



## REGULAR MEETING – PENSION BOARD OF TRUSTEES AGENDA

FEBRUARY 11, 2026, 6:00 PM  
ZOOM AND ROOM 231

To allow public access, anyone may access a meeting by telephone and/or Zoom, or a recording in the City of Norwalk YouTube channel. Specific instructions and links can be found at [norwalkct.gov/meetings](https://norwalkct.gov/meetings).



Members of the public may call in to participate. Callers will not be able to see the meeting participants. All participants will be muted upon entering the meeting. To speak, dial \*9 on the phone and you will be called on by the host of the meeting during the public comment section. All speakers must state their name and address. Comments must be on a topic on the agenda, and are limited to three minutes. Anyone disrupting the orderly conduct of the meeting, including by using threatening, hateful, or sexually-explicit language, will be removed. Please find the information using the link above.



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Members of the public who wish to provide public comment are encouraged to submit those via email in advance of the meeting. For these comments to be included into the record, they must be submitted by 12:00 p.m. the day of the meeting. Please email Sharon Torres at [Sharon.Torres@norwalkct.gov](mailto:Sharon.Torres@norwalkct.gov) with the subject line "Public Comment" to provide written public comment prior to the meeting.

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **ACCEPTANCE OF MINUTES**
  - A. **Regular Meeting: January 14, 2026**
- IV. **PUBLIC PARTICIPATION**
- V. **APPROVAL OF PENSION APPLICATIONS**
  - A. **Grid Sheet**
- VI. **REPORTS**
  - A. **Walter Scott International Equity Presentation**

**B. Active vs Passive Discussion**

**C. Small Cap Growth Transition to Emerald Update**

**D. Performance Review**

**VII. ADJOURNMENT**

**UPCOMING MEETINGS**

March 11, 2026

**CITY OF NORWALK  
PENSION BOARD OF TRUSTEES  
REGULAR MEETING  
JANUARY 14, 2026  
ZOOM AND ROOM 220**

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**I. CALL TO ORDER**

Chair Nash called the meeting to order at 6:00p.m.

**II. ROLL CALL**

Chair Nash called the Roll: Frank Nash, James Hendrickson, Charles Pirro, David Pramer, Robert Raleigh, Jared Schmitt

At Roll Call there were six (6) Committee members present, constituting a quorum. Richard Baskin was absent.

**ATTENDANCE:** Frank Nash, James Hendrickson, Charles Pirro, David Pramer, Jared Schmitt, Robert Raleigh

**STAFF:** Chitsamay Lam, Comptroller; Sharon Torres, Personnel Director

**OTHERS:** Britt Murdoch, Callan; Kevin Schmidt, Callan, Eileen Romeo

### **III. ACCEPTANCE OF MINUTES**

#### **A. REGULAR MEETING: DECEMBER 10, 2025**

Mr. Hendrickson stated on Page 3, under item D, the word discuss was left out of the sentence. It should read: "The Pension Board of Trustees went into executive session at 6:38p.m. to *discuss* R. Darling's appeal." There were no other corrections.

**\*\*MR. PIRRO MOVED THE ITEM WITH CORRECTION**

**\*\*MR. PRAMER SECONDED**

**\*\*CHAIR NASH ABSTAINED**

**\*\*MOTION PASSED WITH CORRECTION AND ONE (1) ABSTENTION**

### **IV. PUBLIC PARTICIPATION**

There was no public participation.

### **V. APPROVAL OF PENSION APPLICATIONS**

#### **A. GRID SHEET**

Mr. Hendrickson stated there is one (1) pension application for Andrew Garfunkel, Town Clerk with 10 years of service. He's elected option one on his pension and has designated beneficiaries.

**\*\*MR. PIRRO MOVED TO APPROVE ANDY GARFUNKEL'S PENSION APPLICATION**

**\*\*MR. HENDRICKSON SECONDED**

**\*\*MOTION PASSED UNANIMOUSLY**

### **VI. REPORTS**

#### **A. 2025 REVIEW AND 2026 WORK PLAN**

Mr. Murdoch gave the 2025 Review and 2026 Work Plan report. He said looking ahead this year, they would like to formally review the pension and OPEB Investment Policy Statements. Walter Scott will present next month. They would also like three (3) managers that they thought were worthwhile to come in to present, UBS, TCW, and

ABS. They would like to have the Capital Group present a review of the target date funds at the next DC meeting. They would like Empower to come in later in the year to provide a review. The Board briefly discussed the city conducting satisfaction surveys regarding the plans. A discussion ensued about underperformance and possible solutions, EFT's and active management.

**B. PERFORMANCE REVIEW**

Mr. Murdoch gave an overview of the performance review for the period ending November 30, 2025. In the November flash report, assets were almost \$600 million. The Pension Plans continue to grow despite 3 million going out every month. The Pension Plan continues to be a bit overweight to US equity given strong performance in U.S. large cap stocks. He said most of the asset classes are close to target and well within their ranges. LSV underperformed over the last year. Principle transition is in process. Silchester within international equity has underperformed the value index over the last fiscal year and trailing 12 months. The Board discussed funds and fixed income managers. A discussion ensued about performance.

**VII. ADJOURNMENT**

Mr. Pirro moved to adjourn.  
Mr. Hendrickson seconded.  
Motion passed unanimously.  
The meeting was adjourned at 6:43p.m.

**UPCOMING MEETINGS**

**WEDNESDAY, FEBRUARY 11, 2026  
PENSION BOARD OF TRUSTEES  
6:00 P.M. ROOM 220, VIDEO/TELECONFERENCE.**

**APPROVAL OF PENSION APPLICATIONS**

**Meeting OF: February 11,2026**

Name	Years of Service	Type of Pension	Option Selected
Larry Manzi  CITY/IT  Technical Solutions Specialist  Commencement date	36 years (35 MAX for calculation)     09/11/2025	Regular	Option I
Eluit Pagan  BOE  Custodian  Commencement date	28 Years     01/06/2026	Regular	Option I

WALTER SCOTT

# INVESTMENT REVIEW

City of Norwalk

11 February 2026



**WALTER SCOTT**

# INVESTMENT REVIEW

City of Norwalk

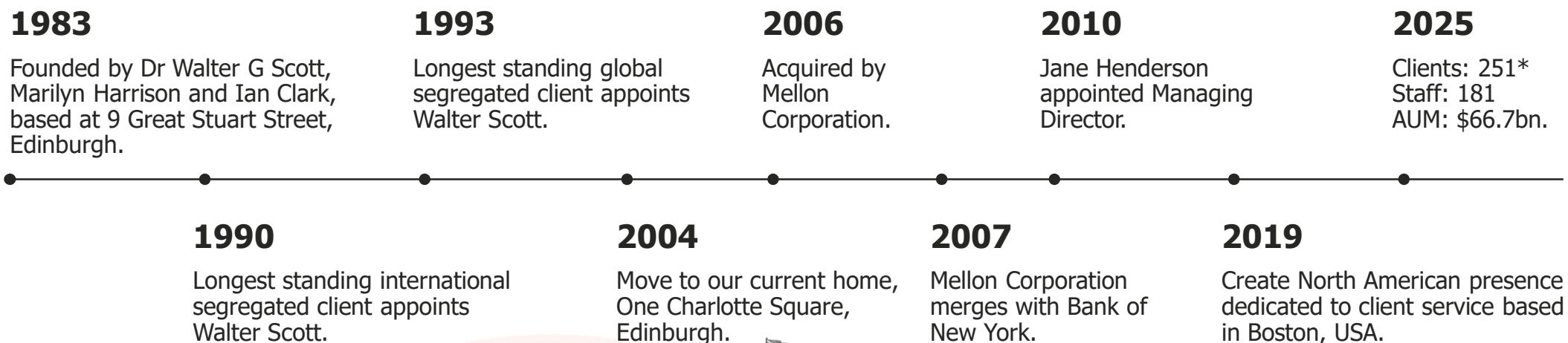
11 February 2026

**Private and confidential**

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# Overview of the firm and investment team

# Our journey since day one



# Company overview

- Bespoke equity portfolio manager
- Based in Edinburgh, Scotland & Boston, USA<sup>†</sup>
- 100% owned by BNY since 2007
- US\$66.7BN assets under management, 251\* client relationships
- Longevity of clients, staff & philosophy

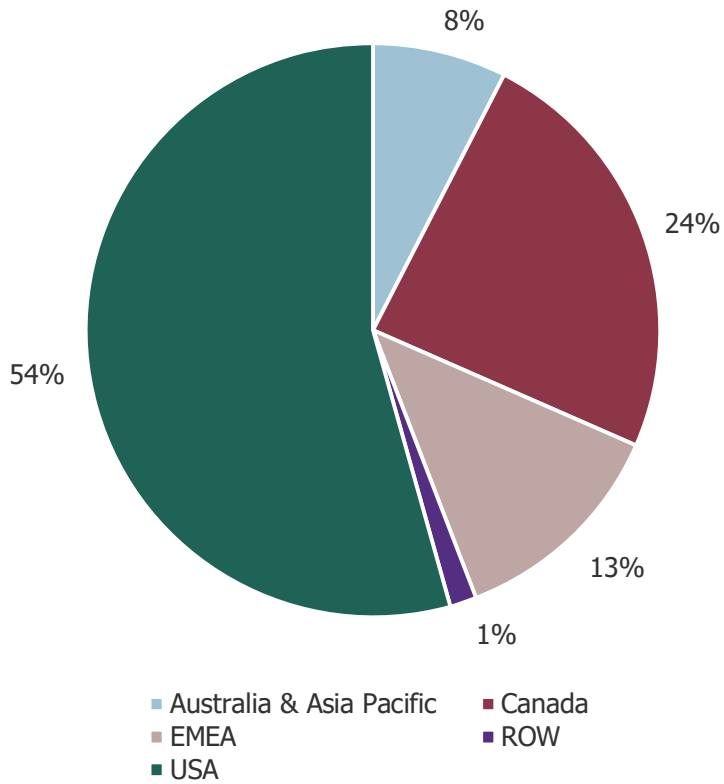
As at 31 December 2025. \*251 consists of 123 Clients and 128 Fund Investors.

4 † All operations are based in Edinburgh, Scotland with a client service presence in the United States.

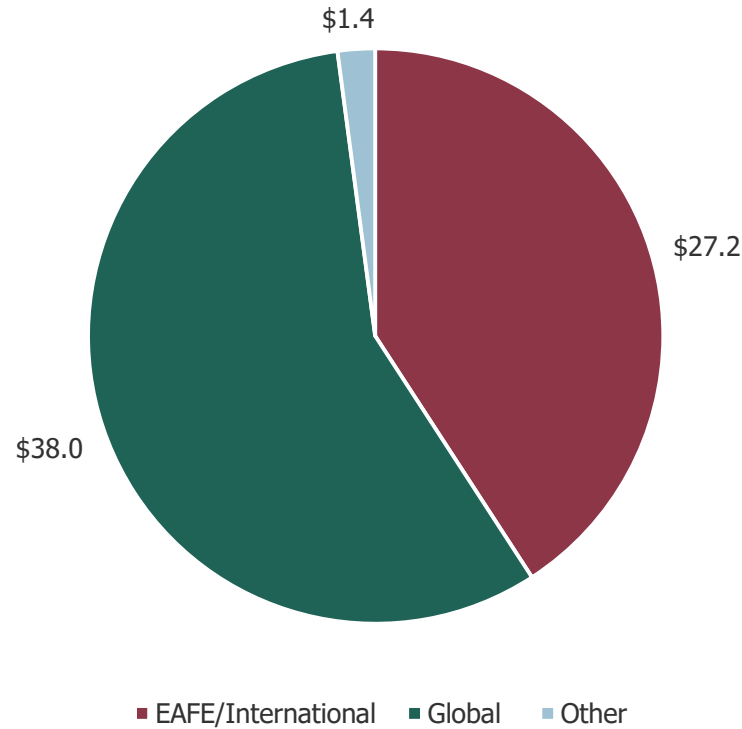
# Our clients

We manage bespoke equity portfolios for institutional investors around the world

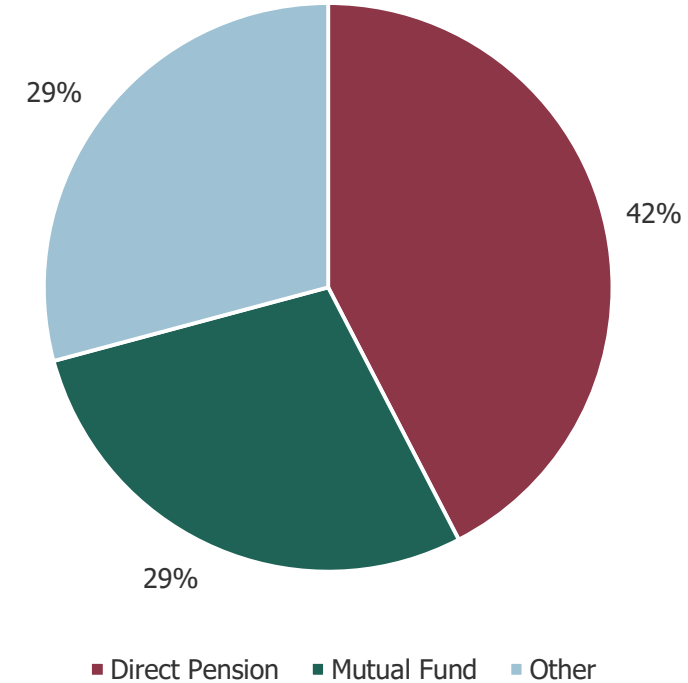
Region % AUM



Strategy US\$bn

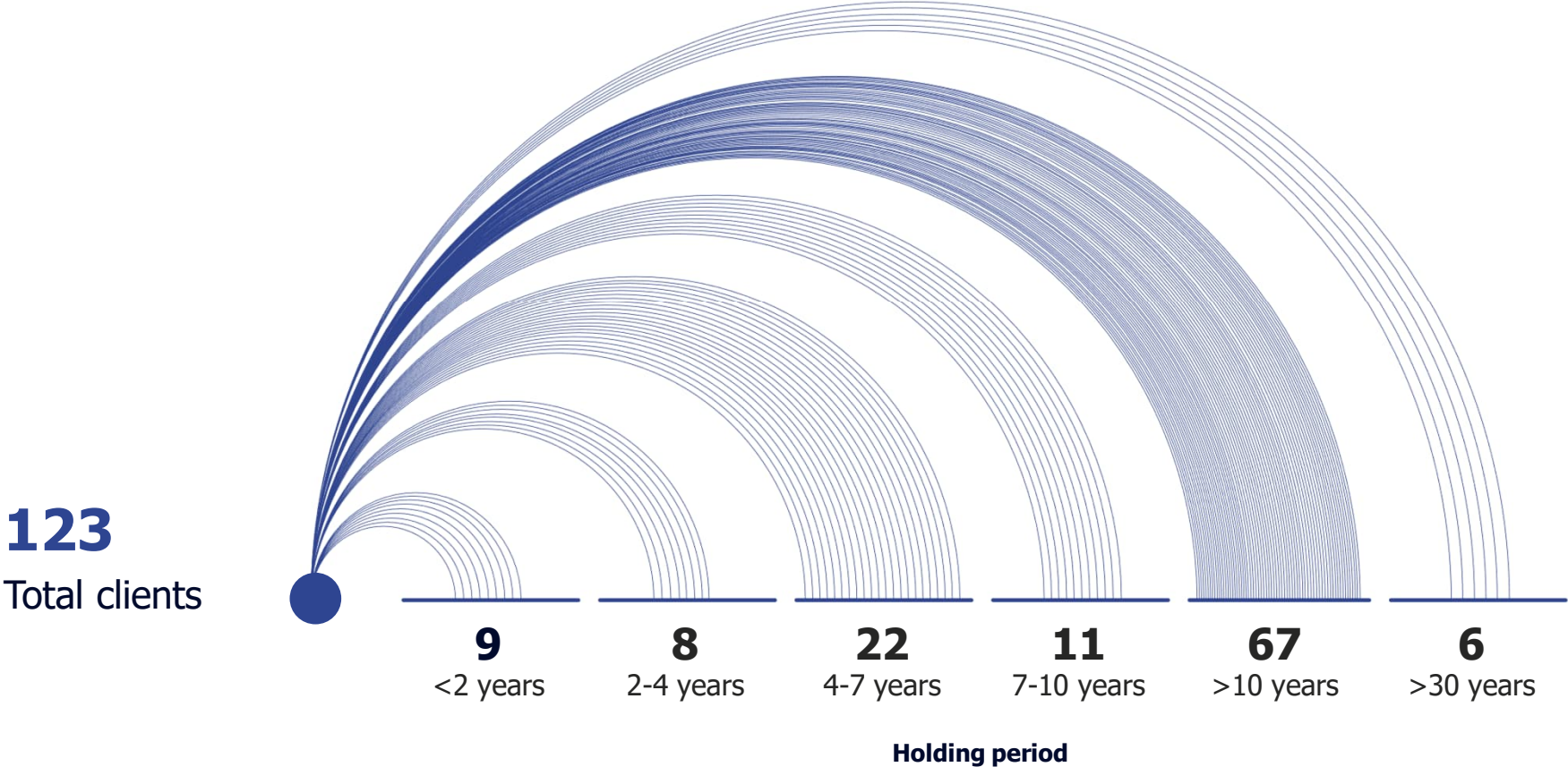


Client type % AUM



# Client longevity

We seek to partner with clients who share our long-term approach



# Investment team

## Executive Directors



Jane Henderson <sup>Δ</sup>  
Managing Director



Roy Leckie <sup>Δ</sup>  
Executive Director – Investment & Client Service

EMEA		RESEARCH TEAM ASIA PACIFIC		AMERICAS		
Alan Edington <sup>**</sup>	Stephen Howell	Fraser Fox <sup>Δ</sup>	Lucia Gibbard	Des Armstrong	Oriana Beaumont	
Ashley-Jane Kyle	Jay McLeod	Connor Graham	Alan Lander <sup>*</sup>	George Ewing	Harry Gray	Tom Miedema
Lindsay Scott	Jamie Zegleman	Paul Loudon	Michael Scott	Maxim Skorniakov <sup>Δ</sup>	Alicia Zhang	

ADVISOR
Charlie Macquaker <sup>***</sup> Business Advisor

# Investment team experience

Stable and experienced team. Average firm tenure 13 years

Name	Title	Year joined firm	Firm tenure (yrs)	Industry experience (yrs)
Jane Henderson <sup>Δ</sup>	Managing Director	1995	30	30
Roy Leckie <sup>Δ</sup>	Executive Director - Investment and Client Service	1995	30	30
Charlie Macquaker*	Business Advisor	1991	34	34
Alan Lander, CFA	Head of Research	2006	19	19
Alan Edington, CFA	Investment Manager and Sustainability Integration	2012	13	15
Lindsay Scott	Investment Manager	2004	21	23
Maxim Skorniakov, CFA <sup>Δ</sup>	Investment Manager	2003	22	22
Fraser Fox, CFA <sup>Δ</sup>	Investment Manager	2003	22	22
Des Armstrong	Investment Manager	2004	21	21
Thomas Miedema, CFA	Investment Manager	2007	18	19
Jamie Zegleman, CFA	Investment Manager	2008	17	17
Alicia Zhang	Investment Manager	2025	<1	14
Paul Loudon	Investment Manager	2014	11	13
Ashley-Jane Kyle, CFA	Investment Manager	2017	8	11
Michael Scott, CFA	Investment Manager	2016	9	9
Lucia Gibbard	Investment Manager	2023	2	8
Connor Graham	Investment Manager	2021	4	5
Jay McLeod	Investment Analyst	2021	4	4
Oriana Beaumont	Investment Analyst	2023	2	2
George Ewing	Investment Analyst	2023	2	4
Stephen Howell	Investment Analyst	2016	9	10
Harry Gray	Investment Analyst	2025	<1	1

# In-house research 2025

We reinforce our rigorous desk-based analysis with research trips around the world



## FEBRUARY

**UK:** London  
**South Korea:** Seoul  
**Indonesia:** Jakarta



## MAY

**Switzerland:** Basel, Haag  
**Germany:** Berlin, Göttingen, Darmstadt  
**Sweden:** Stockholm



## SEPTEMBER

**Denmark:** Copenhagen  
**Asia:** Hong Kong, Shenzhen, Guangzhou, Singapore, Kuala Lumpur  
**USA:** San Francisco  
**UK:** London



## NOVEMBER

**USA:** Chicago, North Carolina, Milwaukee, Ohio, New York  
**Brazil:** Sao Paolo, Rio  
**The Netherlands:** Amsterdam  
**Germany:** Nuremberg, Oberkochen  
**France:** Paris



## MARCH

**USA:** Orlando, Miami, New York, Moline, Schaumburg, Chicago, St Paul, Rogers  
**USA:** Houston  
**UK:** London  
**Germany:** Hanover, Munich, Frankfurt



## JUNE

**The Netherlands:** Amsterdam  
**China:** Shanghai, Beijing, Suzhou, Wuxi, Hangzhou  
**USA:** Chicago, Houston, Philadelphia



## OCTOBER

**Italy:** Maranello  
**UK:** London, Nottingham  
**USA:** California, Seattle



## DECEMBER

**USA:** New York, Los Angeles  
**Japan:** Tokyo, Osaka, Kyoto  
**UK:** London



**933** company engagements in 2025  
(744 in 2024)

# Investment philosophy and process

# Investment philosophy and approach

Returns derived from investing in the shares of a company will reflect the internal wealth generated by that business



## Proprietary process

Disciplined, rigorous, in-house company research following a proprietary process



## Team approach

All proposals challenged and debated by an experienced and stable investment team



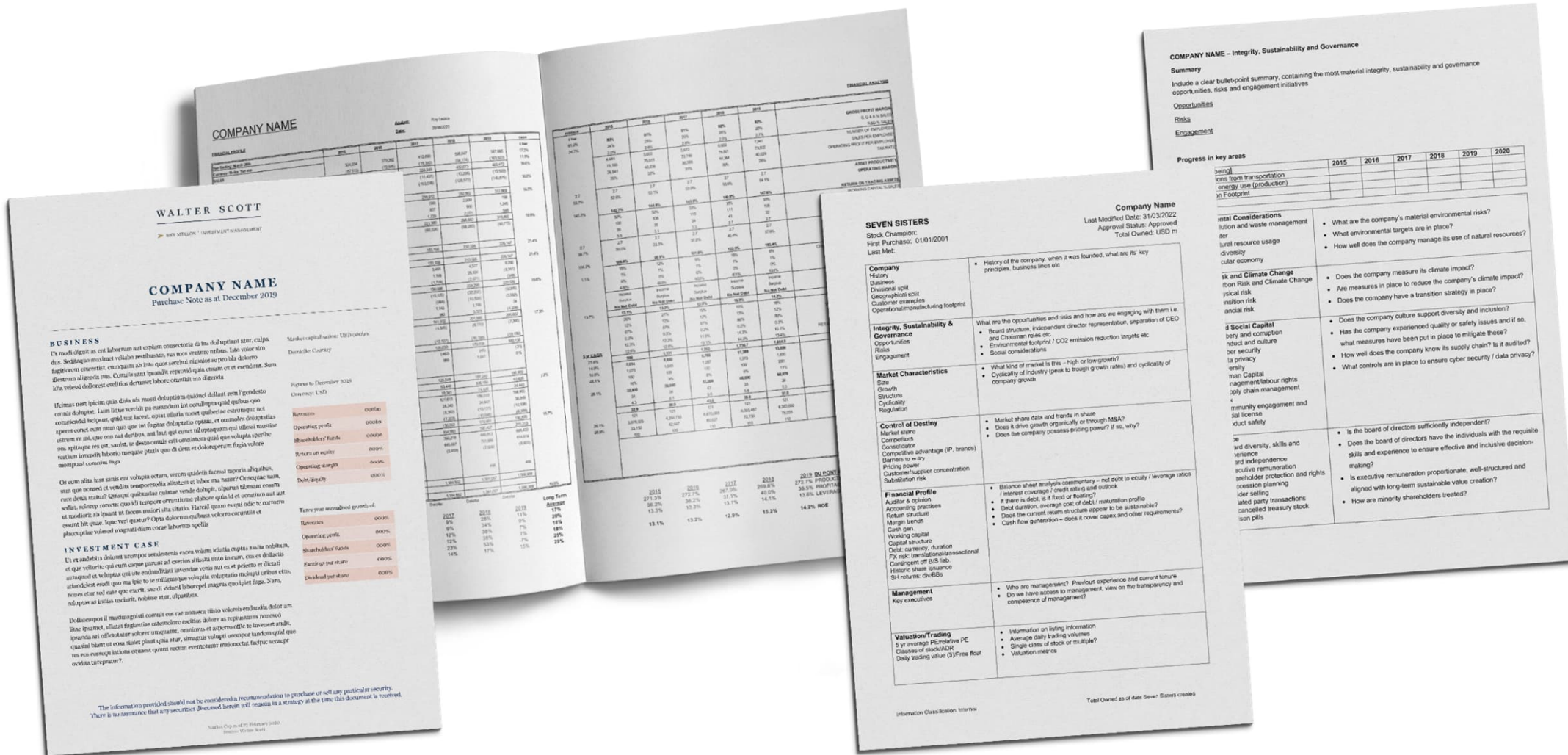
## Long-term investment horizon

A buy-and-hold approach focused on compound growth

We believe the interests of all our stakeholders are best served by actively investing in responsibly managed companies capable of delivering exceptional levels of wealth generation

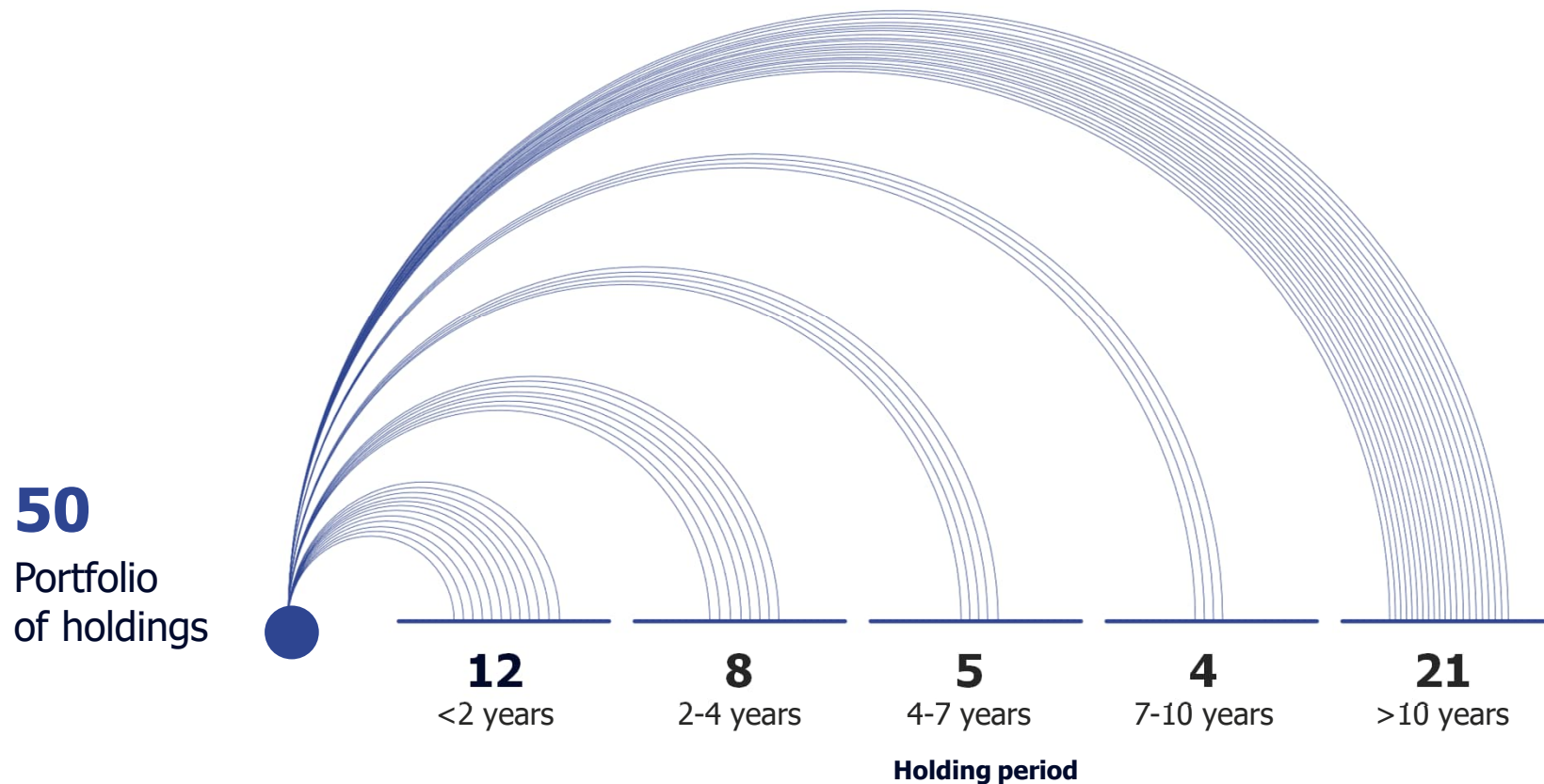
# Proprietary process applied consistently over our 40-year history

Our proprietary research process breaks company analysis into key constituent parts. It forces rigour and objectivity over any bias



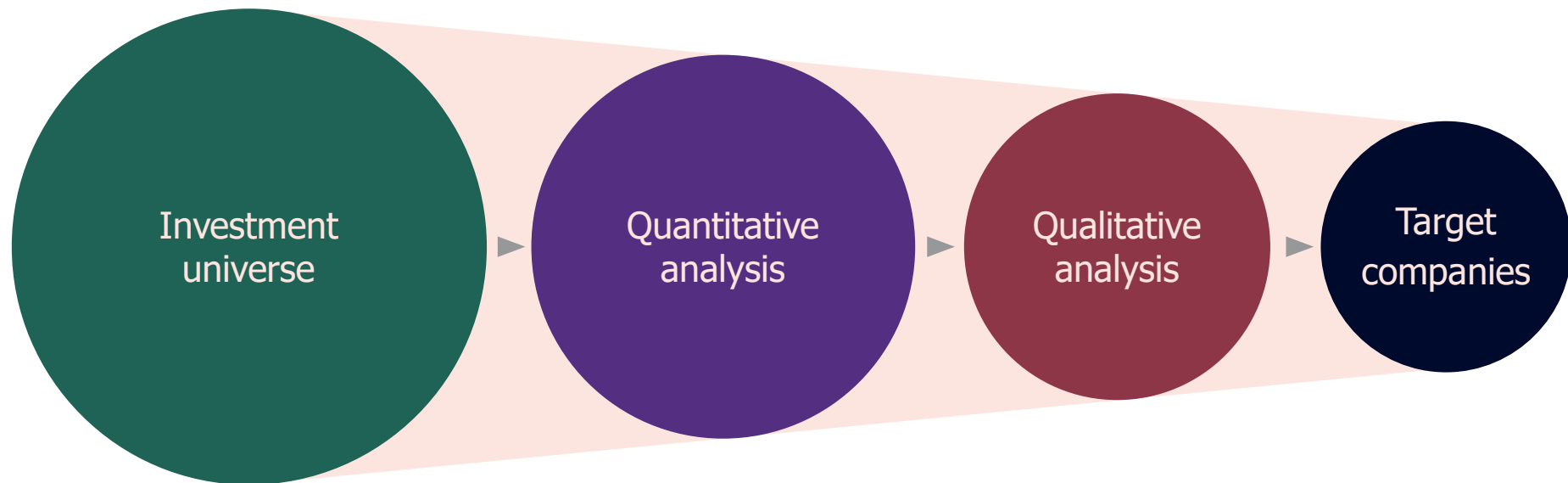
# Investing for the long term

We invest with the intention to buy and hold stocks for the long term in order to exploit the power of compound growth



# Company focus

We analyse companies from all over the world and select those businesses which meet our stringent investment criteria and standards, regardless of their geography or industry

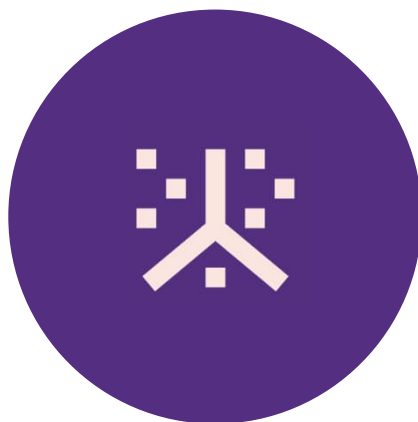


# Quantitative analysis

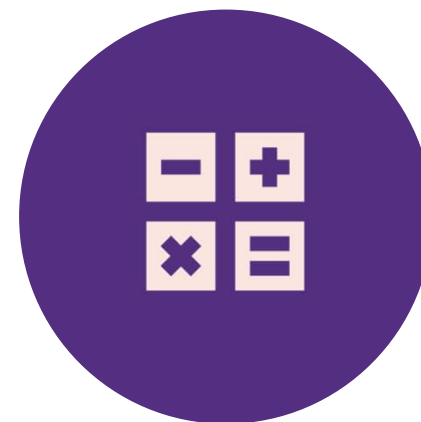
Each investment undergoes detailed in-house financial analysis. Our primary sources of information are company annual reports and audited financial statements



Compound growth



Financial metrics

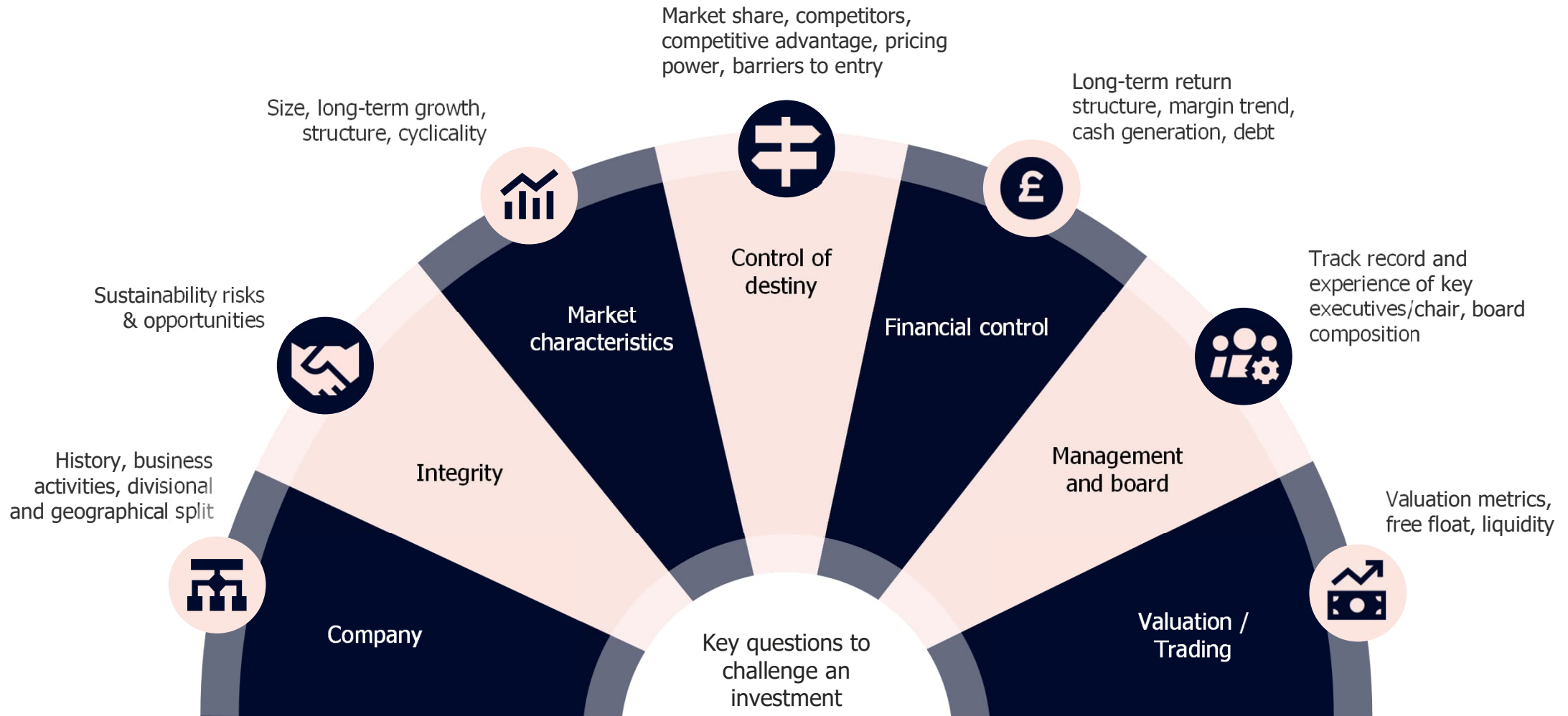


Balance sheet

We closely track key financial metrics over time. Investee companies have characteristics which include long term compound growth and robust cash flows to internally finance investments and drive future growth

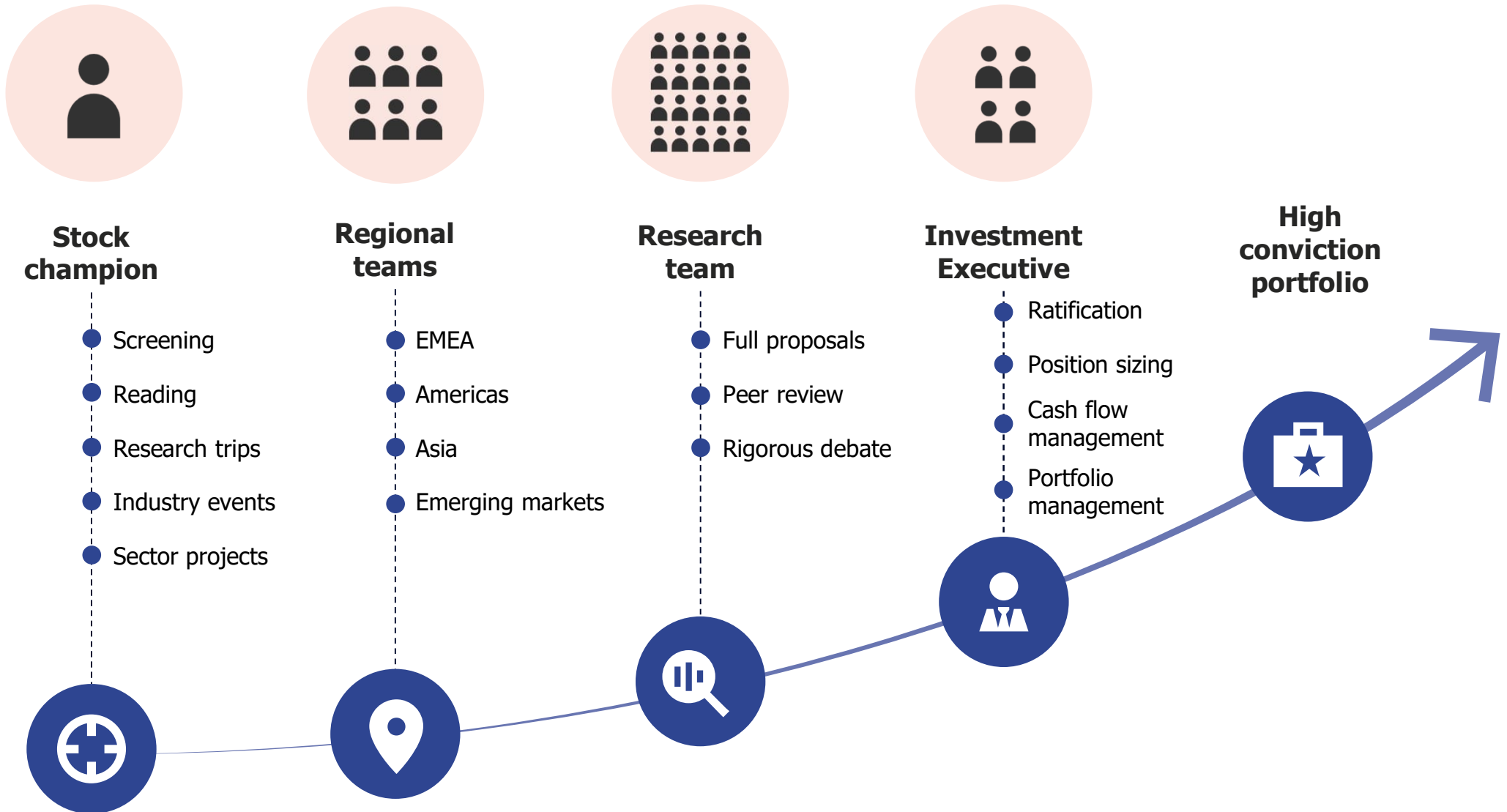
# 'Seven Sisters' analysis

Our analysis challenges each element of an investment



# Team decision making – How we buy stocks

All new purchases require unanimous support by the Research team



# Portfolio management & sell process

Initiation of portfolio activity comes from many areas



## Initiator

Any member of the Research team,  
including Stock Champion

Performance

Valuation

Annual stock review

Maximum portfolio exposure limits

Single dissenter



## Debate

Regional and full  
research meetings

Investment Executive

Stop/loss review



## Action

Buy, sell, hold

Top-ups, trimming

# How we think about risk

We manage risk through prudent stock selection and portfolio management

## MANAGEMENT: Stock Champions, Research Team, Investment Executive



### Stock

Invest in high quality, financially robust, growth companies at sensible valuations

Extensive research – understand what you buy, beforehand

All investments subject to scrutiny and approval by the entire team

Continuous monitoring and regular engagement – daily discussion, Monday and research meetings, Stop Loss process



### + Portfolio

Active, bottom-up, unconstrained portfolio construction

Diversification across geographies, sectors, factors, value drivers and risks

Maximum portfolio exposure limits

Portfolio shaped by the extensive experience of the Investment Executive and diverse perspectives of the Research team



### = Result

Active portfolios have led to long-term outperformance, albeit with relative performance cycles

Portfolios can lag in “risk on” markets but typically exhibit lower downside capture/drawdowns in challenging markets

Lower volatility of returns has led to enhanced risk-adjusted returns

**GOVERNANCE**  
Investment Management Committee

**INDEPENDENT OVERSIGHT**  
Board Risk Committee

# Stewardship

We are long-term owners and are guided by financial materiality. Effective stewardship is a combination of focused engagement and considered proxy voting



## Engagement

Long standing commitment to ongoing dialogue with our holdings



We aim to meet company management at least annually – over 34% of calls with owned companies in 2025 included an ESG element



Structured and selective approach engagement



Engagement led by Stock Champions with oversight from Investment Stewardship and Sustainability Committee (ISSC)



## Proxy voting

Proxy Voting Policy internally developed and maintained, taking account of international best practice



Stock Champion has day-to-day responsibility for voting supported by the Stewardship and Sustainability team.



Voting is overseen by the ISSC, who ultimately decide how to vote in the event an item does not fall within the Proxy Voting Policy

# Portfolio review

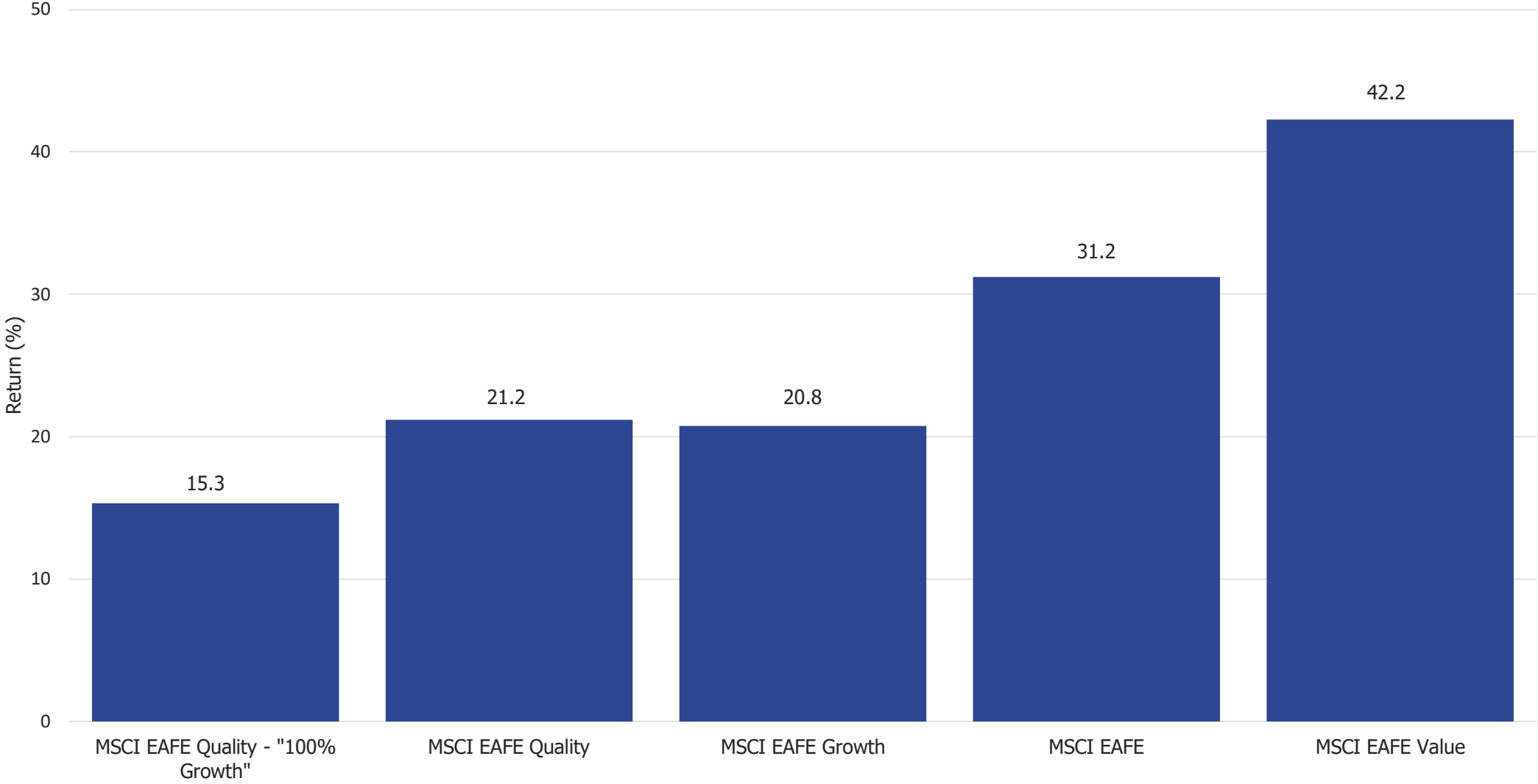
# Portfolio review

Portfolio: Norwalk City Employees Pension Fund  
 Strategy: International  
 AUM: \$37,266,257

	<b>Portfolio (Gross) %</b>	<b>Portfolio (Net) %</b>	<b>MSCI EAFE (ndr) %</b>	<b>MSCI EAFE Growth (ndr) %</b>
2025	9.1	8.3	31.2	20.8
Since inception 16-March-2023				
Simple Return	22.0	19.5	56.8	38.1
Compound Annual Growth Rate	7.4	6.6	17.5	12.2

# MSCI EAFE – Style Dynamics

12 months to 31 December 2025

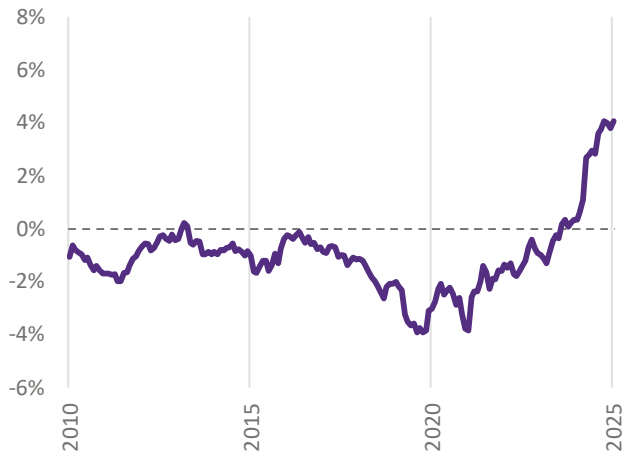


2.3 Source: Walter Scott, FactSet, MSCI. Returns are shown in USD, net dividends reinvested. "100% Growth" stocks are solely constituents of the MSCI EAFE Growth index, as defined by MSCI. Past performance is not a guide to future performance and returns may also increase or decrease as a result of currency fluctuations.

# 2025: a year of polarisation

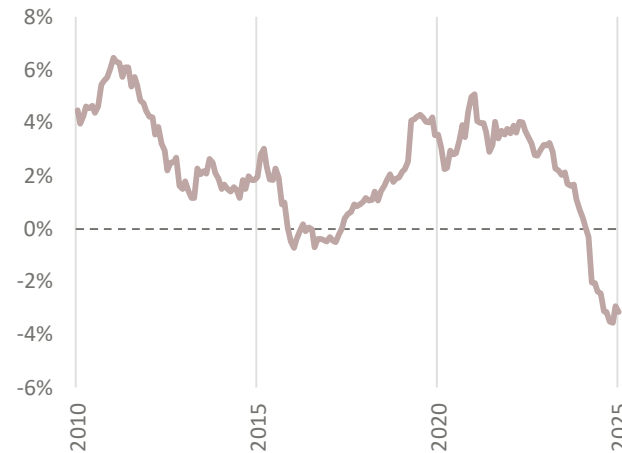
## Value factor rally

MSCI EAFE Value (ndr) vs. MSCI EAFE (ndr)\*



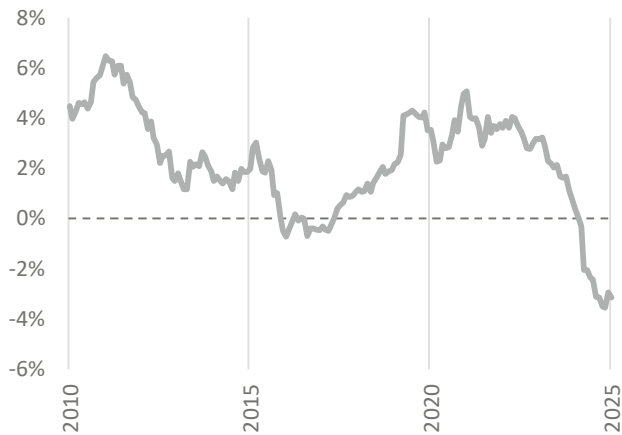
## Quality factor under pressure

MSCI EAFE Quality (ndr) vs. MSCI EAFE (ndr)\*



## Healthcare sector derating

MSCI EAFE Healthcare Sector Relative PE\*\*



## Financial sector rerating

MSCI EAFE Financials price to book ratio



## A&D sector rerating

MSCI EAFE Aerospace & Defence PE Ratio NTM



Source: Walter Scott, FactSet, MSCI. \*The return is on a rolling 5-year relative return basis. \*\*The relative valuation has been calculated based on the PE NTM of the MSCI EAFE Healthcare vs MSCI EAFE. Past performance is not a guide to future performance and returns may also increase or decrease as a result of currency fluctuations.

# NCS Group Trust - International Fund vs MSCI EAFE

12 months to 31 December 2025

Top five stock contributors	Total return (%)	Contribution to return (bps)
Taiwan Semiconductor - ADR	55	204
ASML	55	160
AIA Group	46	95
Roche	50	93
KONE Corporation	49	91

Bottom five stock contributors	Total return (%)	Contribution to return (bps)
SMC Corporation*	-24	-46
CSL	-33	-72
Wolters Kluwer	-37	-73
Sysmex*	-49	-78
Novo Nordisk	-40	-118

Sector attribution	Portfolio average weight (%)	Benchmark average weight (%)	Portfolio total return (%)	Benchmark total return (%)	Allocation effect (%)	Selection effect (%)	Total effect (%)
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>8.3</b>	<b>31.2</b>	<b>-6.9</b>	<b>-16.0</b>	<b>-22.9</b>
Energy	1.8	3.3	24.9	26.7	0.1	-0.0	0.1
Real estate	1.8	1.9	23.1	24.2	0.0	-0.0	-0.0
Utilities	1.1	3.4	19.5	46.5	-0.4	-0.2	-0.6
Materials	4.5	5.7	7.4	25.2	0.1	-0.7	-0.6
Communication services	2.4	5.0	0.7	25.4	-0.1	-0.6	-0.7
Consumer staples	5.4	8.0	2.8	19.8	0.3	-1.2	-0.8
Consumer discretionary	14.9	10.3	5.4	13.5	-0.8	-1.2	-2.0
Information technology	22.1	8.4	16.6	24.0	-0.7	-1.8	-2.5
Financials	2.8	23.8	45.5	52.8	-3.8	-0.2	-4.0
Industrials	20.4	18.6	12.3	37.2	0.2	-5.2	-5.0
Healthcare	20.7	11.6	-5.0	16.9	-1.4	-4.9	-6.3
Cash	2.2	--	3.8	--	-0.4	--	-0.4

Location attribution	Portfolio average weight (%)	Benchmark average weight (%)	Portfolio total return (%)	Benchmark total return (%)	Allocation effect (%)	Selection effect (%)	Total effect (%)
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>8.3</b>	<b>31.2</b>	<b>-0.6</b>	<b>-22.3</b>	<b>-22.9</b>
Emerging Markets	4.3	--	55.5	--	0.9	--	0.9
ROW	--	1.0	--	32.2	-0.0	--	-0.0
Pacific ex-Japan	8.8	10.7	16.8	20.6	0.2	-0.4	-0.3
Canada	3.9	--	-1.4	--	-1.5	--	-1.5
United Kingdom	9.0	14.8	1.0	35.1	-0.2	-3.1	-3.3
Japan	18.1	22.1	-6.9	24.6	0.3	-6.3	-6.0
Europe ex-UK	53.7	51.3	11.6	35.5	0.2	-12.5	-12.4
Cash	2.2	--	3.8	--	-0.4	--	-0.4

\*Stock sold during the period. Total return is calculated until the date of sale.

The information provided should not be considered a recommendation to purchase or sell any particular security. There is no assurance that any securities discussed herein will remain in a portfolio at the time this report is received or that securities sold have not been repurchased.

# 2026: looking forward over the next 12 months and beyond

Our take on market drivers

## Market rotation away from value towards quality

Quality characteristics recover as resilient earnings growth rewarded as we navigate an uncertain political and economic outlook.

## Valuation divergences turnaround'

Valuation disconnects start reversing (46% portfolio holdings now at a 20% or more discount to their 5-yr average relative PER) as market focus transitions to 'neglected' sectors/stocks.

## AI drivers broadening

Greater reward for AI application winners as focus on infrastructure build broadens out.

# Portfolio information

As at 31 December 2025

## Portfolio distribution

Sector	Portfolio (%)	MSCI EAFE (%)	Difference (%)
Information technology	22.9	8.4	14.5
Healthcare	20.8	11.4	9.4
Consumer discretionary	14.7	9.8	4.9
Real estate	1.8	1.8	0.0
Industrials	18.0	19.2	-1.2
Energy	1.8	3.1	-1.3
Materials	4.3	5.6	-1.3
Communication services	3.1	4.4	-1.3
Utilities	2.0	3.7	-1.7
Consumer staples	4.4	7.4	-3.0
Financials	3.9	25.3	-21.4
Liquidity	2.3		2.3

Location	Portfolio (%)	MSCI EAFE (%)	Difference (%)
Emerging Markets	4.4	0.0	4.4
Europe ex UK	54.7	51.7	3.0
Canada	2.2	0.0	2.2
Asia Pacific ex Japan	10.2	10.3	-0.1
Rest of World	0.0	1.1	-1.1
UK	9.5	14.9	-5.4
Japan	16.6	22.1	-5.5
Liquidity	2.3		2.3

## Portfolio characteristics

Number of securities	51
CROCE*	21.6%
P/E (NTM)**	20.8x
Dividend yield	2.0%
Active share	84%
Portfolio turnover (12 months)	14%

## Revenue breakdown\*\*\*

North America	32%
Europe	22%
Asia Pacific	14%
Emerging Markets	25%
Rest of World	7%

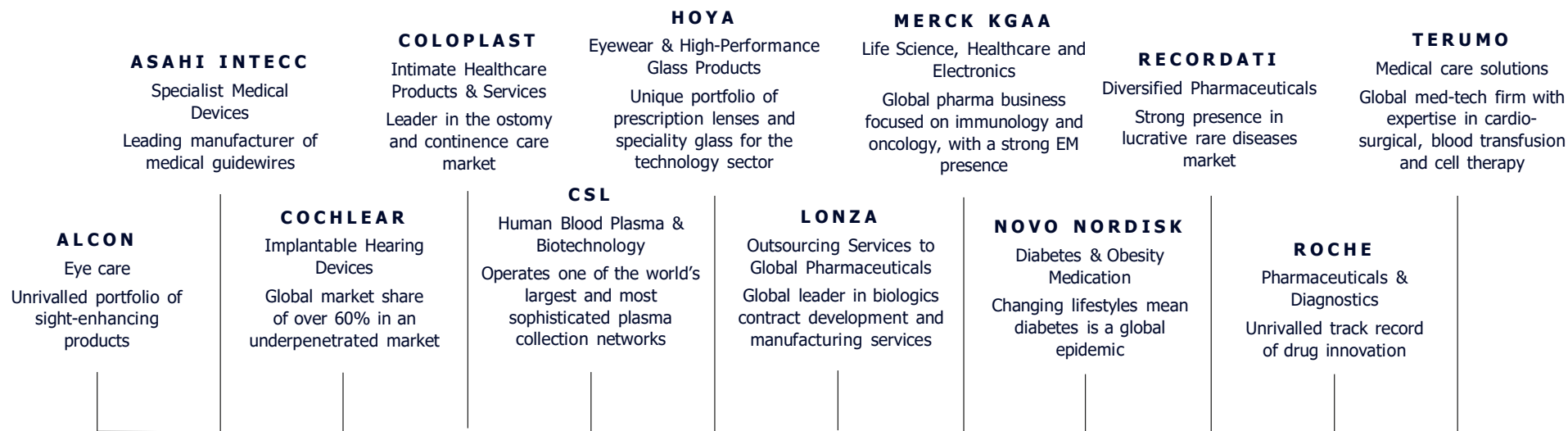
Source: Walter Scott, MSCI, FactSet. Sector and location distribution are subject to change and may not be representative of future portfolio composition. \*Cash Return on Capital Employed calculation excludes Financials and Real Estate holdings. Full details of characteristics calculation methodology available upon request. \*\*Walter Scott defined methodology which may vary from MSCI index figures. \*\*\*A representative international portfolio was used to illustrate this strategy. Past performance is not a guide to future performance and returns may also increase or decrease as a result of currency fluctuations. Revenue breakdown is calculated based on reported sales from the most recently reported annual results and summed to a regional level based on company weights in the portfolio combined with that company's geographical breakdown of sales.

# Top 10 holdings

Company	Weight (%)
Taiwan Semiconductor - ADR	4.4
ASML	3.9
AIA Group	3.9
Inditex	2.8
LVMH	2.5
Roche	2.4
Air Liquide	2.4
Compass Group	2.3
Alimentation Couche-Tard	2.2
SAP	2.2
<b>Total</b>	<b>28.9</b>

# Healthcare — powerful trends driving long-term growth

Our diversified healthcare exposure comprises some of the sector’s most important and innovative companies, from diversified pharmaceuticals to robotic surgery and blood plasma\*



## RESILIENT CHARACTERISTICS\*\*

**33%**

Average Net Debt to Equity (Aggregation Methodology)

**113 YEARS**

Average Company Longevity (from founding date) (Simple Average)

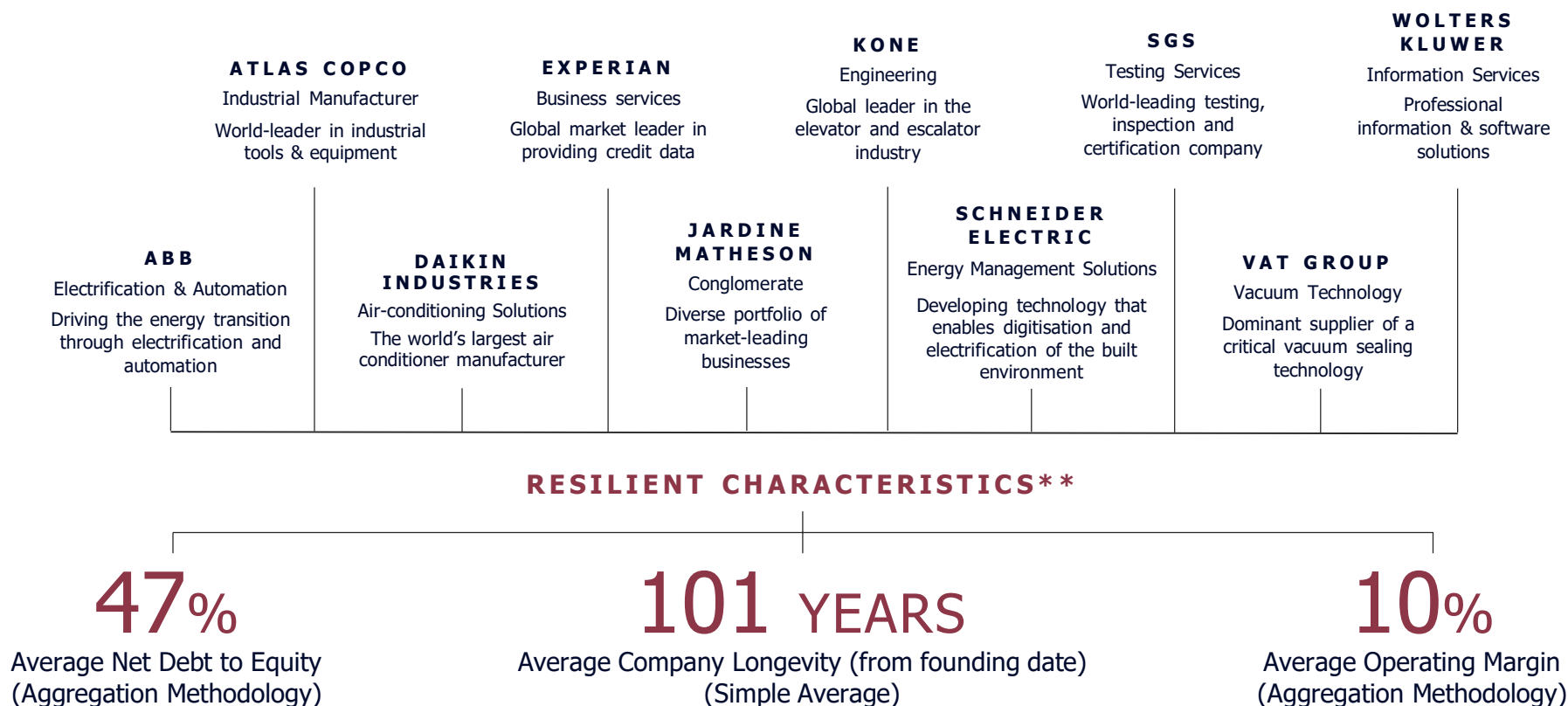
**22%**

Average Operating Margin (Aggregation Methodology)

\*All company-related information comes from external sources, including but not limited to annual reports, company websites & presentations, external research. Dates vary accordingly. \*\*As at 31/12/2025. Source: Walter Scott, FactSet. A representative international equity portfolio was used as illustration. This information should not be considered a recommendation to purchase or sell any security. There is no assurance that any securities shown in this presentation will remain in a portfolio at the time you receive this information or that any securities sold have not been repurchased. It should not be assumed that any holdings referred to has been or will prove to be profitable or that any investment decisions made in the future will be profitable.

# Industrials — a diverse opportunity set

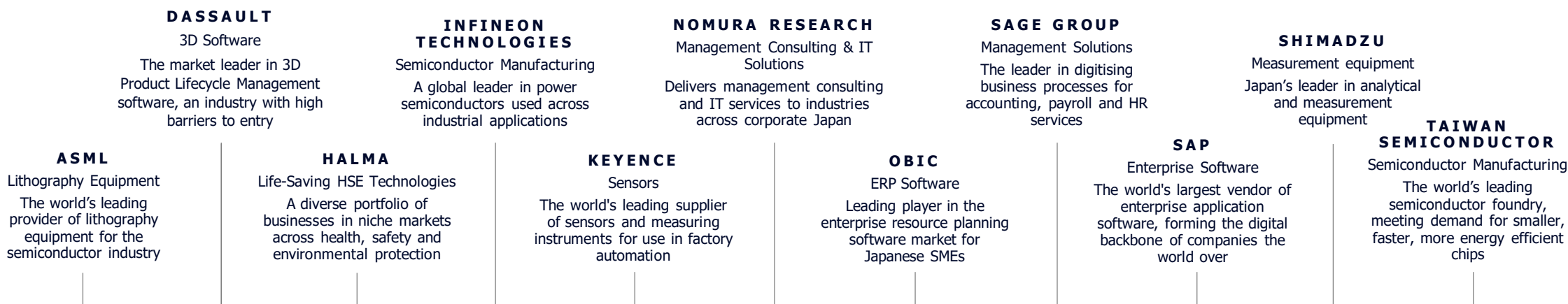
Our industrials exposure covers a diverse range of companies touching every corner of the globe\*



\*All company-related information comes from external sources, including but not limited to annual reports, company websites & presentations, external research. Dates vary accordingly. \*\*As at 31/12/2025. Source: Walter Scott, FactSet. A representative international equity portfolio was used as illustration. This information should not be considered a recommendation to purchase or sell any security. There is no assurance that any securities shown in this presentation will remain in a portfolio at the time you receive this information or that any securities sold have not been repurchased. It should not be assumed that any holdings referred to has been or will prove to be profitable or that any investment decisions made in the future will be profitable.

# Technology — one sector, multiple drivers

We invest in a diversified and resilient group of leading technology companies exposed to some of today's most powerful secular trends\*



## RESILIENT CHARACTERISTICS\*\*



\*All company-related information comes from external sources, including but not limited to annual reports, company websites & presentations, external research. Dates vary accordingly. \*\*As at 31/12/2025. Source: Walter Scott, FactSet. A representative international equity portfolio was used as illustration. This information should not be considered a recommendation to purchase or sell any security. There is no assurance that any securities shown in this presentation will remain in a portfolio at the time you receive this information or that any securities sold have not been repurchased. It should not be assumed that any holdings referred to has been or will prove to be profitable or that any investment decisions made in the future will be profitable.

# Activity

12 months to 31 December 2025

Purchases	
ABB (May 25)	ABB is a global leader in electrification and automation. Having grown out of the merger of two power generation leaders in Switzerland and Sweden, the business underwent a significant transformation from 2018 to 2024, focusing its efforts on the higher margin, faster growing and more value-add electrical and automation businesses.
Alcon (Nov 25)	Alcon is the global leader in surgical ophthalmology. Since its 2019 spin-off from Novartis, it has been focused on a transformation that is now delivering results. With improved innovation and productivity, it is well placed to capture growth driven by ageing populations, rising myopia, and expanding access in emerging markets.
Asahi Intecc (Mar 25)	Asahi Intecc is considered the world's leading manufacturer of medical guidewires and mission-critical instruments used in the performance of minimally invasive surgery. The business is well-placed to benefit from the stable demographic tailwinds driving growth in minimally invasive procedures for the treatment of circulatory conditions.
Capcom (Sep 25)	Capcom develops and publishes video games for consoles, PC, mobile, and arcade platforms. Digitalisation and globalisation have boosted profits and margins, supported by its back catalogue. We expect continued improvement as Capcom expands its intellectual property and drives global sales through multi-year pricing strategies.
Halma (Apr 25)	Halma targets resilient niche businesses with long-term growth drivers and defensible positions in safety, health and environmental markets. It maintains a decentralised operating model, allowing acquired companies to retain autonomy and entrepreneurial spirit, which fosters accountability and performance.

# Activity

12 months to 31 December 2025

Purchases	
MonotaRO (Oct 25)	MonotaRO is a fast-growing Japanese B2B e-commerce distributor. Its efficient, automated, one-stop digital platform is disrupting Japan's fragmented distribution system. Strong customer adoption, rising revenue per user and best-in-class warehousing should support sustained earnings growth in the low teens over the next five years and potentially beyond.
National Grid (May 25)	National Grid operates the UK's electricity transmission network and distribution assets, plus gas and electricity networks in the US. Significant investment is needed due to rising energy demand and renewable transition. National Grid generates regulated returns on a growing asset base, offering strong earnings growth and an attractive dividend.
Nomura Research Institute Ltd (May 25)	Nomura Research Institute Ltd provides management consulting and IT services across multiple industries. It has a strong track record of resilient growth and excellent execution, a proven ability to expand margins, a stable base of recurring revenues, and a strong customer base with relationships spanning decades.
Schneider Electric (May 25)	Schneider Electric is a leading provider of energy management and industrial automation solutions. Its Energy Management segment generates over 80% of the company's revenue by offering products and software for digitising and electrifying buildings, data centres, infrastructure, and grids. Our investment case is underpinned by rising electricity demand.

# Activity

12 months to 31 December 2025

Sales	
CLP Holdings (Apr 25)	CLP's growth outlook had been stepped down as the development plan for Hong Kong required less capital investment over the coming five years. The company's assets in Australia also created a level of inconsistency in its financial performance that we found unattractive for a company that should be highly predictable.
Canadian National Railway (Nov 25)	The position in Canadian National Railway was sold after performance fell short of expectations. Despite pricing strength, volume growth was limited and progress on margins and market share disappointed. Given these factors, we see more attractive opportunities elsewhere.
Diageo (Jul 25)	Diageo is facing various headwinds, both short and long term. Despite the "drink less, drink better" trend benefiting the company, declining volumes and post-Covid consumption patterns suggest a recovery may take time. Diageo's balance sheet, which has always been stretched, has now exceeded its own net debt/EBITDA target range.
Fanuc (May 25)	Industrial robot and computer numerical control machine maker Fanuc was sold due to its concentrated exposure to the auto industry and the risk of customer capital expenditure deferrals that will likely stem from recently announced trade tariffs.
Kuehne & Nagel (May 25)	Freight disruptions and demand have normalised since Covid extremes, leading to growth and profitability declines for Kuehne & Nagel. This coupled with the company reducing its longer-term growth and profitability guidance, as well as the uncertainty of trade volumes due to tariff announcements, has resulted in us exiting the position.

# Activity

12 months to 31 December 2025

Sales	
Misumi Group (Sep 25)	Misumi was sold due to multiple headwinds: intensifying competition from Chinese peers in Japan; a US expansion involving a loss-making acquisition, increasing integration risk and near-term dilution; and ongoing industrial softness amidst tariff uncertainty. Even with a cyclical upturn, the company's fundamentals appear structurally weaker today.
Murata Manufacturing (May 25)	Murata's key markets include consumer electronics and autos. Clearly, despite some tariff exemptions, supply chains in these sectors could be disrupted and end-demand is likely also to be affected. We took the decision to sell the holding and invest the proceeds in companies we perceive to have better forward-looking prospects.
Novartis (Apr 25)	Novartis performed strongly in recent years as it transitioned to a pure pharmaceutical company. However, over the next 18 months, several drugs will lose exclusivity, making it difficult for the business to grow the top line. These drugs tend to be higher margin so there could also be some margin compression.
SMC Corporation (Sep 25)	We sold SMC due to reduced conviction in its long-term growth. Competitive pressures in China, margin compression, and execution risks undermine its leadership. Broader industrial uncertainty and a major capex programme despite weak conditions further erode our confidence in SMC's future profit growth.
Systemex (Dec 25)	Systemex was sold after disappointing results driven by cyclical pressures – IT transition in Japan, inventory devaluation and FX headwinds – and structural challenges. Chinese policies cutting diagnostic testing prices and volumes threaten to weigh on profitability. While cyclical pressures may ease, structural headwinds are likely to persist.

# Portfolio holdings

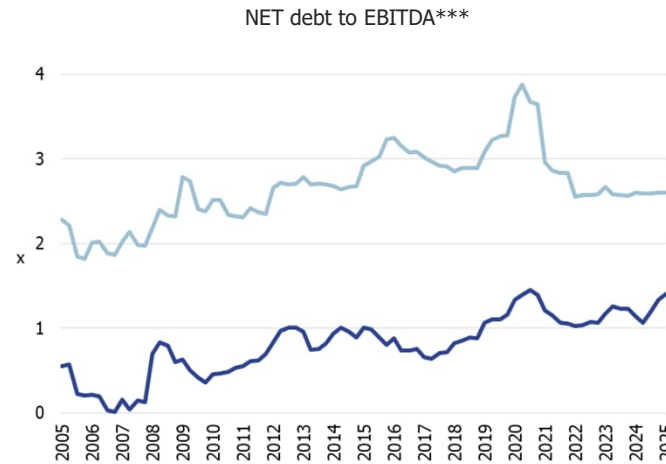
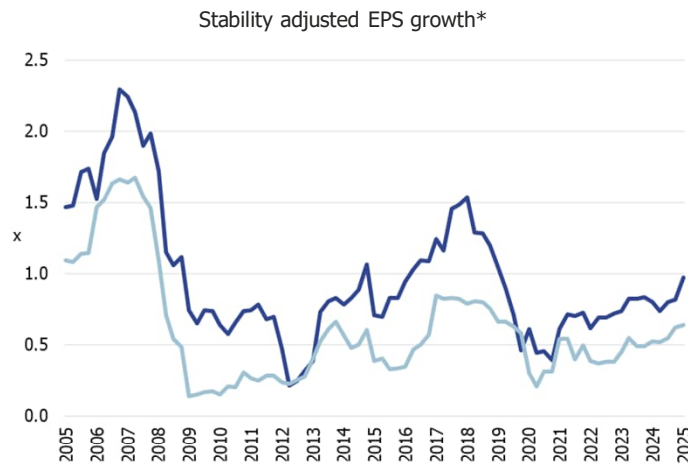
Company	Location	Value %
<b>Energy</b>		<b>1.8</b>
TotalEnergies	France	1.8
<b>Materials</b>		<b>4.3</b>
Air Liquide	France	2.4
Shin-Etsu Chemical	Japan	1.9
<b>Industrials</b>		<b>18.0</b>
ABB	Switzerland	1.1
Atlas Copco	Sweden	1.8
Daikin Industries	Japan	1.8
Experian	United Kingdom	1.9
Jardine Matheson	Hong Kong	1.6
KONE Corporation	Finland	2.1
MonotaRO	Japan	1.2
Schneider Electric	France	1.2
SGS	Switzerland	2.0
VAT Group	Switzerland	1.8
Wolters Kluwer	Netherlands	1.5
<b>Consumer discretionary</b>		<b>14.7</b>
Adidas	Germany	1.3
Amadeus IT Group	Spain	1.9
Compass Group	United Kingdom	2.3
Ferrari	Italy	2.0
Hermès International	France	2.0
Inditex	Spain	2.8
LVMH	France	2.5
<b>Consumer staples</b>		<b>4.4</b>
Alimentation Couche-Tard	Canada	2.2
L'Oréal	France	2.2

Company	Location	Value %
<b>Healthcare</b>		<b>20.8</b>
Alcon	Switzerland	1.7
Asahi Intecc	Japan	1.2
Cochlear	Australia	1.1
Coloplast	Denmark	2.0
CSL	Australia	1.9
Hoya Corporation	Japan	2.0
Lonza	Switzerland	2.0
Merck KGaA	Germany	2.0
Novo Nordisk	Denmark	1.6
Recordati	Italy	1.3
Roche	Switzerland	2.4
Terumo	Japan	1.5
<b>Financials</b>		<b>3.9</b>
AIA Group	Hong Kong	3.9
<b>Information technology</b>		<b>22.9</b>
ASML	Netherlands	3.9
Dassault Systèmes	France	1.7
Halma	United Kingdom	1.4
Infineon Technologies	Germany	1.5
Keyence	Japan	2.1
Nomura Research Institute Ltd	Japan	1.2
Obic	Japan	1.6
SAP	Germany	2.2
Shimadzu Corporation	Japan	1.1
Taiwan Semiconductor - ADR	Taiwan	4.4
The Sage Group	United Kingdom	1.8

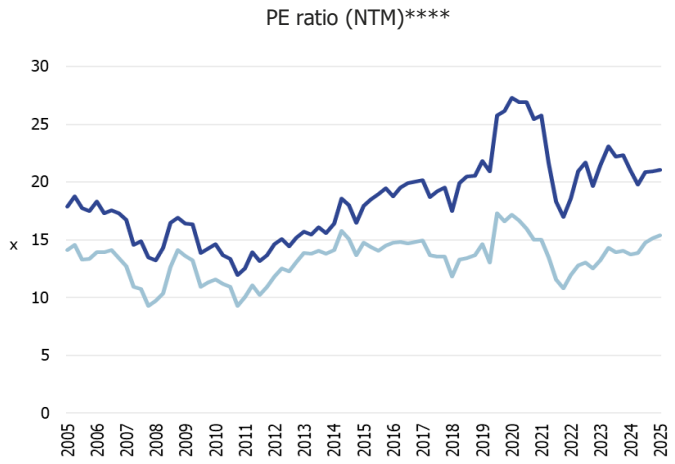
Company	Location	Value %
<b>Communication services</b>		<b>3.1</b>
Capcom	Japan	1.0
Universal Music	Netherlands	2.1
<b>Utilities</b>		<b>2.0</b>
National Grid	United Kingdom	2.0
<b>Real estate</b>		<b>1.8</b>
CapitaLand Ascendas REIT	Singapore	1.8
<b>Portfolio total</b>		<b>97.7</b>
Liquidity		2.2
Accrued income		0.1
<b>Total assets</b>		<b>100.0</b>

# Characteristics: International portfolio vs MSCI EAFE

The businesses in the portfolio exhibit durable growth, are highly profitable, have strong return structures, resilient balance sheets and trade at justifiable premiums



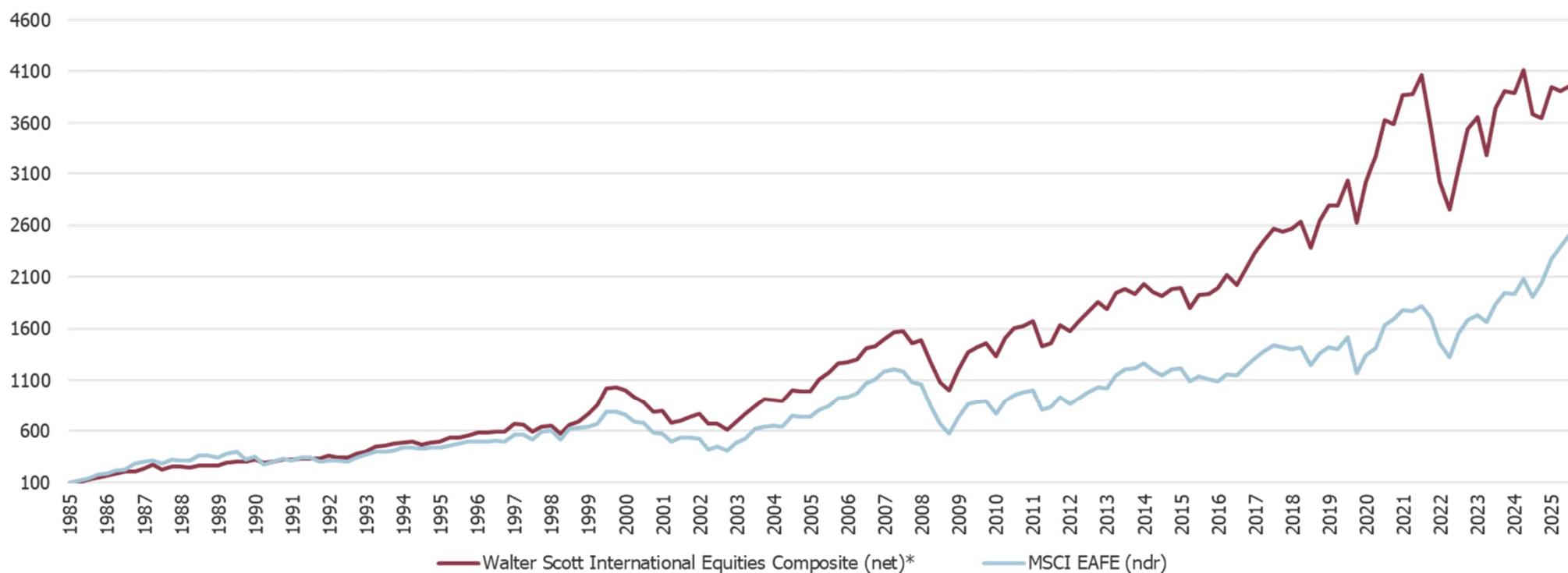
	Portfolio	MSCI EAFE
Stability-adjusted EPS growth*	1.0x	0.6x
Operating margin	15.6%	11.3%
CROCE**	21.6%	17.0%
Net debt to EBITDA***	1.4x	2.6x
P/E (NTM)****	20.8x	15.4x
Dividend yield (net)*****	2.0%	2.7%
Number of securities	51	693
Turnover (12 months)	14%	–



■ Portfolio    ■ MSCI EAFE

Source: Walter Scott, FactSet, MSCI. As at 31 December 2025. A representative international portfolio was used to illustrate the long-term charts for this strategy. \*5 Year EPS Growth (%) divided by 5 Year EPS Stability (%). \*\*Cash Return on Capital Employed calculation excludes Financials and Real Estate holdings. \*\*\*Net Debt to EBITDA ex Financials. \*\*\*\*Walter Scott defined methodology which may vary from MSCI index figures. \*\*\*\*\*Dividend yield is MSCI defined and calculated based on current holdings. Portfolio dividend yield reflects the deduction of a model management fee of 0.65% per annum. Past performance is not a guide to future performance and returns may also increase or decrease as a result of currency fluctuations. There is no assurance that any securities shown in this presentation will remain in a portfolio at the time you receive this information or that any securities sold have not been repurchased. It should not be assumed that any holdings referred to has been or will prove to be profitable or that any investment decisions made in the future will be profitable. Full details of characteristics calculation methodology available upon request.

# Walter Scott International Equities Composite unit price growth

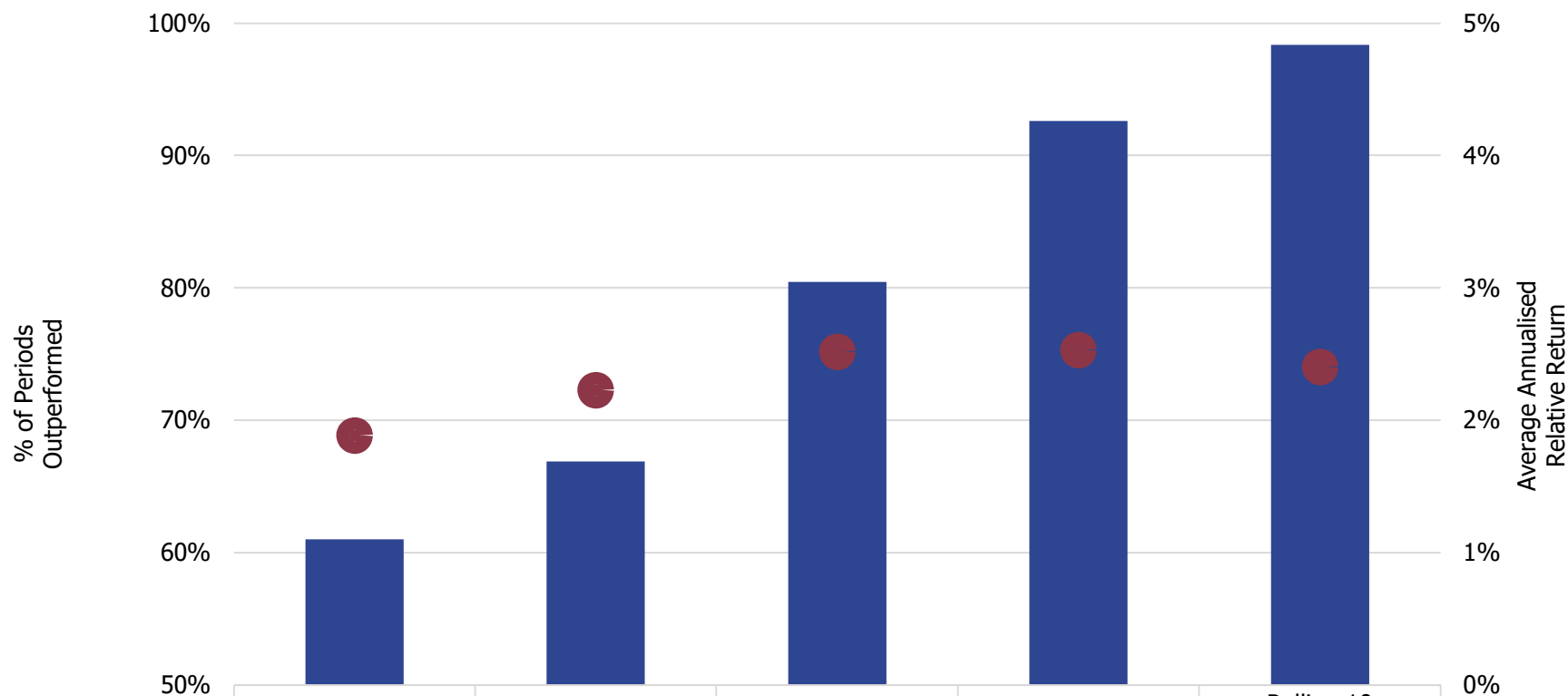


Period	Quarter	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years	30 Years
Walter Scott International Equities*	1.2	7.5	8.0	1.8	7.5	6.2	6.3	6.2	6.9
MSCI EAFE (ndr)	4.9	31.2	17.2	8.9	8.2	6.6	5.6	5.4	5.7

Source: Walter Scott, MSCI. As at 31 December 2025. Returns shown in USD. \*Net of fee returns reflect the deduction of model management fees and are calculated in the same manner as gross of fee returns. A 0.65% model management fee has been applied. Past performance is not a guide to future performance and returns may also increase or decrease as a result of currency fluctuations.

# Walter Scott International Equities Composite Outperformance record

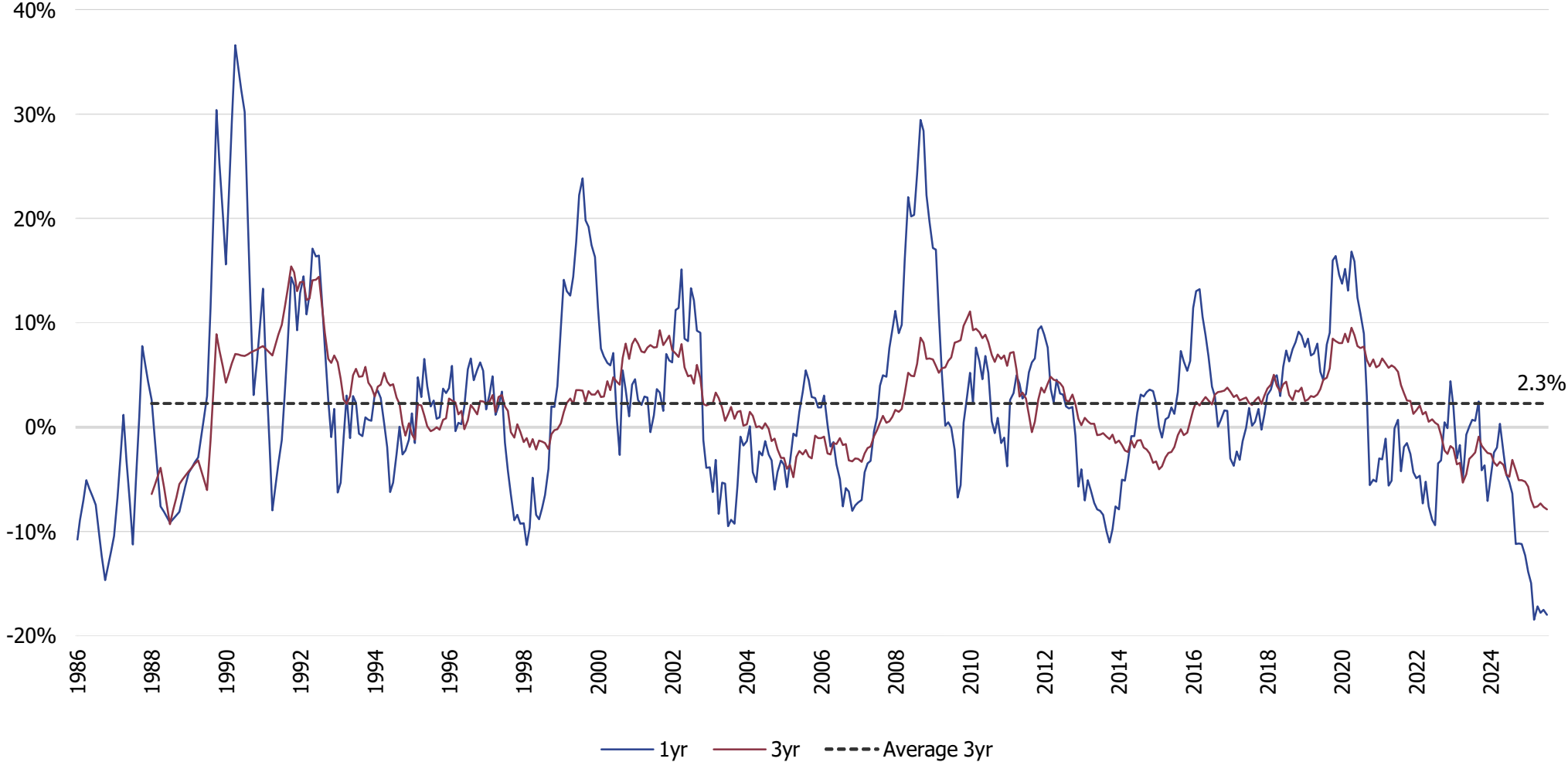
30 June 1985 to 31 December 2025



	Rolling 1 Year	Rolling 3 Year	Rolling 5 Year	Rolling 7 Year	Rolling 10 Year
Number of Periods	159	151	143	135	123
■ % of Periods* Outperformed	61%	67%	80%	93%	98%
● Average Annualised Relative Return	1.9%	2.2%	2.5%	2.5%	2.4%

Source: Walter Scott, MSCI. Benchmark is MSCI EAFE (ndr). Walter Scott International Equities is also known as the Walter Scott EAFE Equities Composite. Returns are net of fees. Net of fee returns reflect the deduction of model management fees and are calculated in the same manner as gross of fee returns. A 0.65% model management fee has been applied. \*A period begins and ends as at each quarter end, since the inception of the composite. E.g. the first rolling 1 year period is from 30/06/85 to 30/06/86, the second is from 30/09/85 to 30/09/86. Past performance is not a guide to future performance and returns may also increase or decrease as a result of currency fluctuations.

# Walter Scott International Equities Composite rolling relative performance vs MSCI EAFE (ndr)



Source: Walter Scott, MSCI. As at 31 December 2025. Prior to 1992, returns were calculated quarterly, monthly thereafter. Net of fee returns reflect the deduction of model management fees and are calculated in the same manner as gross of fee returns. A 0.65% model management fee has been applied. Past performance is not a guide to future performance and returns may also increase or decrease as a result of currency fluctuations.

# Notable content

The below are standout pieces of content which are well worth the read and watch. Please access the full documents & video via the Insights page on our website: [walterscott.com](https://www.walterscott.com)

## Articles/papers

### **What we look for in a company** (December)

Alan Lander, Head of Research, takes you on a deep dive into the three key dynamics that underpin our investment approach.

### **After the fall: why Edwards Lifesciences' prospects look brighter than ever** (December)

Fifteen years after it revolutionised treatment of a life-threatening heart condition, Edwards Lifesciences continues to innovate its way to growth.

### **The critical role of the industrial gas giants** (October)

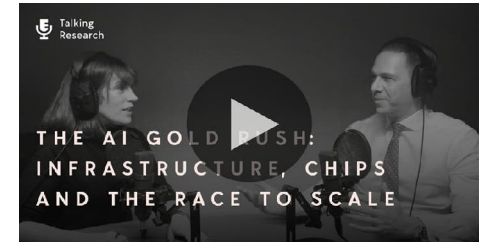
Invisible cogs that make the world go round. Investment Manager Lindsay Scott explores the unsung heroes of the modern economy.



## Videos/podcasts

### **The AI gold rush – infrastructure, chips and the race to scale** (December)

Following a recent trip to Silicon Valley, Tom Miedema discusses the risks, opportunities – and hype – dominating today's AI landscape.



### **Lessons from a life in equity investing** (October)

Charlie Macquaker draws AI parallels to the dot-com era and doffs his cap to Japan as he reflects on 34 years at Walter Scott.



## On the road

### **Inside China's chip Challenge** (August)

A ten-year masterplan has transformed China's tech capabilities. We visited the country to find out more.



# Client service team

## Executive directors



Jane Henderson <sup>Δ</sup>  
Managing Director



Roy Leckie <sup>Δ</sup>  
Executive Director – Investment  
& Client Service

### BOSTON\*



Gustavo  
Bikkesbakker\*\*



Kiersten  
Christensen\*\*



Margaret Foley \*\*



Laura  
MacDonald\*\*



Tom Quinn\*\*



Alex Torrens

### EDINBURGH



Justin Atkinson



George Dent



Tom Duff



Murdo MacLean



John Rae



Francis Sempill <sup>Δ</sup>



Takashi Taji



Dennis Wyles

# Biographies

## **Laura MacDonald**

Laura is a Client Investment Manager. She joined Walter Scott\* in 2020 having worked in the investment industry for more than 25 years. Most recently, Laura served as a Strategic Account Manager for MSCI, managing the firm's largest asset manager client relationships in Boston. Prior to this, Laura held Client Relationship Management and Team Leader roles at Wellington Management Company, Eaton Vance and GMO. Laura began her investment career in equity research at Goldman Sachs, focusing on the technology sector. She holds a BA in Psychology from Harvard University.

## **Alex Torrens**

Alex is Head of Walter Scott North America, a division of BNY Mellon Securities Corporation, and is based in Boston. He first joined the firm before university in 2006 and intermittently worked in different departments. Alex participated in the Walter Scott investment internship in 2009 and joined full time as an Investment Analyst in 2010. He performed investing roles until 2023, as an Investment Manager and as Co-Head of the Research team from 2016. Alex holds an MA in Law from the University of Cambridge and an Executive Education certificate from Columbia Business School.

# Appendix

## 1. DEFINITION OF FIRM

Walter Scott & Partners Limited (“Walter Scott”) is an investment management firm authorised and regulated in the United Kingdom by the Financial Conduct Authority in the conduct of investment business. Walter Scott is a non-bank subsidiary and 100% owned by The Bank of New York Mellon Corporation. All operations are based in Edinburgh, Scotland with a client service presence in the United States. Walter Scott is responsible for portfolios managed on behalf of pension plans, endowments and similar institutional investors. Total assets under management were US\$66.7billion as at 31 December 2025.

## 2. PRIVACY NOTICE

Personal information may be collected by Walter Scott following attendance at, or registration to attend, a Walter Scott, affiliate or partner event and will be used solely for the purpose of facilitating the provision of investment management services and managing business relationships. For more information about how Walter Scott collects, uses and shares personal information and an individual’s legal rights (including opt-out rights), please see the full privacy notice which is available on the website: [www.walterscott.com/privacy-policy](http://www.walterscott.com/privacy-policy).

## 3. FIRM COMPOSITES

Walter Scott constructs composites of portfolios invested in equities. Composites include all portfolios managed by Walter Scott where the company has full discretionary authority. No non-fee paying portfolios are included in the composites presented in this report. Portfolios where Walter Scott acts in an advisory only role are excluded from composites.

Following a review of composites, Walter Scott performed a composite restructure with base currency no longer being a criterion used to differentiate composites. This resulted in certain changes to composite constituents to meet the new, broader composite description. The creation date of composites involved in the restructure is 1 October 2019. Further details are available on request.

## 4. CALCULATION METHODOLOGY

Performance results are calculated on a total return time weighted basis and include all portfolio income, unrealised and realised capital gains, contributions and withdrawals and are geometrically linked. Cash and cash equivalents are included in total portfolio assets and in the return calculations. Trade date accounting is used for valuations. For periods less than one year, rates of return are not annualised.

The composite shown is an aggregation of portfolios representing a similar investment strategy. Composites are size-weighted using beginning of period values to weight portfolio returns. Portfolios are included in a composite beginning with the first full month of performance and until the month immediately prior to termination of an account.

Annualised return represents the level annual rate which, if earned each year in a multiple-year period, would produce the actual cumulative rate of return over the whole period.

## 5. FEES AND TRADING EXPENSES

Composites are net of trading expenses, administrative fees and non-reclaimable withholding taxes on dividends and interest. Benchmark returns are net of withholding taxes on dividends unless otherwise stated.

Net of management fee composite returns are calculated by deducting a model fee from the gross return. For all composites other than the USA and Global ex Japan composite, the model rates deducted are equivalent to the highest fee rates that would be charged to the intended audience. Model fee rates are higher than or equal to the 10-year average actual composite fee rates as at 31 December 2024. The USA and Global ex Japan composite applies the highest actual fee rate in any calendar year over the past 10 years.

After 2015, model fee rates were lower than the actual fee rates over calendar year periods as set out below.

Actual Fee Rates	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Europe	-	-	-	-	-	1.32%	-	-	-	-
Concentrated Global						0.67%				

Actual management fees may differ from the model fees used and performance-based fees may result in higher fees than model fees applied. For further details of fee rates see Part II of Form ADV.

## 6. INTERNAL DISPERSION

The internal dispersion measure presented is the equal-weighted standard deviation of the gross returns of all the portfolios that were included in the composite for the entire period, but is not required for five portfolios or less.

# Appendix

## 7. COMPOSITE CREATION DATE

The composite creation date is the date on which Walter Scott first grouped portfolios to create the composite.

## 8. MINIMUM PORTFOLIO VALUE

From 1 October 2014, a minimum asset level for inclusion in all composites has been set at US\$2m or composite currency equivalent. Portfolios that have previously been below this level must maintain a market value greater than US\$2m for three consecutive month-ends prior to being included in the composite (from the following month). Similarly, if a portfolio's market value has dropped below this threshold, the month-end market value must remain below this level for three consecutive month-ends before being excluded from the next month.

## 9. PORTFOLIO TURNOVER DEFINITION

Portfolio turnover measures how frequently assets within a fund or portfolio are bought and sold by the manager. It's typically expressed as a percentage and represents the proportion of the portfolio that is replaced over a specific period, usually a year. A high turnover indicates frequent trading, while a low turnover suggests a more buy-and-hold strategy. Monthly portfolio turnover has been calculated as the dollar value sum of investment decision purchases and sales (excludes investment activity due to cash flows), divided by 2 and then divided by the portfolio average market value. Portfolio turnover over longer periods is calculated by summing the monthly figures.

## 10. STANDARD DEVIATION

Annualised standard deviation measures the variability of the composite and the benchmark returns. Standard deviation for the composite is calculated based on gross-of-fees returns. The three-year standard deviation is not presented when monthly returns were not available throughout the full 36-month period.

## 11. EXCHANGE RATES

WM/Refinitiv Closing Spot Rates (taken at 4pm London time) are used in portfolio and composite level return calculations. Prior to 1 October 2014, composite return calculations were based on custodian exchange rates at the individual portfolio level. This created additional transient dispersion between the returns of portfolios which

make up the composite. Benchmark data also uses the WM/Refinitiv Closing Spot Rates.

## 12. LEVERAGE, DERIVATIVES AND SHORT POSITIONS

Walter Scott does not generally use derivatives, but American style currency options have been used occasionally for hedging purposes (most recently held in 2007). Walter Scott does not use leverage or short positions.

## 13. FIRM POLICIES

Policies for valuing portfolios, calculating performance, and preparing GIPS Reports are available upon request.

## 14. BENCHMARK DEFINITIONS

Walter Scott compares its composites against the published MSCI indices as shown in this presentation. Further information on these indices can be found at: [www.msci.com](http://www.msci.com)

## 15. COMPOSITE DESCRIPTIONS

Walter Scott applies the same investment philosophy and process across all portfolios, regardless of size, mandate type or base currency.

Walter Scott uses broad inclusion criteria for its composites. Some composites may contain portfolios that have ethical or other investment restrictions, and portfolios that are subject to different tax regimes. Although these mandate differences can lead to some performance dispersion within composites, Walter Scott believes that its composite methodology accurately reflects the firm's investment record. The returns for each composite are shown alongside the relevant benchmark.

Walter Scott has been independently verified from 1 January 1994. Performance data for the full history of composites with an inception date prior to 2012 have not been shown. This information is available on request.

A description of each composite included in this report follows. A full list of the firm's composite descriptions is available on request.

# Appendix

## Walter Scott EAFE Equities

This composite includes all global ex USA portfolios that are predominantly invested in large and mid-cap equities. Portfolios within the composite typically hold 40 to 60 stocks.

## 16. FEE SCHEDULE

Unless otherwise stated, returns are calculated gross of advisory fees, and include the reinvestment of dividends. The effect of advisory fees could be material. If the advisory fees were reflected, the performance shown would be lower. As an example of the effect of investment advisory fees on the total value of an account, a three year compound return before the deduction of investment advisory fees of 14.75% would be 13.61% after investment advisory fees of 1.00% per annum.

## 17. COMPLIANCE STATEMENT

Communication of performance figures reflected in this document must be on a one-on-one basis, private and of a confidential nature. They may not be disseminated to the public in any print, electronic or other medium, including a web-site or any database of general circulation. The following disclosures must be provided in writing when onwardly communicating these performance figures.

Unless otherwise stated performance figures do not reflect the deduction of investment advisory fees.

Returns will be reduced by investment advisory fees and any other expenses that may be incurred in the management of an account.

## 18. IMPORTANT INFORMATION

### 18.1 Walter Scott's Investment Approach

This presentation contains certain statements based on Walter Scott's experience and expectations about the markets in which it invests its portfolios and about the methods by which it causes its portfolios to be invested in those markets. Those statements are not guaranties of future performance and are subject to many risks, uncertainties and assumptions that are difficult to predict. The information in this presentation is subject to change and Walter Scott has no obligation to revise or update any statement herein for any reason. The opinions expressed in this presentation are those of Walter Scott and should not be construed as investment advice.

### 18.2 Portfolio Holdings and Allocations

Portfolio data should not be relied upon as a complete listing of the portfolio's holdings (or top holdings) as information on particular holdings may be withheld. Portfolio holdings are subject to change without notice and may not represent current or future portfolio composition. The portfolio date is 'as of' the date indicated.

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### 18.3 Third Party Sources

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### 18.4 Performance Statement

Past performance is not a guide to future returns and returns may increase or decrease as a result of currency fluctuations. The objective mentioned may therefore not be reached. Many factors affect investment performance including changes in market conditions, interest rates, currency fluctuations, exchange rates and in response to other economic, political, or financial developments. Investment return and principal value of an investment will fluctuate, so that when an investment is sold, the amount returned may be less than that originally invested. This presentation does not represent and must not be construed as an offer or a solicitation of an offer to buy or sell securities, commodities and/or any other financial instruments or products. This presentation may not be used for the purpose of an offer or solicitation in any jurisdiction or in any circumstances in which such offer or solicitation is unlawful or not authorised.

# Appendix

## 18.5 Performance Indices

Comparisons to the indices have limitations because the volatility and material characteristics of the indices represented in this presentation may be materially different from that of the portfolio managed by Walter Scott. Because of these differences, investors should carefully consider these limitations when evaluating the performance in comparison to benchmark data as provided herein. Where referencing MSCI or any other index performance figures:

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## 18.6 Benchmark Definitions

### MSCI EAFE (Europe, Australasia, Far East)

The MSCI EAFE Index is designed to represent the performance of large and mid cap securities across 21 developed markets, including countries in Europe, Australasia and the Far East, excluding the US and Canada. With approximately 900 constituents, it covers around 85% of the free float-adjusted market capitalisation in each of the 21 countries. Further information can be found at [www.msci.com](http://www.msci.com)

### MSCI EAFE Growth

The MSCI EAFE Growth Index captures large and mid cap securities exhibiting overall growth style characteristics across Developed Markets countries around the world, excluding the US and Canada. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend.

# Appendix

## MSCI EAFE Value Index

The MSCI EAFE Value Index captures large and mid cap securities exhibiting overall value style characteristics across Developed Markets countries\* around the world, excluding the US and Canada. The value investment style characteristics for index construction are defined using three variables: book value to price, 12-month forward earnings to price and dividend yield. With 421 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.

## 18.7 Private Fund Information and Risks

The interests in a private fund (the "Fund" or "Interests") have not been approved or disapproved by the U.S. Securities and Exchange Commission (the "SEC") or by the securities regulatory authority of any state or of any other jurisdiction. The Interests have not been registered under the Securities Act of 1933, as amended (the "Securities Act"), the securities laws of any other state or the securities laws of any other jurisdiction, nor is such registration contemplated. The Fund will not be registered as an investment company under the Investment Company Act of 1940, as amended (the "1940 Act"). Consequently, limited partners of the Fund are not afforded the protections of the 1940 Act.

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BNY Mellon Investment Management Cayman Ltd., (the "Manager") a Cayman Islands exempted company, serves as Manager to the Fund and is responsible for the overall management of the Fund. The Manager has delegated day-to-day portfolio management responsibility of the Fund to Walter Scott (the "Investment Manager").

Investments in private funds are speculative and involve special risks. Investments in private funds may be suitable only for certain investors. The following is not an inclusive list of all risk factors applicable to hedge funds and private funds: Funds often engage in investment practices that may increase the risk of investment loss. An investor could lose all or a substantial portion of his or her investment. Private funds are generally not subject to the same regulatory oversight and/or regulatory requirements as mutual funds. Due to the fund's tax structure, it may take longer to distribute important tax information. Funds may not be required to provide daily valuation information to investors. Performance may be volatile. There can be no assurance that a fund's objectives will be met. Fees and expenses may offset an investor's profits. The investment adviser has total discretion over strategy selection and allocation decisions. A lack of manager and/or strategy diversification may result in higher risk. There is generally no secondary market for an investor's interest in a privately-offered fund. Any potential risk factors discussed in connection with this presentation are not intended to be a complete list of risks associated with an investment in any fund. A more comprehensive description of the private fund's investment philosophy and the potential risk factors are outlined in the offering memorandum of each private fund.

On behalf of us all,

**THANK YOU**

**WALTER SCOTT**

Walter Scott & Partners Limited, One Charlotte Square, Edinburgh EH2 4DR  
Tel: +44 (0)131 225 1357 · Fax: +44 (0)131 225 7997 · [www.walterscott.com](http://www.walterscott.com)

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## Active vs. Passive Report

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Third Quarter 2025

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## Disclosure

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# A Guide to Our Active vs. Passive Data

This publication contains two charts for each category of active managers. The top table shows the percentage of rolling 3-year periods in which managers in various percentiles beat their benchmark by more than a certain fee hurdle. Percentages 50% and above are shaded in green.

The bottom chart displays the gross excess return for all the managers in Callan's database for specific asset class categories across the distribution spectrum, from the 10th percentile to the 90th percentile.

## Large Cap Core Equity Style vs. S&P 500

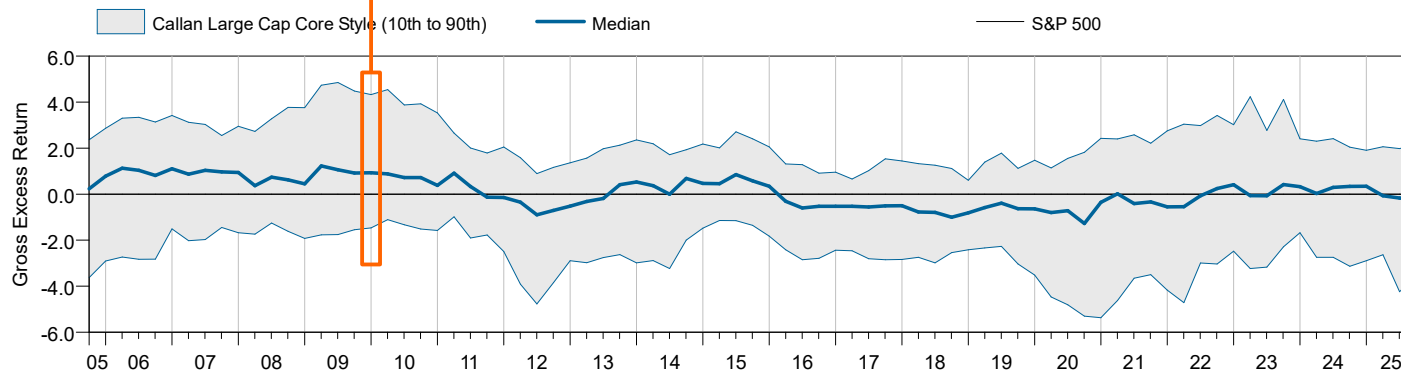
How often Manager Beat Benchmark by more than Fee Hurdle in Rolling 3-Year Periods over last 20 Years

Fee Hurdle	0.25%	0.30%	0.35%	0.40%	0.45%	0.50%	0.55%	0.60%	0.65%	0.70%
Median	48%	46%	40%	36%	33%	29%	28%	26%	25%	24%
45th Percentile	51%	50%	50%	48%	46%	44%	41%	36%	29%	29%
40th Percentile	59%	58%	56%	55%	55%	51%	51%	48%	45%	44%
35th Percentile	71%	68%	66%	66%	63%	61%	60%	60%	54%	53%
30th Percentile	79%	76%	75%	73%	71%	71%	69%	69%	65%	64%
25th Percentile	91%	90%	90%	86%	84%	79%	76%	76%	75%	71%

Average Annualized 3-Year Excess Return (gross) – Median Manager: 0.10%

This data point indicates that managers in the 40th percentile beat the benchmark by at least 0.35% in 56% of the rolling 3-year periods over the last 20 years.

Rolling 3-Year Gross Excess Return relative to S&P 500 for 20 Years ended September 30, 2025



This data range shows that in the 1st quarter of 2009, the median manager in Callan's database reported gross excess returns over the benchmark of 1.23%, with returns ranging from 4.74% for managers in the 10th percentile to -1.77% for those in the 90th percentile.

Callan

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**U.S. Equity**

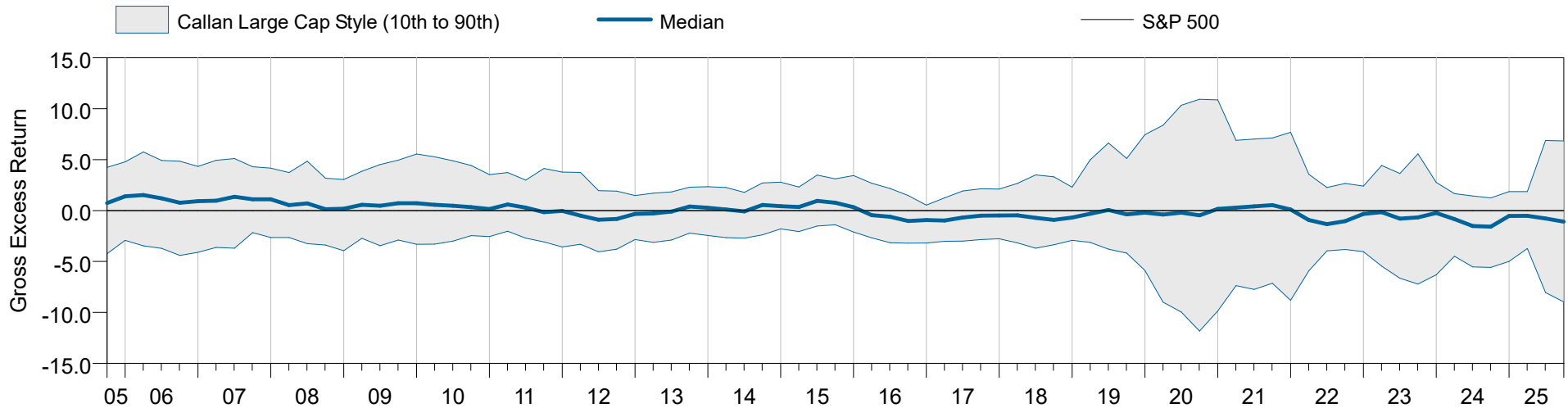
# Large Cap Equity Style vs. S&P 500

## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.25%	0.30%	0.35%	0.40%	0.45%	0.50%	0.55%	0.60%	0.65%	0.70%
Median	39%	35%	31%	30%	28%	25%	23%	19%	18%	18%
45th Percentile	55%	53%	53%	50%	48%	46%	44%	39%	38%	36%
40th Percentile	66%	64%	61%	61%	61%	61%	60%	60%	51%	50%
35th Percentile	81%	80%	78%	74%	73%	66%	66%	65%	64%	64%
30th Percentile	91%	90%	89%	88%	86%	85%	83%	78%	76%	75%
25th Percentile	95%	95%	94%	94%	93%	93%	91%	89%	89%	88%

**Average Annualized 3-Year Excess Return (gross) – Median Manager: -0.04%**

## Rolling 3-Year Gross Excess Return relative to S&P 500 for 20 Years ended September 30, 2025



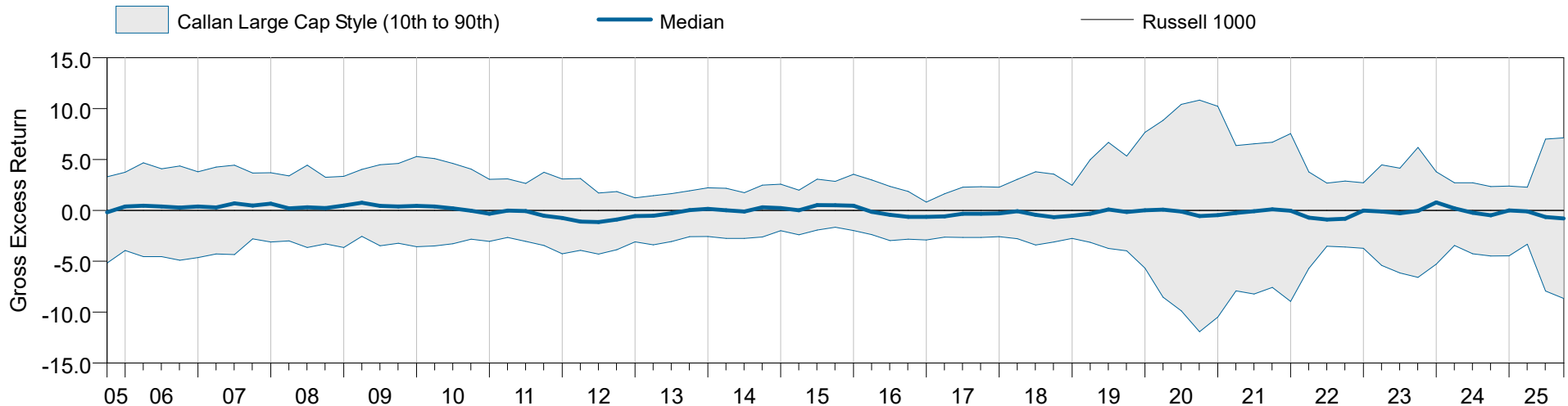
# Large Cap Equity Style vs. Russell 1000

## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.25%	0.30%	0.35%	0.40%	0.45%	0.50%	0.55%	0.60%	0.65%	0.70%
Median	26%	25%	21%	15%	14%	8%	5%	5%	5%	3%
45th Percentile	54%	51%	50%	49%	45%	43%	36%	35%	33%	25%
40th Percentile	76%	74%	71%	65%	61%	58%	58%	54%	51%	48%
35th Percentile	91%	86%	85%	84%	84%	83%	79%	75%	69%	66%
30th Percentile	95%	94%	91%	90%	90%	90%	88%	88%	86%	85%
25th Percentile	99%	99%	96%	96%	96%	94%	94%	91%	90%	90%

**Average Annualized 3-Year Excess Return (gross) – Median Manager: -0.09%**

## Rolling 3-Year Gross Excess Return relative to Russell 1000 for 20 Years ended September 30, 2025



# Smid Cap Equity Style vs. Russell 2500

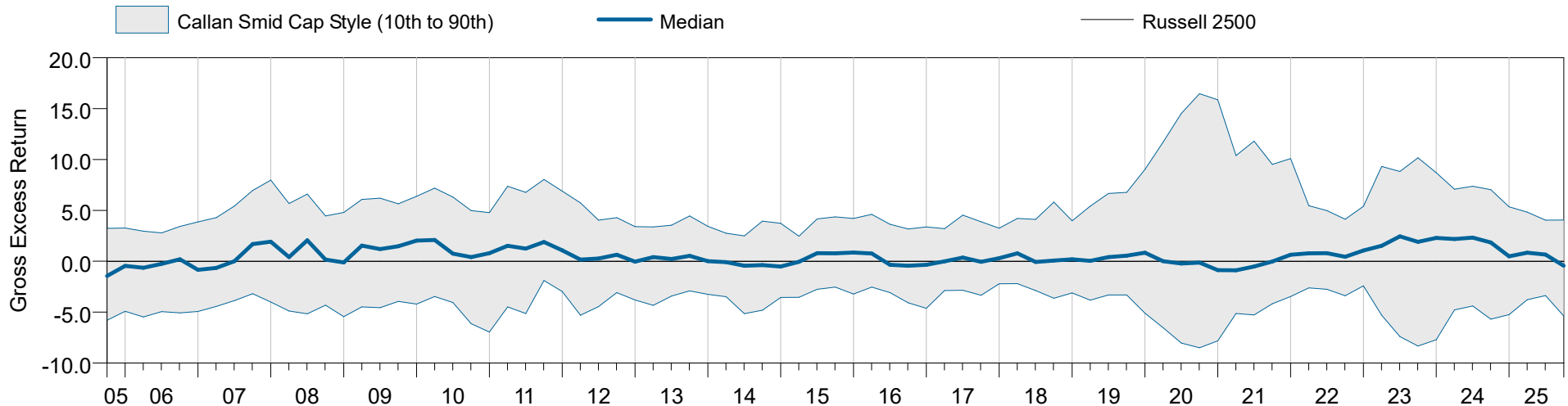
## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.35%	0.40%	0.45%	0.50%	0.55%	0.60%	0.65%	0.70%	0.75%	0.80%
Median	54%	53%	46%	45%	43%	43%	40%	39%	39%	31%
45th Percentile	75%	71%	68%	66%	64%	59%	58%	58%	56%	53%
40th Percentile	90%	90%	89%	89%	89%	85%	83%	80%	79%	76%
35th Percentile	94%	94%	94%	94%	93%	90%	89%	89%	89%	88%
30th Percentile	100%	100%	100%	100%	100%	100%	98%	98%	96%	95%
25th Percentile	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Average Annualized 3-Year Excess Return (gross) – Median Manager:

**0.54%**

## Rolling 3-Year Gross Excess Return relative to Russell 2500 for 20 Years ended September 30, 2025



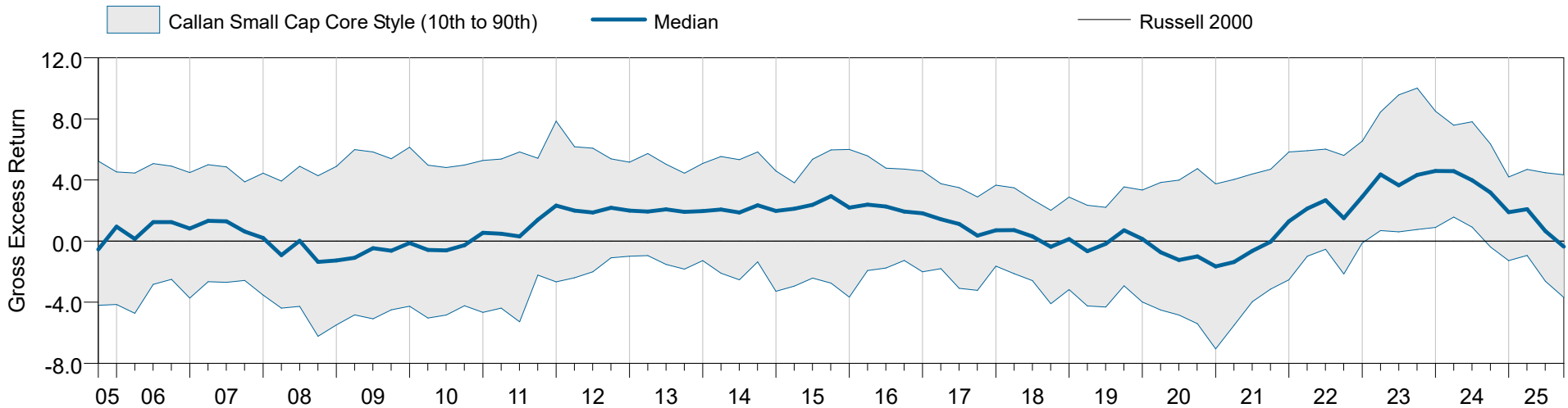
# Small Cap Core Equity Style vs. Russell 2000

## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.50%	0.55%	0.60%	0.65%	0.70%	0.75%	0.80%	0.85%	0.90%	0.95%
Median	63%	61%	61%	60%	59%	55%	55%	54%	54%	54%
45th Percentile	69%	66%	65%	64%	64%	64%	64%	63%	60%	59%
40th Percentile	73%	73%	73%	73%	69%	69%	66%	66%	66%	66%
35th Percentile	85%	83%	81%	80%	78%	76%	75%	74%	74%	74%
30th Percentile	95%	94%	94%	91%	90%	90%	88%	85%	85%	85%
25th Percentile	99%	98%	98%	98%	96%	96%	96%	96%	96%	95%

**Average Annualized 3-Year Excess Return (gross) – Median Manager: 1.12%**

## Rolling 3-Year Gross Excess Return relative to Russell 2000 for 20 Years ended September 30, 2025



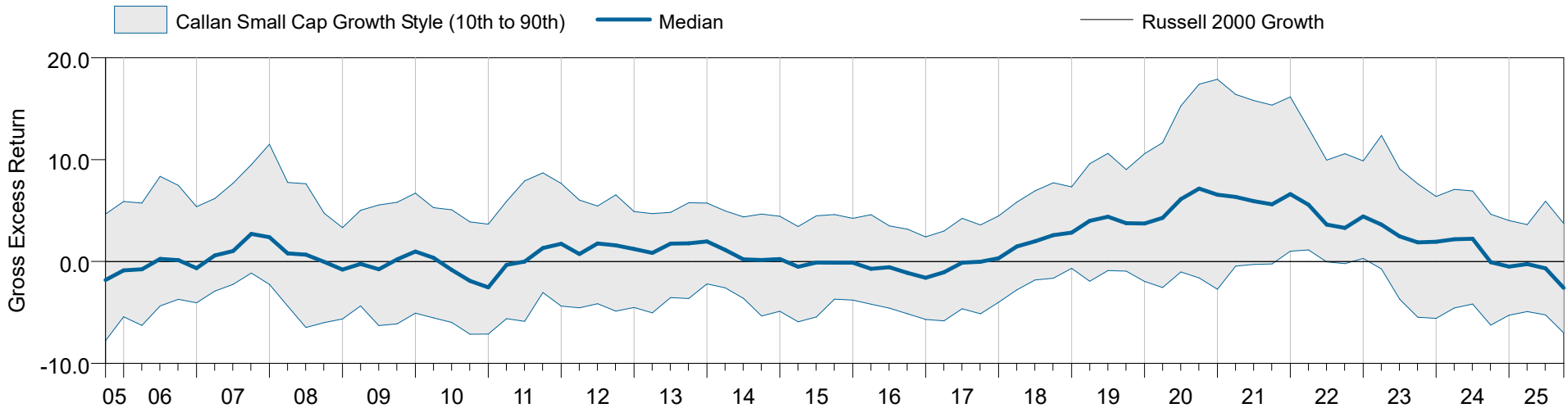
# Small Cap Growth Equity Style vs. Russell 2000 Growth

## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.50%	0.55%	0.60%	0.65%	0.70%	0.75%	0.80%	0.85%	0.90%	0.95%
Median	55%	55%	54%	54%	53%	51%	50%	49%	49%	49%
45th Percentile	69%	65%	61%	61%	60%	59%	58%	58%	56%	56%
40th Percentile	85%	85%	85%	84%	79%	76%	74%	71%	71%	69%
35th Percentile	91%	91%	89%	88%	88%	88%	88%	86%	86%	86%
30th Percentile	94%	94%	94%	94%	93%	91%	91%	91%	90%	90%
25th Percentile	99%	99%	99%	99%	98%	98%	96%	96%	95%	95%

**Average Annualized 3-Year Excess Return (gross) – Median Manager: 1.40%**

## Rolling 3-Year Gross Excess Return relative to Russell 2000 Growth for 20 Years ended September 30, 2025



# Small Cap Value Equity Style vs. Russell 2000 Value

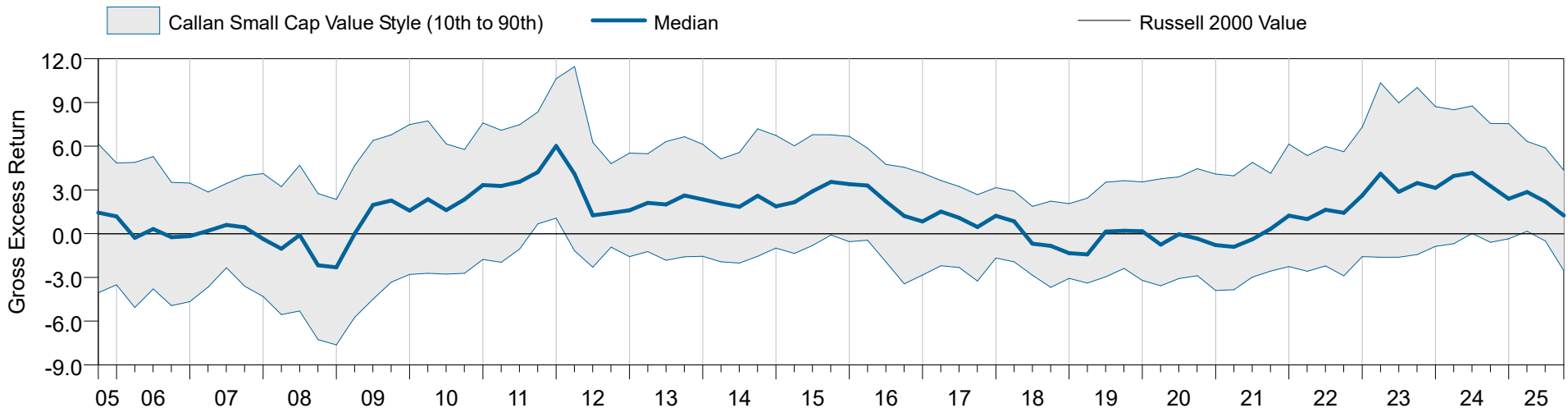
## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.50%	0.55%	0.60%	0.65%	0.70%	0.75%	0.80%	0.85%	0.90%	0.95%
Median	66%	66%	66%	65%	65%	65%	65%	64%	63%	63%
45th Percentile	71%	70%	69%	69%	68%	68%	66%	65%	65%	65%
40th Percentile	79%	78%	75%	73%	71%	71%	71%	70%	70%	69%
35th Percentile	89%	88%	86%	83%	81%	81%	80%	79%	79%	78%
30th Percentile	91%	91%	91%	90%	90%	90%	88%	86%	85%	85%
25th Percentile	94%	94%	94%	94%	94%	94%	93%	93%	91%	91%

Average Annualized 3-Year Excess Return (gross) – Median Manager:

1.43%

## Rolling 3-Year Gross Excess Return relative to Russell 2000 Value for 20 Years ended September 30, 2025



# Developed ex-U.S. Broad Equity Style vs. MSCI EAFE

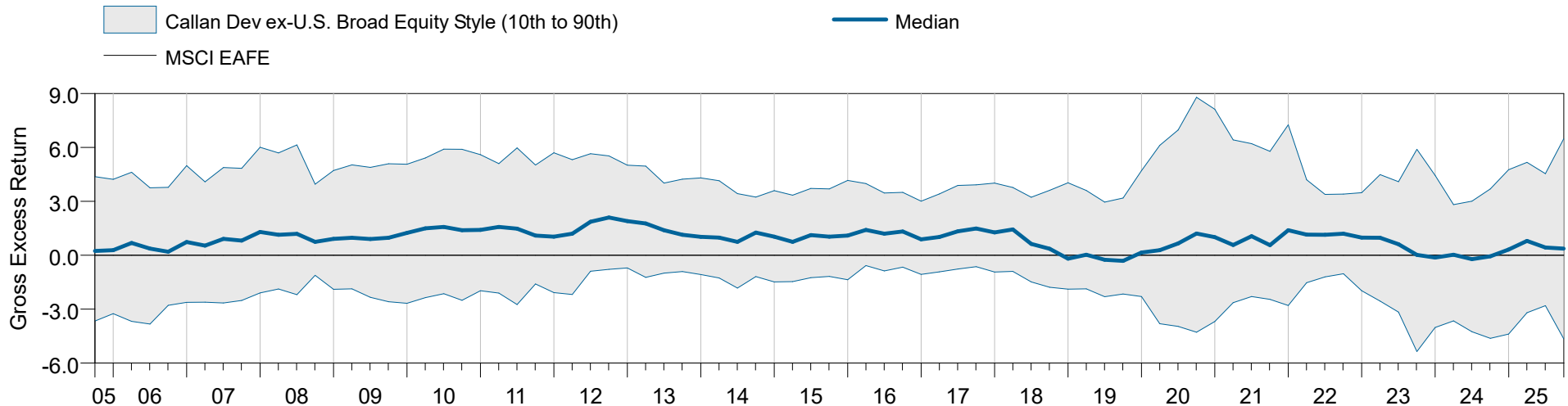
## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.45%	0.50%	0.55%	0.60%	0.65%	0.70%	0.75%	0.80%	0.85%	0.90%
Median	78%	78%	76%	74%	71%	69%	65%	63%	61%	60%
45th Percentile	89%	89%	85%	84%	83%	81%	81%	80%	76%	74%
40th Percentile	95%	94%	94%	93%	90%	90%	90%	88%	88%	86%
35th Percentile	100%	99%	98%	98%	95%	94%	94%	94%	94%	94%
30th Percentile	100%	100%	100%	100%	100%	100%	99%	99%	98%	98%
25th Percentile	100%	100%	100%	100%	100%	100%	100%	100%	100%	99%

Average Annualized 3-Year Excess Return (gross) – Median Manager:

0.90%

## Rolling 3-Year Gross Excess Return relative to MSCI EAFE for 20 Years ended September 30, 2025



# Global ex-U.S. Equity Broad Style vs. MSCI ACWI ex USA

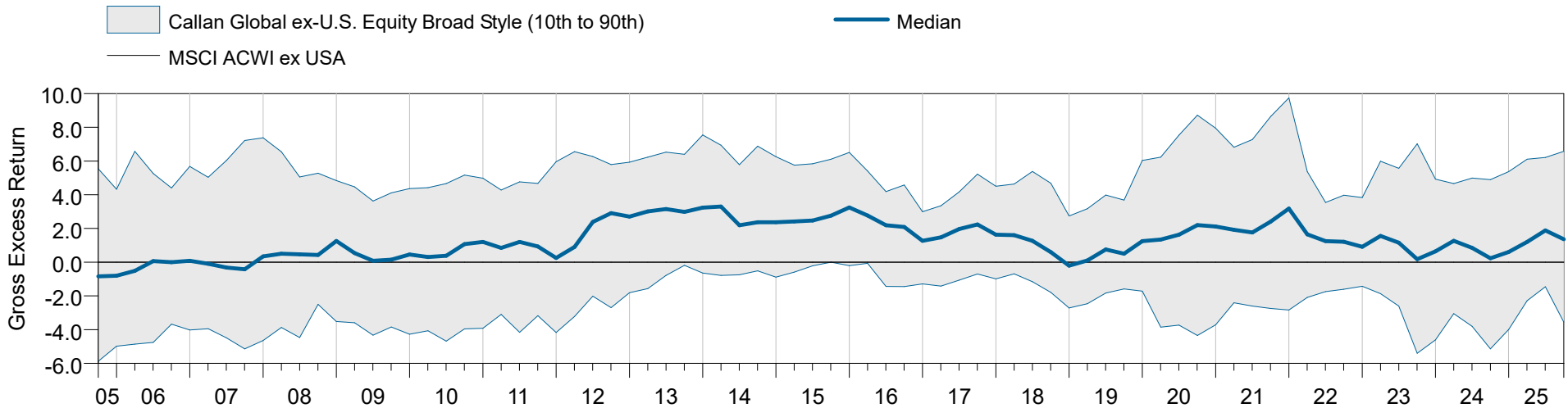
## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.45%	0.50%	0.55%	0.60%	0.65%	0.70%	0.75%	0.80%	0.85%	0.90%
Median	76%	74%	70%	69%	68%	66%	66%	65%	64%	63%
45th Percentile	88%	86%	85%	84%	83%	81%	80%	79%	78%	71%
40th Percentile	96%	95%	94%	93%	93%	90%	90%	88%	88%	86%
35th Percentile	100%	100%	100%	100%	99%	99%	99%	99%	98%	96%
30th Percentile	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
25th Percentile	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Average Annualized 3-Year Excess Return (gross) – Median Manager:**

**1.31%**

## Rolling 3-Year Gross Excess Return relative to MSCI ACWI ex USA for 20 Years ended September 30, 2025



# Global ex-U.S. Equity Growth Style vs. MSCI ACWI ex USA Growth

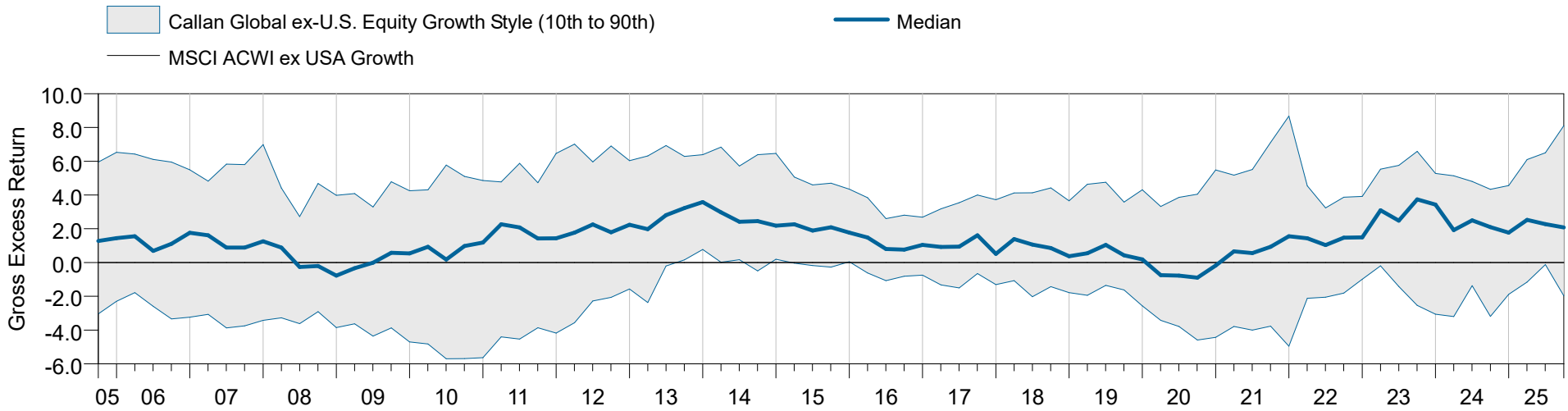
## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.45%	0.50%	0.55%	0.60%	0.65%	0.70%	0.75%	0.80%	0.85%	0.90%
Median	84%	84%	81%	78%	78%	75%	75%	74%	73%	68%
45th Percentile	89%	89%	89%	86%	85%	83%	83%	81%	79%	76%
40th Percentile	95%	94%	94%	94%	94%	93%	91%	91%	91%	90%
35th Percentile	99%	99%	99%	99%	98%	98%	96%	96%	95%	95%
30th Percentile	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
25th Percentile	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Average Annualized 3-Year Excess Return (gross) – Median Manager:

**1.36%**

## Rolling 3-Year Gross Excess Return relative to MSCI ACWI ex USA Growth for 20 Years ended September 30, 2025



# Global ex-U.S. Equity Value Style vs. MSCI ACWI ex USA Value

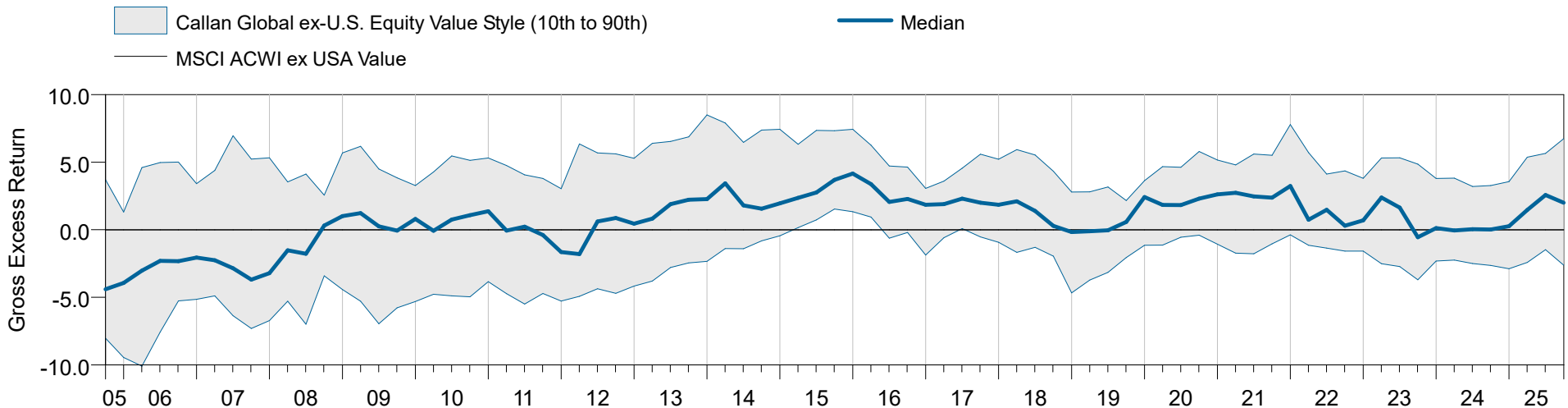
## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.45%	0.50%	0.55%	0.60%	0.65%	0.70%	0.75%	0.80%	0.85%	0.90%
Median	61%	60%	60%	59%	58%	56%	55%	54%	51%	50%
45th Percentile	69%	69%	68%	66%	65%	65%	64%	64%	63%	60%
40th Percentile	76%	74%	74%	74%	74%	74%	73%	69%	68%	68%
35th Percentile	83%	83%	81%	81%	81%	81%	81%	79%	79%	76%
30th Percentile	88%	88%	86%	86%	84%	84%	84%	84%	84%	81%
25th Percentile	91%	91%	91%	90%	90%	90%	90%	89%	89%	88%

Average Annualized 3-Year Excess Return (gross) – Median Manager:

**0.77%**

## Rolling 3-Year Gross Excess Return relative to MSCI ACWI ex USA Value for 20 Years ended September 30, 2025



# Emerging Market Broad Equity Style vs. MSCI Emerging Markets

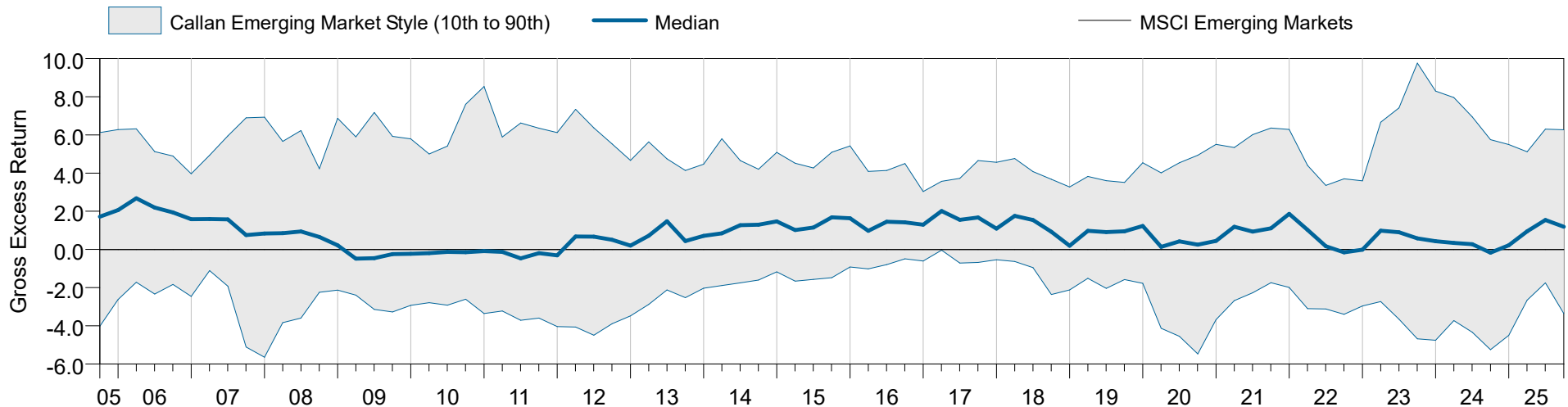
## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.70%	0.75%	0.80%	0.85%	0.90%	0.95%	1.00%	1.05%	1.10%	1.15%
Median	58%	56%	54%	52%	51%	44%	38%	35%	34%	32%
45th Percentile	73%	72%	68%	67%	65%	65%	62%	57%	54%	52%
40th Percentile	84%	81%	78%	78%	78%	78%	78%	75%	73%	70%
35th Percentile	94%	94%	94%	91%	91%	90%	89%	89%	87%	85%
30th Percentile	100%	100%	100%	99%	99%	99%	97%	97%	95%	92%
25th Percentile	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Average Annualized 3-Year Excess Return (gross) – Median Manager:

**0.84%**

## Rolling 3-Year Gross Excess Return relative to MSCI Emerging Markets for 20 Years ended September 30, 2025



# Core Bond Style vs. Bloomberg Aggregate

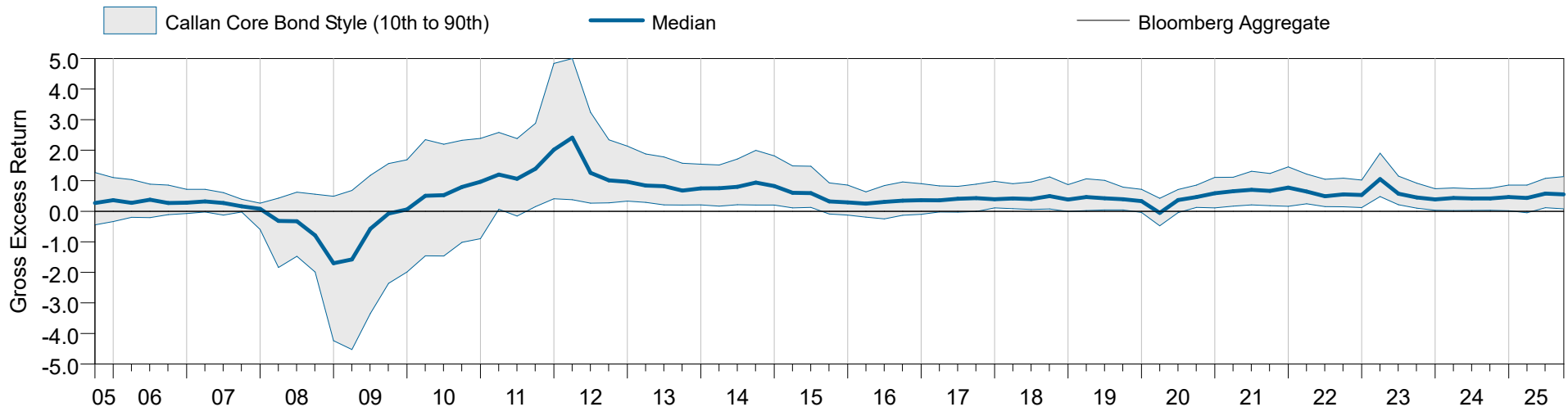
## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.20%	0.25%	0.30%	0.35%	0.40%	0.45%	0.50%	0.55%	0.60%	0.65%
Median	86%	86%	79%	74%	60%	50%	44%	39%	31%	29%
45th Percentile	89%	88%	84%	78%	71%	55%	48%	44%	39%	33%
40th Percentile	90%	89%	89%	84%	81%	70%	56%	48%	44%	38%
35th Percentile	91%	90%	89%	86%	84%	80%	70%	59%	49%	45%
30th Percentile	93%	93%	91%	90%	89%	85%	81%	71%	60%	55%
25th Percentile	95%	93%	93%	91%	91%	90%	89%	83%	74%	68%

Average Annualized 3-Year Excess Return (gross) – Median Manager:

0.47%

## Rolling 3-Year Gross Excess Return relative to Bloomberg Aggregate for 20 Years ended September 30, 2025



# Core Plus Bond Style vs. Bloomberg Aggregate

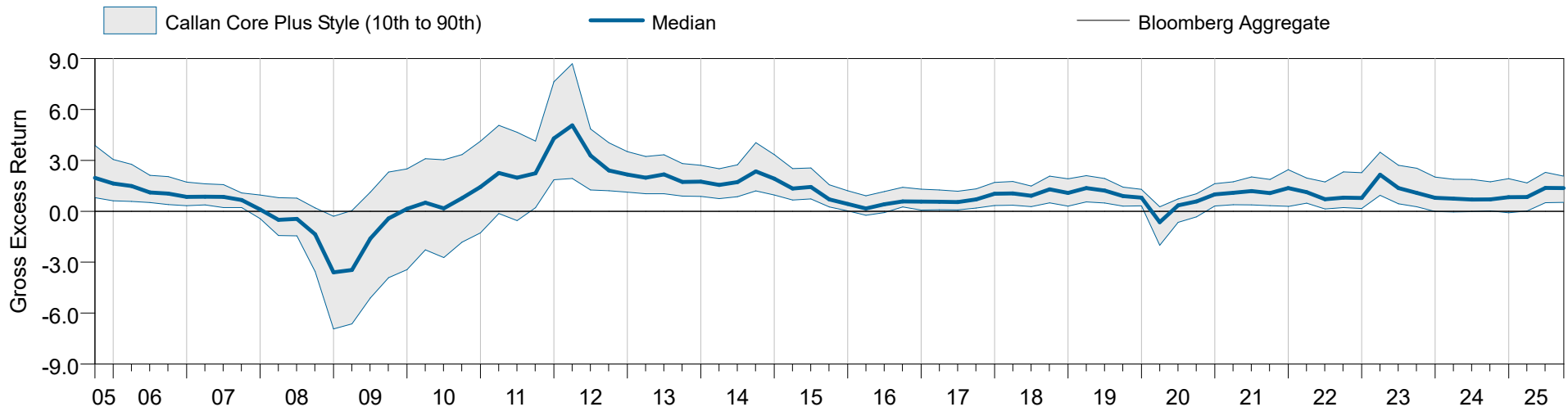
## How Often Manager Beat Benchmark by More Than Fee Hurdle in Rolling 3-Year Periods Over Last 20 Years

Fee Hurdle	0.20%	0.25%	0.30%	0.35%	0.40%	0.45%	0.50%	0.55%	0.60%	0.65%
Median	85%	85%	85%	84%	84%	81%	81%	79%	74%	74%
45th Percentile	89%	88%	86%	86%	85%	83%	81%	81%	80%	75%
40th Percentile	90%	89%	89%	88%	88%	86%	85%	85%	84%	81%
35th Percentile	91%	90%	90%	89%	89%	89%	88%	88%	86%	84%
30th Percentile	91%	91%	91%	90%	90%	89%	89%	88%	88%	86%
25th Percentile	93%	93%	93%	93%	93%	90%	89%	89%	88%	88%

Average Annualized 3-Year Excess Return (gross) – Median Manager:

**0.97%**

## Rolling 3-Year Gross Excess Return relative to Bloomberg Aggregate for 20 Years ended September 30, 2025



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### Corporate Headquarters

One Bush Street  
Suite 700  
San Francisco, CA 94104

[www.callan.com](http://www.callan.com)

### Regional Offices

Atlanta  
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Callan

December 31, 2025



**City of Norwalk  
Monthly Report**

**Investment Measurement Service  
Monthly Review**

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## Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of December 31, 2025, with the distribution as of November 30, 2025. The change in asset distribution is broken down into the dollar change due to Net New Investment and the dollar change due to Investment Return.

### Asset Distribution Across Investment Managers

	December 31, 2025					November 30, 2025		
	Market Value	Weight	Target	Net New Inv.	Inv. Return	Market Value	Weight	Target
<b>Total Equity</b>	<b>\$416,601,957</b>	<b>69.49%</b>	<b>65.00%</b>	<b>\$(121,608)</b>	<b>\$4,862,215</b>	<b>\$411,861,349</b>	<b>68.97%</b>	<b>65.00%</b>
<b>U.S. Equity</b>	<b>\$223,587,787</b>	<b>37.30%</b>	<b>35.00%</b>	<b>\$(49,924)</b>	<b>\$(206,636)</b>	<b>\$223,844,347</b>	<b>37.49%</b>	<b>35.00%</b>
BR Russell 1000 Index Non-Lend	166,668,676	27.80%		0	9,442	166,659,234	27.91%	
LSV	27,258,016	4.55%		(35,691)	212,868	27,080,839	4.54%	
Principal Dynamic Growth	29,661,094	4.95%		(14,233)	(428,947)	30,104,274	5.04%	
<b>International Equity</b>	<b>\$145,701,473</b>	<b>24.30%</b>	<b>23.00%</b>	<b>\$(46,684)</b>	<b>\$4,759,517</b>	<b>\$140,988,640</b>	<b>23.61%</b>	<b>23.00%</b>
<b>Developed Markets</b>	<b>\$117,383,065</b>	<b>19.58%</b>	<b>-</b>	<b>\$(46,684)</b>	<b>\$3,819,106</b>	<b>\$113,610,642</b>	<b>19.03%</b>	<b>-</b>
Silchester	80,116,833	13.36%		(46,684)	3,168,103	76,995,414	12.89%	
Walter Scott	37,266,232	6.22%		0	651,003	36,615,229	6.13%	
<b>Emerging Markets</b>	<b>\$28,318,408</b>	<b>4.72%</b>	<b>-</b>	<b>\$0</b>	<b>\$940,410</b>	<b>\$27,377,998</b>	<b>4.58%</b>	<b>-</b>
BlackRock EM Alpha Tilts	28,318,408	4.72%		0	940,410	27,377,998	4.58%	
<b>Global Equity/Long Short</b>	<b>\$27,860,467</b>	<b>4.65%</b>	<b>4.00%</b>	<b>\$0</b>	<b>\$309,335</b>	<b>\$27,551,132</b>	<b>4.61%</b>	<b>4.00%</b>
ABS Global	27,860,467	4.65%		0	309,335	27,551,132	4.61%	
<b>Private Equity*</b>	<b>\$19,452,230</b>	<b>3.24%</b>	<b>3.00%</b>	<b>\$(25,000)</b>	<b>\$0</b>	<b>\$19,477,230</b>	<b>3.26%</b>	<b>3.00%</b>
Pantheon USA IV	20,827	0.00%		0	0	20,827	0.00%	
Pantheon USA VI	134,075	0.02%		0	0	134,075	0.02%	
Pantheon USA VII	304,357	0.05%		(25,000)	0	329,357	0.06%	
Pantheon Europe Fund V A	220,239	0.04%		0	0	220,239	0.04%	
Pantheon Global Fund III	6,086	0.00%		0	0	6,086	0.00%	
Pantheon US Select 2014	18,766,646	3.13%		0	0	18,766,646	3.14%	
<b>Domestic Fixed-Income</b>	<b>\$95,001,457</b>	<b>15.85%</b>	<b>19.00%</b>	<b>\$0</b>	<b>\$(184,340)</b>	<b>\$95,185,797</b>	<b>15.94%</b>	<b>19.00%</b>
Prudential Cons Core Bond	42,262,789	7.05%		0	(53,474)	42,316,263	7.09%	
Metropolitan West CIT	52,738,669	8.80%		0	(130,865)	52,869,534	8.85%	
<b>Absolute Return</b>	<b>\$38,692,216</b>	<b>6.45%</b>	<b>6.00%</b>	<b>\$0</b>	<b>\$477,388</b>	<b>\$38,214,827</b>	<b>6.40%</b>	<b>6.00%</b>
UBS AIS	38,692,216	6.45%		0	477,388	38,214,827	6.40%	
<b>Real Assets</b>	<b>\$40,359,321</b>	<b>6.73%</b>	<b>6.00%</b>	<b>\$0</b>	<b>\$192,325</b>	<b>\$40,166,995</b>	<b>6.73%</b>	<b>6.00%</b>
PIMCO All Asset	40,359,321	6.73%		0	192,325	40,166,995	6.73%	
<b>Cash</b>	<b>\$8,822,126</b>	<b>1.47%</b>	<b>4.00%</b>	<b>\$(2,908,860)</b>	<b>\$34,771</b>	<b>\$11,696,216</b>	<b>1.96%</b>	<b>4.00%</b>
Cash Account	8,822,126	1.47%		(2,908,860)	34,771	11,696,216	1.96%	
<b>Total Fund</b>	<b>\$599,477,078</b>	<b>100.0%</b>	<b>100.0%</b>	<b>\$(3,030,468)</b>	<b>\$5,382,360</b>	<b>\$597,125,185</b>	<b>100.0%</b>	<b>100.0%</b>

\*Market values are preliminary and adjust for asset flows.

## Investment Manager Returns

The table below details the rates of return for the fund's investment managers over various time periods ended December 31, 2025. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

### Returns for Periods Ended December 31, 2025

	Fiscal YTD	Last 12 Months	Last 36 Months	Last 60 Months	Last 84 Months
<b>Total Equity</b>	<b>10.24%</b>	<b>18.06%</b>	<b>16.65%</b>	<b>9.54%</b>	<b>12.42%</b>
<b>U.S. Long Equity</b>	<b>11.05%</b>	<b>15.42%</b>	<b>20.15%</b>	<b>11.87%</b>	<b>15.96%</b>
Russell 3000 Index	10.78%	17.15%	22.25%	13.15%	16.64%
BR Russell 1000 Index Non-Lendable	10.60%	17.36%	22.74%	13.59%	17.03%
Russell 1000 Index	10.60%	17.37%	22.74%	13.59%	17.03%
LSV	9.14%	7.55%	10.67%	12.36%	10.62%
Russell 2000 Value Index	16.27%	12.59%	11.73%	8.88%	10.09%
Principal Dynamic Growth	15.58%	12.16%	15.43%	3.81%	15.95%
Russell 2500 Growth Index	11.10%	10.31%	14.32%	2.98%	11.62%
<b>International Equity</b>	<b>9.85%</b>	<b>25.12%</b>	<b>14.54%</b>	<b>6.99%</b>	<b>8.92%</b>
MSCI ACWI ex US Index	12.50%	33.11%	17.95%	8.46%	10.70%
<b>Developed Markets</b>	<b>8.53%</b>	<b>23.58%</b>	<b>14.14%</b>	<b>7.75%</b>	<b>9.25%</b>
MSCI EAFE Index	9.86%	31.22%	17.22%	8.92%	10.54%
Silchester	12.33%	31.69%	17.49%	11.54%	10.73%
MSCI EAFE Val Idx	15.80%	42.25%	21.38%	13.36%	11.30%
Walter Scott	1.18%	9.09%	-	-	-
MSCI EAFE Index	9.86%	31.22%	17.22%	8.92%	10.54%
MSCI EAFE Growth	4.14%	20.76%	13.16%	4.43%	9.43%
<b>Emerging Markets</b>	<b>15.66%</b>	<b>31.93%</b>	<b>16.53%</b>	<b>3.98%</b>	<b>7.48%</b>
BlackRock EM Alpha Tilts	15.66%	31.93%	16.53%	3.98%	-
MSCI Emerging Mkts Idx	16.25%	34.36%	16.98%	4.67%	8.52%
<b>Global Equity/Long Short</b>	<b>12.27%</b>	<b>17.09%</b>	<b>13.26%</b>	<b>5.41%</b>	<b>8.53%</b>
HFRI FOF: Strategic Index	9.40%	12.40%	10.63%	4.90%	7.03%
ABS Global	12.27%	17.09%	13.65%	6.65%	8.97%
MSCI World Index	10.61%	21.09%	21.17%	12.15%	14.78%
<b>Private Equity(1)</b>	<b>2.24%</b>	<b>5.56%</b>	<b>4.22%</b>	<b>11.12%</b>	<b>12.56%</b>
Pantheon USA IV	0.00%	0.00%	(2.92%)	(2.98%)	(0.28%)
Pantheon USA VI	0.00%	0.00%	(4.32%)	(8.42%)	(8.37%)
Pantheon USA VII	3.68%	3.87%	(0.63%)	3.83%	6.45%
Pantheon Europe Fund V A	0.00%	(3.88%)	4.15%	1.42%	9.27%
Pantheon Global Secondary Fund III	0.00%	0.00%	(0.78%)	(3.95%)	(1.03%)
Pantheon US Select 2014	2.26%	5.77%	4.43%	12.42%	14.68%
Private Equity Benchmark(2)	2.24%	5.56%	4.22%	11.12%	12.56%

\*Fiscal year starts 7/1 and ends 6/30.

(1) Private Equity has a 1 quarter lag in valuation.

(2) Private Equity benchmark is a composite of Private Equity performance.

## Investment Manager Returns

The table below details the rates of return for the fund's investment managers over various time periods ended December 31, 2025. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

### Returns for Periods Ended December 31, 2025

	Fiscal YTD	Last 12 Months	Last 36 Months	Last 60 Months	Last 84 Months
<b>Domestic Fixed Income</b>	<b>3.19%</b>	<b>7.52%</b>	<b>4.84%</b>	<b>(0.40%)</b>	<b>2.13%</b>
Prudential Cons Core Bond	3.33%	7.60%	5.07%	(0.14%)	2.11%
Metropolitan West Fund (2)	3.07%	7.47%	4.67%	(0.60%)	2.10%
Blmbg Aggregate Index	3.15%	7.30%	4.66%	(0.36%)	1.99%
<b>Absolute Return</b>	<b>1.25%</b>	<b>5.25%</b>	<b>6.97%</b>	<b>6.51%</b>	<b>7.17%</b>
UBS AIS	1.25%	5.25%	6.97%	6.51%	7.17%
HFRI FOF: Conservative Index	5.22%	8.05%	6.63%	5.48%	5.74%
<b>Real Assets</b>	<b>8.39%</b>	<b>16.75%</b>	<b>10.29%</b>	<b>6.53%</b>	<b>7.55%</b>
PIMCO All Asset Fund	8.39%	16.75%	10.35%	6.56%	7.61%
Blmbg US TIPS 1-10	2.28%	7.47%	4.96%	2.52%	3.95%
CPI+5%	2.80%	7.57%	7.89%	9.53%	8.77%
<b>Cash</b>	<b>2.21%</b>	<b>4.58%</b>	<b>5.11%</b>	<b>3.46%</b>	<b>2.93%</b>
Cash	2.21%	4.58%	5.11%	3.46%	2.93%
3-month Treasury Bill	2.06%	4.18%	4.81%	3.17%	2.68%
<b>Total Fund</b>	<b>8.16%</b>	<b>15.02%</b>	<b>13.34%</b>	<b>7.32%</b>	<b>9.76%</b>
Total Fund Custom Benchmark (1)	8.15%	16.48%	14.15%	7.61%	9.90%
<b>Annual Discount Rate:6.5%</b>					

\*Fiscal year starts 7/1 and ends 6/30.

\*Returns are gross of fee.

(1) The Total Fund Custom Benchmark is 35.0% Russell 3000 Index, 19.0% MSCI ACWI ex-US, 19.0% Bloomberg Aggregate Index 3.0% Norwalk Private Equity, 8.0% HFRI FOF Strategic, 6.0% Bloomberg US TIPS 1-10 Year Index, 6.0% HFRI FOF Conservative, 4% 3-month Treasury Bill.

(2) On August 24, 2022 switched from Mutual Fund to CIT.

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