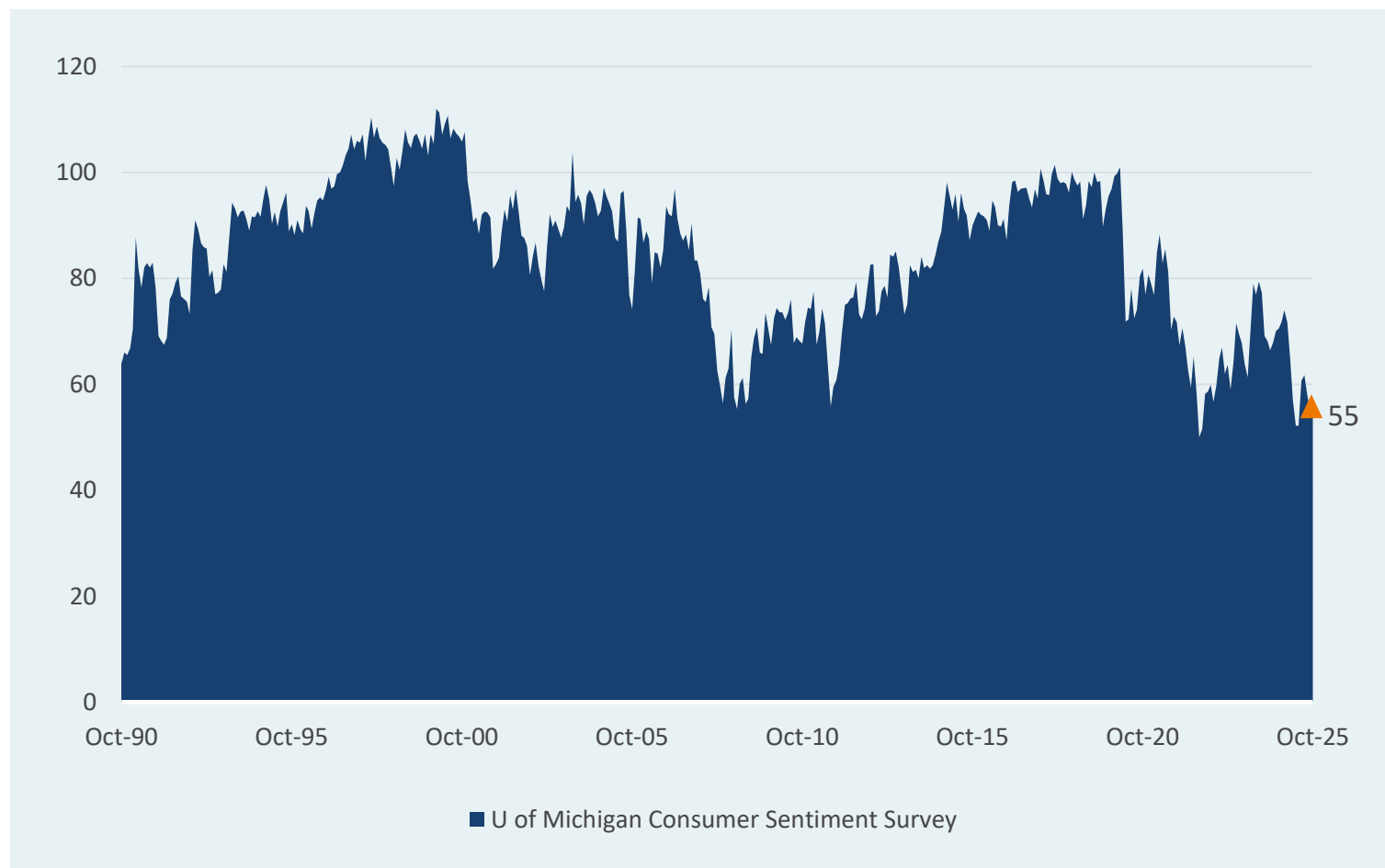
Source: BLS, Verus, as of 9/30/25

Conditions moving towards normality



Source: Verus, FRED, as of 8/31/25

Poor sentiment persists



Source: University of Michigan, as of 9/30/25

Business sentiment is a different story

NFIB SMALL BUSINESS SENTIMENT

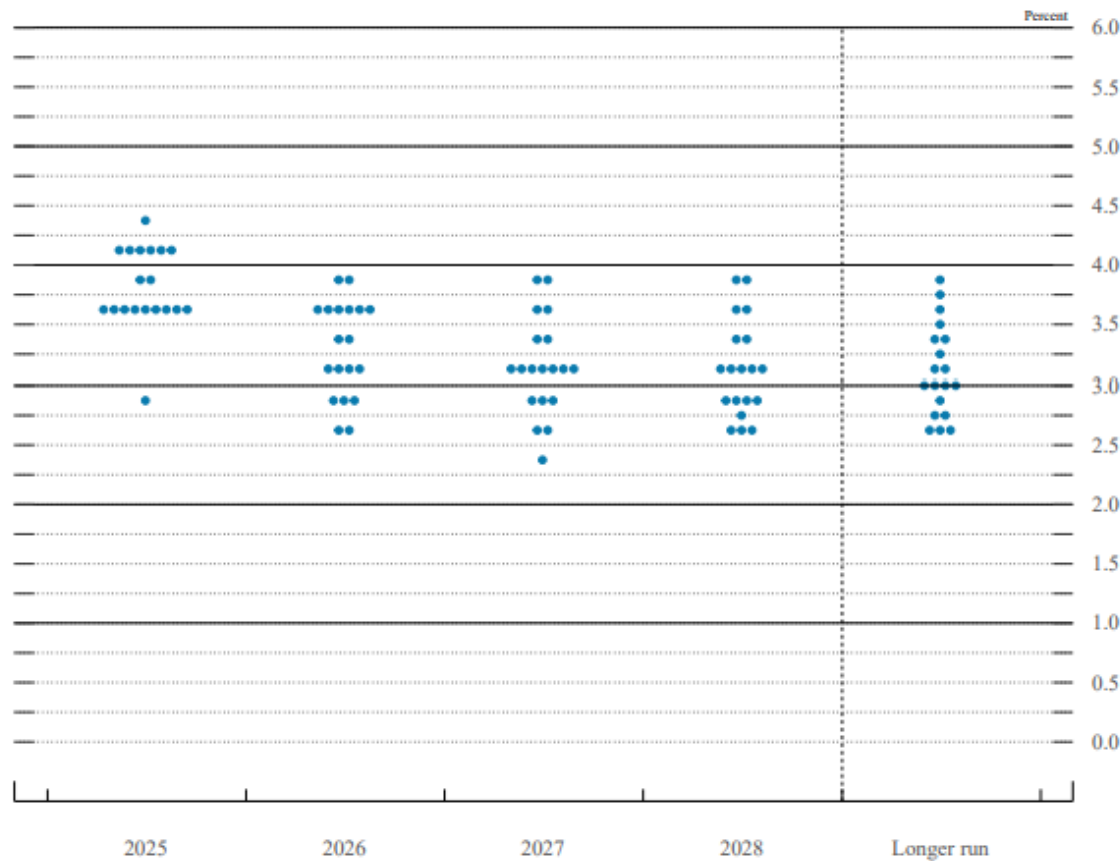


Small business sentiment is very strong relative to recent years

Source: NFIB, as of 9/30/25

Fed rate cuts forthcoming...

Figure 2. FOMC participants' assessments of appropriate monetary policy: Midpoint of target range or target level for the federal funds rate



More all-time-highs...

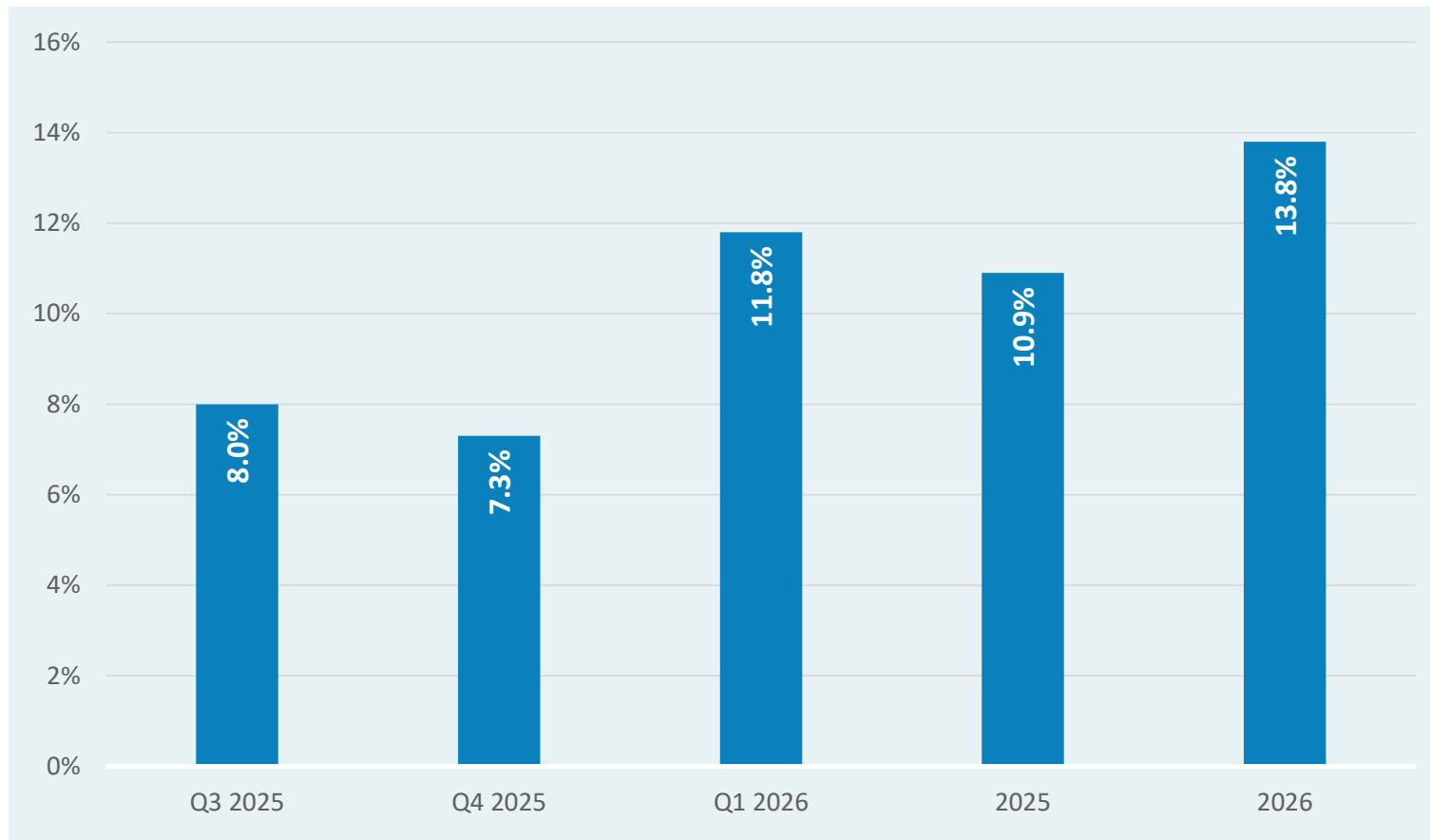
S&P 500 INDEX



Source: Standard & Poor's, as of 9/30/25

...backed by strong earnings

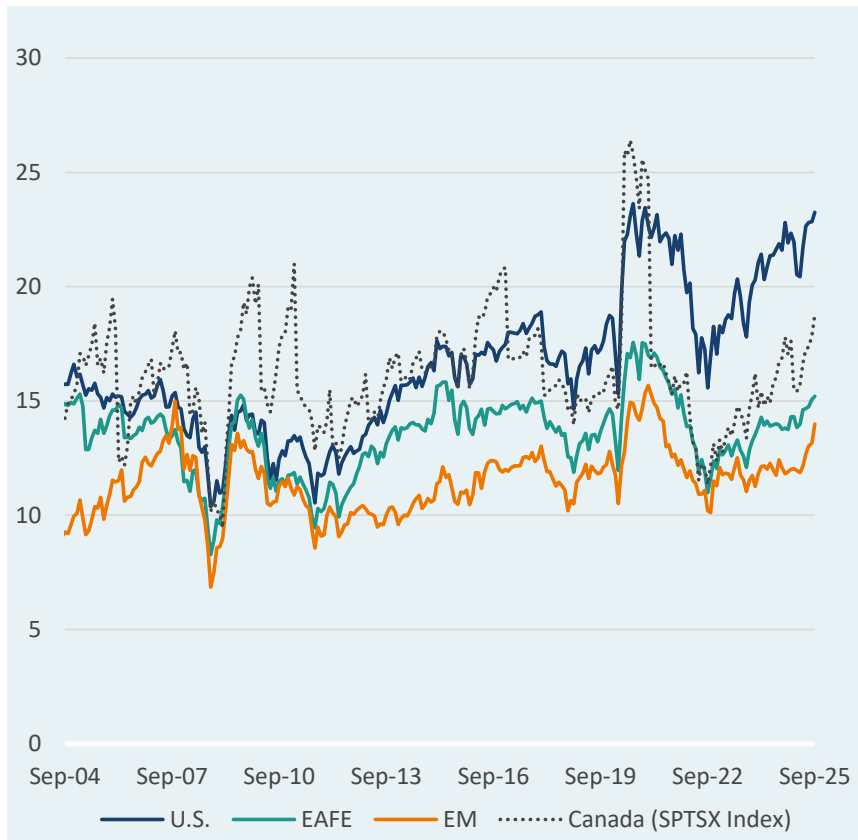
S&P 500 EARNINGS FORECASTS (YOY)



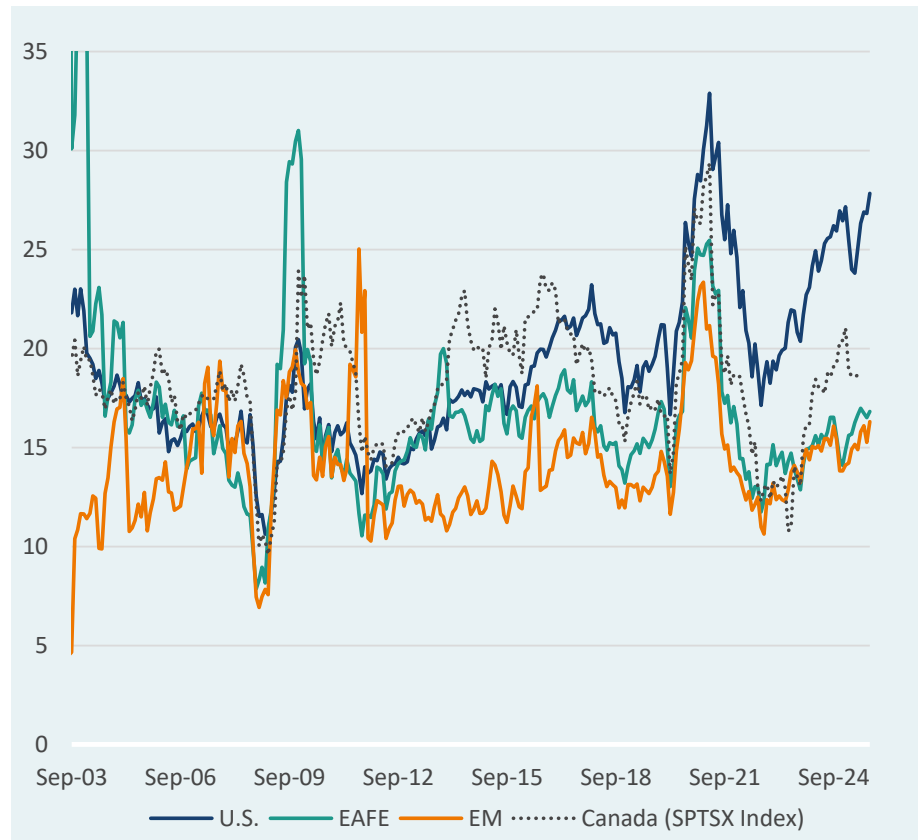
Source: Factset, Verus, as of 10/3/25

U.S. valuations even loftier

FORWARD P/E RATIOS

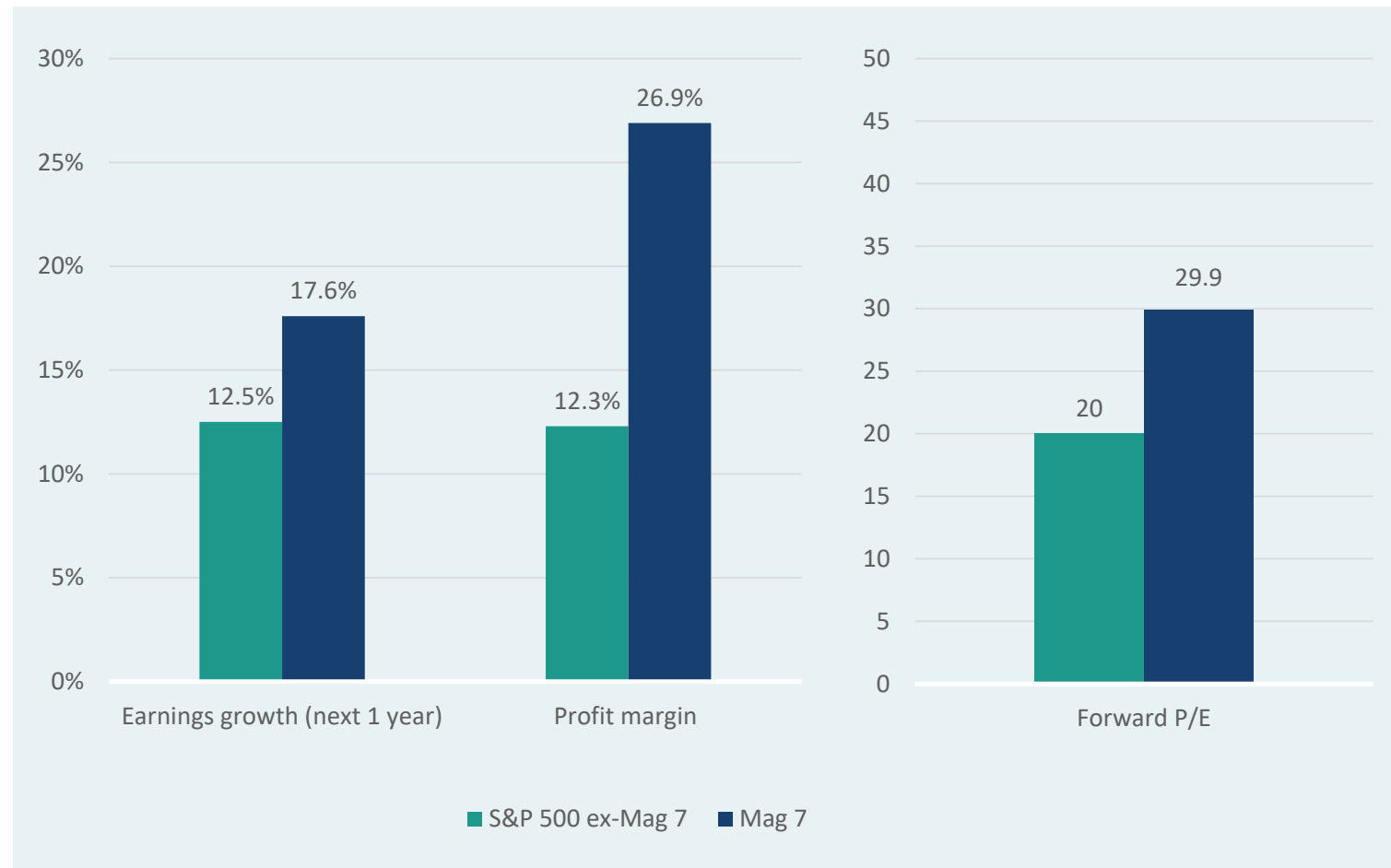


TRAILING P/E RATIOS



Source: MSCI, as of 9/30/25

S&P “493” vs. magnificent 7



Are S&P “493” stock valuations a bit more concerning than the Mag 7?

Source: Yardeni.com, Verus, as of 10/16/25

China's comeback



Source: MSCI, as of 9/30/25

Credit spreads extremely tight

As equity markets have recovered, credit spreads are now historically tight



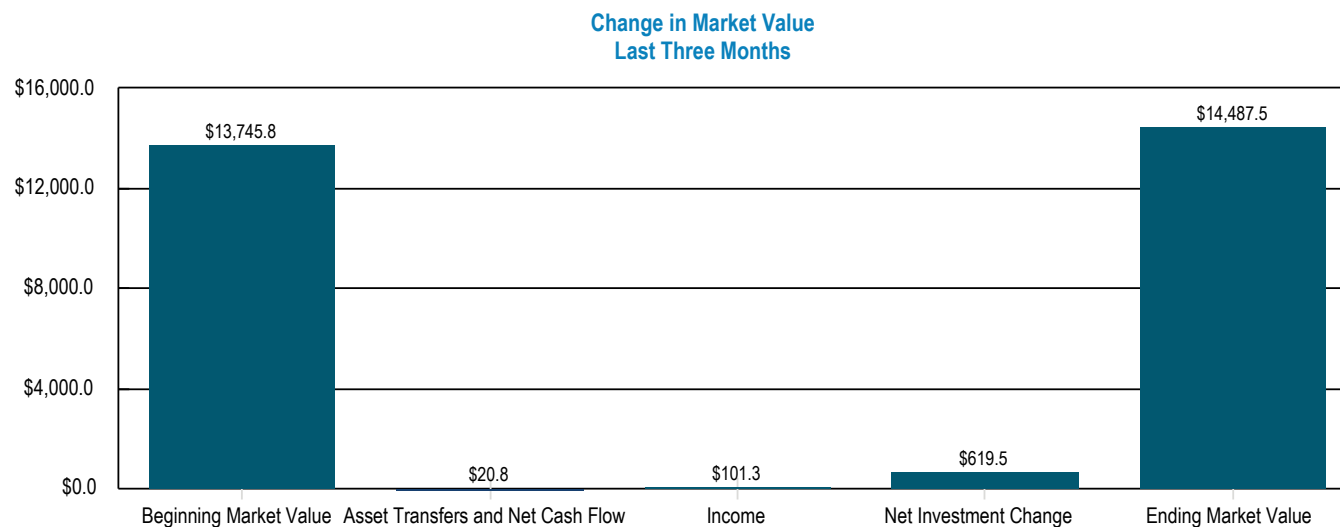
Source: Barclays, Bloomberg, as of 9/30/25

Performance Review

Total Fund Portfolio Reconciliation

Illinois Police Officers' Pension Investment Fund Period Ending: September 30, 2025

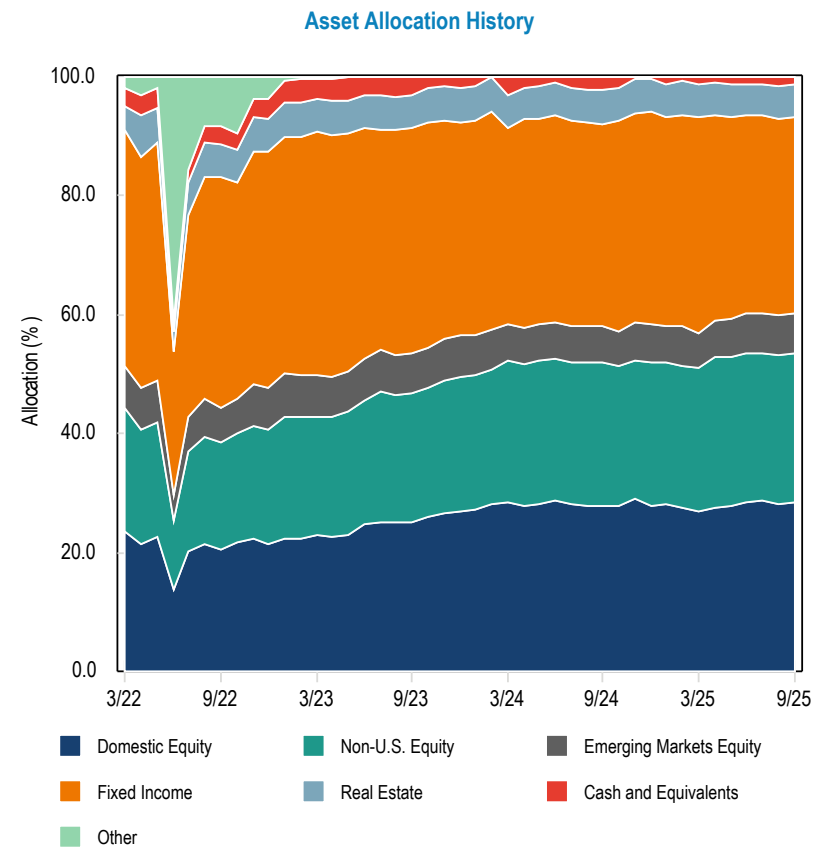
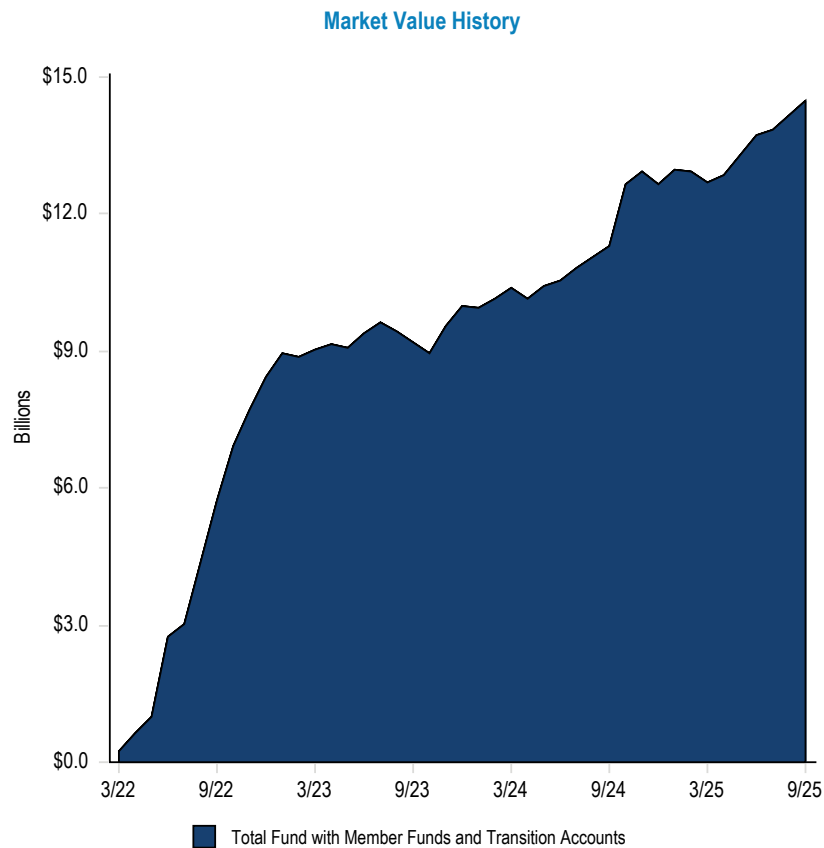
Portfolio Reconciliation		
	Quarter-To-Date	Fiscal Year-To-Date
Beginning Market Value	\$13,745,843,365	\$13,745,843,365
Asset Transfers and Net Cash	\$20,839,059	\$20,839,059
Income	\$101,337,971	\$101,337,971
Net Investment Change	\$619,524,581	\$619,524,581
Ending Market Value	\$14,487,544,975	\$14,487,544,975



The portfolio reconciliation includes the Member Funds and Transition Account. Income excludes Member Funds and Transition Account. Income is calculated using the actual dividend and income received from separate accounts and estimated income and dividends for commingled funds. The income and dividends for RhumbLine Russell 1000 Index, RhumbLine Russell 2000 Index, SSgA US TIPS Index and Cash are sourced from State Street custodial reports. The income and dividends for the SSgA commingled funds, Acadian and Ares are an estimate based on the current yield for bond funds and the dividend yield for equity funds. SSgA can use dividend and income to cover fund expenses, so the actual income that flows to the IPOPIF may be different than reported. Income for the Principal RE fund is based on a monthly income spreadsheet received from Principal via email. Income for Aristotle, LSV, Oaktree and WCM are sourced monthly from manager statements.

Total Fund Asset Allocation History

Illinois Police Officers' Pension Investment Fund Period Ending: September 30, 2025



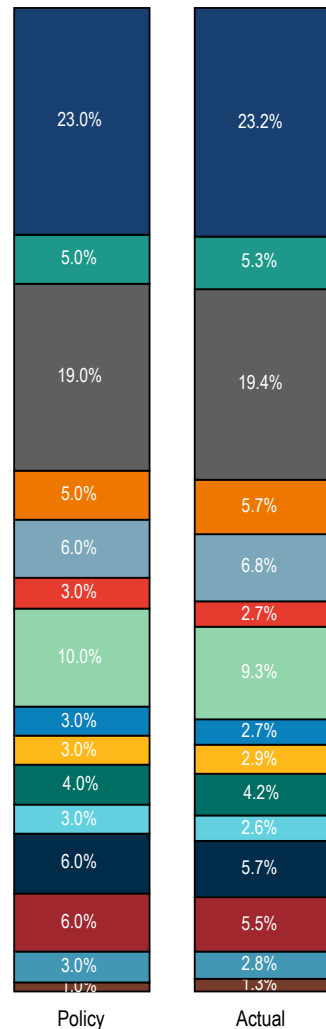
*Market value and asset class history includes Transition Accounts and Member Funds as represented by the Other category in the asset allocation history chart. The large allocation to the Other Category for 6/22 reflects assets in transition associated with the 6/24/22 Transfer Date.

IPOPIF Investment Portfolio

Asset Allocation vs. Policy

Illinois Police Officers' Pension Investment Fund

Period Ending: September 30, 2025



	Current Balance (\$)	Current Allocation (%)	Policy Allocation (%)	Excess Allocation (%)	Excess Allocation (\$)	Policy Range (%)	Within IPS Range?
Domestic Equity Large Cap	3,364,732,916	23.2	23.0	0.2	32,597,572	21.0 - 25.0	Yes
Domestic Equity Small Cap	769,311,767	5.3	5.0	0.3	44,934,518	4.0 - 6.0	Yes
International Equity Large Cap	2,805,708,881	19.4	19.0	0.4	53,075,336	17.0 - 21.0	Yes
International Equity Small Cap	818,901,394	5.7	5.0	0.7	94,524,146	4.0 - 6.0	Yes
Emerging Markets Equity	982,418,560	6.8	6.0	0.8	113,165,861	5.0 - 7.0	Yes
Domestic Fixed Income Core	386,628,019	2.7	3.0	-0.3	-47,998,330	2.0 - 4.0	Yes
Domestic Fixed Income Short Term	1,352,614,379	9.3	10.0	-0.7	-96,140,118	8.0 - 12.0	Yes
Domestic Fixed Income TIPS	384,429,699	2.7	3.0	-0.3	-50,196,650	2.0 - 4.0	Yes
Domestic Fixed Income Bank Loans	414,777,073	2.9	3.0	-0.1	-19,849,276	2.0 - 4.0	Yes
Domestic Fixed Income High Yield	605,045,361	4.2	4.0	0.2	25,543,562	3.0 - 5.0	Yes
Domestic Fixed Income Government	382,711,341	2.6	3.0	-0.4	-51,915,008	2.0 - 4.0	Yes
Emerging Markets Fixed Income	828,836,827	5.7	6.0	-0.3	-40,415,872	5.0 - 7.0	Yes
Real Estate	798,289,221	5.5	6.0	-0.5	-70,963,478	5.0 - 7.0	Yes
Private Credit	401,273,755	2.8	3.0	-0.2	-33,352,594	2.0 - 4.0	Yes
Cash and Equivalents	191,865,782	1.3	1.0	0.3	46,990,332	0.0 - 2.0	Yes
Total	14,487,544,975	100.0	100.0	0.0			

Asset Allocation reflects interim policy targets and excludes the Transition Account and Member Funds.

Total Fund
Executive Summary (Net of Fees)

Illinois Police Officers' Pension Investment Fund
Period Ending: September 30, 2025

	Market Value	% of Portfolio	3 Mo	YTD	Fiscal YTD	1 Yr	3 Yrs	Since Inception	Inception Date
Total Fund with Member and Transition Accounts	14,487,544,975	100.0	5.2	14.5	5.2	12.4	15.1	7.8	03/01/22
Policy Index			5.2	13.9	5.2	11.5	15.0	7.6	
Policy Index- Broad Based			5.5	15.2	5.5	12.5	17.3	7.8	
IPOPIF Investment Portfolio	14,487,544,975	100.0	5.2	14.4	5.2	12.2	15.1	7.7	04/01/22
Policy Index			5.2	13.9	5.2	11.5	15.0	7.6	
Policy Index- Broad Based			5.5	15.2	5.5	12.5	17.3	7.9	
Growth	8,741,073,519	60.3	7.1	20.3	7.1	17.2	21.6	10.4	04/01/22
Growth Benchmark			7.3	19.9	7.3	16.4	21.3	10.1	
Income	2,249,933,016	15.5	3.1	8.2	3.1	7.9	11.6	5.2	04/01/22
Income Benchmark			3.2	7.9	3.2	7.7	11.4	5.8	
Real Assets	798,289,221	5.5	3.9	4.1	3.9	0.0	5.3	1.2	04/01/22
Real Assets Benchmark			3.5	3.8	3.5	0.0	5.0	-1.3	
Risk Mitigation	2,698,249,220	18.6	1.4	4.8	1.4	3.9	4.9	3.1	04/01/22
Risk Mitigation Benchmark			1.4	4.8	1.4	3.9	4.9	3.1	
IPOPIF Pool Fixed Income Transition	971,376	0.0							
Member Accounts	-	0.0							
Transition Account	-	0.0							

The composition of blended benchmarks are located on the Data Sources and Methodology page.

Total Fund Executive Summary (Net of Fees)

Illinois Police Officers' Pension Investment Fund Period Ending: September 30, 2025

	Market Value	% of Portfolio	3 Mo	YTD	Fiscal YTD	1 Yr	3 Yrs	2024	Since Inception	Inception Date
Total Fund with Member and Transition Accounts	14,487,544,975	100.0	5.2	14.5	5.2	12.4	15.1	9.8	7.8	03/01/22
<i>Policy Index</i>			5.2	13.9	5.2	11.5	15.0	9.7	7.6	
<i>Policy Index- Broad Based</i>			5.5	15.2	5.5	12.5	17.3	10.8	7.8	
<i>All Public Plans > \$1B-Total Fund Rank</i>			15	4	15	4	7	30	13	
IPOPIF Investment Portfolio	14,487,544,975	100.0	5.2	14.4	5.2	12.2	15.1	9.6	7.7	04/01/22
<i>Policy Index</i>			5.2	13.9	5.2	11.5	15.0	9.7	7.6	
<i>Policy Index- Broad Based</i>			5.5	15.2	5.5	12.5	17.3	10.8	7.9	
<i>All Public Plans > \$1B-Total Fund Rank</i>			15	4	15	6	8	34	9	
Growth	8,741,073,519	60.3	7.1	20.3	7.1	17.2	21.6	12.8	10.4	04/01/22
<i>Growth Benchmark</i>			7.3	19.9	7.3	16.4	21.3	12.8	10.1	
RhumbLine Russell 1000 Index	3,364,732,916	23.2	8.0	14.6	8.0	17.7	24.6	24.5	13.0	04/01/22
<i>Russell 1000 Index</i>			8.0	14.6	8.0	17.7	24.6	24.5	13.1	
<i>eV US Large Cap Core Equity Rank</i>			25	30	25	25	30	35	36	
RhumbLine Russell 2000 Index	769,311,767	5.3	12.3	10.3	12.3	10.7	15.1	11.6	6.2	04/01/22
<i>Russell 2000 Index</i>			12.4	10.4	12.4	10.8	15.2	11.5	6.3	
<i>eV US Small Cap Core Equity Rank</i>			13	25	13	24	45	51	52	
SSgA Non-US Developed Index	2,805,708,881	19.4	5.4	25.8	5.4	16.5	22.0	5.0	10.4	04/01/22
<i>MSCI World ex U.S. (Net)</i>			5.3	25.3	5.3	16.0	21.6	4.7	9.9	
<i>eV EAFE Core Equity Rank</i>			42	53	42	54	45	44	46	
International Developed Small Cap Equity	818,901,394	5.7	5.6	29.1	5.6	23.8	21.2	6.1	8.5	04/01/22
<i>MSCI World ex U.S. Small Cap Index (Net)</i>			7.2	29.5	7.2	19.4	20.0	2.8	7.4	
Acadian ACWI ex US Small-Cap Fund	400,962,399	2.8	6.6	26.1	6.6	20.6	-	-	23.3	02/01/24
<i>MSCI AC World ex USA Small Cap (Net)</i>			6.7	25.5	6.7	15.9	-	-	18.1	
<i>eV ACWI ex-US Small Cap Equity Rank</i>			32	51	32	40	-	-	25	
WCM International Small Cap Growth Fund	202,459,796	1.4	1.9	26.4	1.9	24.6	-	-	18.0	03/01/24
<i>MSCI AC World ex USA Small Cap (Net)</i>			6.7	25.5	6.7	15.9	-	-	18.4	
<i>eV ACWI ex-US Small Cap Equity Rank</i>			65	51	65	15	-	-	43	
LSV International Small Cap Value Equity Fund	215,479,200	1.5	7.5	38.0	7.5	29.0	-	-	25.8	03/01/24
<i>S&P Developed Ex-U.S. SmallCap (Net)</i>			7.0	29.6	7.0	18.0	-	-	19.2	
<i>eV EAFE Small Cap Value Rank</i>			50	19	50	24	-	-	31	

The composition of blended benchmarks are located on the Data Sources and Methodology page. Principal USPA does not show a Since 4/1/2022 return because the fund was inception on 4/6/2022.

Total Fund
Executive Summary (Net of Fees)

Illinois Police Officers' Pension Investment Fund
Period Ending: September 30, 2025

	Market Value	% of Portfolio	3 Mo	YTD	Fiscal YTD	1 Yr	3 Yrs	2024	Since Inception	Inception Date
Emerging Market Equities	982,418,560	6.8	6.5	25.3	6.5	15.1	16.0	2.9	6.0	04/01/22
<i>Emerging Markets Equity Benchmark</i>			6.6	22.1	6.6	12.1	15.3	4.2	5.4	
William Blair Emerging Markets ex China Growth Fund	487,650,786	3.4	6.7	15.0	6.7	-	-	-	15.0	01/01/25
<i>MSCI Emerging Markets ex China IMI (Net)</i>			6.3	21.2	6.3	-	-	-	21.2	
<i>eV Emg Mkts Equity Rank</i>			77	94	77	-	-	-	94	
ARGA Emerging Markets Ex China Equity	494,767,774	3.4	6.2	34.6	6.2	-	-	-	29.7	12/01/24
<i>MSCI Emerging Markets ex China (Net)</i>			6.6	22.1	6.6	-	-	-	20.7	
<i>eV Emg Mkts Equity Rank</i>			82	9	82	-	-	-	25	
Income	2,249,933,016	15.5	3.1	8.2	3.1	7.9	11.6	7.6	5.2	04/01/22
<i>Income Benchmark</i>			3.2	7.9	3.2	7.7	11.4	7.5	5.8	
SSgA High Yield Corporate Credit	605,045,361	4.2	2.6	7.2	2.6	7.4	11.4	8.4	5.9	04/01/22
<i>Spliced SSgA U.S. High Yield Index</i>			2.4	7.1	2.4	7.2	11.2	8.2	5.8	
<i>eV US High Yield Fixed Inc Rank</i>			24	26	24	23	12	28	32	
Emerging Market Debt	828,836,827	5.7	4.4	11.5	4.4	9.1	12.6	6.5	4.8	04/01/22
<i>Emerging Markets Debt Benchmark</i>			4.8	10.7	4.8	8.5	12.4	6.5	5.8	
SSgA EMD Hard Index Fund	612,924,570	4.2	4.8	10.8	4.8	8.8	12.5	6.9	4.7	04/01/22
<i>Spliced SSgA EMD Hard Index</i>			4.8	10.7	4.8	8.5	12.3	6.5	5.0	
<i>Emerging Markets Bond Rank</i>			27	38	27	39	47	52	78	
Capital Group Emerging Markets Debt	215,912,257	1.5	3.6	13.5	3.6	-	-	-	11.4	11/01/24
<i>Capital Group Spliced Benchmark</i>			3.4	12.2	3.4	-	-	-	10.7	
<i>Emerging Markets Bond Rank</i>			77	7	77	-	-	-	24	
Bank Loans	414,777,073	2.9	2.0	4.9	2.0	7.2	-	-	7.7	03/01/24
<i>S&P UBS Leveraged Loan Index</i>			1.7	4.7	1.7	7.1	-	-	7.6	
Ares Institutional Loan Fund	138,118,833	1.0	2.0	4.8	2.0	7.4	-	-	8.0	03/01/24
<i>S&P UBS Leveraged Loan Index</i>			1.7	4.7	1.7	7.1	-	-	7.6	
<i>eV US Float-Rate Bank Loan Fixed Inc Rank</i>			15	18	15	18	-	-	15	
Aristotle Institutional Loan Fund	276,658,241	1.9	2.0	4.9	2.0	7.2	-	-	7.5	03/01/24
<i>S&P UBS Leveraged Loan Index</i>			1.7	4.7	1.7	7.1	-	-	7.6	
<i>eV US Float-Rate Bank Loan Fixed Inc Rank</i>			19	12	19	35	-	-	40	
Oaktree Blue Credit 1	401,273,755	2.8	2.0	-	2.0	-	-	-	4.0	05/01/25

The composition of blended benchmarks are located on the Data Sources and Methodology page. Principal USPA does not show a Since 4/1/2022 return because the fund was inception on 4/6/2022.

Total Fund Executive Summary (Net of Fees)

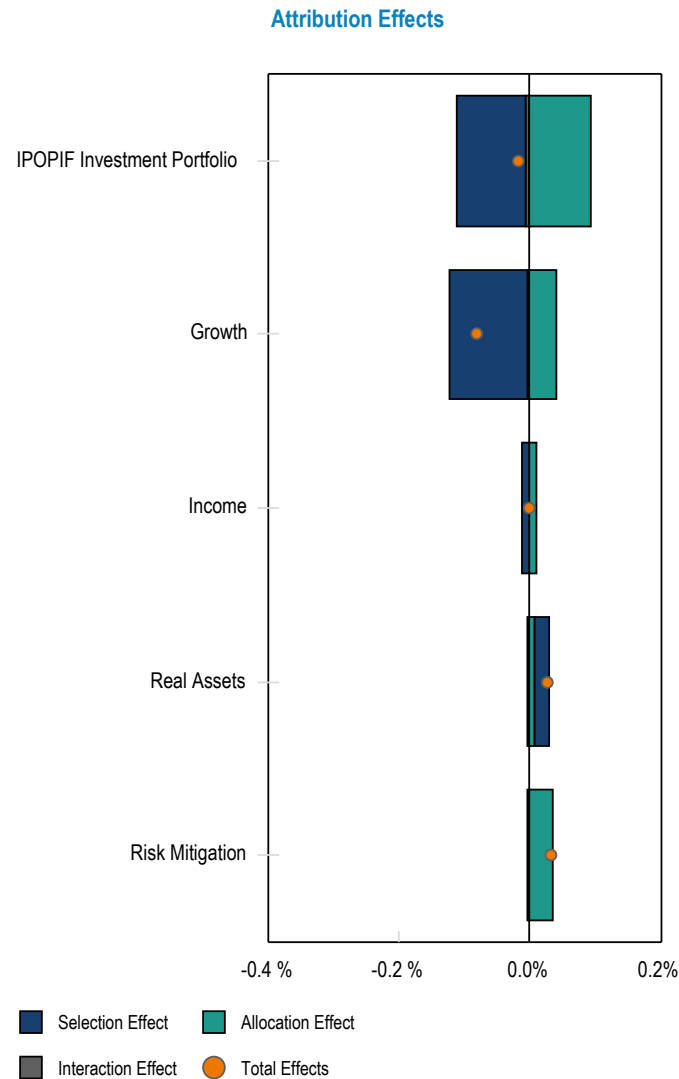
Illinois Police Officers' Pension Investment Fund Period Ending: September 30, 2025

	Market Value	% of Portfolio	3 Mo	YTD	Fiscal YTD	1 Yr	3 Yrs	2024	Since Inception	Inception Date
Real Assets	798,289,221	5.5	3.9	4.1	3.9	0.0	5.3	5.7	1.2	04/01/22
<i>Real Assets Benchmark</i>			3.5	3.8	3.5	0.0	5.0	4.8	-1.3	
SSgA REITs Index	577,901,680	4.0	5.1	4.5	5.1	-1.7	10.4	8.0	-0.3	04/01/22
<i>Dow Jones U.S. Select REIT Total Return Index</i>			5.1	4.5	5.1	-1.7	10.5	8.1	-0.3	
<i>eV US REIT Rank</i>			10	34	10	24	26	34	41	
Principal USPA	220,387,540	1.5	1.2	3.1	1.2	4.2	-5.4	-1.9	-4.1	05/01/22
<i>NFI-ODCE Equal-Weighted Index</i>			0.5	2.1	0.5	3.0	-6.4	-2.4	-4.3	
Risk Mitigation	2,698,249,220	18.6	1.4	4.8	1.4	3.9	4.9	3.8	3.1	04/01/22
<i>Risk Mitigation Benchmark</i>			1.4	4.8	1.4	3.9	4.9	3.9	3.1	
SSgA US Treasury Index	382,711,341	2.6	1.5	5.4	1.5	2.1	-	-	6.7	05/01/24
<i>Blmbg. U.S. Treasury Index</i>			1.5	5.4	1.5	2.1	-	-	6.6	
<i>eV US Government Fixed Inc Rank</i>			88	94	88	81	-	-	89	
SSgA Core Fixed Income Index	386,628,019	2.7	2.0	6.1	2.0	2.9	5.0	1.4	1.4	04/01/22
<i>Blmbg. U.S. Aggregate Index</i>			2.0	6.1	2.0	2.9	4.9	1.3	1.4	
<i>eV US Core Fixed Inc Rank</i>			66	64	66	65	76	76	79	
SSgA Short-Term Gov't/Credit Index	1,351,643,003	9.3	1.2	4.2	1.2	4.2	4.7	4.4	3.4	04/01/22
<i>Bloomberg U.S. Gov/Credit 1-3 Year Index</i>			1.2	4.1	1.2	4.1	4.7	4.4	3.4	
<i>eV US Short Duration Fixed Inc Rank</i>			79	76	79	74	83	66	74	
SSgA US TIPS Index	384,429,699	2.7	1.6	5.7	1.6	5.7	5.5	4.8	3.4	04/01/22
<i>Blmbg. U.S. TIPS 0-5 Year</i>			1.6	5.7	1.6	5.5	5.4	4.7	3.5	
<i>eV US TIPS / Inflation Fixed Inc Rank</i>			90	95	90	7	23	6	3	
Cash	191,865,025	1.3	1.0	3.0	1.0	4.1	4.5	5.0	4.0	04/01/22
<i>90 Day U.S. Treasury Bill</i>			1.1	3.2	1.1	4.4	4.8	5.3	4.2	
IPOPIF Pool Fixed Income Transition	971,376	0.0								
Member Accounts	-	0.0								
Transition Account	-	0.0								

The composition of blended benchmarks are located on the Data Sources and Methodology page. Principal USPA does not show a Since 4/1/2022 return because the fund was inception on 4/6/2022.

Total Fund Attribution Analysis (Net of Fees)

Illinois Police Officers' Pension Investment Fund Period Ending: September 30, 2025



Performance Attribution

3 Mo

Wtd. Actual Return	5.2
Wtd. Index Return	5.2
Excess Return	0.0
Selection Effect	-0.1
Allocation Effect	0.1
Interaction Effect	0.0

Attribution Summary

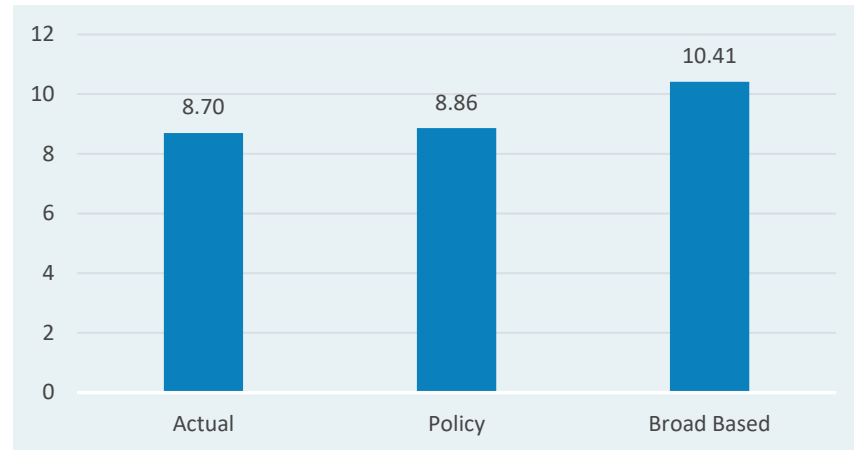
	Wtd. Actual Return (%)	Wtd. Index Return (%)	Excess Return (%)	Selection Effect (%)	Allocation Effect (%)	Interaction Effects (%)	Total Effects (%)
Growth	7.1	7.3	-0.2	-0.1	0.0	0.0	-0.1
Income	3.1	3.2	-0.1	0.0	0.0	0.0	0.0
Real Assets	3.9	3.5	0.4	0.0	0.0	0.0	0.0
Risk Mitigation	1.4	1.4	0.0	0.0	0.0	0.0	0.0
IPOPIF Investment Portfolio	5.2	5.2	0.0	-0.1	0.1	0.0	0.0

The attribution analysis was conducted on the IPOPIF Investment Portfolio which excludes the Member Funds and Transition Account. Weighted returns shown in attribution analysis may differ from actual returns. Wtd. Actual Return is the sum of the products of each group's return and its respective weight at the beginning of the period.

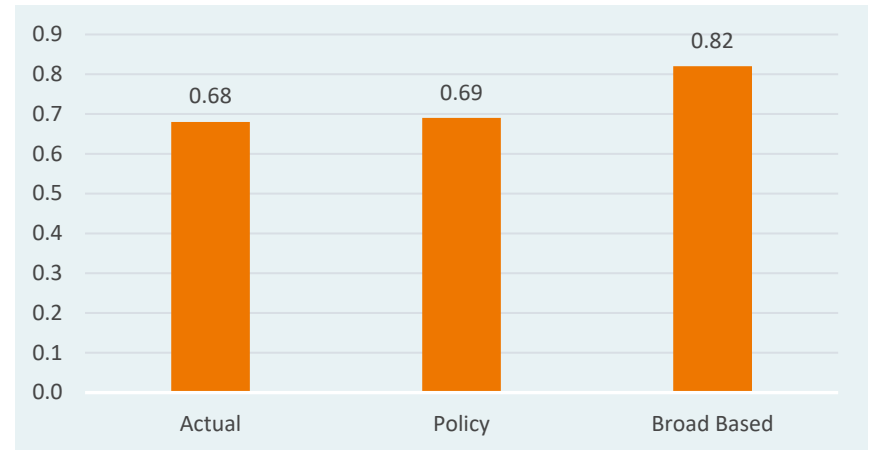
Illinois Police Officers' Pension Investment Fund Period Ending: September 30, 2025

Portfolio Characteristics

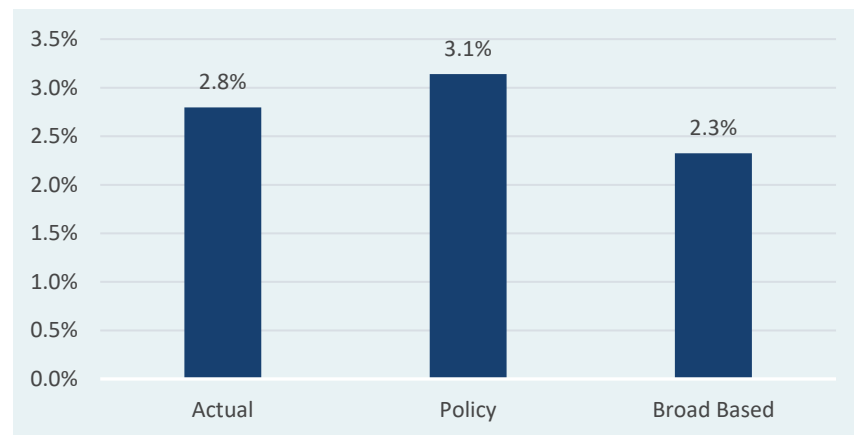
TOTAL PLAN RISK



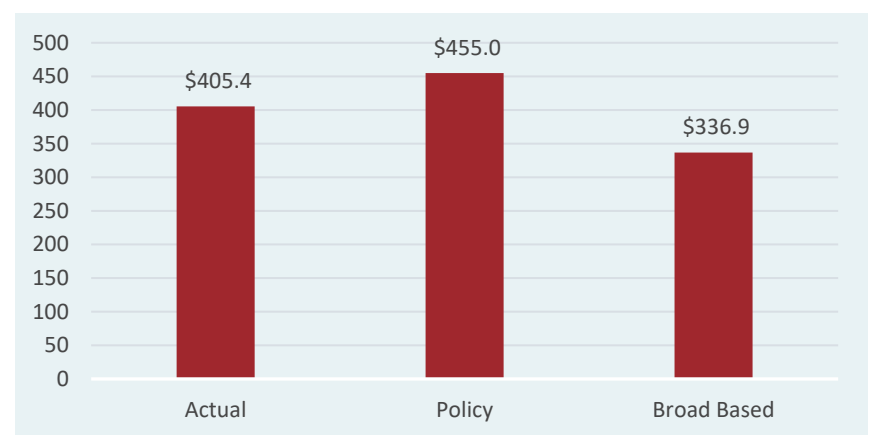
EQUITY BETA (ACWI IMI)



ESTIMATED PORTFOLIO INCOME YIELD*



ESTIMATED PORTFOLIO INCOME (\$ MILLIONS)*



*Income Yield and Income are estimated based on dividend yields and current yields applied to benchmark weights and does not include factors such as dividend re-investment rates.
Source: Morningstar, PARIS and manager fact sheets.

IPOPIF Investment Portfolio Investment Fund Fee Analysis

Illinois Police Officers' Pension Investment Fund Period Ending: September 30, 2025

Name	Asset Class	Vehicle Type	Market Value	% of Portfolio	Estimated Fee Value	Expense Fee (%)
RhumbLine Russell 1000 Index	Domestic Equity	Separate Account	\$3,364,732,916	23.2250	\$168,237	0.005
RhumbLine Russell 2000 Index	Domestic Equity	Separate Account	\$769,311,767	5.3102	\$38,466	0.005
SSgA Non-US Developed Index	Non-U.S. Equity	Commingled Fund	\$2,805,708,881	19.3664	\$252,514	0.009
Acadian ACWI ex US Small-Cap Fund	Non-U.S. Equity	Commingled Fund	\$400,962,399	2.7676	\$2,355,293	0.587
WCM International Small Cap Growth Fund	Non-U.S. Equity	Commingled Fund	\$202,459,796	1.3975	\$1,312,299	0.648
LSV International Small Cap Value Equity Fund	Non-U.S. Equity	Commingled Fund	\$215,479,200	1.4873	\$1,616,094	0.750
William Blair Emerging Markets ex China Growth Fund	Emerging Markets Equity	Commingled Fund	\$487,650,786	3.3660	\$2,015,422	0.413
ARGA Emerging Markets Ex China Equity	Emerging Markets Equity	Commingled Fund	\$494,767,774	3.4151	\$3,463,374	0.700
SSgA High Yield Corporate Credit	Fixed Income	Commingled Fund	\$605,045,361	4.1763	\$102,858	0.017
SSgA EMD Hard Index Fund	Fixed Income	Commingled Fund	\$612,924,570	4.2307	\$104,197	0.017
Capital Group Emerging Markets Debt	Fixed Income	Commingled Fund	\$215,912,257	1.4903	\$701,715	0.325
Ares Institutional Loan Fund	Fixed Income	Commingled Fund	\$138,118,833	0.9534	\$345,297	0.250
Aristotle Institutional Loan Fund	Fixed Income	Commingled Fund	\$276,658,241	1.9096	\$852,107	0.308
Oaktree Blue Credit 1	Fixed Income	Commingled Fund	\$401,273,755	2.7698	\$1,484,713	0.370
SSgA REITs Index	Real Estate	Commingled Fund	\$577,901,680	3.9890	\$52,011	0.009
Principal USPA	Real Estate	Commingled Fund	\$220,387,540	1.5212	\$1,763,100	0.800
SSgA US Treasury Index	Fixed Income	Commingled Fund	\$382,711,341	2.6417	\$34,444	0.009
SSgA Core Fixed Income Index	Fixed Income	Commingled Fund	\$386,628,019	2.6687	\$34,797	0.009
SSgA Short-Term Gov't/Credit Index	Fixed Income	Commingled Fund	\$1,351,643,003	9.3297	\$121,648	0.009
SSgA US TIPS Index	Fixed Income	Separate Account	\$384,429,699	2.6535	\$34,599	0.009
Cash	Cash and Equivalents	Commingled Fund	\$191,865,025	1.3243		
IPOPIF Investment Portfolio			\$14,487,544,975	100.0000	\$16,853,184	0.116

SSGA charges a flat 0.0155% fee through 2Q 2023 and an aggregate asset-based fee thereafter.

Total Fund
Cash Flow by Manager - Last Three Months

Illinois Police Officers' Pension Investment Fund
Period Ending: September 30, 2025

Name	Beginning Market Value	Contributions	Distributions	Net Cash Flows	Income	Fees	Net Investment Change	Ending Market Value
RhumbLine Russell 1000 Index	\$3,216,687,761	\$38,410	-\$105,000,000	-\$104,961,590	\$10,189,308	-\$38,410	\$242,855,848	\$3,364,732,916
RhumbLine Russell 2000 Index	\$685,060,451	\$8,142	-	\$8,142	\$2,596,970	-\$8,142	\$81,654,346	\$769,311,767
SSgA Non-US Developed Index	\$2,662,220,553	\$55,908	-	\$55,908	\$19,362,580	-\$55,908	\$124,125,748	\$2,805,708,881
Acadian ACWI ex US Small-Cap Fund	\$375,786,702	\$511,473	-	\$511,473	\$2,820,238	-\$511,473	\$22,355,459	\$400,962,399
WCM International Small Cap Growth Fund	\$198,589,132	-	-	-	\$397,756	-\$347,531	\$3,820,439	\$202,459,796
LSV International Small Cap Value Equity Fund	\$200,075,601	\$398,764	-	\$398,764	\$1,622,997	-\$398,764	\$13,780,602	\$215,479,200
William Blair Emerging Markets ex China Growth Fund	\$456,461,292	\$458,197	-	\$458,197	\$1,770,425	-\$458,197	\$29,419,069	\$487,650,786
ARGA Emerging Markets Ex China Equity	\$465,815,549	-	-	-	\$3,821,059	-\$840,058	\$25,971,224	\$494,767,774
SSgA High Yield Corporate Credit	\$763,790,119	\$47,391	-\$175,000,000	-\$174,952,609	\$10,876,035	-\$47,391	\$5,379,207	\$605,045,361
SSgA EMD Hard Index Fund	\$585,051,900	\$33,722	-	\$33,722	\$8,820,648	-\$33,722	\$19,052,022	\$612,924,570
Capital Group Emerging Markets Debt	\$208,288,931	\$169,235	-	\$169,235	\$321,438	-\$169,235	\$7,301,887	\$215,912,257
Ares Institutional Loan Fund	\$135,378,166	-	-	-	\$219,874	-\$86,492	\$2,607,284	\$138,118,833
Aristotle Institutional Loan Fund	\$271,325,209	-	-	-	\$5,544,630	-\$211,598	-	\$276,658,241
Oaktree Blue Credit 1	\$178,329,504	\$215,000,000	-	\$215,000,000	\$6,207,174	-\$245,100	\$1,982,177	\$401,273,755
SSgA REITs Index	\$494,880,584	\$57,010,628	-	\$57,010,628	\$5,149,330	-\$10,628	\$20,871,766	\$577,901,680
Principal USPA	\$217,762,461	-	-	-	\$1,621,649	-\$296,918	\$1,300,348	\$220,387,540
SSgA US Treasury Index	\$377,014,524	\$8,001	-	\$8,001	\$3,268,101	-\$8,001	\$2,428,716	\$382,711,341
SSgA Core Fixed Income Index	\$378,935,837	\$8,073	-	\$8,073	\$3,742,236	-\$8,073	\$3,949,947	\$386,628,019
SSgA Short-Term Gov't/Credit Index	\$1,335,654,120	\$28,102	-	\$28,102	\$11,268,123	-\$28,102	\$4,720,760	\$1,351,643,003
SSgA US TIPS Index	\$378,461,642	\$8,101	-	\$8,101	\$31,441	-\$8,101	\$5,936,616	\$384,429,699
Cash	\$159,935,011	\$489,915,982	-\$459,669,859	\$30,246,123	\$1,683,809	-	\$303	\$191,865,025
IPOPIF Pool Fixed Income Transition within Total Fund	\$337,591	\$620,853	-	\$620,853	\$181	-	\$12,751	\$971,376
Member Accounts	-	-	-	-	\$1,939	-	-\$1,939	-
Transition Account	-	-	-	-	-	-	-	-
Total Fund with Member Funds and Transition Accounts	\$13,745,843,365	\$765,639,215	-\$739,669,859	\$25,969,356	\$101,337,971	-\$3,811,844	\$619,524,581	\$14,487,544,975

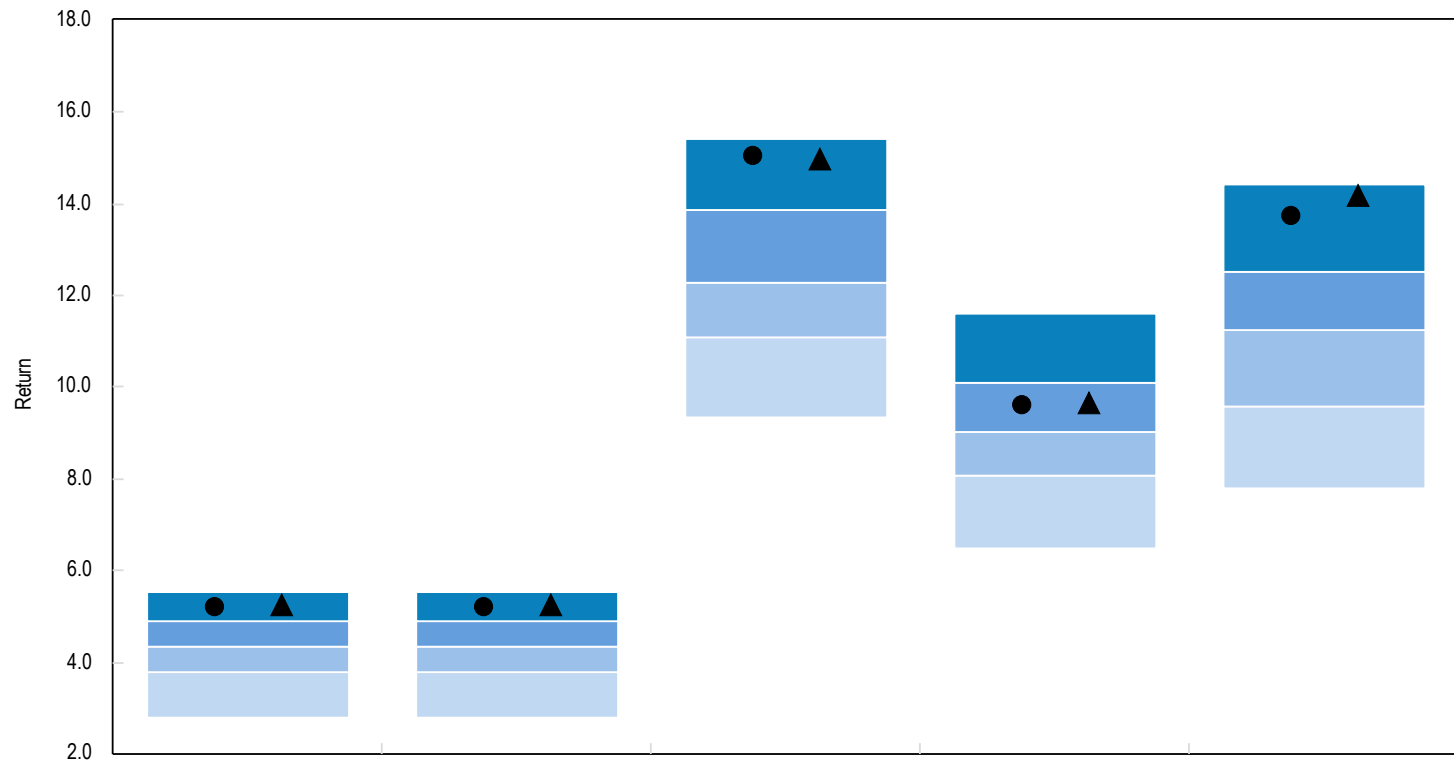
IPOPIF Investment Portfolio

Illinois Police Officers' Pension Investment Fund

Peer Universe Comparison: Cumulative Performance (Net of Fees)

Period Ending: September 30, 2025

IPOPIF Investment Portfolio vs. All Public Plans > \$1B-Total Fund



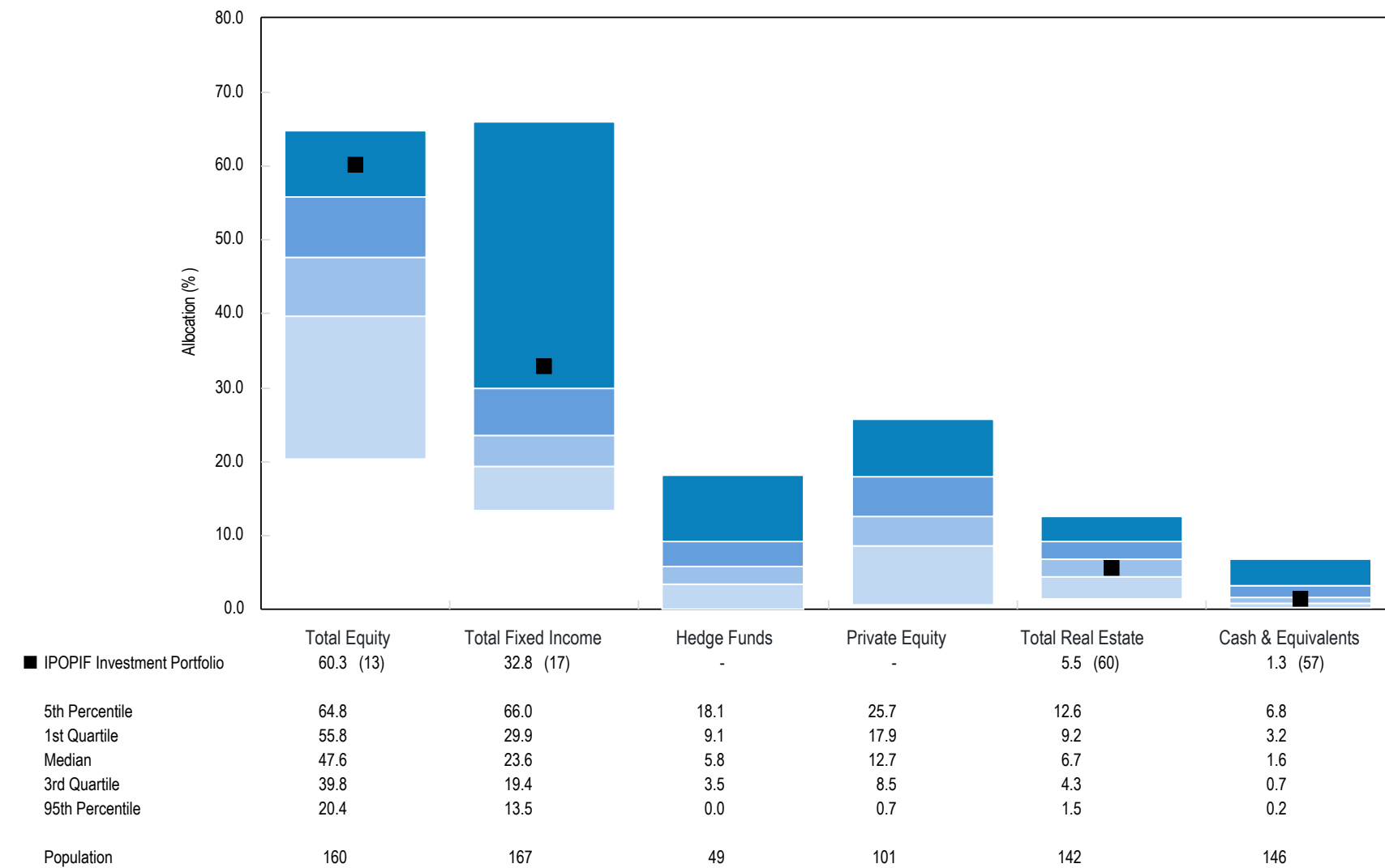
● IPOPIF Investment Portfolio					
▲ Policy Index					
	Quarter	Fiscal YTD	3 Yrs	2024	2023
	5.2 (15)	5.2 (15)	15.1 (8)	9.6 (34)	13.7 (12)
	5.2 (12)	5.2 (12)	15.0 (8)	9.7 (33)	14.2 (8)
5th Percentile	5.5	5.5	15.4	11.6	14.4
1st Quartile	4.9	4.9	13.9	10.1	12.5
Median	4.3	4.3	12.3	9.0	11.3
3rd Quartile	3.8	3.8	11.1	8.1	9.6
95th Percentile	2.8	2.8	9.3	6.5	7.8
Population	108	108	102	182	194

Parenteses contain percentile rankings. Performance shown for IPOPIF Investment Fund which excludes the Transition Account and Member Funds.

IPOPIF Investment Portfolio
Peer Universe Comparison: Asset Allocation

Illinois Police Officers' Pension Investment Fund
Period Ending: September 30, 2025

Total Plan Allocation vs. All Public Plans > \$1B-Total Fund
As of September 30, 2025



Parentheses contain percentile rankings. Excludes Transition Account and Member Funds. Real Assets contains Core Real Estate and REITs.

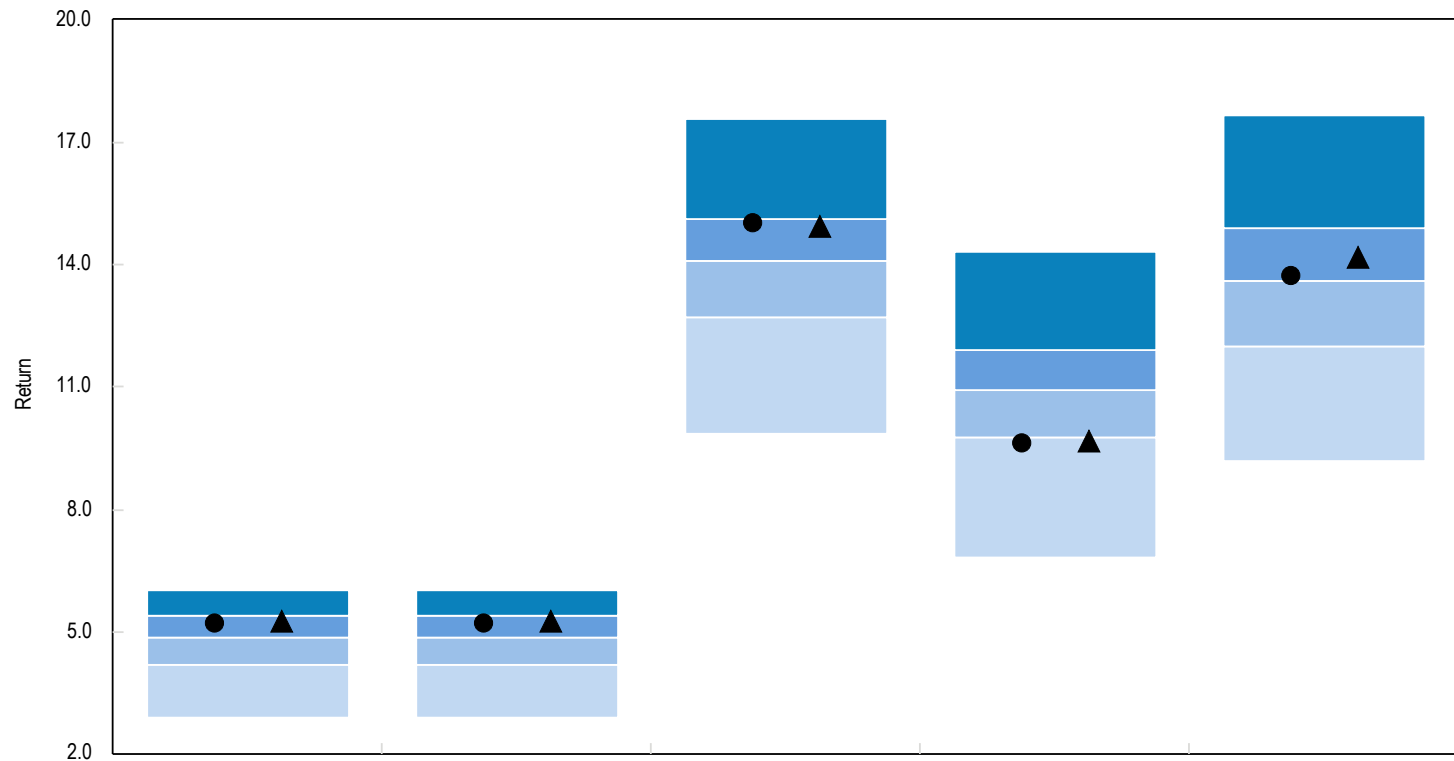
IPOPIF Investment Portfolio

Illinois Police Officers' Pension Investment Fund

Peer Universe Comparison: Cumulative Performance (Net of Fees)

Period Ending: September 30, 2025

IPOPIF Investment Portfolio vs. All Public Plans < \$1B-Total Fund



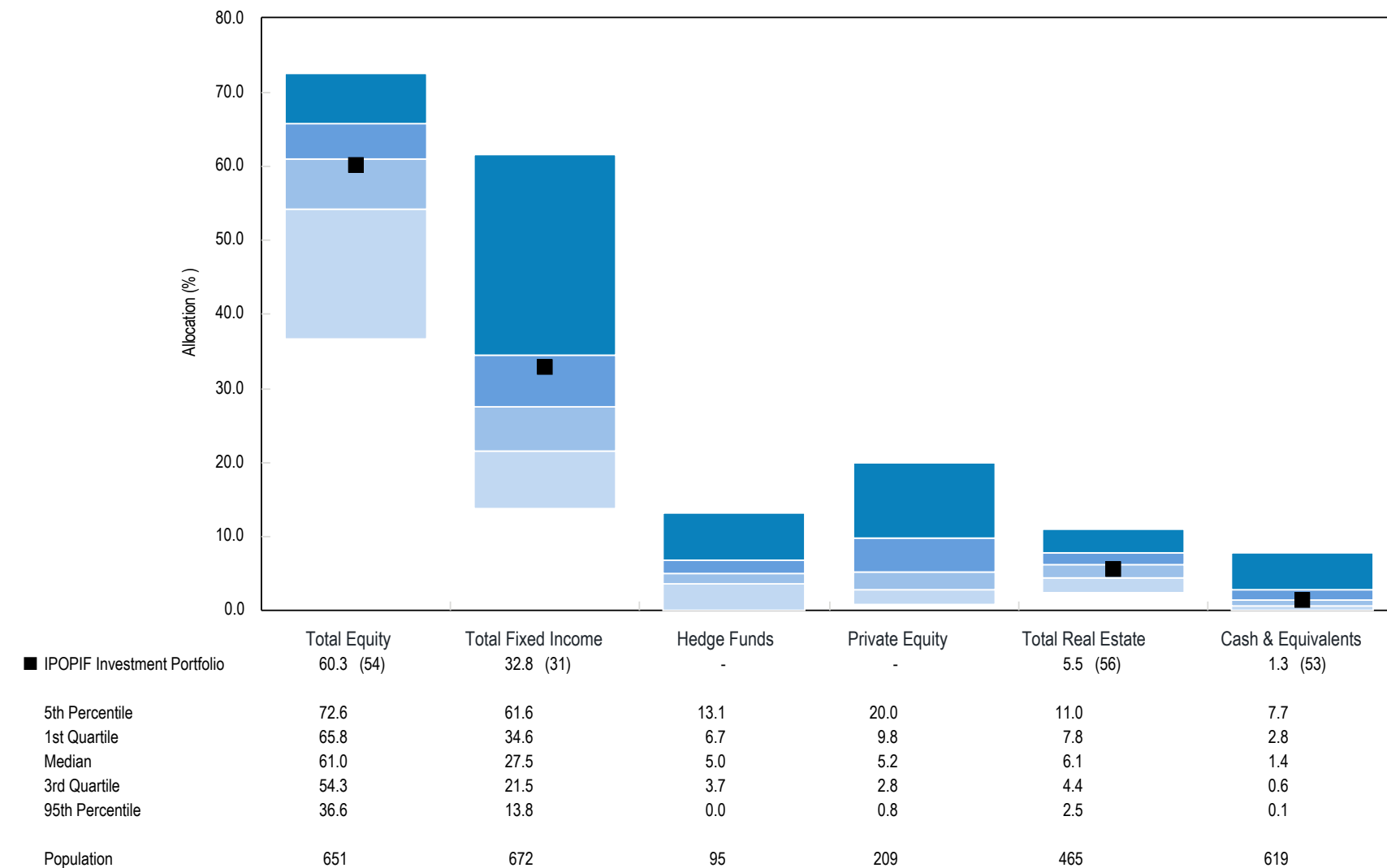
● IPOPIF Investment Portfolio	Quarter	Fiscal YTD	3 Yrs	2024	2023
▲ Policy Index	5.2 (35)	5.2 (35)	15.1 (27)	9.6 (77)	13.7 (49)
	5.2 (33)	5.2 (33)	15.0 (29)	9.7 (77)	14.2 (41)
5th Percentile	6.0	6.0	17.6	14.3	17.7
1st Quartile	5.4	5.4	15.1	11.9	14.9
Median	4.9	4.9	14.1	10.9	13.6
3rd Quartile	4.2	4.2	12.7	9.8	12.0
95th Percentile	2.9	2.9	9.9	6.8	9.2
Population	612	612	574	953	990

Parenteses contain percentile rankings. Performance shown for IPOPIF Investment Fund which excludes the Transition Account and Member Funds.

IPOPIF Investment Portfolio
Peer Universe Comparison: Asset Allocation

Illinois Police Officers' Pension Investment Fund
Period Ending: September 30, 2025

Total Plan Allocation vs. All Public Plans < \$1B-Total Fund
As of September 30, 2025



Parenteses contain percentile rankings. Excludes Transition Account and Member Funds. Real Assets contains Core Real Estate and REITs.

Total Fund Data Sources and Methodology Page

Illinois Police Officers' Pension Investment Fund Period Ending: September 30, 2025

Performance Return Calculations

Performance is calculated using Time Weighted Rates of Return (TWRR) methodologies. Monthly returns are geometrically linked and annualized for periods longer than one year.

Data Source

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

Manager Line Up

<u>Manager</u>	<u>Inception Date</u>	<u>Data Source</u>	<u>Manager</u>	<u>Inception Date</u>	<u>Data Source</u>
RhumbLine Russell 1000 Index Fund	3/15/2022	State Street	SSgA EMD Hard Index Fund	3/14/2022	State Street
RhumbLine Russell 2000 Index Fund	3/15/2022	State Street	Capital Group Emerging Markets Debt Fund	10/21/2024	State Street
SSgA Non-US Developed Index Fund	3/10/2022	State Street	Ares Institutional Loan Fund	3/1/2024	Ares
SSgA Non-US Developed SC Index Fund	3/10/2022	State Street	Aristotle Institutional Loan Fund	3/1/2024	Aristotle
Acadian ACWI ex US Small-Cap Fund	1/30/2024	State Street	Principal USPA	4/6/2022	State Street
WCM International Small Cap Growth Fund	3/1/2024	WCM	Oaktree Blue Credit 1	5/1/2025	Oaktree
LSV International Small Cap Value Equity Fund	3/1/2024	LSV	SSgA REITs Index Fund	3/10/2022	State Street
SSgA Emerging Markets Equity Index Fund	3/1/2022	State Street	SSgA US Treasury Index Fund	5/1/2024	State Street
SSgA Emerging Markets ex China Equity Index Fur	5/1/2024	State Street	SSgA Core Fixed Income Index Fund	3/17/2022	State Street
William Blair EM ex China Growth Fund	12/9/2024	William Blair	SSgA Short-Term Gov't/Credit Index Fund	3/17/2022	State Street
ARGA Emerging Markets Ex China Equity	12/1/2024	ARGA	SSgA US TIPS Index Fund	3/17/2022	State Street
SSgA High Yield Corporate Credit	3/18/2022	State Street	Cash	3/22/2022	State Street

Custom Benchmark Composition

<u>Benchmark</u>	<u>Time period</u>	<u>Composition</u>
Policy Index -Broad Benchmark	4/1/2022 - Present	70% MSCI ACWI IMI (Net) and 30% Bloomberg Global Multiverse.
Spliced SSgA EMD Hard Benchmark	7/1/2023 - Present	100% JPM EMBI Global Diversified Index
Spliced SSgA EMD Hard Benchmark	3/14/2022 - 6/30/2022	100% JPM EMBI Global Core Index
Spliced SSgA U.S. High Yield Index	12/1/2022 - Present	100% ICE BofA US High yield Master II Constrained
Spliced SSgA U.S. High Yield Index	4/1/2022 - 11/30/2022	100% Bloomberg U.S. High Yield Very Liquid Index

Total Fund

Data Sources and Methodology Page

Illinois Police Officers' Pension Investment Fund

Period Ending: September 30, 2025

Policy Index Composition					
As of 9/1/2025	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23.0%	39.7%			
Russell 2000	5.0%	8.6%			
MSCI World ex U.S.	19.0%	32.8%			
MSCI World ex U.S. Small Cap	5.0%	8.6%			
MSCI Emerging Markets ex China	6.0%	10.3%			
Bloomberg US Corporate High Yield Index	4.0%		25.0%		
JPM EMBI Global Diversified Index	6.0%		37.5%		
S&P UBS Leveraged Loan Index	3.0%		18.8%		
Private Credit Actual Performance	3.0%		18.8%		
NFI-ODCE Equal-Weighted Index	2.0%			33.3%	
Dow Jones US Select REIT Index	4.0%			66.7%	
Bloomberg US Aggregate Index	3.0%				15.0%
Bloomberg US Treasury Index	3.0%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	10.0%				50.0%
Bloomberg US TIPS 0-5 Year	3.0%				15.0%
90 Day US Treasury Bill Index	1.0%				5.0%

As of 7/1/2025	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23.0%	39.7%			
Russell 2000	5.0%	8.6%			
MSCI World ex U.S.	19.0%	32.8%			
MSCI World ex U.S. Small Cap	5.0%	8.6%			
MSCI Emerging Markets ex China	6.0%	10.3%			
Bloomberg US Corporate High Yield Index	5.1%		31.7%		
JPM EMBI Global Diversified Index	6.0%		37.5%		
S&P UBS Leveraged Loan Index	3.0%		18.8%		
Private Credit Actual Performance	1.9%		12.0%		
NFI-ODCE Equal-Weighted Index	2.0%			33.3%	
Dow Jones US Select REIT Index	4.0%			66.7%	
Bloomberg US Aggregate Index	3.0%				15.0%
Bloomberg US Treasury Index	3.0%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	10.0%				50.0%
Bloomberg US TIPS 0-5 Year	3.0%				15.0%
90 Day US Treasury Bill Index	1.0%				5.0%

As of 5/1/2025	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23.0%	39.7%			
Russell 2000	5.0%	8.6%			
MSCI World ex U.S.	19.0%	32.8%			
MSCI World ex U.S. Small Cap	5.0%	8.6%			
MSCI Emerging Markets ex China	6.0%	10.3%			
Bloomberg US Corporate High Yield Index	6.2%		38.9%		
JPM EMBI Global Diversified Index	6.0%		37.5%		
S&P UBS Leveraged Loan Index	3.0%		18.8%		
Private Credit Actual Performance	0.8%		4.8%		
NFI-ODCE Equal-Weighted Index	2.0%			33.3%	
Dow Jones US Select REIT Index	4.0%			66.7%	
Bloomberg US Aggregate Index	3.0%				15.0%
Bloomberg US Treasury Index	3.0%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	10.0%				50.0%
Bloomberg US TIPS 0-5 Year	3.0%				15.0%
90 Day US Treasury Bill Index	1.0%				5.0%

As of 8/1/2025	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23.0%	39.7%			
Russell 2000	5.0%	8.6%			
MSCI World ex U.S.	19.0%	32.8%			
MSCI World ex U.S. Small Cap	5.0%	8.6%			
MSCI Emerging Markets ex China	6.0%	10.3%			
Bloomberg US Corporate High Yield Index	4.5%		28.1%		
JPM EMBI Global Diversified Index	6.0%		37.5%		
S&P UBS Leveraged Loan Index	3.0%		18.8%		
Private Credit Actual Performance	2.5%		15.6%		
NFI-ODCE Equal-Weighted Index	2.0%			33.3%	
Dow Jones US Select REIT Index	4.0%			66.7%	
Bloomberg US Aggregate Index	3.0%				15.0%
Bloomberg US Treasury Index	3.0%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	10.0%				50.0%
Bloomberg US TIPS 0-5 Year	3.0%				15.0%
90 Day US Treasury Bill Index	1.0%				5.0%

As of 6/1/2025	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23.0%	39.7%			
Russell 2000	5.0%	8.6%			
MSCI World ex U.S.	19.0%	32.8%			
MSCI World ex U.S. Small Cap	5.0%	8.6%			
MSCI Emerging Markets ex China	6.0%	10.3%			
Bloomberg US Corporate High Yield Index	5.7%		35.3%		
JPM EMBI Global Diversified Index	6.0%		37.5%		
S&P UBS Leveraged Loan Index	3.0%		18.8%		
Private Credit Actual Performance	1.4%		8.4%		
NFI-ODCE Equal-Weighted Index	2.0%			33.3%	
Dow Jones US Select REIT Index	4.0%			66.7%	
Bloomberg US Aggregate Index	3.0%				15.0%
Bloomberg US Treasury Index	3.0%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	10.0%				50.0%
Bloomberg US TIPS 0-5 Year	3.0%				15.0%
90 Day US Treasury Bill Index	1.0%				5.0%

As of 12/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23.0%	39.7%			
Russell 2000	5.0%	8.6%			
MSCI World ex U.S.	19.0%	32.8%			
MSCI World ex U.S. Small Cap	5.0%	8.6%			
MSCI Emerging Markets ex China	6.0%	10.3%			
Bloomberg US Corporate High Yield Index	7.0%		43.8%		
JPM EMBI Global Diversified Index	6.0%		37.5%		
S&P UBS Leveraged Loan Index	3.0%		18.8%		
NFI-ODCE Equal-Weighted Index	2.0%			33.3%	
Dow Jones US Select REIT Index	4.0%			66.7%	
Bloomberg US Aggregate Index	3.0%				15.0%
Bloomberg US Treasury Index	3.0%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	10.0%				50.0%
Bloomberg US TIPS 0-5 Year	3.0%				15.0%
90 Day US Treasury Bill Index	1.0%				5.0%
90 Day US Treasury Bill Index	1%				5.0%

Total Fund

Data Sources and Methodology Page

Illinois Police Officers' Pension Investment Fund

Period Ending: September 30, 2025

Policy Index Composition											
As of 11/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation	As of 10/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23%	39.7%				Russell 1000	23%	39.7%			
Russell 2000	5%	8.6%				Russell 2000	5%	8.6%			
MSCI World ex U.S.	19%	32.8%				MSCI World ex U.S.	19%	32.8%			
MSCI World ex U.S. Small Cap	5%	8.6%				MSCI World ex U.S. Small Cap	5%	8.6%			
MSCI Emerging Markets	0.7%	1.2%				MSCI Emerging Markets	0.8%	1.4%			
MSCI Emerging Markets ex China	5.3%	9.2%				MSCI Emerging Markets ex China	5.2%	9.0%			
Bloomberg US Corporate High Yield Index	7%		43.8%			Bloomberg US Corporate High Yield Index	7%		43.8%		
JPM EMBI Global Diversified Index	6%		37.5%			JPM EMBI Global Diversified Index	6%		37.5%		
S&P UBS Leveraged Loan Index	3%		18.8%			S&P UBS Leveraged Loan Index	3%		18.8%		
NFI-ODCE Equal-Weighted Index	2%			33.3%		NFI-ODCE Equal-Weighted Index	2%			33.3%	
Dow Jones US Select REIT Index	4%			66.7%		Dow Jones US Select REIT Index	4%			66.7%	
Bloomberg US Aggregate Index	3%				15.0%	Bloomberg US Aggregate Index	3%				15.0%
Bloomberg US Treasury Index	3%				15.0%	Bloomberg US Treasury Index	3%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	10%				50.0%	Bloomberg 1-3 Year Gov/Credit Index	10%				50.0%
Bloomberg US TIPS 0-5 Year	3%				15.0%	Bloomberg US TIPS 0-5 Year	3%				15.0%
90 Day US Treasury Bill Index	1%				5.0%	90 Day US Treasury Bill Index	1%				5.0%
As of 9/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation	As of 8/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23%	39.7%				Russell 1000	23%	39.7%			
Russell 2000	5%	8.6%				Russell 2000	5%	8.6%			
MSCI World ex U.S.	19%	32.8%				MSCI World ex U.S.	19%	32.8%			
MSCI World ex U.S. Small Cap	5%	8.6%				MSCI World ex U.S. Small Cap	5%	8.6%			
MSCI Emerging Markets	1.5%	2.6%				MSCI Emerging Markets	2%	3.4%			
MSCI Emerging Markets ex China	4.5%	7.8%				MSCI Emerging Markets ex China	4%	6.9%			
Bloomberg US Corporate High Yield Index	7%		43.8%			Bloomberg US Corporate High Yield Index	7%		43.8%		
JPM EMBI Global Diversified Index	6%		37.5%			JPM EMBI Global Diversified Index	6%		37.5%		
S&P UBS Leveraged Loan Index	3%		18.8%			S&P UBS Leveraged Loan Index	3%		18.8%		
NFI-ODCE Equal-Weighted Index	2%			33.3%		NFI-ODCE Equal-Weighted Index	2%			33.3%	
Dow Jones US Select REIT Index	4%			66.7%		Dow Jones US Select REIT Index	4%			66.7%	
Bloomberg US Aggregate Index	3%				15.0%	Bloomberg US Aggregate Index	3%				15.0%
Bloomberg US Treasury Index	3%				15.0%	Bloomberg US Treasury Index	3%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	10%				50.0%	Bloomberg 1-3 Year Gov/Credit Index	10%				50.0%
Bloomberg US TIPS 0-5 Year	3%				15.0%	Bloomberg US TIPS 0-5 Year	3%				15.0%
90 Day US Treasury Bill Index	1%				5.0%	90 Day US Treasury Bill Index	1%				5.0%
As of 7/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation	As of 6/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23%	39.7%				Russell 1000	23%	36.5%			
Russell 2000	5%	8.6%				Russell 2000	5%	7.9%			
MSCI World ex U.S.	19%	32.8%				MSCI World ex U.S.	19%	30.1%			
MSCI World ex U.S. Small Cap	5%	8.6%				MSCI World ex U.S. Small Cap	5%	7.9%			
MSCI Emerging Markets	3%	5.2%				MSCI Emerging Markets	4%	6.3%			
MSCI Emerging Markets ex China	3%	5.2%				MSCI Emerging Markets ex China	2%	3.2%			
Bloomberg US Corporate High Yield Index	7%		43.8%			Bloomberg US Corporate High Yield Index	7%		64.1%		
JPM EMBI Global Diversified Index	6%		37.5%			JPM EMBI Global Diversified Index	6%		54.9%		
S&P UBS Leveraged Loan Index	3%		18.8%			S&P UBS Leveraged Loan Index	3%		27.5%		
NFI-ODCE Equal-Weighted Index	2%			33.3%		NFI-ODCE Equal-Weighted Index	2%			33.3%	
Dow Jones US Select REIT Index	4%			66.7%		Dow Jones US Select REIT Index	4%			66.7%	
Bloomberg US Aggregate Index	3%				15.0%	Bloomberg US Aggregate Index	3%				15.0%
Bloomberg US Treasury Index	3%				15.0%	Bloomberg US Treasury Index	2%				10.0%
Bloomberg 1-3 Year Gov/Credit Index	10%				50.0%	Bloomberg 1-3 Year Gov/Credit Index	11%				55.0%
Bloomberg US TIPS 0-5 Year	3%				15.0%	Bloomberg US TIPS 0-5 Year	3%				15.0%
90 Day US Treasury Bill Index	1%				5.0%	90 Day US Treasury Bill Index	1%				5.0%

Total Fund

Data Sources and Methodology Page

Illinois Police Officers' Pension Investment Fund

Period Ending: September 30, 2025

Policy Index Composition					
As of 5/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23%	39.7%			
Russell 2000	5%	8.6%			
MSCI World ex U.S.	19%	32.8%			
MSCI World ex U.S. Small Cap	5%	8.6%			
MSCI Emerging Markets	5%	8.6%			
MSCI Emerging Markets ex China	1%	1.7%			
Bloomberg US Corporate High Yield Index	7%		43.8%		
JPM EMBI Global Diversified Index	6%		37.5%		
S&P UBS Leveraged Loan Index	3%		18.8%		
NFI-ODCE Equal-Weighted Index	2%			33.3%	
Dow Jones US Select REIT Index	4%			66.7%	
Bloomberg US Aggregate Index	3%				15.0%
Bloomberg US Treasury Index	1%				5.0%
Bloomberg 1-3 Year Gov/Credit Index	12%				60.0%
Bloomberg US TIPS 0-5 Year	3%				15.0%
90 Day US Treasury Bill Index	1%				5.0%

As of 3/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23%	39.7%			
Russell 2000	5%	8.6%			
MSCI World ex U.S.	18%	31.0%			
MSCI World ex U.S. Small Cap	5%	8.6%			
MSCI Emerging Markets	7%	12.1%			
Bloomberg US Corporate High Yield Index	8.5%		53.1%		
JPM EMBI Global Diversified Index	6%		37.5%		
S&P UBS Leveraged Loan Index	1.5%		9.4%		
NFI-ODCE Equal-Weighted Index	2%			33.3%	
Dow Jones US Select REIT Index	4%			66.7%	
Bloomberg US Aggregate Index	3%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	13%				65.0%
Bloomberg US TIPS 0-5 Year	3%				15.0%
90 Day US Treasury Bill Index	1%				5.0%

As of 1/1/2023	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	18%	36.0%			
Russell 2000	5%	10.0%			
MSCI World ex U.S.	15%	30.0%			
MSCI World ex U.S. Small Cap	5%	10.0%			
MSCI Emerging Markets	7%	14.0%			
Bloomberg US Corporate High Yield Index	10%		62.5%		
JPM EMBI Global Diversified Index	6%		37.5%		
NFI-ODCE Equal-Weighted Index	2%			33.3%	
Dow Jones US Select REIT Index	4%			66.7%	
Bloomberg US Aggregate Index	7%				25.0%
Bloomberg 1-3 Year Gov/Credit Index	15%				53.6%
Bloomberg US TIPS 0-5 Year	3%				10.7%
90 Day US Treasury Bill Index	3%				10.7%

As of 4/1/2024	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23%	39.7%			
Russell 2000	5%	8.6%			
MSCI World ex U.S.	19%	32.8%			
MSCI World ex U.S. Small Cap	5%	8.6%			
MSCI Emerging Markets	6%	10.3%			
Bloomberg US Corporate High Yield Index	7%		43.8%		
JPM EMBI Global Diversified Index	6%		37.5%		
S&P UBS Leveraged Loan Index	3%		18.8%		
NFI-ODCE Equal-Weighted Index	2%			33.3%	
Dow Jones US Select REIT Index	4%			66.7%	
Bloomberg US Aggregate Index	3%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	13%				65.0%
Bloomberg US TIPS 0-5 Year	3%				15.0%
90 Day US Treasury Bill Index	1%				5.0%

As of 5/1/2023	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 1000	23%	39.7%			
Russell 2000	5%	8.6%			
MSCI World ex U.S.	18%	31.0%			
MSCI World ex U.S. Small Cap	5%	8.6%			
MSCI Emerging Markets	7%	12.1%			
Bloomberg US Corporate High Yield Index	10%		62.5%		
JPM EMBI Global Diversified Index	6%		37.5%		
NFI-ODCE Equal-Weighted Index	2%			33.3%	
Dow Jones US Select REIT Index	4%			66.7%	
Bloomberg US Aggregate Index	3%				15.0%
Bloomberg 1-3 Year Gov/Credit Index	13%				65.0%
Bloomberg US TIPS 0-5 Year	3%				15.0%
90 Day US Treasury Bill Index	1%				5.0%

As of 3/31/2022	Policy Index	Growth	Income	Real Assets	Risk Mitigation
Russell 3000	23%	46.0%			
MSCI ACWI ex USA IMI	20%	40.0%			
MSCI Emerging Markets IMI	7%	14.0%			
Bloomberg US Corporate High Yield Index	10%		62.5%		
50% JPM EMBI GD/50% JPM GBI EM GD	6%		37.5%		
NCREIF Property Index	2%			66.7%	
Dow Jones US Select REIT Index	4%			33.3%	
Bloomberg US Aggregate Index	7%				25.0%
Bloomberg 1-3 Year Gov/Credit Index	15%				53.6%
Bloomberg US TIPS 0-5 Year	3%				10.7%
90 Day US Treasury Bill Index	3%				10.7%

Glossary

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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Illinois Police Officers' Pension Investment Fund

Albourne Quarterly Report December 12, 2025

- Representatives from IPOPIF Private Markets Consultant, Albourne, will present their first report on IPOPIF private market investments and performance as of 9/30/25.
- Albourne and staff will take questions and guidance from the Board of Trustees.

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3Q 2025

Illinois Police Officers' Pension Investment Fund (IPOPIF) - IPOPIF - Private Markets

Private Markets Performance Review



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IPOPIF - Private Markets

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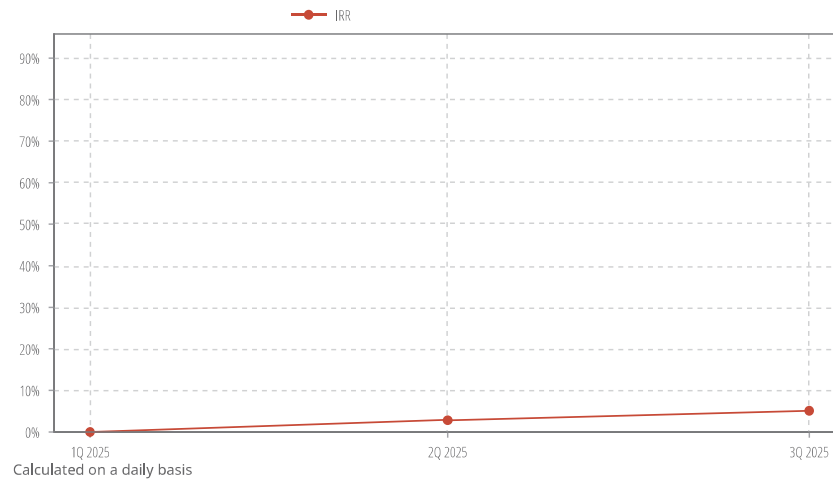
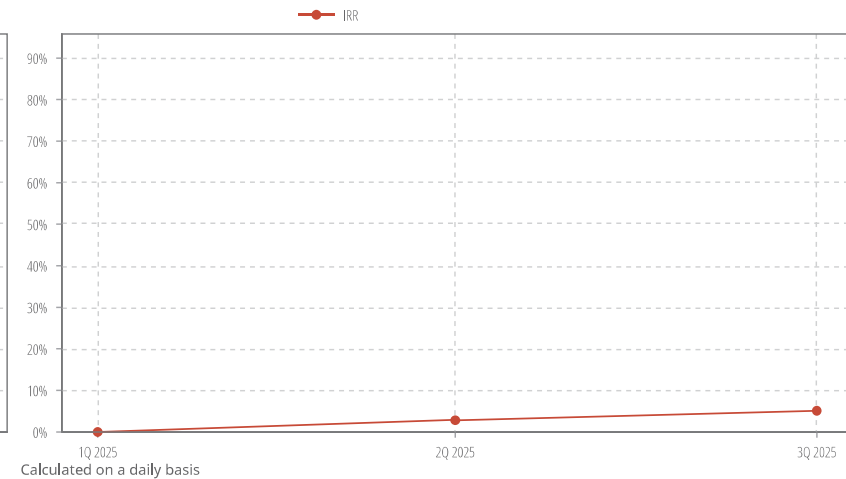
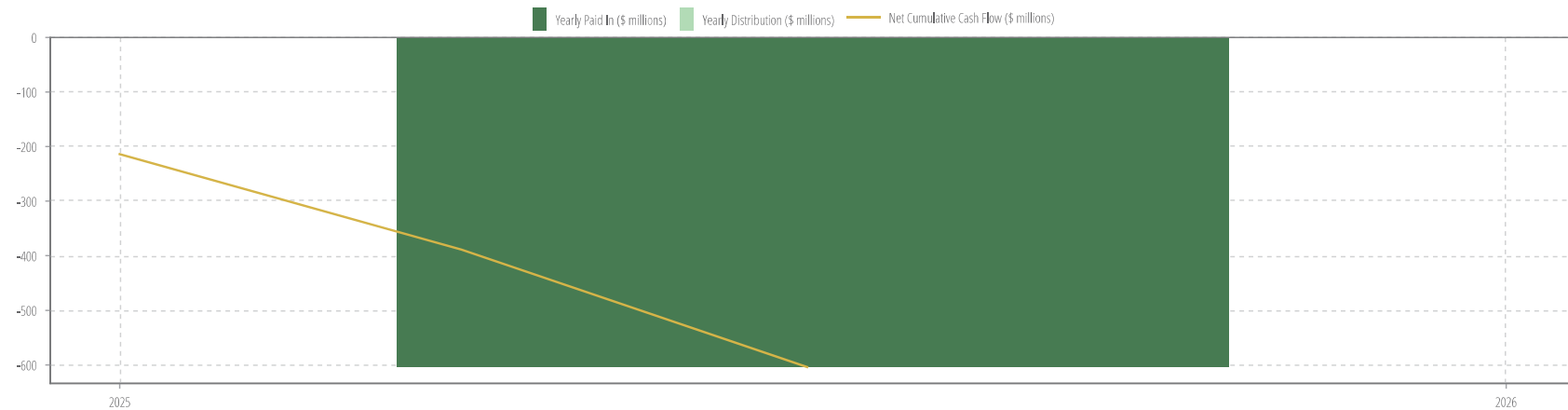
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Funding Status & Performance Overview

Benchmarked Performance (Since Inception) - including terminated funds

Benchmarked Performance (Short Term) - including terminated funds

Net Cash Flow (since inception) - including terminated funds


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IPOPIF - Private Markets

ALBOURNE
 Private Markets Performance Review

Note: For the purposes of this report, the performance data for The Principal US Property Account begins on January 1, 2025. For long-term performance metrics, please refer to the performance report as supplied by Verus.

Summary By Asset Class - including terminated funds

Asset Class	# Funds	Commitment (000's) ¹	Paid In (000's)	Funded	Unfunded Commitment (000's)	Distributions (000's)	Current NAV (000's)	% NAV	IRR	PME (DA) Alpha ²	DPI	TVPI
Private Credit	1	390,000	390,000	100%	0	0	401,274	64.5%	4.6%	-8.6%	0.0	1.0
Real Estate	1	213,792	213,792	100%	0	0	220,388	35.5%	3.1%	-30.5%	0.0	1.0
Portfolio Total	2	603,792	603,792	100%	0	0	621,661	100.0%	5.1%	-24.1%	0.0	1.0

The investment value has been converted to the unit of account of the portfolio. Please note the currency shown on the linked statement reflects the actual investment in its local currency. ¹Original Commitment (Including Currency Exposure)
²Calculated on a daily basis

Summary By Vintage Year - including terminated funds

Vintage Year	# Funds	Commitment (000's) ¹	Paid In (000's)	Funded	Unfunded Commitment (000's)	Distributions (000's)	Current NAV (000's)	% NAV	IRR	PME (DA) Alpha ²	DPI	TVPI
2025	2	603,792	603,792	100%	0	0	621,661	100.0%	5.1%	-24.1%	0.0	1.0
Portfolio Total	2	603,792	603,792	100%	0	0	621,661	100.0%	5.1%	-24.1%	0.0	1.0

The investment value has been converted to the unit of account of the portfolio. Please note the currency shown on the linked statement reflects the actual investment in its local currency. ¹Original Commitment (Including Currency Exposure)
²Calculated on a daily basis

Summary By Fund Type - including terminated funds

Fund Type	# Funds	Commitment (000's) ¹	Paid In (000's)	Funded	Unfunded Commitment (000's)	Distributions (000's)	Current NAV (000's)	% NAV	IRR	PME (DA) Alpha ²	DPI	TVPI
Open-Ended Private Fund	2	603,792	603,792	100%	0	0	621,661	100.0%	5.1%	-24.1%	0.0	1.0
Portfolio Total	2	603,792	603,792	100%	0	0	621,661	100.0%	5.1%	-24.1%	0.0	1.0

The investment value has been converted to the unit of account of the portfolio. Please note the currency shown on the linked statement reflects the actual investment in its local currency. ¹Original Commitment (Including Currency Exposure)
²Calculated on a daily basis

Summary By Fund Status - including terminated funds

Fund Status	# Funds	Commitment (000's) ¹	Paid In (000's)	Funded	Unfunded Commitment (000's)	Distributions (000's)	Current NAV (000's)	% NAV	IRR	PME (DA) Alpha ²	DPI	TVPI
Current	2	603,792	603,792	100%	0	0	621,661	100.0%	5.1%	-24.1%	0.0	1.0
Portfolio Total	2	603,792	603,792	100%	0	0	621,661	100.0%	5.1%	-24.1%	0.0	1.0

The investment value has been converted to the unit of account of the portfolio. Please note the currency shown on the linked statement reflects the actual investment in its local currency. ¹Original Commitment (Including Currency Exposure)
²Calculated on a daily basis

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New Commitments Year to Date 2025

Fund	Commitment Date	Commitment Amount (000's) ¹	Asset Class	Type	Benchmark
Oaktree Blue Credit 1 Investment Fund	1Q 2025	390,000	Private Credit	Open-Ended Private Fund	North America
Principal Real Estate INV US Separate ACCT	1Q 2025	213,792	Real Estate	Open-Ended Private Fund	North America
Total		603,792			

¹Original Commitment

Inflows/Outflows 3Q 2025 - including terminated funds

Asset Class	# Funds	Paid In (000's)	Distributed (000's)	Net Cash Flow(000's)
Private Credit	1	215,000	0	-215,000
Real Estate	1	0	0	0
Total	2	215,000	0	-215,000

Inflows/Outflows Year to Date 2025 - including terminated funds

Asset Class	# Funds	Paid In (000's)	Distributed (000's)	Net Cash Flow(000's)
Private Credit	1	390,000	0	-390,000
Real Estate	1	213,792	0	-213,792
Total	2	603,792	0	-603,792

Note: For the purposes of this report, the performance data for The Principal US Property Account begins on January 1, 2025. For long-term performance metrics, please refer to the performance report as supplied by Verus.

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Performance Summary

Performance Summary					
Asset Class	Vintage	IRR ¹	PME (DA) Alpha ¹	DPI	TVPI
Private Credit					
Oaktree Blue Credit 1 Investment Fund	2025	4.6% ⁵	-8.6%	0.0 ⁵	1.0 ⁵
Total - Private Credit		4.6%⁵	-8.6%	0.0⁵	1.0⁵
Real Estate					
Principal Real Estate INV US Separate ACCT	2025	3.1% ⁵	-30.5%	0.0 ⁵	1.0 ⁵
Total - Real Estate		3.1%⁵	-30.5%	0.0⁵	1.0⁵
Portfolio Total		5.1%⁵	-24.1%	0.0⁵	1.0⁵

The investment value has been converted to the unit of account of the portfolio. Please note the currency shown on the linked statement reflects the actual investment in its local currency. ¹Calculated on a daily basis 5PM Benchmark is missing or has limited data (<5 funds)

Note: For the purposes of this report, the performance data for The Principal US Property Account begins on January 1, 2025. For long-term performance metrics, please refer to the performance report as supplied by Verus.

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Funding Status

Funding Status									
Asset Class	Vintage	Commitment Date	Fund Size (000's)	Commitment (000's) ¹	Paid In (000's)	Distributions (000's)	Funded	Current NAV (000's)	Data
Private Credit									
Oaktree Blue Credit 1 Investment Fund	2025	1Q 2025		390,000	390,000	0	100%	401,274	3Q 2025
Total - Private Credit				390,000	390,000	0	100%	401,274	
Real Estate									
Principal Real Estate INV US Separate ACCT	2025	1Q 2025		213,792	213,792	0	100%	220,388	3Q 2025
Total - Real Estate				213,792	213,792	0	100%	220,388	
Portfolio Total				603,792	603,792	0	100%	621,661	

The investment value has been converted to the unit of account of the portfolio. Please note the currency shown on the linked statement reflects the actual investment in its local currency. ¹Original Commitment (Including Currency Exposure)

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Appendix

1. **Basis of Reporting:** This report is intended for performance reporting and analysis and is not an accounting record, such that it is based on data at the fund level derived from capital account statements on a quarterly basis, rather than from an analysis of individual drawdown and distribution notices. Thus, detailed accounting information will not necessarily reconcile precisely with this data. However, for performance reporting and benchmarking purposes any differences are likely to be immaterial when a fund has existed for more than 4-5 quarters.
2. **Fund Currency:** Funds that are formed in a currency other than the portfolio reporting currency have had their cash flows, NAVs and unfunded commitments converted at the relevant end-quarter spot exchange rates.
3. **Private Equity:** The term is used herein to refer to the entire alternative asset sector which includes buy-outs, venture capital, growth capital, distressed, secondaries, and similar strategies within the structure of a long-duration, multi-drawdown closed ended fund.
4. **Benchmarking of Funds and Peer Group:** Benchmarking indices are derived from PriMaRS benchmarks for the relevant quarter. Quartiles are illustrated as: Upper Quartile - Dark Green; Second Quartile - Light Green; Third Quartile - Yellow; Lower Quartile - Red. Funds and benchmarks with n/m (not meaningful) are too young to have produced meaningful returns. Analysis and comparison of such partnership returns to benchmark statistics may be irrelevant. As a default any fund that is less than 3 years from inception will show as n/m. That over-ride can be lifted on request. For Credit and Secondary funds the over-ride is typically lifted after one year or less.
5. **Benchmark Currency:** It is important to note that benchmarks are typically denominated in USD, Euro, GBP, JPY, CAD or AUD as appropriate. Thus for any funds denominated in a currency other than USD, Euro, GBP, JPY, CAD or AUD, comparison against peer group benchmarks may be subject to currency exchange related issues and need to be considered appropriately. The PME for such funds will normally provide a more reliable benchmark comparison against the fund IRR.
6. **Internal Rate of Return ("IRR"):** The IRR represents the cash-on-cash return net of fees, expenses and carried interest, as well as the terminal net asset value of the investment in the partnership, or of the portfolio, as appropriate.
7. **Distributed to Paid In multiple ("DPI"):** DPI is calculated by dividing the total distributions from a fund by the amount of capital paid to the fund.
8. **Total Value/Paid-In multiple ("TVPI"):** TVPI is calculated by dividing the sum of the remaining investment net asset value (NAV) and total distributions from the fund, by the capital paid to the fund.
9. **Public Market Equivalent ("PME"):** PME represents the IRR that would have been achieved if the individual cash flows for the particular fund had been invested in a public benchmark. Note that a different public benchmark might be associated with each fund in the portfolio. This analysis utilizes the Gredil-Griffiths-Stucke Direct Alpha methodology to calculate an annualized excess return, describing the relative performance of the private markets investment to the stated index as of the measurement date. The calculation is an IRR, based on the series of fund cash flows and the residual value, discounted to a single point in time using the public benchmark index returns. The cash flows are discounted to the same point in time to effectively eliminate the impact of any changes in the public equity index from the private markets cash flows. Direct Alpha, when shown, represents the excess or deficit of the fund IRR compared to the PME. Thus a Direct Alpha of 3.3% indicates that the private investment has generated an annualized excess return of 3.3% over the public index. Where a partnership benchmark and no index aggregation has been utilized, with respect to PME and Direct Alpha for the portfolio and portfolio sub-aggregates, the stated portfolio public index is used. Where an aggregated index has been utilized, with respect to PME and Direct Alpha for the portfolio and sub-portfolio aggregates, this has been created as a market value weighted index of each individual index assigned to each fund in the portfolio/sub-portfolio.
10. **Pooled Mean Benchmark:** The pooled mean benchmark is calculated as the performance index that would have arisen from committing to all funds in the benchmark dataset for the same vintages and same strategies that the portfolio committed to. Compared to the actual performance of the portfolio it represents a measure of manager selection.
11. **Late Closings:** When interest is identified as having been paid or received in relation to late closings, any penalty interest paid will be added to paid-in and to commitment increases, whilst interest received (as a result of other LPs coming in late) will be added to distributions. Where a commitment is made after the first closing of a fund, this reporting system applies an accruals basis such that it reflects the retrospective liability that exists to the fund in previous periods. If the closings span a financial year end then there will be a reconciliation difference at the year-end compared with a cash accounting basis.
12. **Number of Funds:** The number of funds shown in the Portfolio Summaries towards the front of this report will normally include liquidated and terminated funds, so that the number of funds in the Portfolio Summaries may be higher than the number of funds in the current portfolio as listed in the Performance Summary and Funding Status.

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13. **Recallable Capital:** Funds may return some capital to LPs under conditions set within the LPA to the extent that it is capable of being recalled during an agreed time period. In such cases the distributed sum is added to Distributions but is also added to the original level of Commitment, since, in essence, the level of commitment to the fund will have increased. Amounts of capital that has been denominated as Recallable can be highlighted in a separate column headed Commitment Increases so that it can identified to enable reconciliation.
14. **Commitment Increases:** This will include any potential recallable distributions as well as amounts paid outside of commitments.
15. **Distributions:** Cumulative cash and stock distributions received since inception through the reporting date. Stock distributions are the proceeds received from the sale of the stock, rather than the value of the stock as reported by the partnership(s), unless otherwise noted.
16. **Inception Date:** The Inception Date is the quarter that the fund first came into existence, whether or not the particular LP commitment was made at that time.
17. **Funded:** The % Funded is represented by Commitment plus Commitment Increases less Paid In, as a percentage of Commitment.
18. **Unfunded Commitment:** Commitment plus Commitment Increase less Paid In.
19. **Data:** The column headed Data shows the quarter of the latest Capital Account Statement received for the relevant fund.
20. **Investment Analysis by Industry and Country:** If this analysis is featured at the end of this report, it works at the underlying investment level and includes all investments within funds for which managers have provided discrete data. Thus, it typically excludes investments within Funds of Funds, most Distressed funds and Secondary funds since the granularity of data for the underlying funds or investments is either extremely complex or will not have been provided by the fund for this type of analysis.
21. **Secondary Sales:** When funds are disposed of via a secondary sale they are removed from the portfolio as shown in the Performance Summary and Funding Status. They will be summarized in a later schedule with performance shown to the date of sale.
22. **Terminated Funds:** When a fund is liquidated or terminated it will remain in the portfolio for all periods that it was in existence, so that running the portfolio report for a relevant historic point in time will show such fund, whilst running the report for periods after termination of the fund, it will not show that fund in the portfolio. Instead, in the latter case, any such funds will have been included in a separate schedule of Terminated Funds, following the main portfolio. It is important to note that terminated funds remain in the body of the portfolio at ALL times. It is only the appearance of whether they show in a portfolio report that changes depending on whether they were active and in existence at the time the report is run, or not. As default, in the Funding Status and Performance Overview Charts coupled with the Portfolio Summaries by Asset Class, Vintage Year and Fund Type, terminated funds ARE included within the portfolio. By default, terminated funds are NOT included in the current main listings of the portfolio performance and funding status. Instead, they are listed in a later separate summary.
23. **Exposure by Region and Strategy:** These pie charts are analyzed at the fund level. Thus a fund that invests worldwide but is headquartered in the US, will typically be included as a US fund, even though some investments may be made internationally.
24. **Time Weighted Returns:** When a table of TWRs is included this is calculated utilizing the Modified Dietz methodology. Benchmark indices utilized are derived from PriMaRS benchmarks.
25. **IBOR:** Investment Book of Record.
26. **ABOR:** Accounting Book of Record.

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Illinois Police Officers' Pension Investment Fund

Private Markets Strategic Plan Real Assets and Real Estate December 12, 2025

- The Private Markets Strategic Plan was reviewed at the 9/12/25 Board Meeting, but Real Assets and Real Estate (RE/RA) planning remained outstanding.
- RE/RA Education was conducted by Albourne at the October 17, 2025.
- At the 12/12/25 Board Meeting, Albourne will present the strategic investment plan for RE/RA. The entire private market strategic plan is attached for context, but the focus will be on new material for RE/RA.
- Albourne and staff will take questions and guidance from the Board of Trustees.

ALBOURNE



December 2025

Private Markets Investment Strategic Plan

Albourne America LLC



www.albourne.com



Program Overview

The core program beliefs emphasize patience in long-term implementation, excellence in generating returns, prudence in diversification and capital protection, flexibility in seizing opportunities, and introspection in developing best-in-class practices and governance.

Core Program Beliefs

- **Patience**
 - Adhere to a long-term perspective and have patience in implementing the investment program
 - Develop a multi-year plan for capital deployment
 - Be realistic with early expectations
- **Excellence**
 - Generate returns sufficient to meet IPOPIF needs and above public market equivalents.
 - Be highly selective and invest in a core group of managers that represent best-in-class performance
 - Be performance driven and avoid diluting the best ideas or highest conviction managers
 - Partner with fund managers who have strong alignment of interests with their investors
- **Prudence**
 - Be properly diversified and protect against permanent capital loss
 - Diversify by vintage year, strategy, geography, and style
- **Flexibility**
 - Remain nimble to take advantage of opportunities while adhering to a formulated pacing plan
- **Introspection**
 - Continually develop best-in-class practices and governance



Program Overview

Develop a multi-year private markets investment plan with asset targets, pacing models, investment procedures, risk management systems, data collection protocols, regular reviews, and best practices in governance, operations, and investments.

- **Goals & Actions (2025 – 2026)**
 - **Identify** and implement best practices across governance, operations, and investments
 - Review of investment policy statements
 - Review of investment process
 - Process review
 - **Develop** a multi-year plan for the private markets investment program
 - Asset class targets
 - Pacing models
 - Procedures for sourcing, selecting, and implementing investments
 - **Create** procedures and system to responsibly identify and manage risk
 - Procedures for data collection
 - Quarterly and ad hoc quantitative and qualitative reviews and reports

Planning & Design Phase

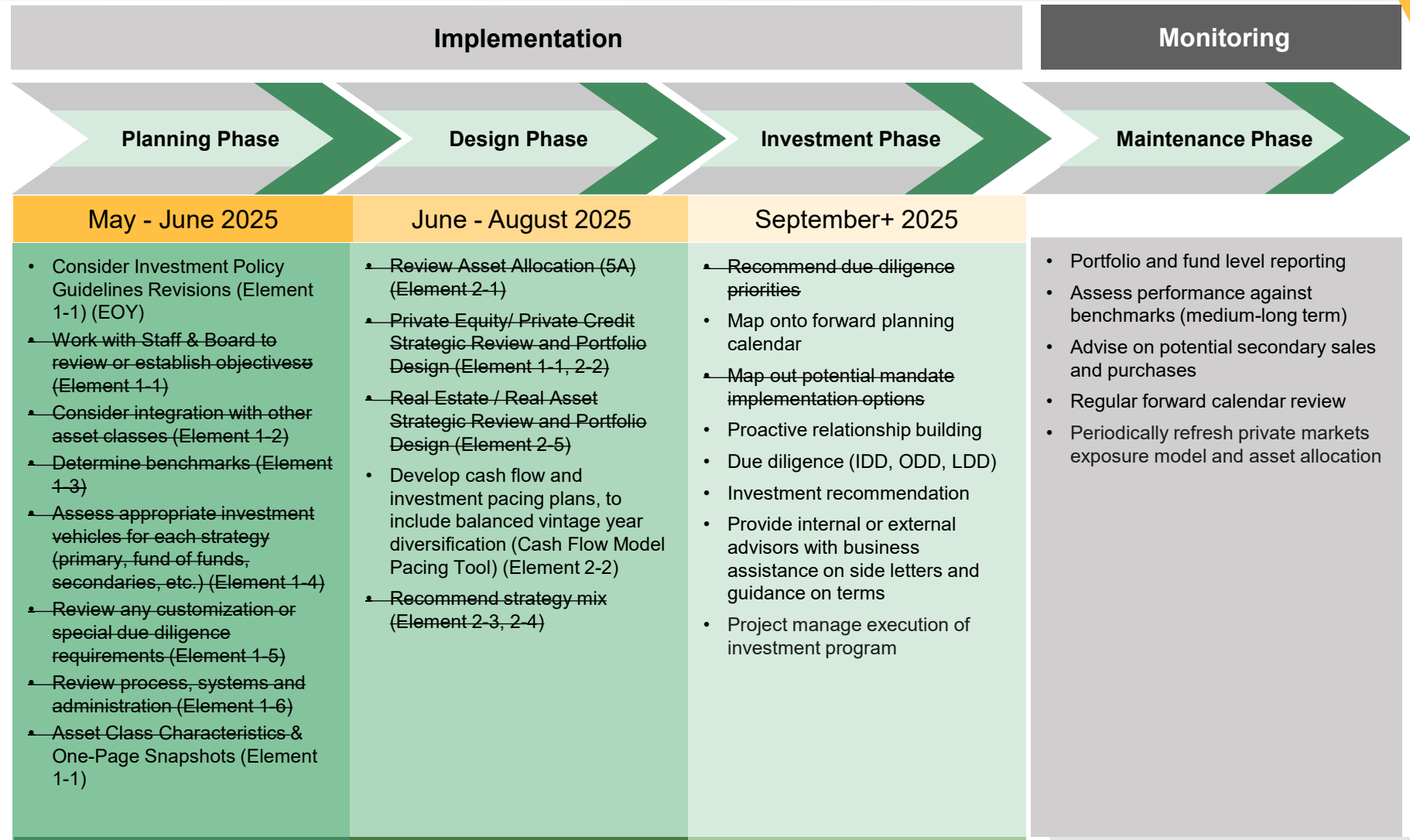


Deliverables

Item	Timeline
Asset Class Objective Setting	June 2005
Investment Policy Statement Guidance & Recommendations	June 2025
Process Review / RFP Process Recommendations	June 2025
Benchmark Recommendations	June 2025
Asset Allocation Recommendations	July/August 2025
Asset Class Market Mapping and Strategic Partner Short List Process	July 2025
September Board Materials	August 2025
Cash Flow Model (Initial Pacing Plan)	September 2025
Search Plan for 2025-2026	
Private Equity / Secondaries	September 2025
Real Assets	1Q 2026
Real Estate	2Q 2026
Private Credit	3Q 2026
RE/RA Research	October 2025
Draft/Sample Performance Report/Report Template	September 2025
Cash Flow Model (Final Pacing, Post-5A)	December 2025 / 1Q 2026
Back Office On-Boarding	4Q 2025



Portfolio Planning Process





Planning Phase



Planning Phase

Element 1-1: Work with Staff & Board to review or establish objectives

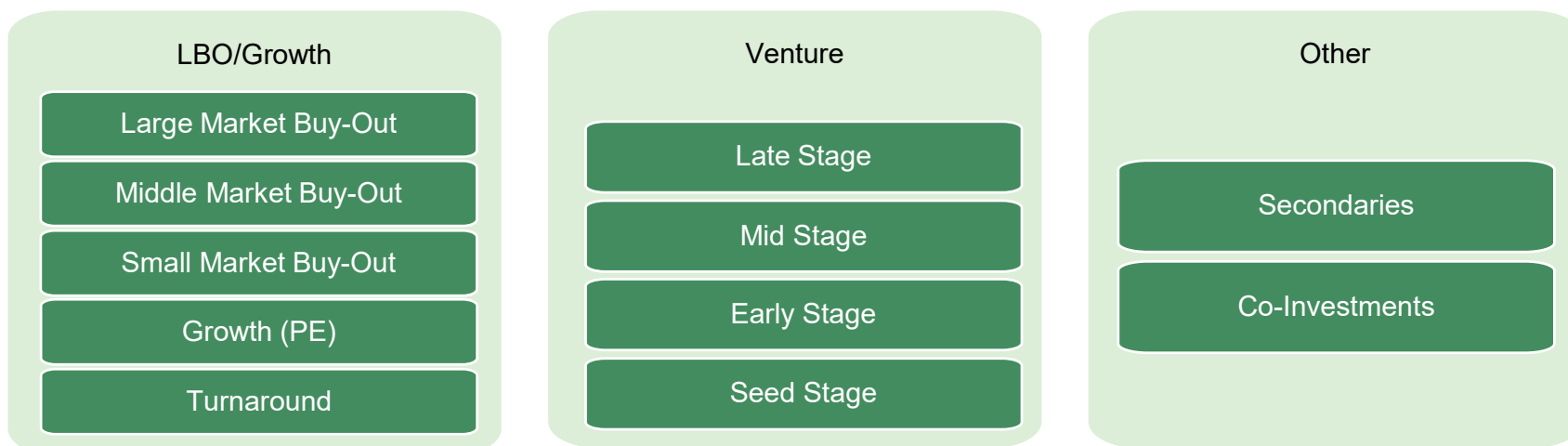
Private Equity

Current IPS Objectives

- Defined under “Growth Assets”
- Objective: capital appreciation
- Acknowledges “illiquidity” and need for “patience”
- Target Allocation: 7%

Recommendations

- Consider including a long-term performance goal for private equity that ties the performance goal of “capital appreciation” with the observations on “illiquidity”
 - eg, “Private Equity is expected to outperform public equivalents by 200-400 bps in the long-run”





Planning Phase

Element 1-1: Work with Staff & Board to review or establish objectives

Private Equity

	Buyout	Growth Equity	Venture Capital	Secondaries
Description	<p>Acquiring an established company with debt as major source of financing. Goal is to generate equity value through operational improvements or additional acquisitions (buy+build). Debt is paid down using the company's own cash flows.</p> <p>Buy-out is by far the largest component of the Private Equity market comprising an estimated 70% of the total PE Universe</p>	<p>Growth Equity typically involves making minority equity investments in mature businesses seeking growth capital. Growth Equity fits between Buyout and Venture Capital and represents ~ 20% of the Private Equity market. Performance is driven by revenue growth and multiple expansion. Tends to be technology or health care focused</p>	<p>Venture Capital involves making equity investments in young businesses with little proven track record in profitability or revenue generation.</p>	<p>Secondary Private Equity Transactions involve the buying and selling of existing portfolios of Private companies (Direct) or Private Equity Fund Interests (LP Secondaries). Increasingly, GP-led transactions that focus on one or more underlying investments in a fund are common</p>
Key Considerations	<p>Investors are exposed to leverage / HY cycles and tend to perform well in periods of low interest rates and strong corporate balance sheets</p>	<p>Investors have some influence, but as minority investors, do not have full control of the business. Growth Equity tends to have a higher public markets correlation than buyout</p>	<p>Venture Capital Portfolios are less liquid than buy-out portfolios as VC companies take longer to be cash generative, and longer to exit</p>	<p>Greater diversification: Investors buy into an established pool of Private Equity interests with reduced "blind pool" risk, but with two layers of fees – underlying GP and Secondaries Manager</p>
Return Profile (gross / net)	20-30% / 15-25%	20-25% / 15-20%	25-35% / 20-30%	16-20% / 15-17%
Fund Multiple (gross / net)	2.0-3.0x / 1.7-2.5x	2.5-3.0x / 2.0-2.5x	3.0-4.0x / 2.5-3.5x	1.5-1.7x / 1.4-1.6x



Planning Phase

Element 1-1: Work with Staff & Board to review or establish objectives

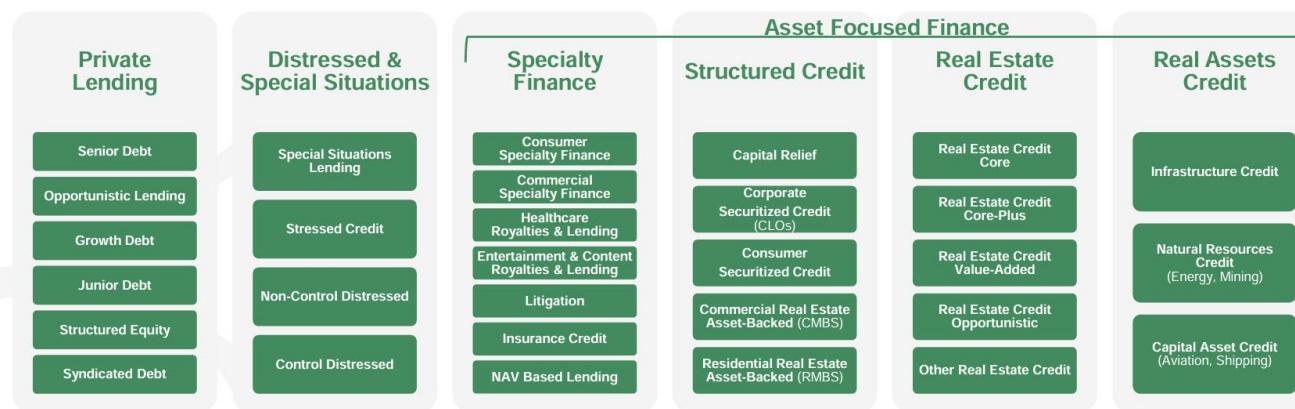
Private Credit

Current IPS Objectives

- Defined under “Income Assets”
- Objective: Current income and capital appreciation
- Acknowledges “illiquidity”
- Target Allocation: 5%

Recommendations

- Tighten the language that the asset class is yield and return of capital oriented and will seek capital appreciation as market conditions warrant (removes the need for a “strategic allocation” to distressed)
- Consider including a long-term performance goal for private credit that ties the performance goal of “capital appreciation” with the observations on “illiquidity”
 - eg, “Private Credit is expected to outperform public equivalents by 100-200 bps in the long-run”



Planning Phase



Element 1-1: Work with Staff & Board to review or establish objectives

Role of Credit in a Portfolio

		Total Return	Income	Diversification	Liquidity	Inflation Participation
Liquid	Investment Grade		●		●	
	Leveraged Loans		●		●	◐
	High Yield Bonds	◐	●		◐	
Semi-Liquid	Emerging Markets Debt (LO/HF)	◐	●	●	◐	
	Relative Value Credit (HF)			●	●	
	Structured Credit (HF/PM)		●	◐	◐	
	Distressed & Special Situations (HF/PM)	●		◐		
Illiquid	Senior Lending		●		◐	◐
	Subordinated Debt		●			
	Mezzanine	◐	●			
	Asset-Backed & Specialty Finance		●	●		
	Real Estate Debt	◐	●	●		●
	Real Assets Debt	◐	●	●		●

Planning Phase



Element 1-1: Work with Staff & Board to review or establish objectives

Private Credit

	Senior Direct Lending	Specialty Finance	Structured Credit	Real Estate Credit	Real Asset Credit	Distressed
Description	Senior secured loans made directly to private equity owned companies; floating rate	Non-corporate lending that occurs outside of the traditional banking system; e.g. equipment leasing, or, claims on an income stream from a particular asset (eg royalties)	Invests in asset back securities and other structured credit instruments like CLOs. And may be active in derivatives contracts that transfer risk on a portfolio of assets (eg where the fund provides insurance to a bank or other financial company for regulatory capital relief)	Private investments comprise senior mortgages, mezzanine loans or preferred equity investments to finance/refinance real estate assets. May also invest in public investments in the primary and secondary markets	Senior secured private lending to infrastructure projects or other natural - resource oriented businesses (eg mining or oil & gas)	Lending to borrowers that are insolvent or in distress or investing in securities of troubled companies
Credit Profile	Senior Secured	Collateralized/ Secured	Collateralized/ Secured	Collateralized/ Secured	Senior Secured	Indeterminant
Syndication	Broadly	Rarely	Occasionally	Occasionally	Occasionally	Rarely
Equity Participation	No	No	No	Occasionally	Occasionally	Yes
Return Drivers	Yield	Yield	Yield	Yield	Yield	Total Return
Duration	Short	Short/Medium	Short/Medium	Medium	Medium	Medium/Long
Fund Multiple	1.25x	1.25x	1.35x	1.5x	1.2x	1.50x
Fund IRR Range	7-9%	7-9%	8-10%	8-10%	6-8%	12-18%

Planning Phase



Element 1-1: Work with Staff & Board to review or establish objectives

Real Assets

Current IPS Objectives

- Real Estate & Real Assets
- Defined under “Real Assets”
- Objective: diversification, return enhancement, inflation protection
- Acknowledges “illiquidity”
- Target Allocation: 8% (RE: 5%; Infra: 3%)

Recommendations

- Separate Real Assets and Real Estate into discrete allocations
- Discussion of the trade-offs with the currently listed objectives
- Consistent with best practices and alignment with Albourne verticals
- Each asset class has different risk and performance drivers
- Responsiveness to inflation, interest rates, economic activity may be different
- Consider integrating publicly listed real estate (REITS) within the Real Estate structure; alternatively, invest in REITS within Public Equity portfolio

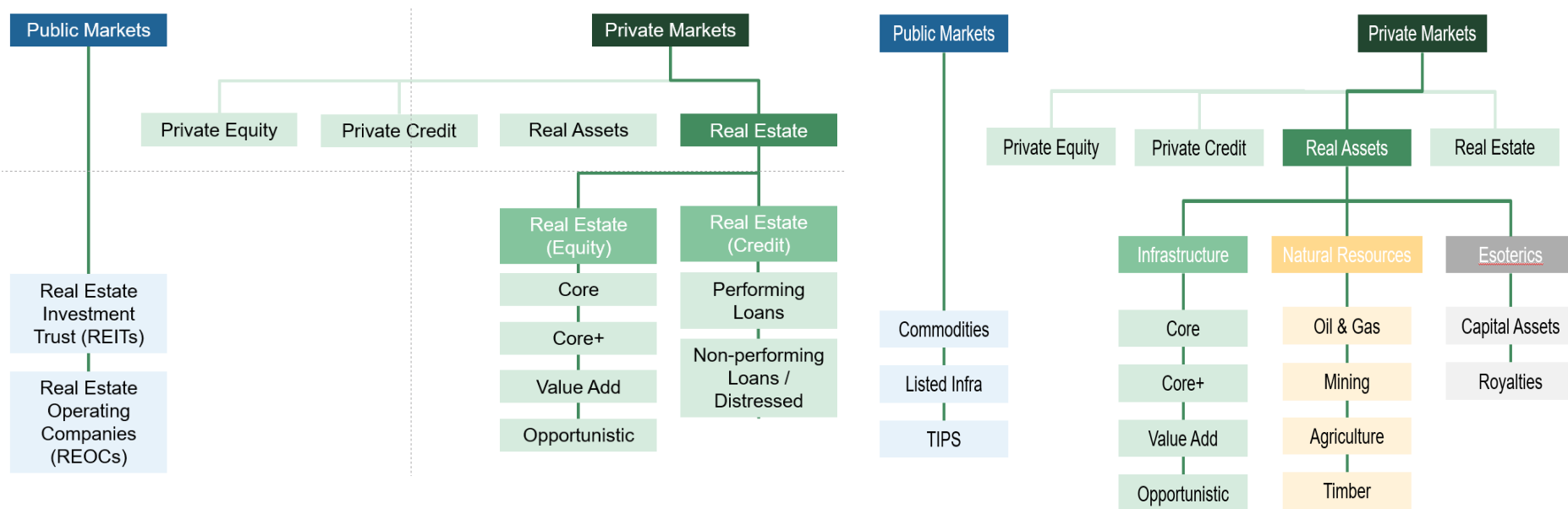


Planning Phase

Element 1-1: Work with Staff & Board to review or establish objectives

Real Assets

- **Recommendations (continued)**
- Redefine “Infrastructure” into a broader “Real Assets” category to permit a more flexible approach to the asset class
- Additional Research and Analytics
 - Perform further research and analytics to create the most prudent goals and objectives for Real Estate and Real Assets
 - Research targets for each structure to ensure alignment with strategic goals





Planning Phase

Element 1-1: Work with Staff & Board to review or establish objectives

Uniquely characterized for the development of objective oriented portfolios. Structural elements allow for investors to consider allocations at the policy, strategic, and tactical level.

	Liquid Assets	Illiquid Assets
Definition & Characteristics	<ul style="list-style-type: none"> Financial instruments that provide exposure to physical assets 	Investments in or backed by physical assets <ul style="list-style-type: none"> Durable, immobile, tangible Finite in supply Useful to people Unique in location and composition
Typical benefits to portfolio	<ul style="list-style-type: none"> Diversification Yield Generation Return Enhancement Inflation Participation 	<ul style="list-style-type: none"> Diversification Return Enhancement Yield Generation Inflation Participation
Risk & return characteristics	<ul style="list-style-type: none"> Commodities, REITs and Real Estate-related stocks have historically generated equity-like returns High volatility 	<ul style="list-style-type: none"> Viewed by many as a complementary asset class to traditional asset classes, due to current income and reduced volatility, but with the expectation that asset values will participate with inflation Value-Added and Opportunistic strategies can have some equity-like characteristics via their growth in value



Planning Phase

Element 1-1: Work with Staff & Board to review or establish objectives

Seeking to participate in or protect against both anticipated and unanticipated inflation. Depending on the required spread, some combination of Infrastructure & Real Estate with long term inflation linkages and Natural Resource with higher inflation beta should be targeted.

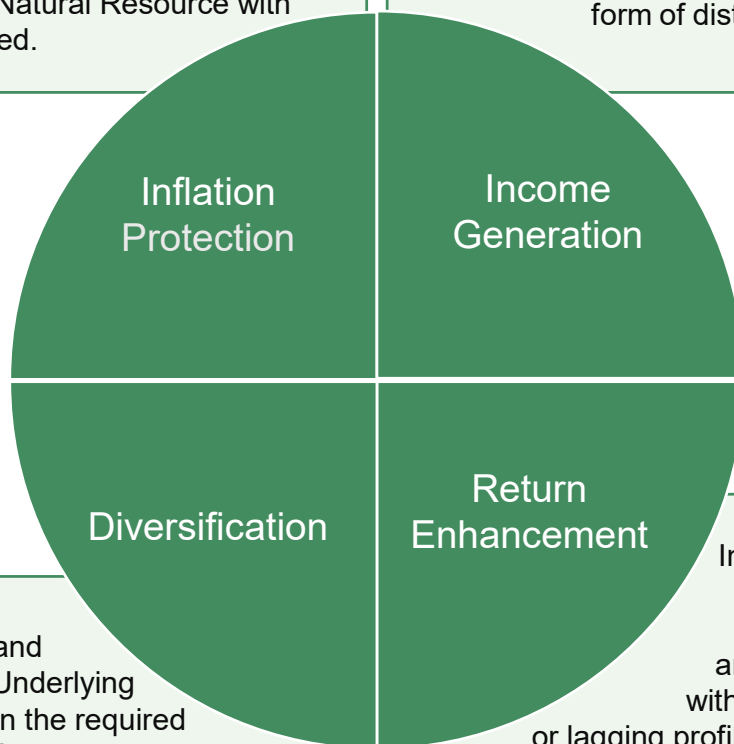
Seeking to generate yield which is uncorrelated to Fixed Income markets. This portfolio may try to match pensions' longer-term liabilities and serve as a reliable form of distributions regardless of the economic environment.

IPOPIF's objectives include **diversification** from *equity beta* and *vintage year* diversification achieved through steady deployment.

IPOPIF seeks to **enhance returns** of its portfolio by seeking attractive risk-adjusted returns and lower cost structures.

Seeking to reduce Equity beta and enhance downside protection. Underlying asset mix will vary depending on the required rate of return necessary to justify commitments.

Institutions may choose to be tactical, capitalizing on macro trends that are long term in nature. This may amplify return profiles that are aligned with other asset classes but in a leading or lagging profile that is off cycle to traditional PE or RE. This is generally measured as GDP sensitivity, or commodity sensitivity and is intended to be accretive to overall performance.



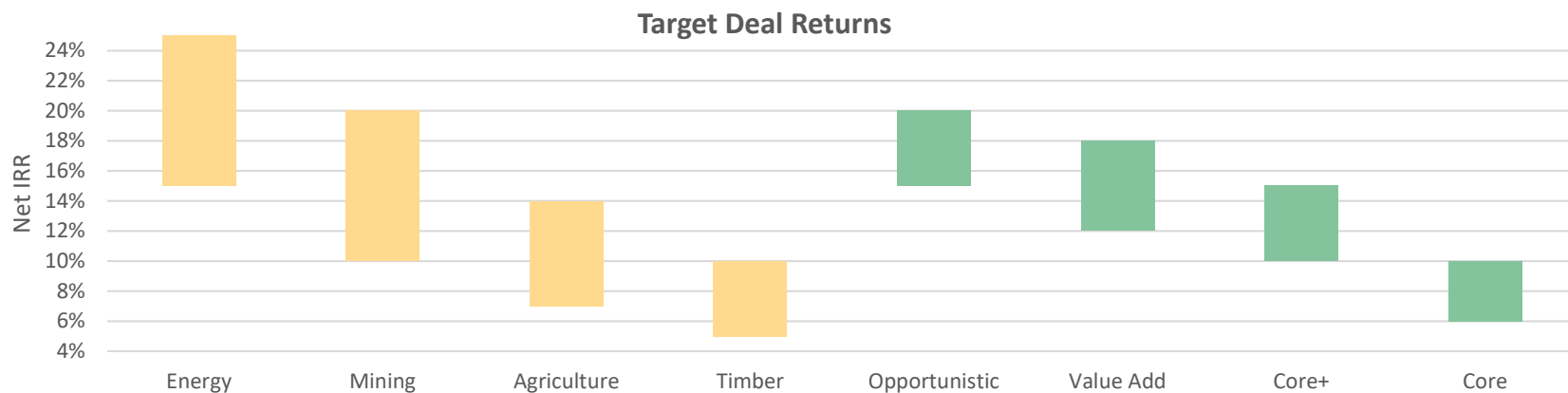
Planning Phase



Element 1-1: Work with Staff & Board to review or establish objectives

Real Assets

Asset Class	Income Generation	Inflation Sensitivity	GDP Sensitivity	Leverage
Natural Resources				
Energy	High	High	High	Low
Mining	High	Medium	Medium	Low
Agriculture	Medium	High	Low	Low
Timber	Low	Medium	Medium	Low
Infrastructure				
Core	High	High	Low	High
Core+	Medium	Medium	Low	Medium
Value Add	Low	Medium	Medium	Medium
Opportunistic	Low	Low	High	Low

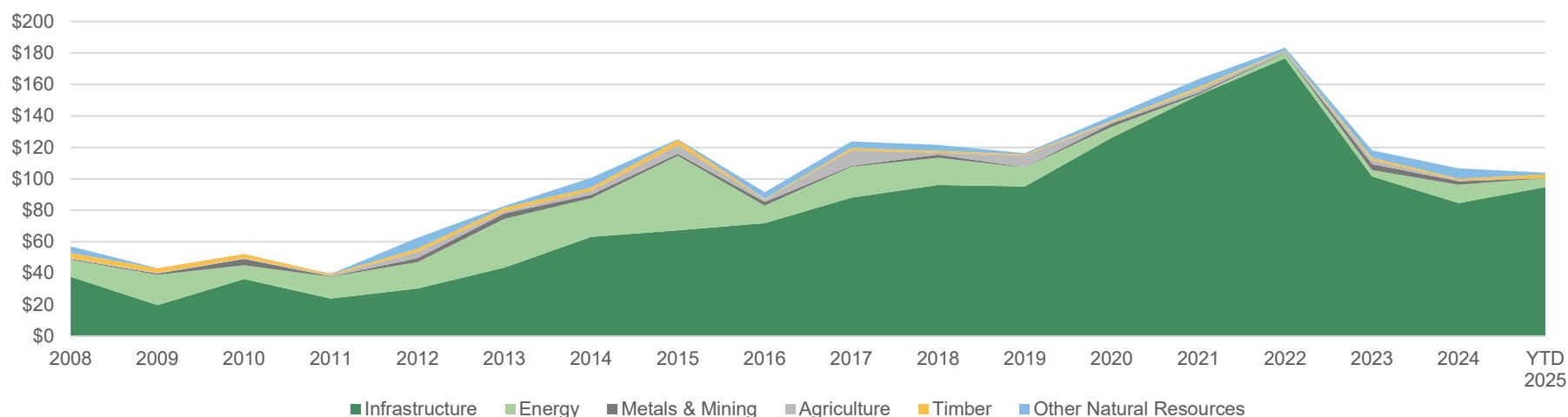


Planning Phase



Element 1-1: Work with Staff & Board to review or establish objectives

Private Real Assets Committed Capital (\$billions)



- Infrastructure represents a growing opportunity set and comprises a large percentage of the Real Assets investable universe.
- Infrastructure assets tend to be less cyclical relative to other real asset peers such as oil and gas and commodities, thus reducing the return dispersion and potential for material adverse outcomes.



Planning Phase

Element 1-1: Work with Staff & Board to review or establish objectives

Real Estate is accessed through many types of vehicles; vehicles primarily differ on characteristics such as liquidity, control, fees, and regulation/tax.

	REITs and REOCs	RMBS/ CMBS	Core and Core-Plus Private	Non-core Private	Non-core Private	Secondary Fund Interests	Co-Investment	Direct Properties
Structure	Mutual funds and separate accounts	Open-ended funds	Open-ended funds	Closed End Funds	Fund of Funds	Closed End Funds	Separate account/JV	Separate account
Minimum Commitment	Low	Low	Low to Moderate	Moderate	Moderate	Moderate	Low to High	High
Liquidity	High	High to Moderate	Moderate	Low	Low	Low	Low	Moderate
Control	High	Low to Moderate	Low	Low	Low	Low	Low	High
Depth of Staff Resources	Low	Low	Low	Moderate	Low	Low to Moderate	Moderate to High	High
Fees	Low	Low to Moderate	Moderate	High	Very High	High	Moderate to High	Moderate
Valuation Frequency	Daily	Monthly	Quarterly	Quarterly to Annually	Quarterly to Annually	Quarterly to Annually	Quarterly to Annually	Quarterly to Annually
Distribution of Income	Monthly	Monthly	Quarterly	Infrequent	Infrequent	Infrequent	Infrequent	Quarterly to Quarterly

Planning Phase



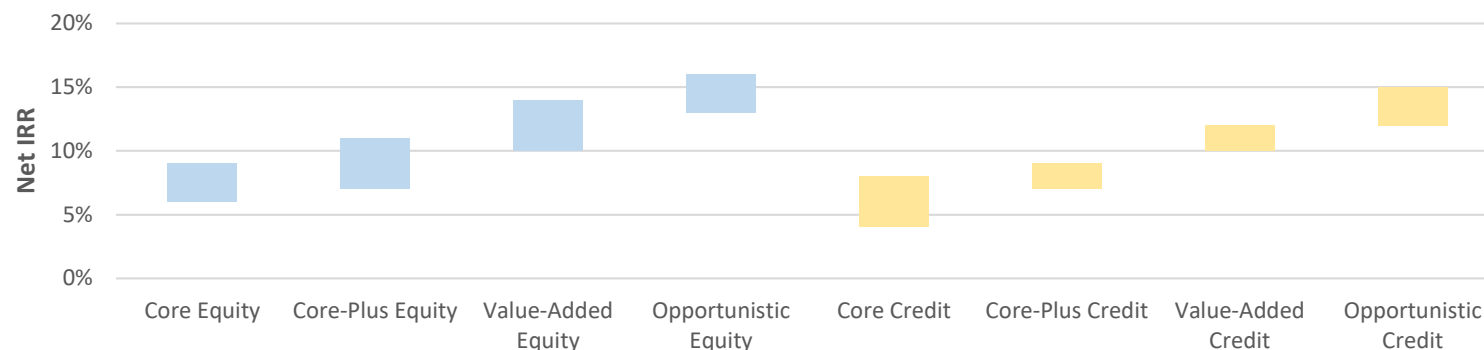
Element 1-1: Work with Staff & Board to review or establish objectives

Real Estate

Property Type ¹	Income Generation	Inflation Sensitivity	GDP Sensitivity	Lease Term
Traditional				
Industrial	High	Low	High	Medium
Multi-family	High	High	Medium	Low
Office	Low	Medium	High	Medium
Retail	Medium	Medium	High	Medium
Niche¹				
Data Centers	Medium	Low	Low	High
Hospitality	Medium	High	High	Low
Life Science	Medium	Medium	Medium	Medium
Self-storage	High	High	Low	Low
Senior Housing	Low	High	Medium	Low

¹Sample of niche property types; list is not comprehensive.

Target Fund-Level Net Returns²



²Target Fund-Level Net Returns are the consensus fund-level net returns targeted by managers at the fund-level for each style.

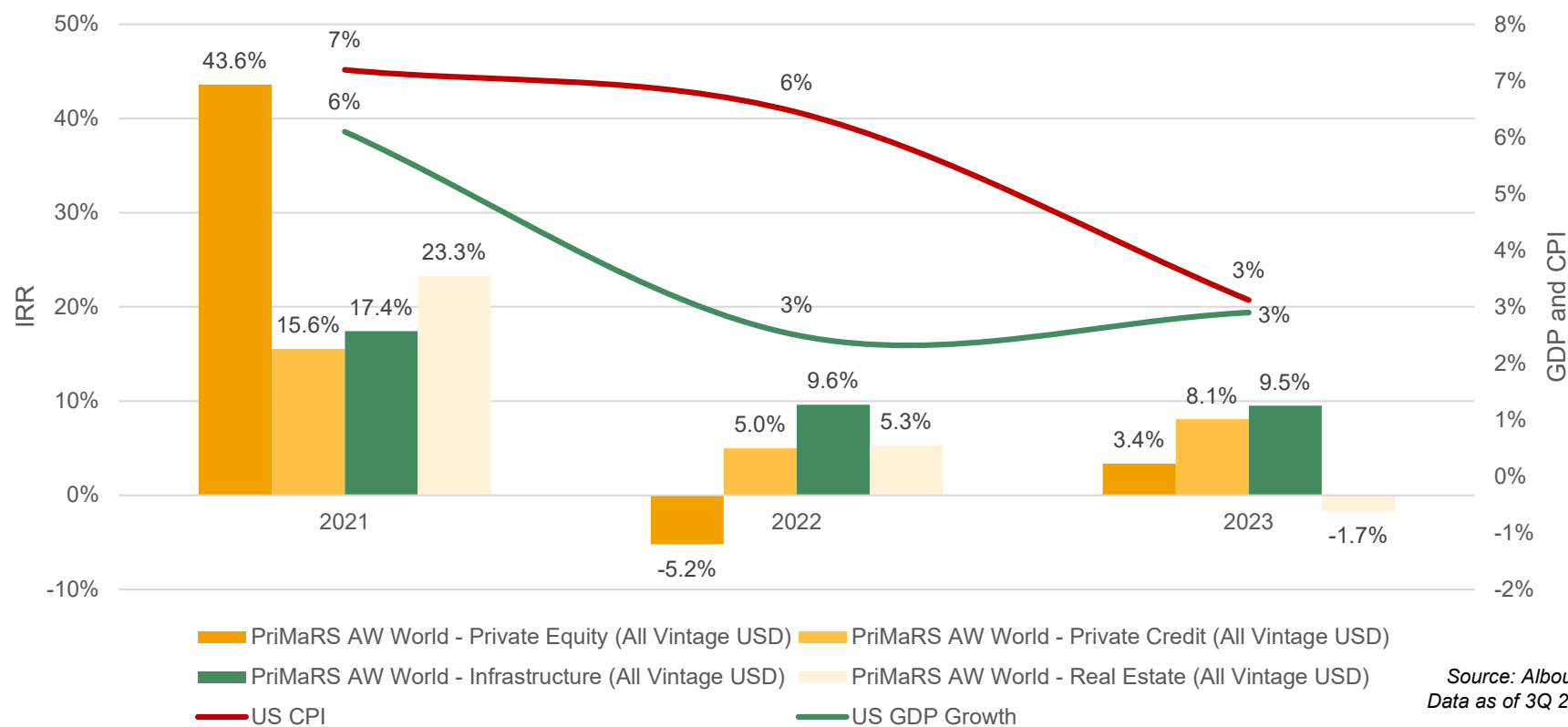


Planning Phase

Element 1-1: Recommend Real Assets Strategy Mix

- Infrastructure has proven resilient through various economic conditions and offers attractive risk-adjusted returns relative to Other Real Assets sectors.

Performance of Private Market Asset Classes



Planning Phase



Element 1-1: Work with Staff & Board to review or establish objectives

Infrastructure

Key Characteristic	Core	Core+	Value-Added	Opportunistic
Description	Mature, lower-risk, operational assets. Core infrastructure assets tend to be in developed markets, have stable capital structures, and have predominately contracted or regulated revenues with minimal exposure to any shifts in volumes across the system.	Mature assets requiring some enhancements, seeking to provide investors with more appreciation potential. While assets have contracted or regulated revenues, there may be room to improve upon contracts with better terms or counterparties.	Assets with development needs that offer appreciation potential. Assets are contracted in near-term with potential volume risks. Value-Added infrastructure assets can be located in developing or emerging markets.	Assets with significant development or restructuring needs. Opportunistic infrastructure generally has revenues that are very sensitive to shifts in demand, as they may be dependent on volume or price, or located in an emerging market.
Key Considerations				
Monopoly/Oligopoly	Yes	Yes	Substitution Risk	Demand Risk
Long Term Contracts	Multi-Decade	As low as 10+ years. Matched to Debt Tenor and Asset Life	Less than 10 years with some mismatch	Merchant can be 100%
Stable Jurisdictions	OECD	OECD	OECD & EM	OECD & EM
Asset Ownership Structure	Publicly Traded & Private Markets	Publicly Traded & Public Markets	Private Markets	Private Markets
Development	No	25-30%	50%	Yes
Return Profile	6-9% IRR	9-12% IRR	12-15% IRR	15%+ IRR

Planning Phase



Element 1-1: Work with Staff & Board to review or establish objectives

Private Real Estate

	Core	Core+	Value-Added	Opportunistic
Description	<ul style="list-style-type: none"> High-quality property & high-quality tenants in prime location Little to no debt (<40% LTV) Predictable, bond-like cash flows 	<ul style="list-style-type: none"> Good quality property & good credit quality tenants in prime/secondary locations Some debt (~50% LTV) Predictable cash flows with some potential for appreciation 	<ul style="list-style-type: none"> Underperforming property in need of improvements, renovations or repositioning Typically under-leased Uncertain cash flow profile More reliance on debt (60-80% LTV) 	<ul style="list-style-type: none"> Development orientation or distressed situation Little to no current cash flows Likely highly levered (>80% LTV)
Key Considerations	<ul style="list-style-type: none"> Low macro risk exposure due to stable income and high-quality tenant profile Little exposure to interest rate risk due to low leverage Little need to capital improvement or active management of property 	<ul style="list-style-type: none"> Some sensitivity to economic conditions due to the nature of the property and tenants Some need for property active management (e.g. leasing, improvements) Moderate exposure to interest rate risk 	<ul style="list-style-type: none"> Higher exposure to the economic cycle and sensitivity to GDP growth Higher need for active management for property improvement and repositioning More sensitive to interest rates given the leverage 	<ul style="list-style-type: none"> Very sensitive to the economic cycle and interest rates Little or income is generated; exit strategy needs favorable market conditions Very high need for competent active management to maximize value
Property Type/ Transaction Examples	<ul style="list-style-type: none"> Stabilized Office Institutional Multifamily Industrial Logistics 	<ul style="list-style-type: none"> Suburban Office Student Housing 	<ul style="list-style-type: none"> Repositioning Office Multifamily Renovation Hotel Turnarounds Industrial Redevelopment 	<ul style="list-style-type: none"> Ground-Up Development Distressed Assets Land Banking Adaptive Reuse Projects
Asset Ownership Structure	Public & Private Markets	Public & Private Markets	Private Markets	Private Markets
Development Risk	No	No	Little	Potentially Significant
Return Profile	6-7% IRR	7-11% IRR	10-15% IRR	13%+ IRR

Planning Phase



Element 1-2: Consider integration with other asset classes

Private Equity

- Included in “Growth” asset class with other equity sub-asset classes
- *No further action needed currently*

Private Credit

- Included in “Income” asset class with other credit sub-asset classes
- *No further action needed currently*

Real Estate & Real Assets

- Included in “Real Assets” asset class
- Consider renaming asset class as “objective” oriented (relates to Element 1)
- Continue allocating to REITs in Real Estate (holistic Real Estate Allocation)
- Expand beyond just Infrastructure in the Real Assets allocation
- *Undertake broader asset class discussion, review and analysis*

Planning Phase



Element 1-3: Determine benchmarks

Benchmarking within private markets should measure two distinct dimensions:

- The opportunity cost of investing in private markets compared to liquid alternatives
- The effectiveness of manager and fund selection

Benchmarks should have the following criteria (Bailey):

Investable: The option should be available in order to forego active management and simply hold the selected performance benchmark. Without being investable, the alternative is not truly viable

Measurable: It is possible to readily calculate the benchmark's own return on a reasonably frequent basis that at least matches the reporting periodicity of the investment

Unambiguous: The names and weights of securities comprising the benchmark are clearly delineated and understandable

Specified in advance: The benchmark is constructed prior to the start of an evaluation period

Representative: The benchmark is consistent with the portfolio's investment style or biases

Neither private markets nor public markets benchmarks fully pass the test, so both are used

Planning Phase



Element 1-3: Determine benchmarks

Private Equity

- MSCI All Country World IMI would be an appropriate choice and consistent with the indices for public markets equities and consistent with the current investment policy
- Expectations for an allocation that is US-biased would tilt towards Russell 3000, although establishing a global benchmark index, such as the MSCI All-Country World Index IMI may be helpful with an eye towards the allocation's future state

Private Credit

- Either credit index currently used to represent leveraged loans or high-yield in the investment policy statement would be appropriate (or a blend of the two).
- If the allocation's objective is refined to only income and return of capital, the Leveraged Loan Index would be most appropriate. If the objective is to retain some element of capital appreciation, a blend of the two indices is the best practice.

Real Estate & Real Assets

- To reflect the objectives for Real Assets and implementation considerations using the Dow Jones Brookfield Global Infrastructure would be appropriate
- Current index for Real Estate is acceptable (NFI-ODCE), if the allocation is heavily tilted towards open-ended core funds. Use of the REIT Index would represent "investable" alternative and a good public markets proxy

Planning Phase



Element 1-3: Determine benchmarks

	Relative to Public Markets Indices	Relative to Private Markets Indices	Public Markets Equivalent (PME) ¹
Private Markets – Portfolio Level	Total return relative(TWR lagged) to blended public markets index that represents the asset allocation or portfolio goals.	Blend of private market indices that reflect asset allocation and portfolio characteristics	Blended PME that reflects asset allocation for the entire private markets portfolio
IPOPIF Private Markets Index	<ul style="list-style-type: none"> • MSCI ACWI IMI: 35% • CSFB Leveraged Loan Index: 12.5% • ICE BaML High Yield Index: 12.5% • DJ US Select REIT: 25% • DJ Brookfield Global Infra: 15% 	<ul style="list-style-type: none"> • PriMaRS Private Equity: 35% • PriMaRS Private Credit: 25% • PriMaRS Real Estate: 25% • PriMaRS Real Assets: 15% 	<ul style="list-style-type: none"> • MSCI ACWI IMI: 35% • CSFB Leveraged Loan Index: 12.5% • ICE BaML High Yield Index: 12.5% • DJ US Select REIT: 25% • DJ Brookfield Global Infra: 15%

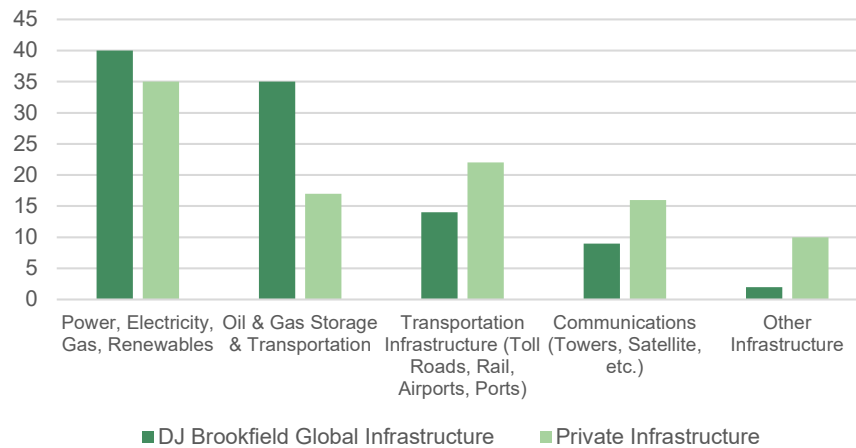
¹Public Markets Equivalent (PME) is a methodology used to analyze the returns of private markets funds versus public markets. Although there are several methods for calculating the metric, the common basis of PME methodologies is to calculate an alternate internal rate of return (IRR) by applying the investment cash flows of the private equity investment to a public markets benchmark. Conceptually, the metric seeks to answer the question: “if the capital allocated to a private markets investments was instead invested in the public market, would its performance be superior, equal, or inferior?”



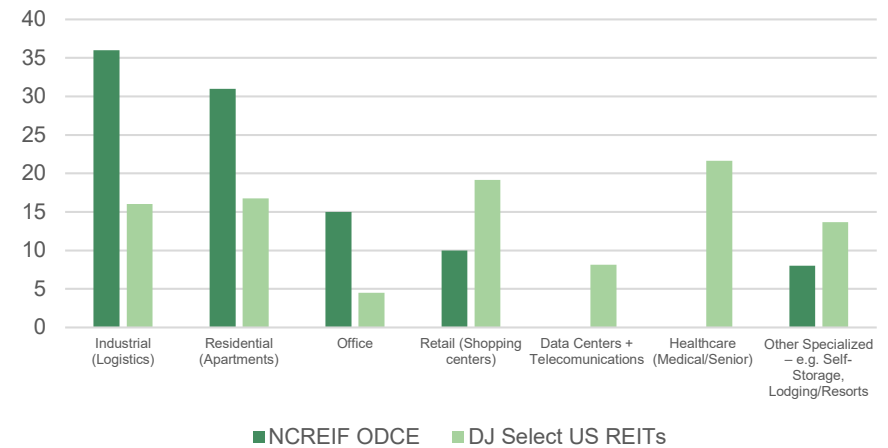
Planning Phase

Element 1-3: Determine benchmarks

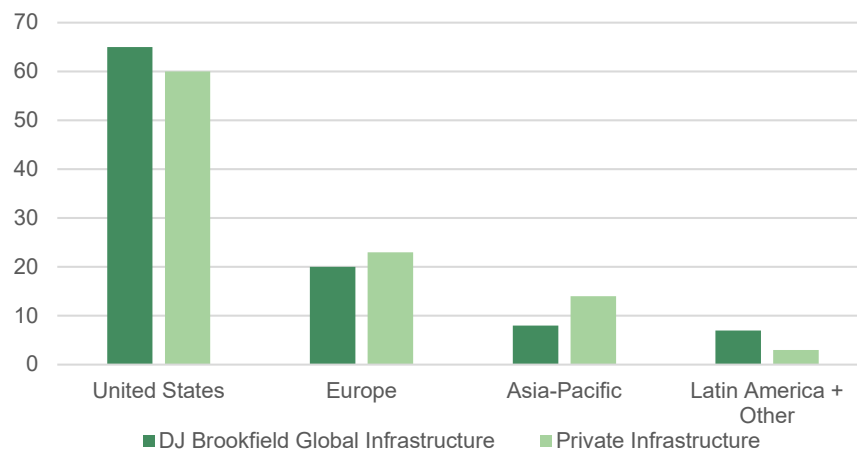
Sector Allocations - Real Assets



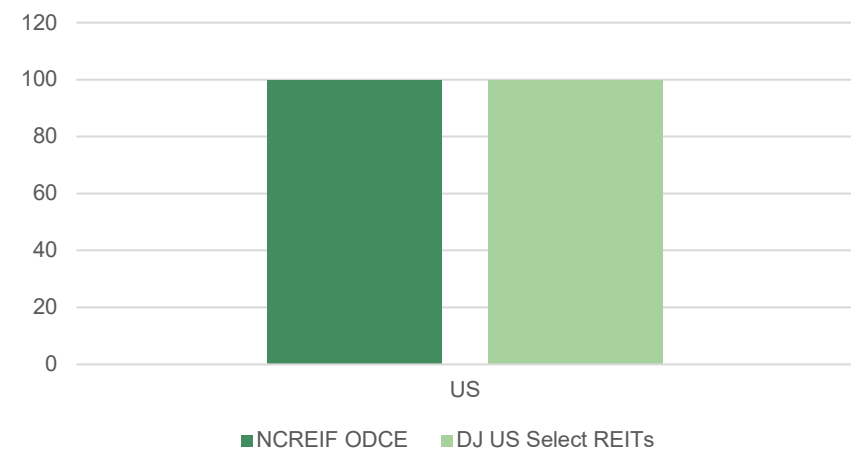
Sector Allocations - Real Estate



Regional Allocations - Real Assets



Regional Allocations - Real Estate



Planning Phase



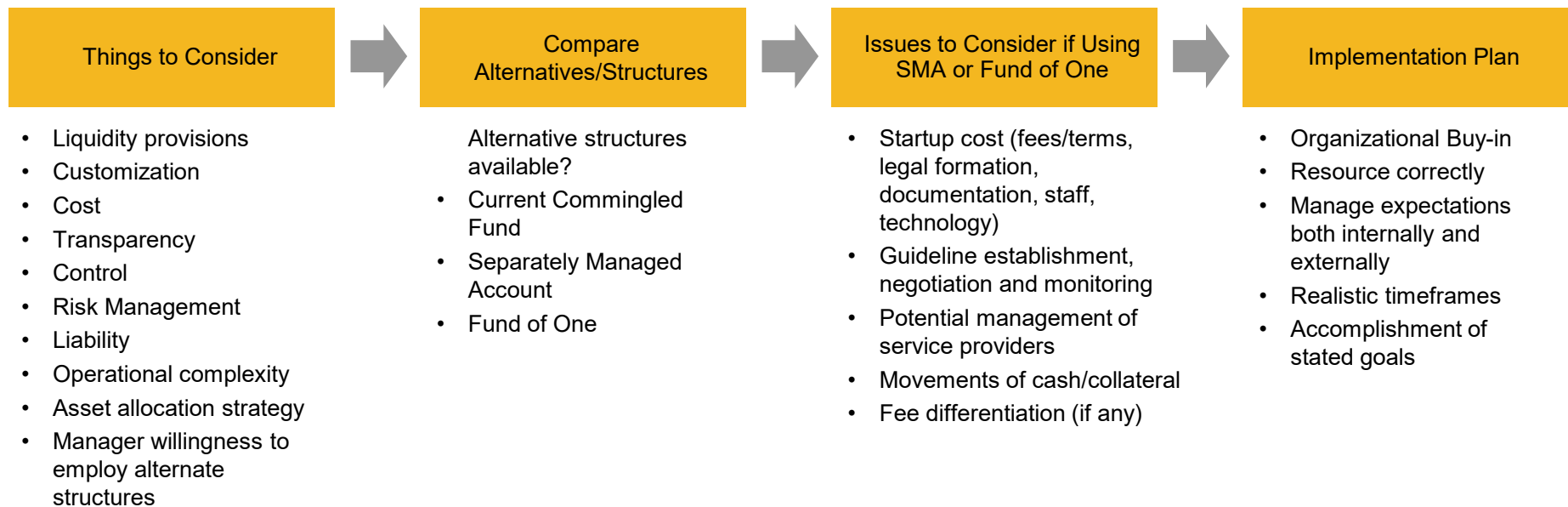
Element 1-3: Determine benchmarks

	Relative to Public Markets Indices	Relative to Private Markets Indices	Public Markets Equivalent (PME)
Private Credit – Asset Class Level <i>(Mezzanine, Distressed, Lending)</i>	Total return relative to blended public markets index, TWR lagged Recommendation: 50% Leveraged Loan / 50% High Yield	Private credit peer median index, determined at fund level and aggregated into an asset class composite	PME calculated using the policy public markets index Recommendation: 50% Leveraged Loan / 50% High Yield
Private Equity – Asset Class Level <i>(Buyout, Growth, Venture)</i>	Total return relative to public markets index, TWR lagged Recommendation: MSCI ACWI IMI	Private equity peer median index, determined at fund level and aggregated into an asset class composite	PME calculated using the policy public markets index Recommendation: MSCI ACWI IMI
Real Assets– Asset Class Level <i>(Infrastructure, Oil/Gas, Timber, Agriculture)</i>	Total return relative to inflation and/or public markets, TWR lagged Recommendation: DJ Brookfield Global Infrastructure	Private real assets peer median index, determined at fund level and aggregated into an asset class composite	PME calculated using the policy public markets index Recommendation: DJ Brookfield Global Infrastructure
Real Estate – Asset Class Level <i>(Core, Value-Add, Opportunistic)</i>	Total return relative to public markets index, TWR lagged Recommendation: DJ US Select REIT	Private real estate peer median index, determined at fund level and aggregated into an asset class composite	PME calculated using the policy public markets index Recommendation: DJ US Select REIT

Planning Phase



Element 1-4: Assess appropriate investment vehicles for each strategy (primary, fund of funds, secondaries, etc.)



Planning Phase



Element 1-4: Assess appropriate investment vehicles for each strategy (primary, fund of funds, fund of one, SMA, etc.)

	Commingled Fund (Closed-Ended)	Open-Ended Fund	Fund of One	Separately Managed Account
	Traditional private markets structure with guidelines, fees, and terms set by the General Partner	Non-traditional private markets structure with guidelines, fees, and terms set by the General Partner/Manager	Investor and fund manager negotiate fees and structure, but service providers are typically determined by fund manager/General Partners	Investor determines and controls all aspects of the structure and service providers but can negotiate fees/terms with fund manager or General Partner
Terms / Fund-life	General Partner / Fund Manager (closed-end, typically 10-12 year)	Open-ended, indefinite fund life	Negotiated	Negotiated
Fees	General Partner / Fund Manager	General Partner / Fund Manager	Negotiated	Negotiated
Legal Structure & Set-Up	General Partner / Fund Manager	General Partner / Fund Manager	Negotiated	Investor
Control & Ownership	General Partner / Fund Manager	General Partner / Fund Manager	May be shared	Investor
Transparency	Manager / General Partner Defined	Manager / General Partner Defined	Negotiated	Full transparency
Investment Minimums	Lower, as defined by the General Partner / Fund Manager	Potentially lowest, as defined by the General Partner / Fund Manager	Negotiated, but higher	Negotiated, but highest
Capital Deployment	Staged of multi-year period	Immediate (or nearly immediate)	Negotiated	Negotiated
Capital Contributions	Single initial commitment	Periodic contributions	Negotiated	Negotiated
Liquidity	None (locked-up)	Periodic (potentially)	Negotiated	Negotiated



Planning Phase

Element 1-4: Assess appropriate investment vehicles for each strategy (primary, fund of funds, fund of one, SMA, etc.)

	Commingled Fund (Closed-Ended)	Open-Ended Fund	Fund of One	Separately Managed Account
Pros	<ul style="list-style-type: none"> Ease of execution as all legal structures, documents, and arrangements are made by the manager Most common implementation for private markets Established and common place guidelines and features 	<ul style="list-style-type: none"> Ease of execution as all legal structures, documents, and arrangements are made by the manager Does not need a full underwriting to add additional capital Typical has some liquidity features May be able to get NAV exposure quickly Allows for easier performance comparison across time 	<ul style="list-style-type: none"> Allows for some degree of customization Manager is responsible for creating and implementing structure and set-up Fund is run to parallel to manager's other structures Investor has greater influence on liquidity and cash flows 	<ul style="list-style-type: none"> Investor has full control of the portfolio and uses their own systems, custodian, and auditor (as well as any other service providers) Permits a high degree of customization Allows for the negotiation of terms and fees May allow for the termination and replacement of an investment manager Can be integrated better into performance reporting and monitoring systems
Cons	<ul style="list-style-type: none"> Limited ability to negotiate better terms (fees, liquidity, transparency) Specialized terms or arrangements require side letters and additional resources for monitoring compliance Requires the periodic review for investing in subsequent funds Difficult to easily determine performance across vintages and across history of relationship Liquidity is determined by the investments and the manager 	<ul style="list-style-type: none"> Limited ability to customize terms Liquidity needs to offered to all investors, which may result in less liquidity than expected Typically, more expensive as NAVs need to be calculated more often to facilitate both investments and redemptions May create a misalignment of interests with the manager as performance fees may be difficult to implement effectively on open-ended funds 	<ul style="list-style-type: none"> May have conflict in trade/position allocations between manager structures Brings in an element of complexity to manager's business that requires sufficient resources and increases ODD requirements Cannot replace the manager and ending the relationship takes some time to wind down 	<ul style="list-style-type: none"> Can be very costly to implement May introduce some adverse bias into the selection process May create conflicts in trade/position allocation and bring in complexity to manager's business Relies on sophisticated custodial relationships

Planning Phase



Element 1-5: Review any customization or special due diligence requirements

Process Review (ongoing)

- Map RFI/RFP/Procurement Process
 - OakTree roadmap
- Identify where to leverage Albourne systems and technology
- Integration of Illinois legal/statutory requirements

Element 1-6: Review process, systems and administration

Process Review (ongoing)

- Tied to Element 5
- To be flushed out via training and case studies

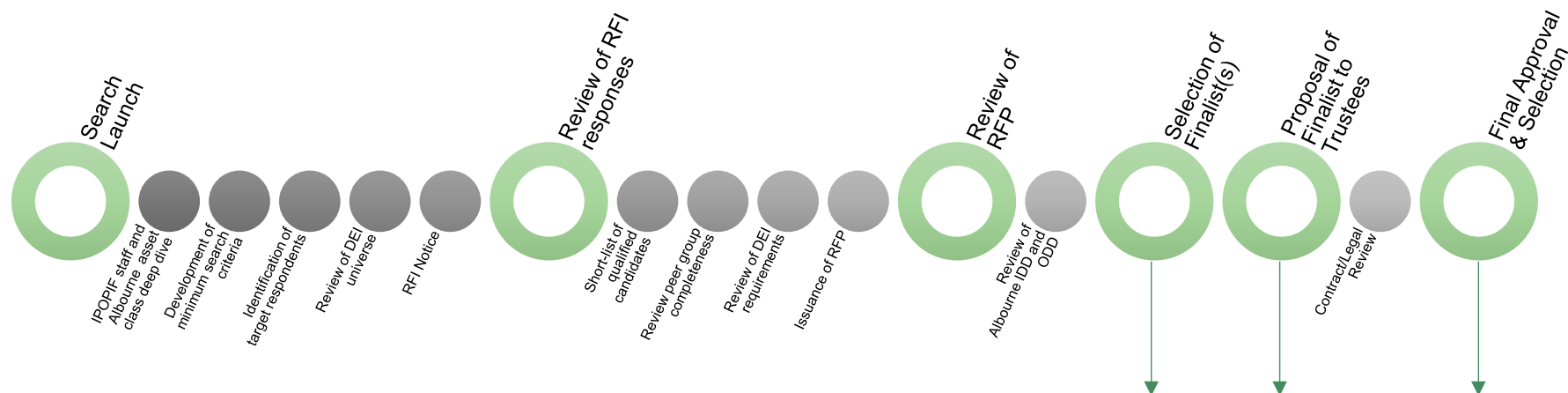


Planning Phase

Element 1-5: Review any customization or special due diligence requirements

Element 1-6: Review process, systems and administration

Flow Chart of Conceptual Process



Governance Model	
No delegated authority	Trustees heavily involved in the process and final selection resides with Trustees
Partially delegated authority	Investment recommends preferred managers/funds and Trustees approve recommendation
Fully delegated authority	Investment team chooses managers/funds and notifies Trustees of the decision

Planning Phase



Element 1-5: Review any customization or special due diligence requirements

Element 1-6: Review process, systems and administration

Governance Model	Pros	Cons
No delegated authority	<ul style="list-style-type: none"> Board retains full oversight and control over investments, directly shaping every decision to align with the organization's mission and policies. Board members remain deeply involved and informed on all investment matters, ensuring a clear line of sight on risks and strategy (reinforcing their fiduciary duty) 	<ul style="list-style-type: none"> All decisions funnel to the board, which can slow down responsiveness to market changes and opportunities. This heavy workload can distract the board from higher-level strategic duties. Board members may be voting on complex investment choices without the benefit of detailed research or specialized expertise. It relies entirely on the board's knowledge Highly centralized decision-making can demotivate staff or committee members. Delegating nothing means the board shoulders all responsibility for outcomes.
Partially delegated authority	<ul style="list-style-type: none"> Balanced oversight strikes a middle ground, allowing the board to set high-level strategy and policies while delegating some investment implementation to staff With some authority delegated, decisions can be made faster than in a fully board-controlled model Both board and staff have clearly defined roles, fostering collaboration and buy-in Some workload is eased from the board's schedule 	<ul style="list-style-type: none"> If roles and decision boundaries are not clear, partial delegation can lead to confusion over responsibility. Decisions may still require multiple layers of discussion. This extra coordination can slow down decision-making compared to a fully delegated setup, Without clear boundaries, the board might dive into operational details while staff might overstep strategic decisions. A partially delegated approach, while helpful, may not address all governance needs. Some structural inefficiencies or gaps can persist; if not designed well, this model could combine the drawbacks of both extremes
Fully delegated authority	<ul style="list-style-type: none"> With authority fully in the hands of the investment team, decisions can be made and executed much more quickly. Investment decisions are made by dedicated professionals or a specialized delegate with deep expertise. Rather than micromanaging many individual decisions, the board oversees the delegate's performance at a high level. Placing trust in the investment staff can boost their motivation to perform 	<ul style="list-style-type: none"> The board has little direct involvement in day-to-day investment choices, which can be uncomfortable. Even though the board isn't making the daily decisions, it cannot delegate away its fiduciary accountability. A fully delegated program often hinges on a few decision-makers There is a risk that the delegated team's incentives may not perfectly align with the long-term interests of the organization or its stakeholders. Maintaining an in-house investment office with sufficient talent can be expensive



Planning Phase

Element 1-5: Review any customization or special due diligence requirements

Element 1-6: Review process, systems and administration

Governance Model	Process	Observations
No delegated authority	<ul style="list-style-type: none"> Manager selection resides with the Board Board, or a subset (eg Investment Committee) is involved in due diligence and selection of finalists Finalists, typically 2 or more, present to the full Board Board decides which options are approved 	<ul style="list-style-type: none"> Requires a certain level of knowledge and expertise at the Board level to ensure adequate due diligence Board needs to be involved in the full process and may run competing due diligence process with the investment office Board may ultimately choose managers not the top choice of the investment office, or choose more than one manager, diluting performance and sacrificing scale
Partially delegated authority	<ul style="list-style-type: none"> Final approval resides with the Board Board may be involved in process through periodic progress reports from the investment office but due diligence responsibility resides with the staff Staff recommends 1 or more finalists to the Board for their approval 	<ul style="list-style-type: none"> Board delegates responsibilities in due diligence and manager selection to the investment office Board is involved in the process through progress reports Selection is driven by staff recommendations Board approves staff recommendations
Fully delegated authority	<ul style="list-style-type: none"> Manager selection responsibility resides with the investment office Board is notified of new investments after execution 	<ul style="list-style-type: none"> Board is not involved in the process and role of the Board is one of monitoring and oversight Investment office requires a certain degree of resourcing and size to effectively implement full investment discretion

Recommendation: Partially delegated authority represents a good practice where the investment office, with their expertise and knowledge, are fully charged with due diligence and manager selection responsibilities, while engaging with the Board through the process. This process places ultimate responsibility on the staff for manager selection while giving the Board the opportunity to review and approve the work on the investment office.



Planning Phase

Element 1-5: Review any customization or special due diligence requirements

Element 1-6: Review process, systems and administration

Potential PE search timeline

Deadline	Milestone
Week 0	RFP posted
Week 1	Deadline for RFI submission RFI's available for Board Review
Week 3	Staff and Albourne complete RFI evaluation (Capture Albourne Highest Conviction Managers)
Week 4	RFI Evaluation summary sent to Board (IPOPIF lead) Highest Caliber Candidates Invited to Submit Proposals (Target 8-10)
Week 5	Question deadline Answer deadline
Week 7	Proposal Submission Deadline (Albourne help IPOPIF process for RFP questionnaire)
Week 8	RFP Questionnaires available for Board review
Week 11	Staff and Albourne complete proposal evaluation (IPOPIF and Albourne co-lead)
Week 12	Proposal Evaluation Summary sent to Board Invite semifinalists to interview with staff and Albourne (target 4)
Week 13	Semifinalists video interviews with staff and Albourne (Dec. 16-17)
Week 15	Staff and Albourne determine recommended finalists (target 2) Board Documentation for Staff/Consultant Recommendation for Two Finalists
Board Meeting (Week 17)	Finalist(s) presentation and Board feedback
Week 17	Staff on-sites with Finalists (IPOPIF & Albourne participating)
Week 19	Staff and Albourne complete Finalist evaluations and narrow to top pick
Week 20	All documentation for Board and contract review completed
Board Meeting (Week 21)	Staff/Albourne presentation and Board selection



Design Phase

Design Phase



Element 2-1: Review Allocation Matrix

Asset Allocation Review

- Review asset classes for completeness (Elements 1-1, 1-2)
 - Propose any additional asset classes for consideration or changes in asset class structures (Element 1-11-2)
- Utilize Albourne Asset Allocation Tools
 - Objective of analysis is to determine “appropriate” level of illiquidity in the portfolio, given constraints and objectives
 - Confirm whether current allocations to private markets is prudent
- Return with any potential changes for discussion with General Consultant

	Current Allocation (% of total Portfolio)	Current Allocation (% of total Private Markets)	Recommendations (TBD)
Private Equity	7%	35%	TBD
Private Credit	5%	25%	TBD
Private Real Estate	5%	25%	TBD
Private Real Assets	3%	15%	TBD
Total Private Markets	20%	100%	TBD

Design Phase



Element 2-1: Review Allocation Matrix

Private Markets Correlation

	US LBO	US Distressed	US Lending	Real Estate - Core	Real Estate - VA	Real Estate - Opp	Energy	Timberland	Agriculture	Infra	Infra - Equity	Equities Beta	Fixed Income Beta	Credit Beta
US LBO	1.00	0.82	0.78	0.33	0.43	0.61	0.41	0.31	0.43	0.66	0.69	0.74	-0.08	0.59
US Distressed	0.82	1.00	0.64	0.35	0.33	0.58	0.57	0.22	0.67	0.63	0.73	0.82	-0.08	0.87
US Lending	0.78	0.64	1.00	0.42	0.52	0.64	0.64	0.37	0.67	0.52	0.55	0.61	-0.19	0.57
Real Estate - Core	0.33	0.35	0.42	1.00	0.58	0.62	0.21	0.03	0.21	0.20	0.29	0.28	-0.12	0.35
Real Estate - Value Added	0.43	0.33	0.52	0.58	1.00	0.76	0.23	0.32	0.30	0.38	0.23	0.28	0.03	0.21
Real Estate - Opportunistic	0.61	0.58	0.64	0.62	0.76	1.00	0.32	0.36	0.54	0.56	0.53	0.51	0.04	0.50
Energy	0.41	0.57	0.64	0.21	0.23	0.32	1.00	0.02	0.30	0.35	0.46	0.34	-0.08	0.37
Timberland	0.31	0.22	0.37	0.03	0.32	0.36	0.02	1.00	0.56	0.46	0.36	0.32	0.03	0.21
Agriculture	0.43	0.67	0.67	0.21	0.30	0.54	0.30	0.56	1.00	0.81	0.68	0.48	0.02	0.52
Infrastructure	0.66	0.63	0.52	0.20	0.38	0.56	0.35	0.46	0.81	1.00	0.61	0.58	0.09	0.55
Infrastructure - Equity	0.69	0.73	0.55	0.29	0.23	0.53	0.46	0.36	0.68	0.61	1.00	0.83	0.28	0.79
Equities Beta	0.74	0.82	0.61	0.28	0.28	0.51	0.34	0.32	0.48	0.58	0.83	1.00	0.04	0.75
Fixed Income Beta	-0.08	-0.08	-0.19	-0.12	0.03	0.04	-0.08	0.03	0.02	0.09	0.28	0.04	1.00	0.08
Credit Beta	0.59	0.87	0.57	0.35	0.21	0.50	0.37	0.21	0.52	0.55	0.79	0.75	0.08	1.00

Design Phase



Element 2-2: Develop cash flow and investment pacing plans, to include balanced vintage year diversification

Cash Flow Model & Pacing Plan

- Review asset classes for completeness (Elements 1-1, 1-2)
 - Propose any additional asset classes for consideration or changes in asset class structures (Element 1-11-2)
- Complete fund specific models (in-progress)
- Confirm model assumptions with staff
- Confirm any preferences with staff
- Produce initial pacing plan for each asset class
- Compare output to current plan (if applicable)
- Tie pacing plan to Element 1-4 (selection of vehicles/implementation)

Late 2025/Early 2026 after RE and RA review/structures/strategic

Design Phase



Element 2-3: Recommend strategy mix (buyout, growth, venture capital, etc.)

Portfolio Construction Guidelines

- Review asset classes for completeness (Elements 1-1, 1-2)
 - Propose any additional asset classes for consideration or changes in asset class structures (Element 1-11-2)
- Tied to pacing plan (Element 2-2) and Element 1-4 (selection of vehicles/implementation)
- Would reflect “steady-state” or mature program
- Helps manage diversification and not taking on unwanted exposures
- Helps prioritize manager/fund selection
- Could use broad Albourne policy guides and refine further in future



Design Phase

Element 2-3: Recommend PE Strategy Mix (Buy-out, Growth, Venture Capital, etc.)

Portfolio Construction Guidelines - Considerations

By Strategy	Observed / Naïve Private Equity Allocations			Considerations
	Min Allocation	Mid Allocation	Max Allocation	
Small Market Buy-Outs	0	10	30	<ul style="list-style-type: none"> Offers the highest potential for return, but manager selection is key as dispersion between the top and bottom quartiles is significant Requires an estimated 5-8 funds per vintage for proper diversification Typically represents the bulk of investors' private equity allocations and the largest peer subset of the private equity market Middle Market funds have median performance very similar to small market, with lower observed dispersion between top and bottom quartiles
Middle Market/Large Buy-Outs	20	60	80	<ul style="list-style-type: none"> Manager selection remains a significant driver to performance. Estimate that 3-5 funds per vintage are required in the middle market space for proper diversification Large/Mega Market funds have the lowest dispersion and diversification can be achieved with 1-2 funds per vintage Manager selection "alpha" is lower in the large/mega cap space
Growth (PE)	0	10	20	<ul style="list-style-type: none"> Post-COVID, allocations to the space have grown as growth deals, which are typically minority investments, were easier to execute than full take-outs. The strategy is also largely confined to investments in technology and healthcare. The strategy occupies a space between traditional buy-outs and venture capital and as such, as a higher potential volatility and correlation with public markets
Turnarounds/Value	0	5	10	<ul style="list-style-type: none"> Typically a satellite or tactical allocation, often reliant on the macro environment for the types of distressed deal flow that make the strategy relevant
Venture Capital	0	10	35	<ul style="list-style-type: none"> Offers the highest potential for return in private equity Also the longest "duration" asset in private equity, with cash flows that are very inconsistent and very often delayed compared to other strategies Diversification benefits are more pronounced in early stage investments, as later stage investments are influenced by public market valuations and dynamics Manager selection and manager access is a significant hurdle to building a venture capital portfolio Dispersion is significant between the top and bottom quartiles in venture capital, particularly in early stage funds, requiring 5-8 funds per vintage for proper diversification

Design Phase

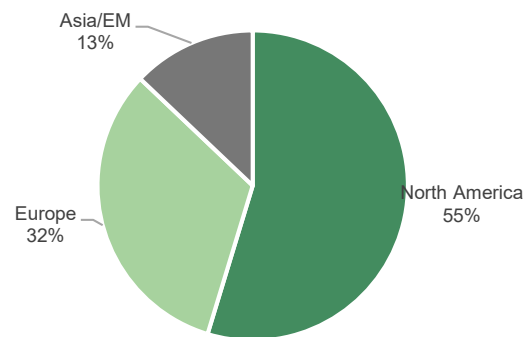


Element 2-3: Recommend PE Geographic Mix

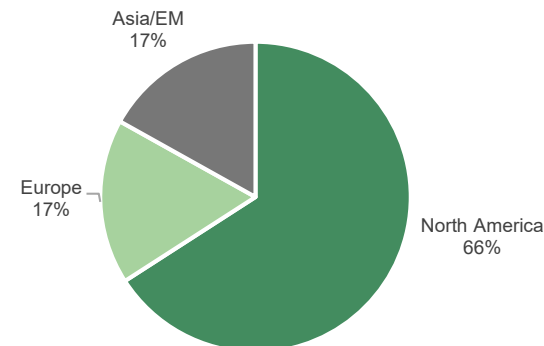
Portfolio Construction Guidelines - Considerations

By Geography	Observed / Naïve Private Equity Allocations			Considerations
	Min Allocation	Mid Allocation	Max Allocation	
US / North America	40	70	100	<ul style="list-style-type: none"> Represents the majority, in some cases the entirety, or US investors' allocation to private equity Represents the largest geographic allocation within the peer group and bulk of private equity deal flow
Europe	5	20	30	<ul style="list-style-type: none"> A significant and growing market for private equity Offers some diversification benefits as European deals have typically be at lower valuations with less exposure to technology and healthcare companies
Asia	5	10	35	<ul style="list-style-type: none"> Has highest return potential, but has historically under delivered on performance Significant barriers to manager selection and high dispersion within the peer groups Requires strong expertise in due diligence and has allocations have been often implemented by fund of funds structures

PE - 5 Year Average Deal Flow (\$)



MSCI ACWI IMI



Design Phase

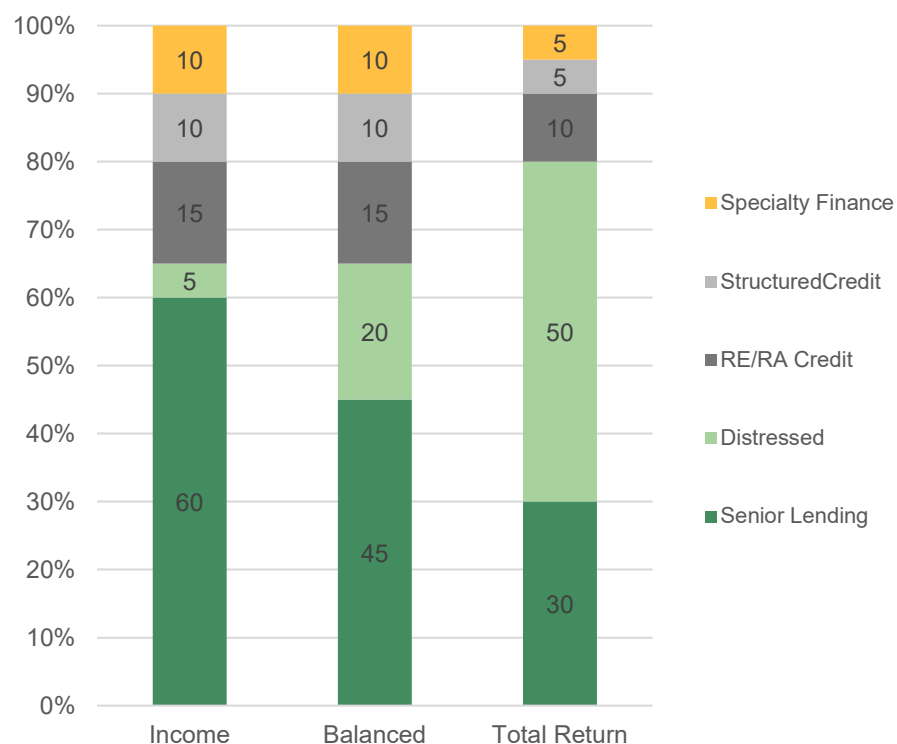


Element 2-4: Recommend Private Credit Strategy Mix

Portfolio Construction Guidelines - Considerations

- Senior Lending
 - Anchor position in portfolios with a yield orientation or objective
 - Senior secured, floating rate, and shorter duration
- Distressed
 - Relatively small allocation in Lower Risk portfolio reflecting high correlation to Lending and Equities
 - Builds notably to higher risk portfolio due to returns
 - Difficulty in assigning strategic role given the inconsistent or lumpy return profile
- Real Asset and Real Estate Debt
 - Both provide reasonable risk/return and diversification when compared to senior lending
 - Less exposure in the total return portfolio given lower return profile
- Structured Debt and Specialty Finance
 - More idiosyncratic cashflows and returns, with diversification benefits compared to senior lending
 - Wider range of outcomes and tougher to model

Baseline Private Credit Portfolio Construction



Design Phase



Element 2-4: Recommend Private Credit Strategy Mix

Portfolio Construction Guidelines - Considerations

By Asset Class	Observed / Naïve Private Credit Allocations			Considerations
	Min Allocation	Mid Allocation	Max Allocation	
Senior Direct Lending	40	60	80	<ul style="list-style-type: none"> Yield-oriented asset class that typically forms the bulk of most investors' allocation Has limited diversification benefits against traditional equity and credit investments
Specialty Finance	0	15	25	<ul style="list-style-type: none"> May be a relatively large satellite allocation in credit due to the lower correlation to other credit investments and its cash flow profile
Structured Credit	0	5	10	<ul style="list-style-type: none"> Often a satellite allocation, if present at all. While offering a differentiated cash flow profile, the potential complexities of due diligence limits its broad appeal
Real Estate Credit	0	5	10	<ul style="list-style-type: none"> May be present in either a credit or real estate portfolio. Typically used for its differentiated cash flow and real property security
Real Asset Credit	0	5	10	<ul style="list-style-type: none"> May also be used opportunistically as a relative value option for real estate risk May be present in either a credit or real asset portfolio. Typically used for its differentiated cash flow and real asset security May have lower cash yields that limit its overall attractiveness
Distressed	0	10	50	<ul style="list-style-type: none"> Often a large allocation in credit portfolios Does not have the yield orientation as other credit sub-asset classes Offers a degree of diversification in credit, although with longer duration and inconsistent returns and cash flows
By Geography	Observed / Naïve Private Credit Allocations			Considerations
	Min Allocation	Mid Allocation	Max Allocation	
US / North America	60	75	100	<ul style="list-style-type: none"> For US investors, the majority of their credit portfolio will be geared towards the home market Offers limited diversification benefits, but is characterized by a deep and established market with many institutional quality firms
Europe	10	15	30	<ul style="list-style-type: none"> Represents most common avenue for geographic diversification for US investors While the market is not as deep as the US, there are some diversification benefits as European credit offers a degree of insulation from the US yield curve and inflation dynamics
Asia	0	10	20	<ul style="list-style-type: none"> Asian credit offers the best potential for higher returns given the fragmentation of the markets and the relatively immature nature of credit in Asia Unlike US and Europe, there are hurdles to implementation that require significant due diligence resources as many local firms are not as institutionally developed

Design Phase



Element 2-5: Real Estate / Real Asset Strategic Review & Design

Research Agenda

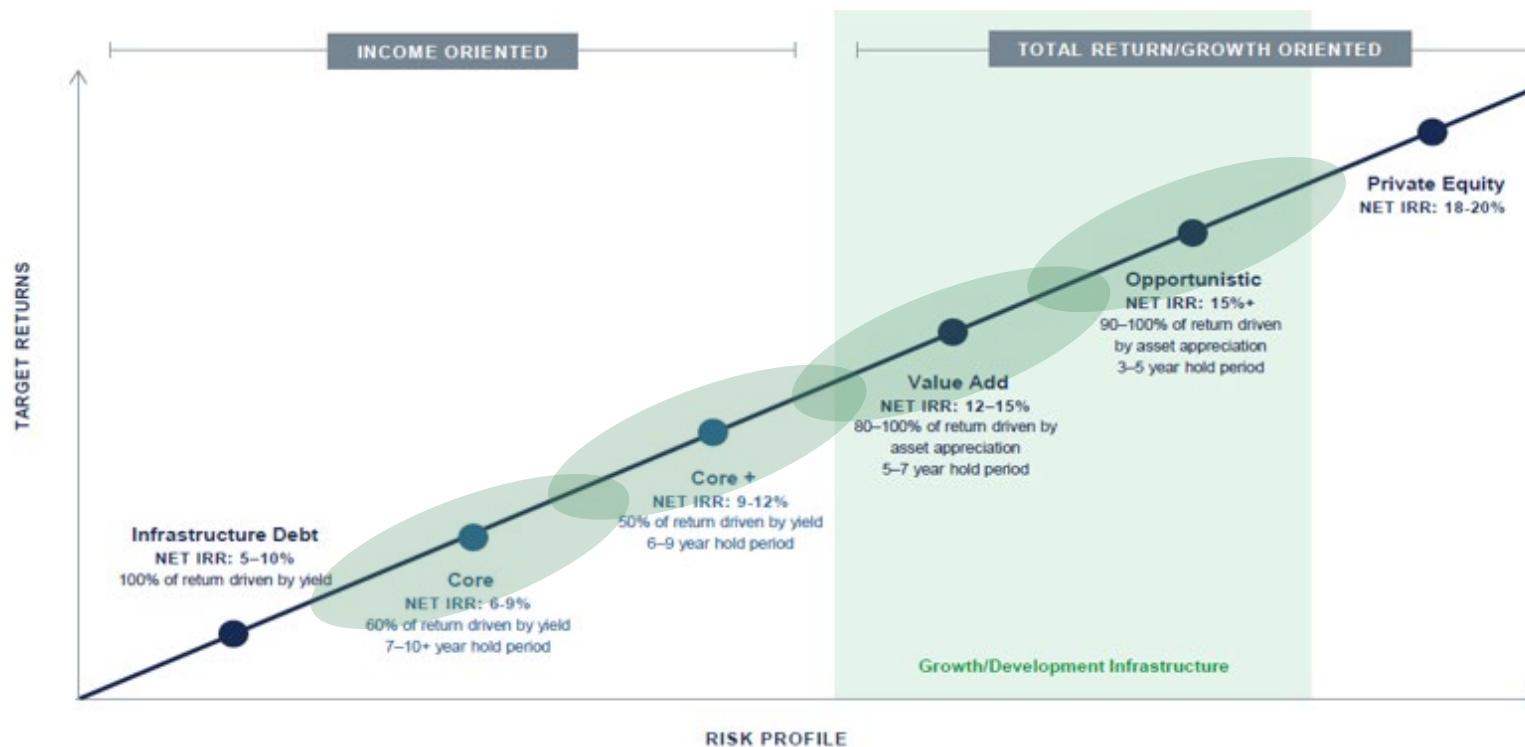
- Asset class strategic reviews, Real Estate and Real Assets, with IDD teams
 - Deep dive discussions of each asset class, features, benefits, and risk profile
 - Identify key asset class players and formation of potential pipeline
- Synthesis of asset class reviews with portfolio objectives
 - Implementation options with private and public markets options
 - Review of sub-asset classes for alignment with portfolio objectives
 - Review of available fund structures and options



Design Phase

Element 2-5: Recommend Real Assets Strategy Mix

Given the unique characteristics of Real Assets, risks considerations are different compared to Private Equity strategies. Specifically, for Infrastructure assets, the level of risk will depend on whether the asset is in its development (i.e. early stage of asset's life), construction or operating stage. Each stage involves the presence of different risks that need to be considered, for example in the development stage there tends to be higher risks relating to binary events, such as obtaining permitting, land rights or financing. Also, the development team's experience and asset management abilities will determine the level of execution risk. Given the higher risks, investors in development stage infrastructure or Value Add/ Opportunistic funds, will seek higher returns. Once an asset reaches a steady, operating state, the asset has largely been derisked and risk considerations are mostly operational and hence, lower returns are expected. These assets typically yield income for investments and are the target of Core Infrastructure funds.



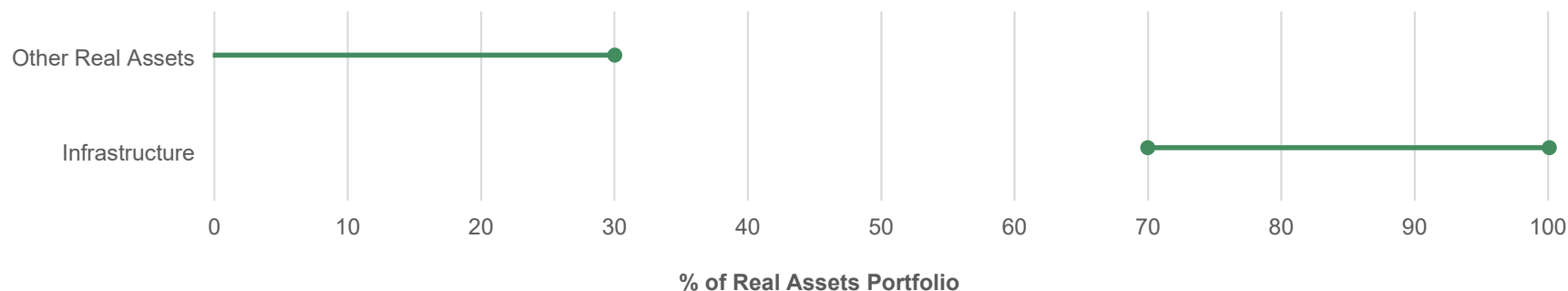


Design Phase

Element 2-5: Recommend Real Assets Strategy Mix

- Based on the objective of the Real Asset portfolio to primarily provide Diversification, Return Enhancement and Inflation Protection. It is recommended that IPOPIF build a portfolio, largely comprised of Infrastructure, given its superior risk-adjusted return profile relative to Other Real Assets, which have historically experienced return volatility.
- It is recommended that the portfolio be anchored by Value-Add Infrastructure due to the strategy's alignment with IPOPIF's objectives.
- Value-Add Infrastructure (*target exposure: 70-100% of RA portfolio*) seeks to capture additional upside from asset appreciation and development of infrastructure projects.
 - Strong macro tailwinds support deal flow in data centers and digital infrastructure and is expected to support this opportunity set
 - The asset class continues to evolve and broaden, with notable growth in AI-supported segments. The energy sector continues to present investment opportunities, influenced by energy price inflation and the need for energy security, including energy opportunities connected to AI initiatives.
 - With less competition for deals and more dry powder in the upper market, Albourne notes a preference for the middle market, where stronger alpha may be possible. There are attractive opportunities and potential for higher returns in the middle market, driven by less crowded investment spaces and the ability to capitalize on a niche set.
- Investments in 'Other Real Assets' (*target exposure: 0-30% of RA portfolio*), including Agriculture, Upstream Energy and Mining, will provide further Diversification and Inflation Protection to the portfolio. These opportunities should be considered for inclusion in the Real Assets portfolio.

Portfolio Construction Allocation Ranges



Design Phase



Element 2-5: Recommend Real Estate Strategy Mix

Real Estate is a heterogenous asset class with different styles of investing enabling investors to build objective-oriented portfolios. Each strategy has unique risk considerations

Sub-Strategy	Description
Core	These investments target equity or debt investments in properties and/or entities with high quality existing assets. Assets tend to have long holding periods and stabilized occupancies, which produce consistent cash yields. Expected returns tend to have little appreciation over a market cycle. Such portfolios are well diversified, have low or no leverage. This style has the lowest risk across the private real estate style spectrum.
Core-Plus	These investments tend to be similar to Core in having mostly high-quality existing assets or loans on existing assets with stabilized occupancies and long holding periods, producing consistent cash yields. Expected returns also tend to have a slightly greater proportion of appreciation over a market cycle relative to that of Core though income still exceeds 50% of the returns. Such portfolios tend to be well diversified. However, maximum LTV ratios are greater at 50%. This style has slightly higher risk than Core within the private real estate style spectrum, which is usually attributed to greater leverage and slightly greater Non-Core exposure.
Value-Added	These investments target equity or debt investments in assets and/or entities that may be of any quality in any property type, resulting in investment in existing transitional real estate where value is typically added to the underlying assets through strategies such as capex, leasing, re-tenanting/changing the tenant mix, and operational improvements or curing sub-performing loans in the cases of debt portfolios. Expected returns are a blend of cash yields and appreciation with the portion of income tending to be approximately 40% to 60%. Leverage is moderate with a maximum 65% loan-to-value ratio. This style has moderate risk, falling between the Core-Plus and Opportunistic styles.
Opportunistic	These investments target equity or debt investments in assets and/or entities that may be of any quality in any property type. In many cases, assets do not have stabilized occupancies and may be completely vacant. Expected returns are high in appreciation, but low in consistent cash yields. Such investments may be less diversified and may have high leverage. Strategies include real estate development, land, change in use, recapitalizations, non-performing loans, and distress. This style has the highest risk across the real estate style spectrum.



Design Phase

Element 2-5: Recommend Real Estate Strategy Mix

Core:

- Stabilized, income-generating properties in prime locations

Core+:

- Near-stabilized properties requiring light enhancements or increased leverage

Value-Added:

- Transitional properties in need of renovations, leading, or improvements

Opportunistic:

- Higher-risk projects requiring significant repositioning or development



Design Phase



Element 2-5: Recommend Real Estate Strategy Mix

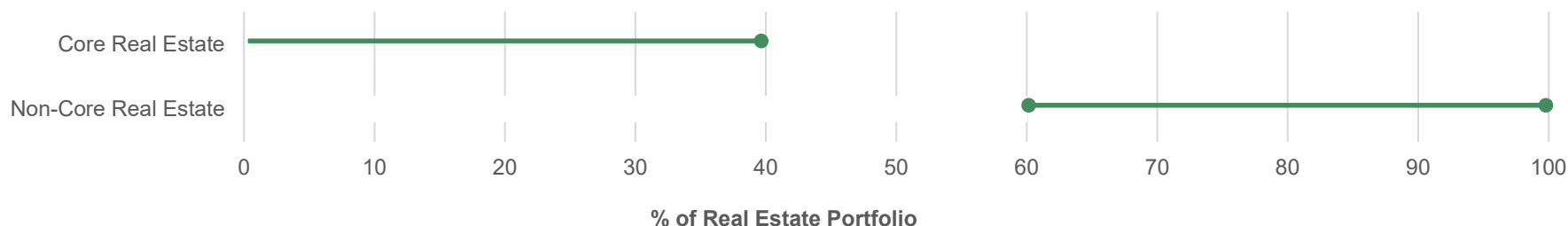
Build a Goal-Oriented Real Estate Portfolio

Return Enhancement & Diversification

To achieve these objectives, a portfolio that favors Value Add and Opportunistic funds is desirable. To mitigate higher risks and improve diversification, funds diversified across property types is preferred.

- When added to a traditional stock and bond portfolio, real estate reduces risk and enhances return. To further reduce equity beta, it is expected that IPOPIF will focus on Private Real Estate investments.
- Core (**target exposure: 0-40% of RE portfolio**): Core investments tend to target high quality assets with stabilized occupancies, which produce consistent cash yields. While income is not the primary objective for IPOPIF, this strategy offers attractive risk-adjusted returns. Such strategies provide diversification and has the lowest risk across the private real estate style spectrum.
- Seek to add Non-Core (**target exposure: 60-100% of RE portfolio**) strategies to enhance returns and diversification of the portfolio. These investments may be of any quality in any property type, resulting in increased need for asset management and execution risks. Expected returns are a blend of cash yields and appreciation with the portion of income tending to be approximately 40% to 60%. Manager selection plays a key role in portfolio construction.

Portfolio Construction Allocation Ranges





Investment Phase

Investment Phase



Forward Calendar – 2025/2026

	3Q25	4Q25	1Q26	2Q26	3Q26	4Q26
Private Equity	Search Initiated	RFP Process	Investment Selection	Execution		
Real Assets		Asset Class Strategic Review	Search Initiated			
Real Estate		Asset Class Strategic Review		Search Initiated		
Private Credit					Search Initiated	

Investment Phase

Private Equity (7%)



	Foundational Phase	Build-Out Phase	Steady State
Objective	Asset Class Anchors	Enhance Diversification Build NAV Exposure	Build NAV Exposure Fill Portfolio Gaps
Implementation	Significant Reliance on Secondary Funds PE Strategic Relationship (1)	Significant Reliance on Secondary Funds PE Strategic Relationship (2)	Direct Funds PE Strategic Partner #3 Re-Ups / Additional Capital to Strategic Relationships
Timeline	Year 0 – 1	Years 2 - 3	Future Years
Pacing (\$)	\$200m (tentative)	TBD	TBD
Target NAV (\$)	TBD	TBD	TBD
Number of Commitments	1-2 commitments	2 commitments	0-2 per annum
Implementation	Strategic Platform Relationship	Strategic Platform Relationship	Strategic Platform Relationship

****Pacing Plan to be fully determined by end of year***

Investment Phase

Private Credit (5%)



	Foundational Phase	Build-Out Phase	Steady State
Objective	Asset Class Anchor	Enhance Diversification – Core/Satellite	Enhance Diversification – Direct
Implementation	Evergreen Solution	Evergreen Solution Direct Funds	Evergreen Solution Direct Funds
Timeline	Completed	Years 1 – 3	Future Years
Pacing (\$)	~350m	\$100m (tentative)	TBD
Target NAV (\$)	TBD	TBD	TBD
Number of Commitments	1 initial commitment	1 - 2 total	0 - 1 per annum
Implementation	Oaktree SMA	Traditional Senior Lending (OE) Asset Based Lending SMA	Opportunistic Credit Fund

****Pacing Plan to be fully determined by end of year***

Investment Phase

Real Estate (5%)



	Foundational Phase	Build-Out Phase	Steady State
Objective	Anchor Asset Class	Expand Real Estate Diversification	Achieve Target Asset Allocation
Implementation	REITs and Open-Ended Private Funds	Open-Ended Funds Opportunistic Funds	Re-Up / Additional Commitments to Current Funds
Timeline	Year 1	Year 2 - 3	Year 4 - 5
Pacing (\$)	TBD	TBD	TBD
Target NAV (\$)	TBD	TBD	TBD
Number of Commitments	0 - 1	0 - 2 per annum	0 - 2 per annum
Implementation	Review Current Investments Strategic Platform Relationship	Strategic Platform Relationship	TBD

****Pacing Plan to be fully determined by end of year***

****Asset Class structure to be determined after completing strategic review by end of year***

Investment Phase

Real Assets (3%)



	Foundational Phase	Build-Out Phase	Steady State
Objective	Establish a Program	Expand Diversification	Rebalancing
Implementation	Open-Ended Fund(s)	Open-Ended/Close-Ended Fund(s)	
Timeline	0 – 1 years	2 – 3 years	Year 4 + 5
Pacing (\$)	TBD	TDB	TDB
Target NAV (\$)	TBD	TBD	TBD
Number of Commitments	1-2	0-1	0-1
Implementation	Strategic Platform Relationship	Strategic Platform Relationship	Strategic Platform Relationship

****Pacing Plan to be fully determined by end of year***

****Asset Class structure to be determined after completing strategic review by end of year***



Appendix



Private Equity – Buyout & Growth Equity

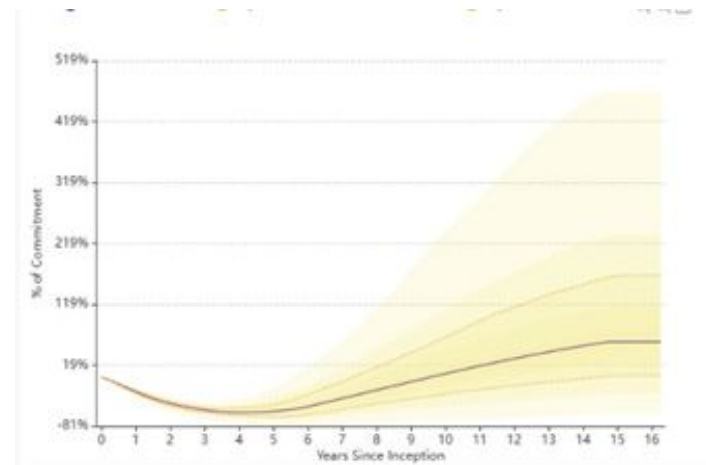
Strategy Characteristics

- **Description:**
 - Buy-out typically targets large mature companies
 - Growth Equity typically involves making minority equity investments in mature businesses seeking growth capital
 - Turnaround strategies would focus on companies experiencing difficulties
- Buy-out is by far the largest component of the Private Equity market comprising an estimated 70% of the total PE Universe, with Growth comprising around another 15%.
- Position within a portfolio: Traditional Private Equity should offer a premium to public equity, and some diversification benefits through investments in a different universe of companies to public equity. There is however exposure to common market factors
- Av. annualized Returns in various economic states: 6% - 28% (see chart right)
- Average time to positive J-curve: 8.5 years



A = Falling GDP Falling CPI; B = Rising GDP Falling CPI;
C = Rising GDP Rising CPI; D = Falling GDP Rising CPI

Cash Flow Profile (J-Curve)



Key Considerations

Returns have been attractive relative to public markets

Manager skill can derive a substantial premium to PE market average

This is an Illiquid asset class, and liquidity and return profiles vary by vintage (see chart on the right)

Investors are exposed to leverage / HY cycles and tend to perform well in periods of low interest rates and strong corporate balance sheets



Private Equity – Buyout & Growth Equity

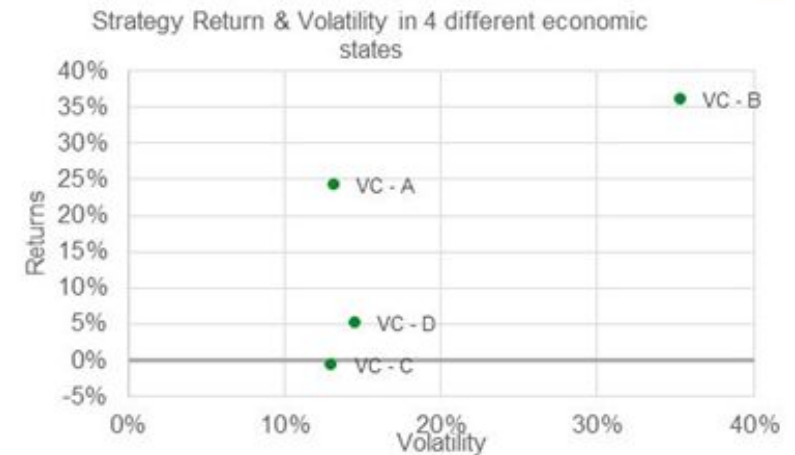
Strategy Characteristics

Management Buy-out (MBO)	<ul style="list-style-type: none"> Acquiring an established company in partnership with its incumbent management team. The PE fund will normally but not always have control. Target companies are usually well established, profitable with strong and stable cash flows. They generally do not require additional injections of capital.
Management Buy-in	<ul style="list-style-type: none"> Acquiring an established company in partnership with a new management team; Higher risk than MBO
Buy and build	<ul style="list-style-type: none"> Using a buy-out as a basis for further bolt-on acquisitions leading towards industry consolidation; Target companies usually constitute established and profitable companies in a relatively fragmented industry; Key objectives include building larger and more profitable companies which can command higher exit valuations (higher exit multiples) based on size and profitability.
Leveraged Buy-out	<ul style="list-style-type: none"> Acquiring an established company with debt as major source of financing Target companies generate strong cash flows, and have high, stable and predictive performance but do not have very high growth rates Goal is to generate equity value through paying down debt using the company's own cash flows and to improving operating metrics to increase the company's enterprise value.

Venture Capital Strategy Characteristics

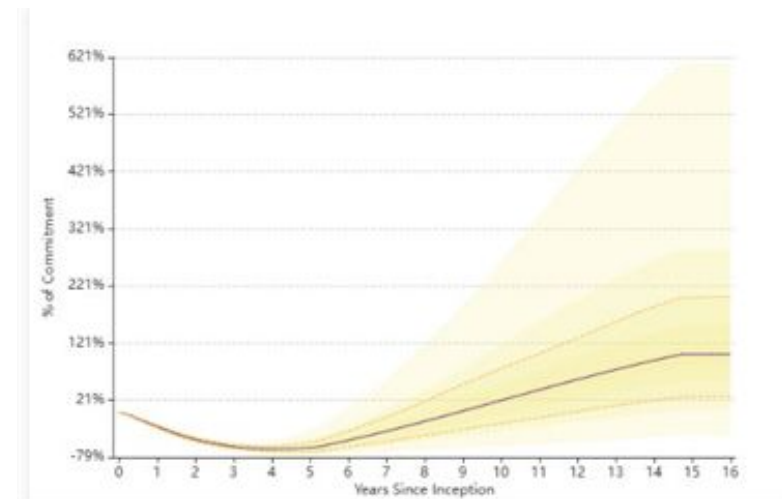


- **Description:**
 - Venture Capital involves making equity investments in early stage businesses with little proven track record in profitability, and sometimes, revenue generation.
 - Highly risky at an individual level and achieving diversification is a key component of a successful programme.
- Venture capital has grown as a proportion of the investment universe, and represents around 15% of PE activity.
- Position within a portfolio: Diversification benefits within a Buy-out dominated private equity portfolio. VC offers equivalent average returns to Buy-out with greater upside potential, but has higher volatility and greater dispersion of returns.
- Av. annualized Returns in various economic states: - 0.6% to 36% (see chart right)
- Average time to positive J-curve: 11.75 years



A = Falling GDP Falling CPI; B = Rising GDP Falling CPI;
C = Rising GDP Rising CPI; D = Falling GDP Rising CPI

Cash Flow Profile (J-Curve)



Key Considerations

Highest quality managers may be difficult / impossible to access directly

Greater volatility and dispersion emphasizes the significant role of manager selection in this strategy

Underlying strategy has more binary pay-off profile on individual deals. Diversification at company level & across vintage years is especially important

Venture Capital Portfolios are less liquid than buy-out portfolios as early stage companies take longer to be cash generative, and longer to exit

Venture Capital Strategy Characteristics



Seed Stage	<ul style="list-style-type: none"> • Funding to develop, refine and market-test IP prototypes or concepts; • Company is usually not in operation and without a business plan or commitment to a specific route to commercial exploitation • Key objectives in this round include testing the viability of the product/service and the business model and to build the management team
Start-up Stage	<ul style="list-style-type: none"> • Funding to establish a viable business, with early revenues, customers and a clear route to profitability • Company is commercially focused with a solid business plan. Management team is also generally in place • Key objectives are to establish a sustainable market presence and drive towards revenue
Early-Stage	<ul style="list-style-type: none"> • Funding to accelerate the pace of a start-up, which is not profitable, but can demonstrate the commercial viability of products or services • Key objective would be to develop a strong platform for growth and establish market share
Later-Stage / Growth Equity	<ul style="list-style-type: none"> • Funding to invest in the growth of a company after it has achieved revenues and profitability • Additional equity may be required to drive growth



Secondaries

Strategy Characteristics

- **Description:**
 - Secondary Private Equity Transactions involve the buying and selling of existing portfolios of Private companies (Direct) or Private Equity Fund Interests (LP Secondaries).
- **Size and composition:** Secondaries transactions have grown substantially over the past 10 years with total annual transaction volume at around \$35 -40bn annually.
- **Position within a portfolio:** Many investors have begun to use Secondaries as a way to be more “active” in their PE allocations, both buying and selling in the market place. In addition, Secondaries can be a way to ensure diversified exposure across vintages, sectors, and strategies (see chart left), and offer greater liquidity than other strategies.
- **Av. annualized Returns in various economic states:** 7.42% to 26.63%
- **Average time to positive J-curve:** 8 years

Key Considerations

Greater diversification: Investors buy into an established pool of Private Equity interests with reduced “blind pool” risk

Shorter J-curve

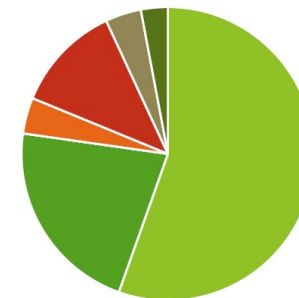
Comparable IRR's to Primary Fund investing

Whilst IRR's are equivalent, multiples, are lower

Usually two layers of fees – underlying GP and Secondaries Manager

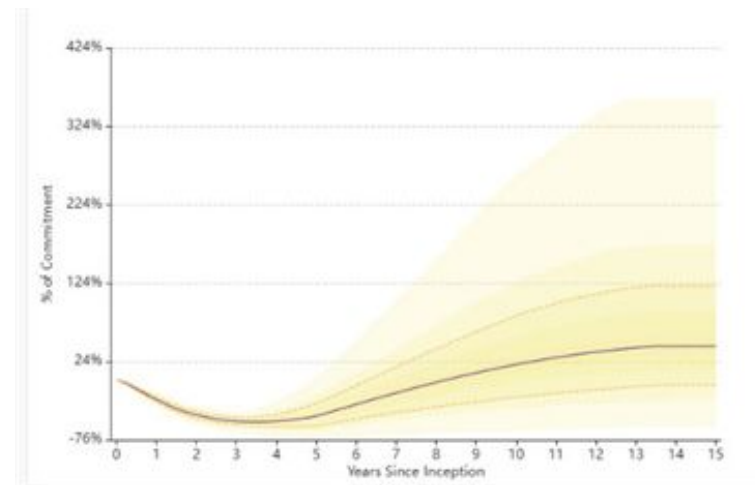
Less dispersion between Top Quartile and Bottom Quartile managers

Secondary Funds: Diversification (Strategy)



Mid-Cap Buyout Large-Cap Buyout Growth Buyout Venture Capital Credit/Special Situations Energy/Power Infrastructure

Cash Flow Profile (J-Curve)





Private Lending

Strategy Characteristics

Borrower

70-90%+ are middle and large market cap sponsor-backed corporations or real estate projects; the balance are non-sponsored. Loans are issued bilaterally, as club deals, or syndications

Leverage

Corporate Leverage: 4-7x Debt/EBITDA

Protection

1st lien secured to unsecured with incurrence-based covenants

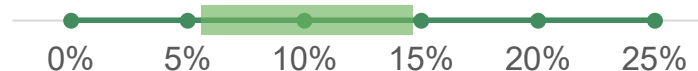
Return Drivers

Amount of dry powder, leveraged loans and high yield markets, LBO dry powder & M&A activity, competition from banks, credit spreads

Typical Duration of Investment (Years)



Targeted Net Returns (%)



Typical Fees



Management Fee:
0.85%-1.5%

Carry:
10%-20%

Investment Structure *

	Open Ended	Closed Ended
Commingled		
Managed		

* Represents the typical distribution of Investment Structures utilized



Distressed

Strategy Characteristics

Borrower

Mid to large cap corporations, typically stressed or distressed, and traded on secondary market

Leverage

4-10x EV/EBITDA company creation (the entry value of the company is contingent on the discount to par value of the debt)

Protection

For Control, usually the fulcrum security with equity value as cushion; Non-Control often target senior and secured debt

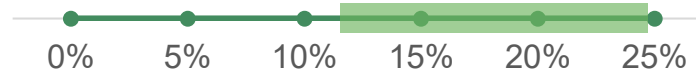
Return Drivers

Dislocations in markets, cyclical sectors (i.e., Oil & Gas, shipping), and stressed sellers (i.e., bank regulatory requirements) create opportunities

Typical Duration of Investment (Years)



Targeted Net Returns (%)



Typical Fees



Management Fee:
1.25%-1.75%

Carry:
20%

Investment Structure *

	Open Ended	Closed Ended
Commingled		
Managed		

* Represents the typical distribution of Investment Structures utilized



Structured Product

Strategy Characteristics

Borrower

Trusts with loans backed by residential and commercial real estate and other assets and credit of consumers, SMEs*, and large corporates. Bilateral synthetic trades with banks' loan portfolio as reference assets

Leverage

Corporate Leverage: 4-7x Debt/EBITDA
Asset-level leverage: 60-80%

Protection

At the collateral level, Loan to Value cushion for asset-backed and equity cushion for corporates; consumer assets are unsecured. At the trust level, credit enhancement for mezzanine and senior tranches

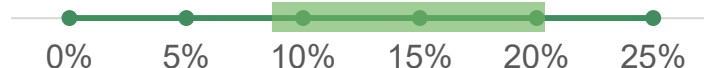
Return Drivers

Cash flows from loans, active collateral management, events such as refinancing and restructuring, and recovery in case of distressed credit. Premiums received for writing protection on pool of assets

Typical Duration of Investment (Years)



Targeted Net Returns (%)

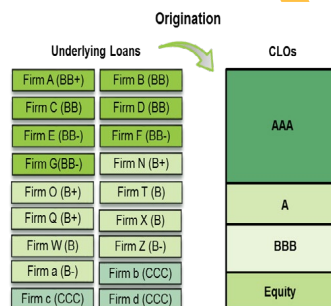


Typical Fees



Management Fee:
1.5%

Carry:
15%-20%



Investment Structure *

	Open Ended	Closed Ended
Commingled		
Managed		

* Small & Medium Sized Enterprises

* Represents the typical distribution of Investment Structures utilized



Real Asset & Esoteric Credit

Strategy Characteristics

Borrower

Project finance loans to infrastructure projects or corporate loans to infrastructure companies. Aviation finance typically approached as a sale-leaseback strategy with carrier. Mine finance loans to public junior mining companies

Leverage

Up to 85% Loan to Value on core operating infrastructure with locked in cash flows. Depending on the stage of development, loans to mining companies may equate to 20-75% Loan to Value

Protection

1st or 2nd lien, typically with strong investor protections including cash flow covenants, restrictions on business activities, contractor controls. Aviation follows a typical lease arrangement

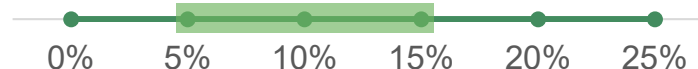
Return Drivers

Banks and insurance companies retrenching from the sub-investment grade infrastructure lending space, also complexity and illiquidity premium. In the case of Aviation, attractive financing strategy for carriers

Typical Duration of Investment (Years)



Targeted Net Returns (%)



Typical Fees



Management Fee:	Carry:
Infra: 75 bps-1.25%	Infra: 10%-15%
Aviation: 2%	Aviation: 20%
Mining: 1.5%-2%	Mining: 17.5%-20%

Investment Structure *

	Open Ended	Closed Ended
Commingled	<input type="radio"/>	<input checked="" type="radio"/>
Managed	<input type="radio"/>	<input type="radio"/>

* Represents the typical distribution of Investment Structures utilized

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Illinois Police Officers' Pension Investment Fund

General Consultant Search Finalist Selection December 12, 2025

Continuing the search process for selection of a general investment consultant that began in June 2025, the Board of Trustees will discuss candidate proposals and select finalist candidates to present at the January 16, 2026, Board Meeting.

ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND



MONTHLY FINANCIAL REPORT

FOR THE THREE MONTHS ENDED SEPTEMBER 30, 2025

MODIFIED CASH BASIS

PREPARED BY: THE STAFF OF THE ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

Illinois Police Officers' Pension Investment Fund
Statements of Fiduciary Net Position
As of September 30, 2025, and 2024

	<u>September 30, 2025</u>	<u>September 30, 2024</u>
Assets		
Cash		
Lake Forest Bank & Trust	\$ 106,180	\$ 112,222
Total Cash	106,180	112,222
Receivables and Prepaid Expenses		
Investments		
Investments	14,459,105,554	11,279,781,831
Total Investments	14,459,105,554	11,279,781,831
Other Assets		
Net IMRF Pension Asset	-	-
Total Other Assets	-	-
Total Assets	14,459,211,734	11,279,894,053
Deferred Outflows of Resources		
Deferred outflows related to IMRF Pension	725,658	801,936
Liabilities		
Accrued Expenses		
Payroll & Related	246,039	187,972
Professional	62,346	342,002
Administrative	5,413	1,600
Total Accrued Expenses	313,798	531,574
Other Liabilities		
Net IMRF Pension Liability	446,303	801,012
Total Other Liabilities	446,303	801,012
Total Liabilities	760,101	1,332,586
Deferred Inflows of Resources		
Deferred inflows related to IMRF Pension	348,056	7,625
Net Position Restricted	14,458,829,235	11,279,355,778

Illinois Police Officers' Pension Investment Fund
Statements of Changes in Fiduciary Net Position
For the Three Months Ended September 30, 2025, and 2024

	<u>September 30, 2025</u>	<u>September 30, 2024</u>
Additions		
Proceeds		
Cash Received from Local Funds	209,914,043	240,808,928
Investments Received from Local Funds	622,812	-
Total Proceeds	<u>210,536,855</u>	<u>240,808,928</u>
Investment Income (Loss)		
Lake Forest Bank & Trust	95	113
Interest	18,094,843	14,595,140
Net appreciation (depreciation) in fair value of investments	672,300,570	623,123,570
Investment Income (Loss)	<u>690,395,508</u>	<u>637,718,823</u>
Less: Investment Management Fees Paid from the Fund	-	-
Investment Income (Loss) net of Management Fees	<u>690,395,508</u>	<u>637,718,823</u>
Total Additions	<u>900,932,363</u>	<u>878,527,751</u>
Deductions		
Administrative Expenses		
Board of Trustees & Meetings	(9,657)	(7,563)
Administrative Operations	(456,850)	(383,271)
Investment Operations	(361,871)	(225,651)
Total Administrative Expenses	<u>(828,378)</u>	<u>(616,485)</u>
Participating Fund Withdrawals	<u>(184,567,479)</u>	<u>(136,134,222)</u>
Total Deductions	<u>(185,395,857)</u>	<u>(136,750,707)</u>
Net Increase (Decrease)	<u>715,536,506</u>	<u>741,777,044</u>
Net Position Restricted		
Beginning of the Year	13,743,292,729	10,537,578,734
End of the Period	<u>14,458,829,235</u>	<u>11,279,355,778</u>

Illinois Police Officers' Pension Investment Fund

Additions Report for the Three Months Ended September 30, 2025

	<u>Received this Month</u>	<u>Budgeted this Month</u>	<u>Received this Fiscal Year</u>	<u>Budgeted this Fiscal Year</u>
Additions				
<u>Consolidated Funds</u>				
Cash Received from Local Funds	93,648,046	-	209,914,043	-
Investments Received from Local Funds	-	-	622,812	-
	<u>93,648,046</u>	<u>-</u>	<u>210,536,855</u>	<u>-</u>
<u>Investment Income (Loss)</u>				
Interest & Dividends	6,421,614	-	18,094,938	-
Net appreciation (depreciation)	282,244,986	-	672,300,570	-
	<u>288,666,600</u>	<u>-</u>	<u>690,395,508</u>	<u>-</u>
Total Additions	382,314,646		900,932,363	

Illinois Police Officers' Pension Investment Fund

Deductions Report for the Three Months Ended September 30, 2025

	<u>Expended this Month</u>	<u>Budgeted this Month</u>	<u>Expended this Fiscal Year</u>	<u>Budgeted this Fiscal Year</u>
Expenditures				
Board of Trustees and Meetings				
<u>Board of Trustees and Meetings Expenses</u>				
Professional Services				
Education and Training	1,040	1,500	9,657	18,000
Meeting Expenses	-	2,833	-	34,000
Board Member Reimbursements	-	1,375	-	16,500
Municipal Reimbursements	-	723	-	8,675
	<u>1,040</u>	<u>6,431</u>	<u>9,657</u>	<u>77,175</u>
Administrative Operations				
<u>Personnel</u>				
Administrative Personnel	67,225	83,283	189,931	999,392
Employment Expenses				
<i>FICA/Medicare</i>	4,404	5,909	13,651	70,905
<i>Medical/Dental Benefits</i>	14,789	12,307	38,516	147,689
<i>Unemployment</i>	-	79	-	946
<i>Retirement Benefits</i>	8,437	8,789	12,842	105,463
	<u>94,855</u>	<u>110,367</u>	<u>254,940</u>	<u>1,324,395</u>
<u>Professional Services</u>				
<u>Finance</u>				
<i>Audit - Financial</i>	-	5,183	-	62,200
<i>Agreed Upon Procedures - Article 3</i>	-	30,481	-	365,775
Government Liaison	5,700	5,700	17,100	68,400
Actuarial Services	-	17,047	-	204,565
Outsourced Human Resources	450	625	450	7,500
<u>Legal Services</u>				
<i>Legal Services - General</i>	-	2,917	-	35,000
<i>Legal Services - Fiduciary</i>	5,673	10,417	5,673	125,000
Technology Services	-	375	-	4,500
Other Consulting Services	-	1,250	-	15,000
Communication Services	1,500	1,500	4,500	18,000
	<u>13,323</u>	<u>75,495</u>	<u>27,723</u>	<u>905,940</u>

Illinois Police Officers' Pension Investment Fund

Deductions Report for the Three Months Ended September 30, 2025

	<u>Expended this Month</u>	<u>Budgeted this Month</u>	<u>Expended this Fiscal Year</u>	<u>Budgeted this Fiscal Year</u>
Expenditures				
<u>Bank Services and Fees</u>				
Local Bank Fees	117	133	232	1,600
	<u>117</u>	<u>133</u>	<u>232</u>	<u>1,600</u>
<u>Services & Supplies</u>				
Assets under \$5,000	-	833	-	10,000
Insurance	-	10,833	130,302	130,000
Office Lease/Rent	5,375	5,375	16,125	64,500
Printing & Postage	-	833	-	10,000
Supplies & Maintenance	325	833	985	10,000
Telecommunication	2,168	1,667	5,117	20,000
Contingency	2	1,000	-	12,000
Dues / Licenses	2,536	7,167	19,797	86,000
Training & Education	-	500	950	6,000
Travel & Transportation	162	2,292	478	27,500
Utilities	-	625	-	7,500
Website	200	1,250	200	15,000
	<u>10,768</u>	<u>33,208</u>	<u>173,954</u>	<u>398,500</u>
Investment Operations				
<u>Personnel</u>				
Investment Operations Personnel	72,889	90,213	182,223	1,082,555
Employment Expenses				
<i>FICA/Medicare</i>	3,793	5,720	9,582	68,637
<i>Medical/Dental Benefits</i>	9,843	9,712	25,011	116,542
<i>Unemployment</i>	-	59	-	710
<i>Retirement Benefits</i>	7,373	9,036	11,305	108,437
	<u>93,898</u>	<u>114,740</u>	<u>228,121</u>	<u>1,376,881</u>
<u>Investment & Banking</u>				
General Investment Consultant	-	80,208	-	962,500
Database Subscription	-	3,869	-	46,433
Custodial Services	133,750	46,679	133,750	560,150
	<u>133,750</u>	<u>130,756</u>	<u>133,750</u>	<u>1,569,083</u>
Total Expenditures	347,751	471,130	828,377	5,653,574
Participating Fund Withdrawals	62,139,055		184,567,479	
Total Deductions	62,486,806		185,395,856	

Illinois Police Officers' Pension Investment Fund

Investment Manager Fee Supplement

	1st Qtr FY 2026	Pro-Rata Portion of FY 2026 Budget	Final Budget FY 2026	Investments under Management at 9/30/2025	Investments under Management at 9/30/2024
<i>Fees Paid Directly from the Fund</i>					
Acadian	\$ 576,820	\$ 498,125	\$ 1,992,500	\$ 400,962,399	\$ 289,188,093
Capital Group	<i>175,429</i>	163,313	653,250	215,912,257	-
LSV	<i>390,287</i>	353,750	1,415,000	215,479,200	137,177,073
Rhumblin	<i>50,849</i>	43,131	172,525	4,134,044,683	3,140,576,717
State Street Global Advisors	<i>179,810</i>	153,263	613,051	7,106,992,554	6,844,455,429
William Blair	<i>491,303</i>	284,375	1,137,500	487,650,786	-
US Small Cap, Separate Account 1	-	263,813	1,055,250	-	-
US Small Cap, Separate Account 2	-	263,813	1,055,250	-	-
High Yield, Separate Account	-	251,250	1,005,000	-	-
Total Invoiced Fees	<u>\$ 1,864,498</u>	<u>\$ 2,274,832</u>	<u>\$ 9,099,326</u>	<u>\$ 12,561,041,879</u>	<u>\$ 10,411,397,312</u>

Investment Manager Fees that are outstanding for payment at September 30, 2025 appear in italic text.

Illinois Police Officers' Pension Investment Fund

Investment Manager Fee Supplement

	1st Qtr FY 2026	Pro-Rata Portion of FY 2026 Budget	Final Budget FY 2026	Investments under Management at 9/30/2025	Investments under Management at 9/30/2024
<i>Fees Paid from Investment Fund</i>					
ARGA	\$ 840,058	\$ 703,500	\$ 2,814,000	\$ 494,767,774	\$ -
Ares	86,492	83,750	335,000	138,118,833	104,689,809
Aristotle	211,598	201,000	804,000	276,658,241	218,257,793
Principal	441,564	536,000	2,144,000	220,387,540	157,619,390
Oaktree	245,100	371,850	1,487,400	393,329,504	-
WCM	347,531	284,375	1,137,500	202,459,796	150,132,217
Total Fees Paid Directly from Investment	\$ 2,172,343	\$ 2,180,475	\$ 8,721,900	\$ 1,725,721,688	\$ 630,699,209
Total	\$ 4,036,841	\$ 4,455,307	\$ 17,821,226	\$ 14,286,763,567 *	\$ 11,042,096,521 *

** Investments under Management do not include Cash and reflect final values as reported by the respective Investment Manager.*

ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND



MONTHLY FINANCIAL REPORT

FOR THE FOUR MONTHS ENDED OCTOBER 31, 2025

MODIFIED CASH BASIS

PREPARED BY: THE STAFF OF THE ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

Illinois Police Officers' Pension Investment Fund
Statements of Fiduciary Net Position
As of October 31, 2025, and 2024

	<u>October 31, 2025</u>	<u>October 31, 2024</u>
Assets		
Cash		
Lake Forest Bank & Trust	\$ 96,093	\$ 119,163
Total Cash	96,093	119,163
Receivables and Prepaid Expenses		
Investments		
Investments	14,662,546,048	12,652,617,718
Total Investments	14,662,546,048	12,652,617,718
Other Assets		
Net IMRF Pension Asset	-	-
Total Other Assets	-	-
Total Assets	14,662,642,141	12,652,736,881
Deferred Outflows of Resources		
Deferred outflows related to IMRF Pension	725,658	801,936
Liabilities		
Accrued Expenses		
Payroll & Related	241,785	186,543
Professional	2,030	304,760
Administrative	5,413	-
Total Accrued Expenses	249,228	491,303
Other Liabilities		
Net IMRF Pension Liability	446,303	801,012
Total Other Liabilities	446,303	801,012
Total Liabilities	695,531	1,292,313
Deferred Inflows of Resources		
Deferred inflows related to IMRF Pension	348,056	7,625
Net Position Restricted	14,662,324,212	12,652,238,877

Illinois Police Officers' Pension Investment Fund
Statements of Changes in Fiduciary Net Position
For the Four Months Ended October 31, 2025, and 2024

	<u>October 31, 2025</u>	<u>October 31, 2024</u>
Additions		
Proceeds		
Cash Received from Local Funds	273,970,924	309,108,471
Investments Received from Local Funds	622,812	1,609,809,480
Total Proceeds	<u>274,593,736</u>	<u>1,918,917,951</u>
Investment Income (Loss)		
Lake Forest Bank & Trust	126	148
Interest	22,969,270	23,081,276
Net appreciation (depreciation) in fair value of investments	873,526,933	362,181,975
Investment Income (Loss)	<u>896,496,329</u>	<u>385,263,399</u>
Less: Investment Management Fees Paid from the Fund	-	-
Investment Income (Loss) net of Management Fees	<u>896,496,329</u>	<u>385,263,399</u>
Total Additions	1,171,090,065	2,304,181,350
Deductions		
Administrative Expenses		
Board of Trustees & Meetings	(12,788)	(5,685)
Administrative Operations	(587,466)	(509,329)
Investment Operations	(453,842)	(313,367)
Total Administrative Expenses	<u>(1,054,096)</u>	<u>(828,381)</u>
Participating Fund Withdrawals	(251,004,486)	(188,692,826)
Total Deductions	(252,058,582)	(189,521,207)
Net Increase (Decrease)	919,031,483	2,114,660,143
Net Position Restricted		
Beginning of the Year	13,743,292,729	10,537,578,734
End of the Period	14,662,324,212	12,652,238,877

Illinois Police Officers' Pension Investment Fund

Additions Report for the Four Months Ended October 31, 2025

	<u>Received this Month</u>	<u>Budgeted this Month</u>	<u>Received this Fiscal Year</u>	<u>Budgeted this Fiscal Year</u>
Additions				
<u>Consolidated Funds</u>				
Cash Received from Local Funds	64,056,880	-	273,970,924	-
Investments Received from Local Funds	-	-	622,812	-
	<u>64,056,880</u>	<u>-</u>	<u>274,593,736</u>	<u>-</u>
<u>Investment Income (Loss)</u>				
Interest & Dividends	4,874,458	-	22,969,396	-
Net appreciation (depreciation)	201,226,363	-	873,526,933	-
	<u>206,100,821</u>	<u>-</u>	<u>896,496,329</u>	<u>-</u>
Total Additions	270,157,701		1,171,090,065	

Illinois Police Officers' Pension Investment Fund

Deductions Report for the Four Months Ended October 31, 2025

	<u>Expended this Month</u>	<u>Budgeted this Month</u>	<u>Expended this Fiscal Year</u>	<u>Budgeted this Fiscal Year</u>
Expenditures				
Board of Trustees and Meetings				
<u>Board of Trustees and Meetings Expenses</u>				
Professional Services				
Education and Training	(1,000)	1,500	8,657	18,000
Meeting Expenses	3,326	2,833	3,326	34,000
Board Member Reimbursements	805	1,375	805	16,500
Municipal Reimbursements	-	723	-	8,675
	<u>3,131</u>	<u>6,431</u>	<u>12,788</u>	<u>77,175</u>
Administrative Operations				
<u>Personnel</u>				
Administrative Personnel	67,092	83,283	257,022	999,392
Employment Expenses				
<i>FICA/Medicare</i>	3,741	5,909	17,392	70,905
<i>Medical/Dental Benefits</i>	14,953	12,307	53,469	147,689
<i>Unemployment</i>	-	79	-	946
<i>Retirement Benefits</i>	6,448	8,789	19,290	105,463
	<u>92,234</u>	<u>110,367</u>	<u>347,173</u>	<u>1,324,395</u>
<u>Professional Services</u>				
<u>Finance</u>				
<i>Audit - Financial</i>	10,000	5,183	10,000	62,200
<i>Agreed Upon Procedures - Article 3</i>	-	30,481	-	365,775
Government Liaison	5,700	5,700	22,800	68,400
Actuarial Services	-	17,047	-	204,565
Outsourced Human Resources	-	625	450	7,500
<u>Legal Services</u>				
<i>Legal Services - General</i>	2,868	2,917	2,868	35,000
<i>Legal Services - Fiduciary</i>	1,891	10,417	7,564	125,000
Technology Services	-	375	-	4,500
Other Consulting Services	-	1,250	-	15,000
Communication Services	1,500	1,500	6,000	18,000
	<u>21,959</u>	<u>75,495</u>	<u>49,682</u>	<u>905,940</u>

Illinois Police Officers' Pension Investment Fund

Deductions Report for the Four Months Ended October 31, 2025

	<u>Expended this Month</u>	<u>Budgeted this Month</u>	<u>Expended this Fiscal Year</u>	<u>Budgeted this Fiscal Year</u>
Expenditures				
<u>Bank Services and Fees</u>				
Local Bank Fees	122	133	354	1,600
	<u>122</u>	<u>133</u>	<u>354</u>	<u>1,600</u>
<u>Services & Supplies</u>				
Assets under \$5,000	-	833	-	10,000
Insurance	-	10,833	130,302	130,000
Office Lease/Rent	5,375	5,375	21,500	64,500
Printing & Postage	-	833	-	10,000
Supplies & Maintenance	692	833	1,677	10,000
Telecommunication	1,718	1,667	6,835	20,000
Contingency	1	1,000	2	12,000
Dues / Licenses	6,132	7,167	25,929	86,000
Training & Education	2,021	500	2,971	6,000
Travel & Transportation	162	2,292	640	27,500
Utilities	-	625	-	7,500
Website	200	1,250	400	15,000
	<u>16,301</u>	<u>33,208</u>	<u>190,256</u>	<u>398,500</u>
Investment Operations				
<u>Personnel</u>				
Investment Operations Personnel	72,889	90,213	255,113	1,082,555
Employment Expenses				
<i>FICA/Medicare</i>	2,663	5,720	12,244	68,637
<i>Medical/Dental Benefits</i>	9,801	9,712	34,813	116,542
<i>Unemployment</i>	-	59	-	710
<i>Retirement Benefits</i>	6,617	9,036	17,922	108,437
	<u>91,970</u>	<u>114,740</u>	<u>320,092</u>	<u>1,376,881</u>
<u>Investment & Banking</u>				
General Investment Consultant	-	80,208	-	962,500
Database Subscription	-	3,869	-	46,433
Custodial Services	-	46,679	133,750	560,150
	<u>-</u>	<u>130,756</u>	<u>133,750</u>	<u>1,569,083</u>
Total Expenditures	225,717	471,130	1,054,095	5,653,574
Participating Fund Withdrawals	66,437,007		251,004,486	
Total Deductions	66,662,724		252,058,581	

Warrant #26-05 Paid 11-3-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

BOARD OF TRUSTEES and MEETINGS**Education and Training**

	Michael Inman	
10/23/2025	Out of pocket reimbursement for hotel and trip cancellation policy for the International Foundation of Employee Benefit Plans Conference in Honolulu, Hawaii on November 9-12, 2025	\$1,281.51
	Richard White	
10/28/2025	Out of pocket reimbursement for NCPERS 2025 Fall Conference Fee for Trustee Hopkins in Fort Lauderdale, FL on October 26-29, 2025	\$850.00
	Total Board of Trustees and Meetings Education and Training Expense	\$2,131.51

Meeting Expenses

	Sound & Light Creations by Scott Fort	
10/25/2025	Sound system with table top microphones, video screen, and projector for Board Meeting, October 17, 2025, Invoice #10172502	\$1,422.00
	Richard White	
10/28/2025	Out of pocket reimbursement for meeting space at Peoria Marriott Pere Marquette for room for Board Meeting, October 17, 2025	\$1,749.06
	Total Board of Trustees and Meetings Meeting Expense	\$3,171.06

Board Member Reimbursements

	Lee Catavu	
10/17/2025	Out of pocket reimbursement for travel for September 12, 2025, Board Meeting	\$165.20
10/17/2025	Out of pocket reimbursement for travel for October 17, 2025, Board Meeting	\$165.20
	Michael Inman	
10/3/2025	Out of pocket reimbursement for travel for September 12, 2025, Board Meeting	\$120.20
10/23/2025	Out of pocket reimbursement for travel for October 17, 2025, Board Meeting	\$104.30
	Debra Nawrocki	
10/21/2025	Out of pocket reimbursement for hotel and travel for October 17, 2025, Board Meeting	\$418.20
	Total Board of Trustees and Meetings Board Member Reimbursements	\$973.10

TOTAL BOARD OF TRUSTEES AND MEETINGS EXPENSES	\$6,275.67
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Warrant #26-05 Paid 11-3-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

ADMINISTRATIVE OPERATIONS**Professional Services - Finance****Audit - Financial**

	Sikich LLP	
10/24/2025	Professional services rendered in connection with year end 2025 audit, Progress Billing through October 31, 2025, Invoice #113494	\$37,200.00

Agreed Upon Procedures - Article 3

	RSM	
10/31/2025	First progress billing for Tranche 3 Article 3 Pension Fund Exams, Invoice #CI-11218147	\$14,000.00

Professional Services - Legal**General**

	Reimer Dobrovolny & Labardi PC	
10/17/2025	Legal services rendered and disbursements for the period of September 2025, Invoice #32406	\$2,607.00

Fiduciary & Litigation

	Jacobs Burns Orlove & Hernandez LLP	
10/15/2025	Legal services rendered in September 2025 regarding General matters, Custody and Transition Manager agreements, and US Small Cap Search, Invoice #1169	\$5,400.60

Professional Services - Communication

	Shepherd Communications	
10/28/2025	Professional Service Fee for November 2025	\$1,500.00

Services and Supplies

	Richard White	
10/28/2025	Refund for out of pocket reimbursement for Chubb Insurance policy renewal for Business Owners and Workers Compensation for 2025-2026	(\$1,170.00)

Office Lease

	City of Peoria	
11/1/2025	Rent for November 2025	\$5,375.00

Supplies & Maintenance

	AAA Certified Confidential Security Corp	
9/30/2025	On-site confidential records destruction services for September 2025, Invoice #116808	\$44.40
	CityBlue Technologies, LLC	
9/30/2025	Epson AM-C4000 Ink-Cyan, Invoice #303192	\$337.00

Warrant #26-05 Paid 11-3-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

ADMINISTRATIVE OPERATIONS (continued)**Services and Supplies (continued)****Supplies & Maintenance (continued)**

	The Cleaning Source	
10/28/2025	Weekly cleaning service for October 2025, Invoice #IP1025	\$200.00
	Hinckley Springs	
10/2/2025	Water delivery, September 2025, and cooler rental, October 2025, Invoice #24908725 100225	\$34.97
10/30/2025	Water delivery, October 2025, and cooler rental, November 2025, Invoice #24908725 103025	\$34.97
	ODP Business Solutions, LLC	
10/15/2025	Office supplies, Copy Paper 10 Ream Box, qty 3; Invoice 444229370001	\$125.76
10/16/2025	Office supplies, Lettter Opener, qty 2; Invoice 444248407001	\$10.78
	Total Services and Supplies, Supplies & Maintenance	\$787.88

Telecommunications

	AmeriCALL	
10/4/2025	Monthly telephone charges, 10/4/25 - 11/3/25, Invoice #3885935	\$318.67
	AT&T Mobility	
10/1/2025	Monthly wireless cell phone service, 10/2/25 - 11/1/25, Invoice #287302376880X10092025	\$872.78
	Comcast	
10/12/2025	Monthly data, voice secure packaged services, 10/16/25 - 11/15/25	\$436.35
	Total Services and Supplies, Telecommunications	\$1,627.80

Dues & Licenses

	ADP, Inc.	
9/26/2025	Processing charges for period ending September 15, 2025, Debit #701170564	\$110.58
10/17/2025	Processing charges and state fees for period ending September 30, 2025, Debit #703013648	\$119.53
	Government Finance Officers Association (GFOA)	
10/1/2025	Annual membership renewal for the period November 1, 2025 through October 31, 2026, Invoice #300281786-2025	\$200.00
	Illinois Government Finance Officers Association (IGFOA)	
10/15/2025	Annual 2026 membership dues, Amy Zick and Matt Roedell	\$250.00

Warrant #26-05 Paid 11-3-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

ADMINISTRATIVE OPERATIONS (continued)**Services and Supplies (continued)****Dues & Licenses (continued)**

	Levi, Ray & Shoup, Inc.	
10/6/2025	LRS Axcient CloudFinder for Office 365 backup, 24 licenses, September 2025, Invoice #350717	\$120.00
10/8/2024	LRS Axcient CloudFinder for Office 365 backup, 25 licenses, September 2024, Invoice #328841	\$125.00
	Thomson Reuters	
10/12/2025	NetStaff CS Web Services fees and Manual processing, September 2025, Invoice #11896979	\$489.00
	Total Services and Supplies, Dues & Licenses	\$1,414.11

Travel & Transportation

	Katherine Cobb	
10/15/2025	Out of pocket reimbursement for parking fees, October 2025	\$81.00
	Samantha Lambert	
10/16/2025	Out of pocket reimbursement for parking fees, October 2025	\$81.00
	Matthew Roedell	
10/28/2025	Out of pocket reimbursement for parking pass 20-pack	\$85.00
	Total Services and Supplies, Travel & Transportation	\$247.00

Website

	Levi, Ray & Shoup, Inc.	
10/6/2025	Website hosting and related support, September 2025, Invoice #350716	\$200.00
	Total Administrative Operations Services and Supplies Expenses	\$8,481.79

TOTAL ADMINISTRATIVE OPERATIONS EXPENSES **\$69,189.39**

INVESTMENT OPERATIONS**Investment & Banking****Database Subscriptions**

	Bloomberg	
10/6/2025	Standard FI Index Level Data Subscription 10/01/25 - 09/30/26 Invoice #6866655555	\$2,000.04
	Steve Yoon	
10/27/2025	Out of pocket reimbursement for Bloomberg LEI Renewal Subscription 11/29/25 - 10/29/26	\$36.67
	Total Database Subscriptions	\$2,036.71

Warrant #26-05 Paid 11-3-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

INVESTMENT OPERATIONS (continued)**Investment & Banking (continued)****General Investment Consultant**

Verus Advisory, Inc.

9/30/2025	Services for the quarter ending September 30, 2025, Invoice #INV039486	\$106,875.00
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Investment Management

Acadian

10/24/2025	Investment Management Services for the quarter ending September 30, 2025, \$388,917,804 AUM, 59.33 bps, Invoice #I185309	\$576,820.00
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LSV Asset Management

10/13/2025	Investment Management Services for the quarter ending September 30, 2025, \$208,152,884 AUM, 75.00 bps, Invoice #ISIPOP20250930	\$390,287.00
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RhumbLine Advisors

10/27/2025	Investment Management Services for the quarter ending September 30, 2025, \$4,039,140,244 AUM, 0.50 bps, Invoice #gipop12025Q3	\$50,849.00
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William Blair

10/13/2025	Investment Management Services for the quarter ending September 30, 2025, \$469,718,999 AUM, 41.84 bps, Invoice #CITEMX1_1.20250930.1	\$491,303.30
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Total Investment & Banking Investment Management	\$1,509,259.30
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TOTAL INVESTMENT OPERATIONS EXPENSES	\$1,618,171.01
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TOTAL EXPENSES FOR ACCEPTANCE	\$1,693,636.07
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Warrant #26-06 Paid 12-1-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

BOARD OF TRUSTEES and MEETINGS**Education and Training**

	Lee Catavu	
11/26/2025	Out of pocket reimbursement for Travel and Incidentals for the International Foundation of Employee Benefit Plans Conference in Honolulu, Hawaii on November 9-12, 2025	\$194.14
	Daniel Hopkins	
11/8/2025	Out of pocket reimbursement for Hotel, Travel, Meals and Incidental for the NCPERS 2025 Fall Conference in Ft. Lauderdale, FL on October 26-29, 2025	\$2,146.78
	Michael Inman	
11/20/2025	Out of pocket reimbursement for travel for the International Foundation of Employee Benefit Plans Conference in Honolulu, Hawaii on November 9-12, 2025	\$95.90
Total Board of Trustees and Meetings Education and Training Expense		\$2,436.82

Board Member Reimbursements

	Philip Suess	
10/29/2025	Out of pocket reimbursement for hotel and travel for Board Meeting, October 17, 2025	\$416.50
TOTAL BOARD OF TRUSTEES AND MEETINGS EXPENSES		\$2,853.32

ADMINISTRATIVE OPERATIONS**Professional Services - Finance****Accounting**

	Lauterbach & Amen, LLP	
11/21/2025	Accounting Support Services for September 2025, Invoice #111974	\$1,618.75

Professional Services - Legal**Fiduciary & Litigation**

	Jacobs Burns Orlove & Hernandez LLP	
11/13/2025	Legal services rendered in October 2025 regarding General matters, Private Markets Search, US High Yield Search, and US Small Cap Search Invoice #1269	\$1,891.00

Professional Services - Communication

	Shepherd Communications	
11/19/2025	Professional Service Fee for December 2025	\$1,500.00
Total Administrative Operations Professional Services Expenses		\$5,009.75

Warrant #26-06 Paid 12-1-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

ADMINISTRATIVE OPERATIONS (continued)**Services and Supplies****Office Lease**

	City of Peoria	
12/1/2025	Rent for December 2025	\$5,375.00

Supplies & Maintenance

	The Cleaning Source	
11/20/2025	Weekly cleaning service for November 2025, Invoice #IP1125	\$200.00
	Hinckley Springs	
11/27/2025	Water cooler rental, December 2025, Invoice #24908725 112725	\$10.99
	ODP Business Solutions, LLC	
10/29/2025	Office supplies, IPOPIF logo gel pens, qty 150; Invoice 444248408001	\$321.86
11/12/2025	Office supplies, Deposit Only Stamp, qty 1; Invoice 446607538001	\$7.55
11/13/2025	Office supplies, AAA Batteries, 24 pk; Facial Tissue, qty 2; Clorox Wipes, 3 pk; Copy Paper 10 Ream Box, qty 1; Photo paper, 50 pk; Invoice 446591411001	\$114.49
	Total Services and Supplies, Supplies & Maintenance	\$654.89

Telecommunications

	AmeriCALL	
11/4/2025	Monthly telephone charges, 11/4/25 - 12/3/25, Invoice #3920522	\$318.67
	AT&T Mobility	
11/1/2025	Monthly wireless cell phone service, 11/2/25 - 12/1/25, Invoice #287302376880X11092025	\$905.28
	Comcast	
11/12/2025	Monthly data, voice secure packaged services, 11/16/25 - 12/15/25	\$436.35
	Total Services and Supplies, Telecommunications	\$1,660.30

Dues & Licenses

	ADP, Inc.	
10/31/2025	Processing charges for period ending October 15, 2025, Debit #704320884	\$110.58
11/14/2025	Processing charges and state fees for period ending October 31, 2025, Debit #705229596	\$119.53
	Central Illinois Security	
11/21/2025	Annual license renewal for Access Control, Invoice 225459	\$787.00
	Levi, Ray & Shoup, Inc.	
11/5/2025	LRS Axcient CloudFinder for Office 365 backup, 24 licenses, October 2025, Invoice #353143	\$120.00

Warrant #26-06 Paid 12-1-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

ADMINISTRATIVE OPERATIONS (continued)**Services and Supplies (continued)****Dues & Licenses (continued)**

	Thomson Reuters	
11/12/2025	NetStaff CS Web Services fees and Manual processing, October 2025, Invoice #11928060	\$489.00
	Total Services and Supplies, Dues & Licenses	\$1,626.11

Travel & Transportation

	Katherine Cobb	
11/4/2025	Out of pocket reimbursement for parking fees, November 2025	\$81.20
	Samantha Lambert	
11/4/2025	Out of pocket reimbursement for parking fees, November 2025	\$81.20
	Total Services and Supplies, Travel & Transportation	\$162.40

Utilities

	City of Peoria	
11/30/2025	Q4 2024 to Q3 2025 Utility Reimbursement, Invoice #64849	\$6,432.83

Website

	Levi, Ray & Shoup, Inc.	
11/5/2025	Website hosting and related support, October 2025, Invoice #353142	\$200.00
	Total Administrative Operations Services and Supplies Expenses	\$16,111.53

TOTAL ADMINISTRATIVE OPERATIONS EXPENSES **\$21,121.28**

INVESTMENT OPERATIONS**Investment & Banking****Database Subscriptions**

	Nasdaq Evestment	
11/18/2025	Premium Package Services Subscription 12/30/25 - 12/29/26, Invoice #INV00078959	\$39,392.80
	MSCI Inc.	
11/29/2025	MSCI Asset Owner Base Data Package Subscription 12/1/25 - 11/30/26, Invoice #400208967	\$5,000.00
	Total Database Subscriptions	\$44,392.80

General Investment Consultant

	Albourne America LLC	
10/1/2025	Research and Advisory Services October 1, 2025 to December 31, 2025, Invoice C-ILL001	\$133,750.00

Warrant #26-06 Paid 12-1-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

INVESTMENT OPERATIONS (continued)**Investment & Banking (continued)****Investment Management**

	Capital Group	
11/18/2025	Investment Management Services for the July 1, 2025 to September 30, 2025, \$215,912,257 AUM, 32.50 bps, Invoice #20250630-2318-A	\$175,428.71
	State Street Global Advisors	
11/7/2025	Investment Management services for July, August, and September 2025, Non-US Developed Index Fund \$2,408,197,263, 0.86 bps, Invoice #SSGABA4350809	\$58,467.87
11/7/2025	Investment Management services for July, August, and September 2025, US Agg Bond Index Fund \$382,190,902, 0.86 bps, Invoice #SSGABA4350805	\$8,193.32
11/7/2025	Investment Management services for July, August, and September 2025, US REIT Index Fund \$546,853,215, 0.86 bps, Invoice #SSGABA4258264	\$11,723.32
11/7/2025	Investment Management services for July, August, and September 2025, US ST Gov/Credit Bond Fund \$1,344,549,379, 0.86 bps, Invoice #SSGABA4350806	\$28,824.15
11/7/2025	Investment Management services for July, August, and September 2025, US High Yield Bond Index Fund \$637,551,182, 0.86 bps, Invoice #SSGABA44350807	\$13,667.68
11/7/2025	Investment Management services for Additional Fees for July, August, and September 2025, US High Yield Bond Index Fund \$1,239,197,680 AUM, 0.97 bps, Invoice #SSGABA4350808	\$15,383.01
11/7/2025	Investment Management services for July, August, and September 2025, US TIPS 0-5 Yrs Fund \$376,016,609, 0.86 bps, Invoice #SSGABA4350810	\$8,060.96
11/7/2025	Investment Management services for July, August, and September 2025, Emerging Markets Hard Index Fund \$601,646,497 AUM, 0.86 bps, Invoice #SSGABA4350811	\$12,897.96
11/7/2025	Investment Management services for Additional Fees for July, August, and September 2025, - Emerging Markets Hard Index Fund \$1,239,197,680 AUM, 0.97 bps, Invoice #SSGABA4350812	\$14,516.70
11/7/2025	Investment Management services for July, August, and September 2025, US Treasury Index Fund \$376,655,749 AUM, 0.86 bps, Invoice #SSGABA4350813	\$8,074.66
	Total Investment & Banking Investment Management	\$355,238.34

Warrant #26-06 Paid 12-1-2025



Expenses for Acceptance - December 12, 2025 Board Meeting

INVESTMENT OPERATIONS (continued)**Investment & Banking (continued)****Custodial Services**

State Street Bank & Trust Company		
11/11/2025	Custody Fees, Charges and Expenses for July 2025, Invoice #2507149465-6011	\$41,803.38
10/21/2025	Custody Fees, Charges and Expenses for August 2025, Invoice #2508149465-6011	\$45,808.81
11/27/2025	Custody Fees, Charges and Expenses for September 2025, Invoice #2509149465-6011	\$42,645.09
Total Investment & Banking Custodial Services		\$130,257.28

TOTAL INVESTMENT OPERATIONS EXPENSES**\$663,638.42****TOTAL EXPENSES FOR ACCEPTANCE****\$687,613.02**



**Illinois Police Officers'
Pension Investment Fund**

12/12/2025

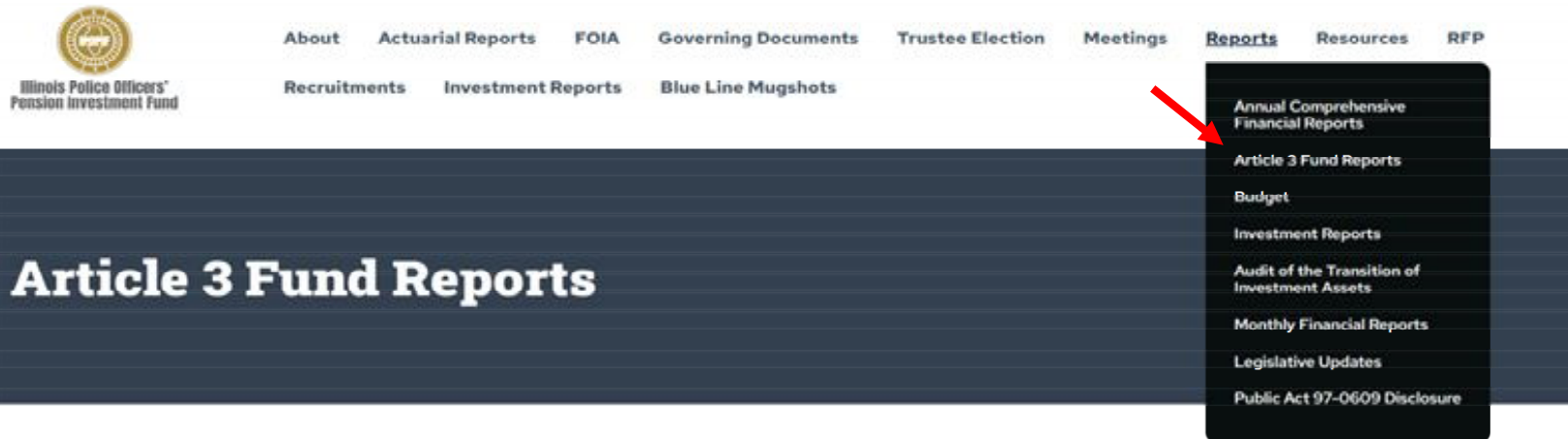
Executive Director Report

**Richard White,
Executive Director**

**IPOPIF Board Meeting
Friday, December 12, 2025**

Monthly Fund Reports

Monthly Fund Reports for each participant fund are available on the IPOPIF website from October 2022 to present. These reports are also available in the IPOPIF Reporting Web Portal with NRS.



****Article 3 Fund Monthly Reports** (Guide to Access and Overview)**

NOVEMBER 2025 AVAILABLE ON WEBSITE



Actuarial Valuation Reports



Calendar Year	Number of Reports
2022	282
2023	338
2024	341
2025	342

Actuarial Experience Study
expected in 2026



Agreed Upon Procedures of Article 3 Funds - Tranche 1 & 2 Consolidated Results

Matt Roedell
December 12, 2025



Summary of the Timeline IPOPIF AUP Process is On-Track

- February 15, 2025 - Completed
 - Tranche 1 Final reports from the Independent certified public accounting firms sent to the IDOI.
- August 15, 2025 - Completed
 - Tranche 2 Final reports from the Independent certified public accounting firms sent to the IDOI.
- February 27, 2026 – Underway (Draft reports due December 5, 2025)
 - Tranche 3 Final reports from the Independent certified public account firms will be sent to the IDOI.
- August 14, 2026 – Starting (Communication letters due January 20, 2026)
 - Tranche 4 Final reports from the Independent certified public accounting firms will be sent to the IDOI.



Consolidated Final Reports 96 Funds

Major Findings:

- 92 funds provided information. 4 funds did not.
- 14 funds had a perfect report without any findings
- Significant Finding: Fund was paying annual pension benefit \$21,523.32, should have been \$42,898.92
- 60% of the funds do not have enough cash to cover operating expenses
- 6 funds purchased new or reinvested investments that matured after the transfer date.
- 32% of the funds miscalculated the pension payroll deductions or did not post to the correct account



Tranche 1 & 2 Consolidated Summary

	Yes	No	Cannot determine	N/A
#1 Rules and regulations conform with the Pension Code	54%	22%	24%	
#2 Pension Fund Board meetings conform with the Pension Code	67%	22%	11%	
#3 Training was complete for any new Pension Fund Board members according to the Pension Code	17%	16%	6%	61%
#4 Annual training was complete for any continuing Pension Fund Board members according to the Pension Code	76%	13%	11%	
#5 Pension Fund's Annual Statement filed with the IDOI within six months of the Pension Fund's fiscal year end.	92%	7%	1%	



Tranche 1 & 2 Consolidated Summary(continued)

	Yes	No	Cannot determine	N/A
#6 Pension Fund's audited financial statements audited by an independent certified public accountant.	83%	0%	17%	
#7 Total assets, liabilities and net position in the Annual Statement agree with the audited financial statements	74%	6%	20%	
#8 Investments filed with the IDOI agree with the audited financial statements and the Monthly Financial Statement	79%	0%	21%	
#9 Ratio of cash and cash equivalents to operating expenses at fiscal year-end conform with the Pension Code	34%	60%	6%	
#10 Assets that matured during the period conform with the Pension Code	0%	6%	6%	88%



Tranche 1 & 2 Consolidated Summary(continued)

	Yes	No	Cannot determine	N/A
#11 Eligibility of new benefit recipients and benefit amounts are in accordance with Pension Code	72%	20%	8%	
#12 Refunds distributed to members conform with the Pension Code	67%	7%	17%	9%
#13 Member deductions properly calculated in accordance with the Pension Code and posted to the participant accounts	48%	32%	20%	
#14 New participants application was made accordance with Pension Code	59%	9%	32%	
# 15 Any creditable service transferred, refunds repaid, or military buybacks were made according to the Pension Code	24%	7%	11%	57%
#16 Financing requirements conform with the Pension Code	68%	30%	2%	



Tranche 3 Update

- **Currently:**

- 40 Funds selected
- Independent certified public accounting firms finished the Agreed Upon Procedures remotely – draft reports due December 5th
- IDOI requested Washington Park be added to this tranche
- Couple of these funds did not complete the consolidation to IPOPIF, therefore the CPA firms are using alternative methods according to the guidelines to complete procedures



Tranche 4 Update

- 105 Funds selected
- After this tranche – 67% of the Funds have been completed
- Independent certified public accounting firms will begin the Agreed Upon Procedures remotely – March 16th
- Final reports due August 14th



Cash Management

	Total Cash Management Emails	Emails and calls to/from Police Pension Funds	Emails from L & A acting as agent for Police Pension Funds	Total emails between IPOPIF and State Street Bank & Trust
Total emails per last 90 days	12,991	1,306	1,088	10,597
Emails projected per month	4,330	435	363	3,532
% of total emails sent last 90 days	100%	10%	8%	82%
# of Police Pension Funds		60*		
Emails projected per year	51,964	5,224	4,352	42,388
Telephone calls regarding cash management by Finance Team per year		242		
		* 60 different Police Pension Funds equal 17% of total funds within last 90 days		

Cash Management

	November # of Transactions	2025 Y-T-D	Average # of transactions per month	Projected 2025	Actual 2024	Actual 2023
Contributions	156	2,270	189	2,459	2087	1530
	\$38 million	\$662 million				
Withdrawals	249	2,623	219	2,842	2411	1751
	\$ 75 million	\$706 million				
Total	405	4,893	408	5,301	4,498	3,281

State Street Bank & Trust eCFM transactions for Article 3 police pension funds which are processed by IPOPIF financial team

Newsletter



September Newsletter

**ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND CONTINUES
PORTFOLIO DIVERSIFICATION ON MULTIPLE FRONTS**

Continuing to execute its long-term asset allocation and diversification strategy, at its September 12 meeting the Board of Trustees of the Illinois Police Officers' Pension Investment Fund (IPOPIF) approved the hiring of two active US small cap equity managers and a search for a private equity manager.

Active Small Cap Equities Search Completed

Following presentations by six finalists, during the September 12 meeting the Board approved the hiring of Hood River Capital Management and Reinhart Partners to each manage 1.5% mandates equating to about \$210 million in active U.S. small cap equities. The search was initiated in March and the finalist rose to the top following robust evaluation by IPOPIF investment staff and general consultant Verus.

Private Markets Planning and Education

Representatives from Albourne, IPOPIF's private markets consultant, reviewed the strategic planning process and presented to the trustees a customized strategic plan for implementing IPOPIF's private market investments.

The strategic plan emphasized patience in long-term implementation, excellence in generating returns, prudence in diversification and capital protection, flexibility in seizing opportunities, and introspection in developing best-in-class practices and governance. It also called for the development of a multi-year private markets investment plan with asset targets, pacing models, investment procedures, risk management systems, data collection protocols, regular reviews, and best practices in governance, operations, and investments.

October 2025 Newsletter

ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND
AWARDED CERTIFICATE OF ACHIEVEMENT
IN FINANCIAL REPORTING FOR THE SECOND CONSECUTIVE YEAR

The Illinois Police Officers' Pension Investment Fund (IPOPIF) was awarded the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA) for IPOPIF's annual comprehensive financial report (ACFR) for the fiscal year ended June 30, 2024. This is the second consecutive year that IPOPIF has received this recognition.

"To be awarded this recognition for the second year in a row is a testament to the excellence and outstanding effort put in by our former Chief Financial Officer, Regina Tuczak, and Amy Zick, our senior accountant," noted IPOPIE Executive Director Richard White. "Compiling the data for and completing the annual comprehensive financial report takes a great deal of hard work, attention to detail, and commitment to excellence. I am very proud that our team is once again being awarded this prestigious award," he added.

According to the GFOA, "The report has been judged by an impartial panel to meet the high standards of the program, which includes demonstrating a constructive 'spirit of full disclosure' to clearly communicate its financial story and motivate potential users and user groups to read the report. The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management."

GFOA established the Certificate of Achievement for Excellence in Financial Reporting Program in 1945 to encourage and assist state and local governments to go beyond the minimum requirements of generally accepted accounting principles to prepare annual comprehensive financial reports that evidence the spirit of transparency and full disclosure, and then to recognize individual governments that succeed in achieving that goal.

Investment Updates

Performance

The IPOPIF portfolio added 2.1% in September, bringing the third-quarter return to 5.2% and 2025 to 14.3%. Stocks continue to rally on strong earnings, while expectations for lower interest rates continue to support both stocks and bonds.

U.S. Active High-Yield Bond Manager Search

The U.S. Active High-Yield Bond manager search is on track. Semifinalist interviews conducted in late October with Board interviews and selection targeted for Dec. 12 Board meeting.

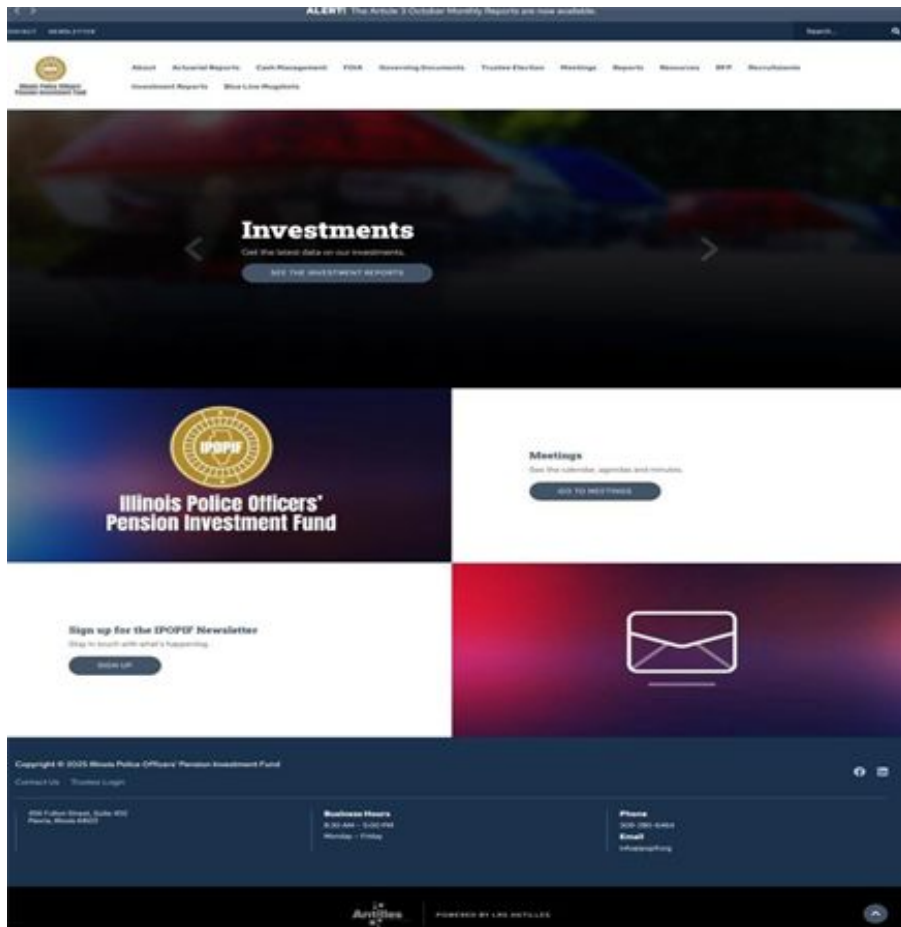
Distributed directly to subscribers and available on website

Stakeholder Outreach



Executive Director Presentation to the Pekin City Council on Monday, December 8, 2025.

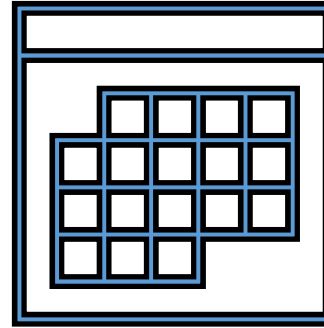
Website



Website Users	November 2025
Views	4,763
Users	2,001
New Users	404
Page:	Views:
RFP/Recruitment	7,318
Investment Rpts	6,006
Actuarial Rpts	5,978
Article 3 Fd Rpts	5,640
About Us	2,874
Agendas	1,759

“I was able to get the valuation that I needed from the IPOPIF website which is really well laid out.” Village Finance Director and Treasurer. December 2025

Calendar



Election Committee Board of Trustees

Friday
January 16, 2026
9:00 AM

Location: Twin Towers Building
Peoria

12/12/2025



**Illinois Police Officers'
Pension Investment Fund**

12/12/2025

Executive Director Report

**Richard White,
Executive Director**

**IPOPIF Board Meeting
Friday, December 12, 2025**



Illinois Police Officers' Pension Investment Fund

Board of Trustees Meeting Minutes

Friday, October 17, 2025

A regular meeting of the Board of Trustees of the Illinois Police Officers' Pension Investment Fund was conducted at the Pere Marquette Hotel, 501 Main Street, Peoria, IL. 61602. Members of the public were invited to participate remotely or in person.

Members of the Board of Trustees:

- Paul Swanlund, Participant Trustee, Chairperson
- Lee Catavu, Participant Trustee, Vice-Chairperson
- Scott Bowers, Participant Trustee, Secretary
- Daniel Hopkins, Beneficiary Trustee
- Mark Poulos, Beneficiary Trustee
- Michael Inman, Municipal Trustee
- Debra Nawrocki, Municipal Trustee
- Philip Suess, Municipal Trustee
- Vacant, Illinois Municipal League Trustee

Attendees:

IPOPIF Staff:

- Richard White, Executive Director
- Kent Custer, Chief Investment Officer
- Greg Turk, Deputy Chief Investment Officer
- Barbara Meyer, Investment Officer
- Steve Yoon, Investment Officer

- Amy Zick, Senior Accountant
- Matt Roedell, Senior Accountant/Auditor
- Kate Cobb, Administrative Analyst
- Samantha Lambert, Administrative Analyst
- Joe Miller, Information Technologist
- Shawn Curry, Manager of External Affairs and Communication

Others Present:

- Rick Reimer, General Legal Counsel, Reimer, Dobrovlny & Labardi PC
- Taylor Muzzy, Fiduciary Legal Counsel, Jacobs Bums Orlove & Hernandez, LLP
- Tim McEnery, Verus
- Sean Crawford, Albourn America LLC
- Kim Shepherd, Shepherd Communications (Zoom)
- A.J. Weber, Lauterbach & Amen, LLP (Zoom)
- Members of the Public (Zoom)

Agenda

All members of the Board of Trustees, staff, legal counsel, and the public were provided with a copy of the agenda. The agenda was also posted on the IPOPIF website, IPOPIF office door, and on the door of the meeting room.

Board of Trustees

1. Call Meeting to Order and Roll Call

The meeting was called to order by Chairperson Swanlund at 10:17 A.M.

A roll call was conducted. Six Trustees were present in the meeting room. Two (2) Trustees were absent, and one (1) Trustee seat is vacant. A quorum was established with the required number of six (6) Trustees present in the meeting room.

Board of Trustees Roll Call:

Present:

- Paul Swanlund, Chairperson
- Lee Catavu, Vice-Chairperson

- Phil Suess
- Debra Nawrocki
- Mark Poulos
- Michael Inman

Absent:

- Scott Bowers, Secretary
- Daniel Hopkins

Vacant:

- 1 Trustee seat

All individuals present are reflected in the list of attendees.

A motion was made by Trustee Suess and seconded by Trustee Inman for Vice- Chair Catavu to serve as Secretary Pro Tem for the Board of Trustees meeting on October 17, 2025.

Motion carried by voice vote:

Ayes- 6

Nayes- 0

Absent- 2

Vacant- 1

2. Remote Meeting Participation

The item was not addressed.

Investments

3. Real Estate and Real Assets Investment Education: Discussion and Potential Action:

Sean Crawford, Albourne America LLC, presented Real Assets and Real Estate Asset Class Education to the Board of Trustees.

Mr. Crawford, DCIO Turk, and CIO Custer answered all questions.

4. Principal Real Estate Investment Manager Report: Discussion and Potential Action:

Investment Officer (IO) Yoon presented a review of the Principal U.S. Property Account (USPA) to the Board of Trustees.

As of June 30, 2025, net performance of USPA has outperformed the benchmark, ODCE, for the 3 months, year-to-date, 1 year, and 3 years. Since inception on May 1, 2022, the strategy marginally trailed the benchmark by 0.1%. Staff believes that USPA is well situated as the real estate market rebounds with their conservative valuation approach, the focus on quality properties in growth markets, and emphasis on strong operation and net operating income growth.

CIO Custer and IO Yoon answered all questions.

5. Investment Custodian Report: Discussion and Potential Action:

CIO Custer presented to the Board of Trustees a review of State Street Bank and Trust as a custodian for the Fund.

CIO Custer answered all questions.

6. Chief Investment Officer Report: Discussion and Potential Action:

Chief Investment Officer (CIO) Custer provided an investment update, including performance, funding, and rebalancing, asset allocation, monthly participant fund cash flow, and other various updates. He also provided an update on non-transferable assets from Article 3 participant funds, noting positive trends including lower cash holding.

CIO Custer answered all questions.

Lunch Break

A motion was made by Trustee Inman and seconded by Trustee Suess to recess for lunch at 11:52 A.M.

Motion carried by a voice vote:

Ayes- 6

Nayes- None

Absent- 2

Vacant- 1

The Board of Trustees reconvened general session at 1:00 P.M.

A roll call of the Board of Trustees was conducted in advance of the afternoon session:

Present: Trustees Swanlund, Catavu, Poulos, Inman, Nawrocki, and Suess

Absent- Trustees Bowers and Hopkins

Vacant- 1

Board of Trustees (cont.)

7. Board of Trustees Meeting Minutes- September 12, 2025: Discussion and Potential Action:

Executive Director White presented the Board of Trustees Meeting Minutes from September 12, 2025, for approval, as presented.

A motion was made by Trustee Inman and seconded by Trustee Poulos to approve the Board of Trustees Meeting Minutes from September 12, 2025.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Poulos, Inman, Nawrocki, and Suess

Nayes- None

Absent- Trustees Bowers and Hopkins

Vacant- 1

8. Board of Trustees 2026 Meeting Calendar Approval- Discussion and Potential Action:

Executive Director White presented the 2026 Board of Trustees and Committee Meeting calendar to the Board of Trustees for approval.

Executive Director White answered all questions.

A motion was made by Trustee Poulos and seconded by Trustee Catavu to approve the 2026 Board of Trustees and Committee Meeting Schedule.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Poulos, Inman, Nawrocki, and Suess

Nayes- None

Absent- Trustees Bowers and Hopkins

Vacant- 1

9. Board of Trustees Policy Review and Approve Revision: Discussion and Potential Action:

Executive Director White presented the Board of Trustees Policy, with revisions, to the Board of Trustees for approval.

This revision also updates the Duties and Responsibilities section to add items not addressed otherwise and to remove duplicate items that are addressed in other governance documents, with the intent of providing a helpful resource guide for the duties of a Trustee.

Additionally, this version of the policy adds governance rules and procedures for the Chairperson of the Board of Trustees and methods for voting on matters before the Board of Trustees, which have not been codified or addressed in other Board rules or procedures.

Executive Director White and General Legal Counsel Reimer answered all questions.

A motion was made by Trustee Suess and seconded by Trustee Nawrocki to approve the Board of Trustees Policy, as revised as of October 17, 2025.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Poulos, Inman, Nawrocki, and Suess

Nayes- None

Absent- Trustees Bowers and Hopkins

Vacant- 1

10. Board of Trustees Vacant Trustee Seat: Discussion and Potential Action:

During the September Board of Trustees meeting, Board discussion regarding the Board of Trustees' seat which is currently vacant and awaiting the appointment to the seat was held. General Legal Counsel Reimer suggested that this item be agendaized for discussion and potential action at this meeting.

After Board discussion, a motion was made by Trustee Inman and seconded by Trustee Sues to direct the General Legal Counsel to send correspondence to the office of the Governor regarding the vacant Trustee seat.

Motion failed by roll call vote:

Ayes- Trustees Inman, Nawrocki, and Sues

Nayes- Trustees Swanlund, Catavu, and Poulos

Absent- Trustees Bowers and Hopkins

Vacant- 1

11. Legislative Platform - IPOPIF Governance Structure and Board of Trustees Membership: Discussion and Potential Action:

This item was not addressed and will be moved to a later Board of Trustees meeting.

12. Legislative Platform - DROP Program: Discussion and Potential Action

This item was not addressed and will be moved to a later Board of Trustees meeting.

13. Legislative Platform- Amortization Period and Funding Formula: Discussion and Potential Action:

This item was not addressed and will be moved to a later Board of Trustees meeting.

14. Strategic Plan Quarterly Review: Discussion and Potential Action:

Executive Director White presented the Strategic Plan Quarterly Review with the Board of Trustees. This reviewed investment objectives, governance objectives, management objectives, and strategic relations objectives.

CIO Custer presented the Investment Strategic Plan Quarterly Review to the Board of Trustees. This discussion specifically discussed investment objectives, status of completion, and goals moving forward.

Executive Director White and CIO Custer answered all questions.

Finance and Operations

15.-17. Monthly Financial Statement- June, July, and August 2025- Discussion and Potential

Action:

Executive Director White discussed the monthly financial statement for June, July, and August 2025, along with fiscal year-to-date cash flows, with the Board of Trustees.

Executive Director White and Senior Accountant Zick answered all questions.

A motion was made by Trustee Nawrocki and seconded by Trustee Poulos to receive the monthly financial statement for June, July, and August 2025.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Poulos, Inman, Nawrocki, and Suess

Nayes- None

Absent- Trustees Bowers and Hopkins

Vacant- 1

18. Warrant #2026-04: Discussion and Potential Action

Executive Director White presented Warrant #2026-04 to the Board of Trustees and recommended ratification.

Executive Director White and Senior Accountant Zick answered all questions.

A motion was made by Trustee Poulos and seconded by Trustee Catavu to accept Warrant #2026-04.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Poulos, Inman, Nawrocki, and Suess

Nayes- None

Absent- Trustees Bowers and Hopkins

Vacant- 1

19. Financial Services Engagement Letter: Discussion and Potential Action

Executive Director White presented to the Board of Trustees the signed contract for accounting and financial services with Lauterbach & Amen, LLP which will provide support for the financial team in various matters deemed necessary with the departure of the Chief Financial Officer.

These services were engaged in accordance with the Purchasing and Professional Services Contracting Policy pertaining to the contracting of services of \$5,000 or less by the Executive Director. This engagement can be terminated by either party with 30 days' written notice. Executive Director White answered all questions.

20. Governmental Liaison Engagement Letter: Discussion and Potential Action:

This item was discussed and will be moved to a later Board of Trustees meeting.

21. Executive Director Report: Discussion and Potential Action:

Executive Director White briefed the Board of Trustees on various administrative tasks, updates, and accomplishments.

Executive Director White noted that the IPOPIF recently received the Certificate of Achievement for Excellence in Financial Reports from the Government Finance Officers Association for the Annual Comprehensive Financial Report (ACFR) for the fiscal year that ended June 30, 2024. This is the second time that IPOPIF has received this award.

September monthly reports have been posted to the IPOPIF website, as well as the September newsletter.

The next Board of Trustees meeting is scheduled for December 12, 2025, at the Pere Marquette Hotel.

Executive Director White answered all questions.

Board of Trustees (cont.)

22. Adjourn to Closed Session (if necessary)

None.

23. Reports of Actions Taken in Closed Session (if necessary)

None.

24. Public Comments:

The Open Meetings Act (OMA) states that any person must be permitted an opportunity to address public officials under the rules established and recorded by the public body. (5 ILCS 120/2.06(g)). An opportunity for public comment was provided at 2:08 P.M. No comments were heard, and no discussion was provided.

Adjournment

Adjournment:

A motion was made by Trustee Inman and seconded by Trustee Poulos to adjourn the Board of Trustees Meeting.

Motion carried by roll call vote:

Ayes- Trustees Swanlund, Catavu, Poulos, Inman, Nawrocki, and Sues

Nayes- None

Absent- Trustees Bowers and Hopkins

Vacant- 1

Meeting adjourned at 2:09 P.M.

Respectfully submitted by:

Kate Cobb, Administrative Analyst

Approved by:

Paul Swanlund, Chairperson, Board of Trustees

Lee Catavu, Vice Chairperson and Interim Secretary, Board of Trustees

Date Approved by the Board of Trustees: December 12, 2025



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: IPOPIF BOARD OF TRUSTEES

FROM: RICHARD WHITE, EXECUTIVE DIRECTOR

RE: RETAINER AGREEMENT – JACOBS, BURNS, ORLOVE & HERNANDEZ, LLP.

DATE: DECEMBER 12, 2025

RECOMMENDATION: Approve the Attorney Retainer Agreement with Jacobs, Burns, Orlove & Hernandez, LLP (JBOH) through June 30, 2026, and authorize the Executive Director to execute the agreement.

The Board of Trustees retained the services of Jacobs, Burns, Orlove & Hernandez, LLP (JBOH), through an RFP process, in February 2021 to perform fiduciary legal counsel duties to the IPOPIF.

The service retainer agreement has been approved on a calendar year basis. With the expiration of the five-year service period in early 2026, it is proposed to approve a six-month agreement through June, 2026 in order to retain these fiduciary legal services without interruption as the Board of Trustees conducts the new RFP process.

The 2026 retainer agreement is presented for Board approval. There are no fee increases in the new retainer agreement, and the agreement includes the 'five-hour' minimum service fee for attendance at Board or Committee meetings, which is consistent with the General Legal Services contract recently approved by the Board of Trustees.

IPOPIF Investment and Administrative Executive Team are very pleased with the services provided by JBOH and supports the extension of the services agreement.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: IPOPIF BOARD OF TRUSTEES
FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
RE: FIDUCIARY LEGAL SERVICES SEARCH
DATE: DECEMBER 12, 2025

RECOMMENDATION: Approve a search for a Fiduciary Legal Counsel.

The Illinois Police Officers' Pension Investment Fund ("IPOPIF") is seeking a qualified law firm to serve as its fiduciary legal counsel. Current fiduciary legal counsel was retained in February 2021 and by policy, external contracted service providers must be submitted for bid every five years through the RFP process.

SCOPE OF SERVICES

IPOPIF seeks to hire outside Fiduciary Legal Counsel to provide independent legal advice and services related to the full range of institutional investment issues that impact IPOPIF and the Board, including but not limited to fiduciary duties and liability, government ethics and conflicts of interest, Board governance, the Illinois Pension Code, the Illinois Open Meetings Act, the Illinois Freedom of Information Act, the Illinois Governmental Ethics Act, public body contracts and procurement, Illinois administrative law and procedure.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

In order to be considered a qualified candidate, a responder must be able to provide the following services:

- Attend regular meetings of the Board of Trustees which currently occur eight times per year. Special meetings of the Board of Trustees may be called, as necessary.
- Attend regular meetings of the Committees of the Board of Trustees, which occur four times per year. Special meetings of the Committees may be called, as necessary.
- Provide ongoing legal advice, including written legal opinions, on matters requiring interpretation of the Illinois Pension Code, other Illinois statutes, and matters relating to the investment fund and its institutional investment activities.
- Prepare or review documents, instruments, and agreements relating to the Board's institutional investment activities.
- Serve as lead counsel or co-counsel on behalf of the Board of Trustees on claims and/or litigation filed against the Board of Trustees and/or the investment fund, as requested by the Board of Trustees.
- Draft and/or review various Fund documents, policies, procedures and forms, or written correspondence on behalf of the Board upon request.
- Draft and/or review written contracts and agreements between the Board and its service providers, especially regarding institutional investment activities.
- Review proposed, pending, and newly enacted legislation that may impact the Fund, and advise the Board and the Executive Director of its potential impact on the Fund.
- Consult as needed with the Chairperson and any interested Trustee, the Executive Director, the Chief Investment Officer, Chief Financial Officer, and the Fund's relevant service providers.
- Provide independent advice and counsel to the Board of Trustees, Executive Director, Chief Investment Officer, and Chief Financial Officer on matters pertaining to IPOPIF, especially regarding institutional investment activities.
- Consult with the Board's General Legal Counsel on matters involving fiduciary responsibilities.

456 Fulton Street, Suite 402
Peoria, IL. 61602
(309) 280-6464



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

- Conduct and oversee Board and staff training on legal matters.
- Provide other services as may be requested by the Board.
- Provide other services as may be requested by the Board.

PROPOSED RFP SCHEDULE (Subject to change)

- **December 15, 2025**
 - RFP Publication on IPOPIF Website.
- **January 16, 2026**
 - Written questions due from Respondents by 4:30 P.M. (Central Time)
- **January 20-23, 2026**
 - Compilation of questions and answers, and any RFP addenda will be posted to IPOPIF Website on a daily basis.
- **February 13, 2026**
 - Due Date for proposals, must be received no later than 4:30 P.M. (Central Time)
- **February 23 - 27, 2026**
 - IPOPIF issues requests for additional information, if necessary.
- **March 20, 2026**
 - Consideration and review of submitted proposals and narrowing of RFP responses by Board of Trustees. (Subject to change).
- **April 17, 2026**
 - Interviews of finalists and selection of firm by the Board of Trustees. (Subject to change).
-

It is anticipated that the contract with the Fiduciary Legal Counsel will be for five years and will include performance review periods and termination provisions.

The Executive Director will be responsible for the RFP search process, interaction with the respondent firms and communication with the Board of Trustees.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: BOARD OF TRUSTEES

FROM: RICHARD WHITE, EXECUTIVE DIRECTOR

RE: GOVERNMENTAL LIAISON ENGAGEMENT

DATE: DECEMBER 12, 2025

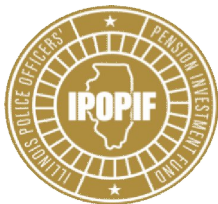
RECOMMENDED ACTION(S): Approve limited term engagement with Vision M.A.I. for governmental liaison services.

DISCUSSION:

The Board of Trustees retained the services of Vision M.A.I. Consulting for governmental liaison services in October 2020 after a vendor search for these services and which engagement ended recently with the expiration of the five-year contract period. The Fund will initiate an RFP process for these services after this meeting, and it is anticipated that the search will be completed in March 2026.

The 104th General Assembly of the Illinois Legislature will begin sessions in January 2026, and it is important that the Fund have a presence in Springfield to monitor and report on activities that may impact the Fund.

As a temporary measure to keep these services in place during the formal RFP search process and in accordance with the Purchasing and Professional Services Contracting Policy, I have engaged with Vision M.A.I. to provide governmental liaison services for a brief period of time in the beginning of 2026. The contract term will be limited to the time until the RFP selection is finalized by the Board of Trustees and will be limited as well to the fees billed for these services which are limited to a total of \$20,000.00.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

It is requested that the Board of Trustees approve the limited term engagement with Vision M.A.I. for the governmental liaison services.

Consulting services include:

- Assist in drafting correspondence and public communication pieces to support advocacy for IPOPIF's legislative agenda in a timely and effective manner;
- Advise and assist IPOPIF in dealing with the complex array of rules and regulations in the State of Illinois, the Illinois Compiled Statutes - Illinois Pension Code -Article 3 and Article 22B;
- Maintain extensive communications with the IPOPIF Executive Director, Board President, and Legislative Committee Chair to ensure VISION M.A.I. Consulting receives relevant information in a timely manner;
- Direct lobbying efforts and representation at all levels of the Legislative, Executive and even Judicial branch;
- Monitor and attend hearings and provide IPOPIF with timely reports, analysis and proposals;
- Serve as a legislative advocate with targeted agencies based on IPOPIF's legislative agenda;
- Maintain positive legislative relationships by working with auxiliary stakeholder



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: IPOPf BOARD OF TRUSTEES
FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
RE: GOVERNMENTAL LIAISON SERVICES SEARCH
DATE: DECEMBER 12, 2025

RECOMMENDATION: Approve a search for a Governmental Liaison service provider.

BACKGROUND:

The Illinois Police Officers' Pension Investment Fund ("IPOPf") is seeking a qualified individual and/or firm to serve as its Governmental Liaison. This search for Professional Services is being conducted pursuant to IPOPf's Purchasing and Professional Service Contracting Policy, Policy No. PP-2020-11 ("Policy"), which is available on the IPOPf website at: <https://www.ipopf.org/governing-documents/policies/>.

SCOPE OF SERVICES

IPOPf seeks to hire outside Governmental Liaison to provide independent advice and services related to the full range of legislative issues that impact IPOPf and the Board, including but not limited to fiduciary duties and liability, government ethics and conflicts of interest, Board governance, the Illinois Pension Code, the Illinois Open Meetings Act, the Illinois Freedom of Information Act, the Illinois Governmental Ethics Act, public body contracts and procurement, Illinois administrative law and procedure.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

To be considered a qualified candidate, a responder must be able to provide the following services:

- As requested by the Executive Director, the Governmental Liaison will attend regular meetings of the Board of Trustees which currently occur eight times per year. Special meetings of the Board of Trustees may be called, as necessary.
- As requested by the Executive Director, attend regular meetings of the Legislative Committee of the Board of Trustees, which occur four times per year. Special meetings of the Committees may be called, as necessary.
- Review proposed, pending, and newly enacted legislation that may impact on the Fund, and advise the Board of Trustees, the Executive Director and Chief Investment Officer of its potential impact on the Fund.
- Foster and develop bipartisan relationships with Illinois government and legislative agencies and personnel on behalf of the IPOPIF.
- Assist in drafting correspondence and public communication pieces to support advocacy for IPOPIF's legislative agenda in a timely and effective manner.
- Advise and assist IPOPIF in dealing with the complex array of rules and regulations in the State of Illinois, the Illinois Compiled Statutes - Illinois Pension Code -Article 3 and Article 22B.
- Direct lobbying efforts and representation at all levels of the Legislative, Executive and even Judicial branch;
- Monitor and attend hearings and provide IPOPIF with timely reports, analysis and proposals;
- Serve as a legislative advocate with targeted agencies based on IPOPIF's legislative agenda;
- Provide other services as may be requested by the Board of Trustees.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

PROPOSED RFP SCHEDULE (Subject to change)

- **December 15, 2025**
 - RFP Publication on IPOPIF Website.
- **January 9, 2026**
 - Written questions due from Respondents by 4:30 P.M. (Central Time)
- **January 20-23, 2026**
 - Compilation of questions and answers, and any RFP addenda will be posted to IPOPIF Website daily.
- **January 30, 2026**
 - Due Date for proposals, must be received no later than 4:30 P.M. (Central Time)
- **February 17-20, 2026**
 - IPOPIF issues requests for additional information, if necessary.
- **March 20, 2026**
 - Interviews of finalists and selection of firm by the Board of Trustees. (Subject to change).
-

It is anticipated that the contract with the Governmental Liaison will be for five years and will include performance review periods and termination provisions.

The Executive Director will be responsible for the RFP search process, interaction with the respondent firms and communication with the Board of Trustees.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

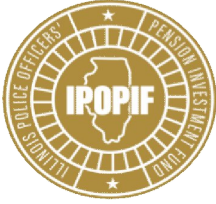
TO: BOARD OF TRUSTEES
FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
RE: LEGISLATION PLATFORM CONSIDERATION ONE –
IPOPIF GOVERNANCE STRUCTURE
DATE: DECEMBER 12, 2025

RECOMMENDED ACTION(S): Adopt the position that the current statutory composition of the Board which includes the active, retiree, municipal and appointed members of the Board is appropriate for the continued governance of the fund and oppose any changes to the current composition.

Discussion:

The Legislative Committee met on June 13, 2025, and discussed the recent legislative session which included amendments to the pension code with direct impact upon the governance structure of the IPOPIF. Ultimately, these amendments were removed from the final version of the bill, and the bill was not presented to the General Assembly for a vote.

The Legislative Committee discussed these and other changes to the governance structure of the IPOPIF and voted unanimously to recommend that the Board of Trustees communicate to the Illinois General Assembly that the current governance structure, which includes the composition of the Board of Trustees as a whole, is acceptable to the Fund and is against any changes.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

The Pension Code defines the definition and composition of the 9-member Board of Trustees as follows:

- A. Three members who are mayors, presidents, chief executive officers, chief financial officers, or other officers, executives, or department heads of municipalities that have participating pension funds and are elected by the mayors and presidents of municipalities that have participating pension funds.
- B. Three members who are participants of participating pension funds and are elected by the participants of participating pension funds.
- C. Two members who are beneficiaries of participating pension funds and are elected by the beneficiaries of participating pension funds.
- D. One member recommended by the Illinois Municipal League who shall be appointed by the Governor with the advice and consent of the Senate.

The Board of Trustees is asked to formally adopt the position that the current statutory composition of the Board which includes the active, retiree, municipal and appointed members of the Board is appropriate for the continued governance of the fund and oppose any changes to the current composition.

Legislative Principles:

The following legislative principles will guide the Board when considering its position on proposed legislation:

- i. Support legislative proposals that clarify the statutory interpretation of the Illinois Pension Code provisions related to the mandatory consolidation of the investment assets of the participating police pension funds.
- ii. Support legislative proposals that ensure all of the transferor police pension funds are treated equitably.
- iii. Support legislative proposals that strengthen and promote the governance, the administrative and operational efficiency of IPOPIF.
- iv. Support legislative proposals that strengthen the financial condition of the transferor police pension funds.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

- v. Oppose legislative proposals that compromise or interfere with IPOPIF's duty to manage the investment trust fund and to deliver investment returns to the participating police pension funds in a prudent manner.
- vi. Oppose legislative proposals that create the potential for increased unfunded actuarial liability without appropriate funding provisions.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: BOARD OF TRUSTEES
FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
RE: LEGISLATION PLATFORM CONSIDERATION TWO—
DEFERRED RETIREMENT OPTION (DROP)
DATE: DECEMBER 12, 2025

RECOMMENDED ACTION(S): Adopt a position of opposition to any guaranteed interest rate that would be included for a DROP program.

DISCUSSION:

The Legislative Committee met on June 13, 2025, and discussed the recent legislative session which included amendments to the pension code which included language to add a Deferred Retirement Option Plan (DROP) for certain police and fire plans in Illinois. The legislation did not pass but it is likely that the DROP program will be re-introduced.

The DROP proposal has been reviewed by the Legislative Committee in the past and has been monitored by our liaison at the Legislature. While the DROP program legislation does not directly impact on our fund and while it is likely that the Board of Trustees would not espouse any position on the creation of a DROP program, the Board is aware that certain design components of the DROP program could potentially have an impact the fund, which necessitates an interest in continued monitoring of future DROP legislation.

This is especially relevant regarding the interest earned on the monies placed into the DROP account. In particular, the Legislative Committee and others have discussed the financial impact and implications of a 'guaranteed rate of return' on the trust fund, and particularly the plan sponsors of the DROP.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

A 'guaranteed rate of return' on DROP member contributions may be one area of direct impact to the fund due to various factors not the least of which could be the overall fiduciary responsibility associated with management and operations of the investment trust fund.

The Legislative Committee recommended via a unanimous vote that the Board of Trustees adopt a position to oppose a guaranteed interest rate in a DROP program.

BACKGROUND:

A DEFERRED RETIREMENT OPTION PLAN (DROP) program is usually an added component or Defined Contribution Plan (DC) supplement to an existing Defined Benefit Pension Plan (DB). DROP programs are generally considered either an employee benefit enhancement (providing for a lump sum nest egg at actual retirement), or a means of retaining highly skilled staff beyond a date at which they would otherwise have retired. DROP plans have been offered to police officers and firefighters for more than a century, according to some reports.

Generally, DROP is a program that allows individuals who have reached normal retirement eligibility to normally retire – that is, to have a retirement pension benefit calculated based on salary and service-to-date but not actually separate from employment for a period of 3-5 additional years following the normal retirement date. With a typical DROP program, an employee “enters the DROP” in lieu of retiring from active service.

During this 3–5-year period, the member continues to work as an active employee but accrues no further service or pensionable salary. During this period the retirement plan is placing the contribution amount into the member's DROP account that is equal to the pension benefit that would otherwise have been paid to the member if he or she had actually retired.

At the end of the 3–5-year period, the member reaches “actual retirement” and separates from the employment. Upon separation, the member would traditionally receive a lump sum payment representing the accumulation in the member's DROP account and would begin to receive a monthly pension in the same amount, potentially adjusted with a COLA while in the DROP program, which had first been calculated when the member retired 3-5 years previously.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

Although DROP programs are intended to be “actuarially cost-neutral” which eliminates the fiscal impact of the program onto the municipality, DROP programs may have the “potential to increase costs for employers/retirement systems”¹

The design of a DROP program would likely be outside the scope of the IPOPIF, but considerations related to the operation and administration of a DROP program are potentially relevant to the IPOPIF.

LEGISLATIVE PRINCIPLES:

The following legislative principles will guide the Board when considering its position on proposed legislation:

- i. Support legislative proposals that clarify the statutory interpretation of the Illinois Pension Code provisions related to the mandatory consolidation of the investment assets of the participating police pension funds.
- ii. Support legislative proposals that ensure all of the transferor police pension funds are treated equitably.
- iii. Support legislative proposals that strengthen and promote the governance, the administrative and operational efficiency of IPOPIF.
- iv. Support legislative proposals that strengthen the financial condition of the transferor police pension funds.
- v. Oppose legislative proposals that compromise or interfere with IPOPIF's duty to manage the investment trust fund and to deliver investment returns to the participating police pension funds in a prudent manner.
- vi. Oppose legislative proposals that create the potential for increased unfunded actuarial liability without appropriate funding provisions.

¹ Deferred Retirement Option Plan (DROP), Illinois Municipal League publication dated July 23, 2024.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: BOARD OF TRUSTEES
FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
RE: LEGISLATION PLATFORM CONSIDERATION THREE–
AMORTIZATION OF PENSION LIABILITY
DATE: DECEMBER 12, 2025

RECOMMENDED ACTION(S): Adopt a position to support the actuarial funding of 90% funding by the year 2055 (currently 2040) and the use of the Entry Age Normal (EAM) funding formula (currently Projected Unit Credit).

Discussion:

The Legislative Committee met on June 13, 2025, and discussed the recent legislative session which included amendments to the pension code which included language to amend the amortization period and funding formulas for Article 3 police pension funds. The legislation did not pass, but the issue has been frequently discussed by the Legislature and could be anticipated to return in future legislative sessions.

The Board of Trustees has discussed pension funding in the past and has adopted the statutorily required funding formulas in conjunction with the amortization experience study – which mandates 90% funding of pensions by the year 2040 and uses the Projected Unit Credit formula.

The Legislative Committee recommended via a unanimous vote that the Board of Trustees adopt a position to support the actuarial funding change of 90% funding by the year 2055 (currently 2040) and the use of the Entry Age Normal (EAM) funding formula (currently Projected Unit Credit).



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

BACKGROUND:

The funding of public pension benefits is an important topic not without controversy and differences in approaches. Public pension decision makers (legislatures and boards) work with actuaries to determine contributions, governed by State and local laws and standards of practice such as those provided by Actuarial Standards of Practice (ASOPs) and Financial reporting standards (GASB), as examples. Guidelines provided by actuarial standards address the issues being discussed and are best discussed with an actuary. Included below are brief comments about these items:

- **COST ALLOCATION METHOD:** The Entry Age Normal (EAN) method is preferred because it allocates benefits over an entire career and matches benefits with total payroll.
- **AMORTIZATION:** Negative amortization should be avoided and unfunded liability should be reduced by a reasonable amount within a reasonably short period.

LEGISLATIVE PRINCIPLES:

The following legislative principles will guide the Board when considering its position on proposed legislation:

- i. Support legislative proposals that clarify the statutory interpretation of the Illinois Pension Code provisions related to the mandatory consolidation of the investment assets of the participating police pension funds.
- ii. Support legislative proposals that ensure all of the transferor police pension funds are treated equitably.
- iii. Support legislative proposals that strengthen and promote the governance, the administrative and operational efficiency of IPOPFI.
- iv. Support legislative proposals that strengthen the financial condition of the transferor police pension funds.
- v. Oppose legislative proposals that compromise or interfere with IPOPFI's duty to manage the investment trust fund and to deliver investment returns to the participating police pension funds in a prudent manner.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

- vi. Oppose legislative proposals that create the potential for increased unfunded actuarial liability without appropriate funding provisions.

DRAFT



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: BOARD OF TRUSTEES
FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
RE: REVIEW OF CLOSED SESSION MINUTES – 5 ILCS 120/2(C)(21)
DATE: DECEMBER 12, 2025

RECOMMENDED ACTION(S): Approve the Closed Session Minutes of the September 12, 2025, meeting.

DISCUSSION:

The Board of Trustees discussed a matter in Closed Session at the September 12, 2025, meeting and the minutes of this meeting are available for approval.

The Board of Trustees may also consider whether or not to 'release' the approved minutes to the public.

Note: The Board of Trustees may enter into Closed Session to discuss this agenda item.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: IPOPIF BOARD OF TRUSTEES
FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
RE: ADJOURN TO CLOSED SESSION (If NECESSARY)
DATE: DECEMBER 12, 2025

Should the Board of Trustees desire to enter Closed Session, the Board of Trustees will entertain and pass a motion to enter into and return from Closed Session:



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: IPOPIF BOARD OF TRUSTEES
FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
RE: REPORT ON ACTIONS TAKEN IN CLOSED SESSION (If NECESSARY)
DATE: DECEMBER 12, 2025

In accordance with the Open Meetings Act, a report on actions taken in closed session will be provided in open session after the Board of Trustees has entered into Closed Session.



ILLINOIS POLICE OFFICERS' PENSION INVESTMENT FUND

MEMORANDUM

TO: IPOPIF BOARD OF TRUSTEES
FROM: RICHARD WHITE, EXECUTIVE DIRECTOR
RE: PUBLIC COMMENTS
DATE: DECEMBER 12, 2025

RECOMMENDED ACTION(S): Receive public comments.

The Open Meetings Act (OMA) states that any person must be permitted an opportunity to address public officials under the rules established and recorded by the public body. (5 ILCS 120/2.06(g)).

The opportunity for public comments will be provided for during this meeting in accordance with the OMA.