

Wisconsin Retirement System Financial Report

Calendar Year 2024



Wisconsin Retirement System

Financial Report

Calendar Year 2024

Wisconsin Department of Employee Trust Funds

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A. John Voelker, Secretary
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STATE OF WISCONSIN

Legislative Audit Bureau

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Other Reporting Required by *Government Auditing Standards***

Senator Eric Wimberger and
Representative Robert Wittke, Co-chairpersons
Joint Legislative Audit Committee

Members of the Employee Trust Funds Board, and
Mr. A. John Voelker, Secretary
Department of Employee Trust Funds

Report on the Audit of the Financial Statements**Opinion**

We have audited the Statement of Fiduciary Net Position and the Statement of Changes in Fiduciary Net Position and the related notes for the Wisconsin Retirement System, administered by the Department of Employee Trust Funds (ETF), as of and for the year ended December 31, 2024.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the Wisconsin Retirement System as of December 31, 2024, and the changes in its financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, which is issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section. We are required to be independent of ETF and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphases of Matter

As discussed in Note 1 to the financial statements, the financial statements referred to in the first paragraph present only the Wisconsin Retirement System, and do not purport to, and do not, present fairly the financial position of the State of Wisconsin as of December 31, 2024, the changes in its financial position or, where applicable, its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

As discussed in Note 3 to the financial statements, the financial statements include investments that do not have readily ascertainable market prices. Some of these investments are valued based on a variety of third-party pricing methods and others, such as private fund investments, are reported based on net asset

value. Because of the inherent uncertainty of valuation, these estimated values may differ from the values that could be realized in a secondary market transaction or the amount ultimately realized.

Our opinion is not modified with respect to these matters.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance. Therefore, reasonable assurance is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with auditing standards generally accepted in the United States of America and *Government Auditing Standards*, we exercised professional judgment and maintained professional skepticism throughout the audit. We also identified and assessed the risks of material misstatement of the financial statements, whether due to fraud or error, and designed and performed audit procedures responsive to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

In addition, we obtained an understanding of internal control relevant to the audit in order to design audit procedures that were appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of ETF's internal control. Accordingly, no such opinion is expressed. We also evaluated the appropriateness of accounting policies used and the reasonableness of significant accounting estimates and related disclosures made by management, and evaluated the overall presentation of the financial statements.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 7 through 17 and the following information found on pages 71 through 76 be presented to supplement the financial statements: the Schedules of Changes in Net Pension Liability (Asset) and Related Ratios, the Schedule of Required Employer Contributions, and the Schedule of Investment Returns, and the related note disclosures. Such information is the responsibility of management and, although not a part of the financial statements, is required by the Governmental Accounting Standards Board (GASB) that considers it to be an essential part of financial reporting for placing the financial statements in an appropriate operational, economic, or historical context. We have



applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America. These procedures consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the financial statements, and other knowledge we obtained during our audit of the financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated September 9, 2025, and published in report 25-16 on our consideration of ETF's internal control over financial reporting; our testing of its compliance with certain provisions of laws, regulations, and contracts; and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of ETF's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be used in considering ETF's internal control over financial reporting and compliance. Report 25-16 is available on our website at www.legis.wisconsin.gov/lab.

LEGISLATIVE AUDIT BUREAU

A handwritten signature in cursive script that reads "Legislative Audit Bureau".

September 9, 2025

Management's Discussion and Analysis

Management of the Wisconsin Department of Employee Trust Funds (ETF) presents this discussion and analysis of the financial activities for the year ended December 31, 2024. This narrative is intended to supplement the financial statements which follow and should be read in conjunction with the note disclosures, which are an integral part of the financial statements.

ETF administers a defined benefit pension trust and other employee benefit plans for approximately 704,000 members, retirees, and beneficiaries. The following discussion and analysis is intended to serve as an introduction to Wisconsin Retirement System's (WRS) financial statements.

» Financial Statements

The WRS is reported as a Fiduciary Fund. Fiduciary funds are used to account for resources held for the benefit of parties outside the government whose funds are restricted for purposes of the trust. The financial statements include:

- Statement of Fiduciary Net Position
- Statement of Changes in Fiduciary Net Position
- Notes to Financial Statements

The Statement of Fiduciary Net Position provides a snapshot of account balances at a point in time. It reports the assets available for future payments to benefit recipients, along with any liabilities that are owed as of the statement date. The full accrual basis of accounting is used.

The difference between assets and liabilities represents the net value of assets held in trust for future benefit payments. This amount is called "Net Position - Restricted for Pensions".

The Statement of Changes in Fiduciary Net Position displays the effect of transactions that occurred during the calendar year. Additions less deductions equals the net increase (decrease) in net position. This net increase (decrease) reflects the change in the value of net position that occurred between the current and prior year.

Notes to the Financial Statements are an integral part of the financial statements and provide additional information that is essential for a comprehensive understanding of the data reported in the financial statements. The notes describe the accounting and administrative policies under which ETF operates, significant account balances and activities, material risks, obligations, contingencies and subsequent events, if any.

The Required Supplementary Information (RSI) includes:

- Schedules of Changes in Net Pension Liability (Asset) and Related Ratios
- Schedule of Required Employer Contributions
- Schedule of Investment Returns

The financial statements and related notes are prepared in accordance with Generally Accepted Accounting Principles (GAAP) established by the Governmental Accounting Standards Board (GASB).

» *Analysis of WRS Financial Activity*

The WRS is a cost-sharing, multiple-employer public employee retirement system established by the State of Wisconsin to provide pension benefits for state and local government employees. The system is administered in accordance with Wis. Stat. § 40. ETF, under the direction of the ETF Board, is responsible for administration of the WRS, including collecting contributions from employers and paying retirement benefits to WRS participants. The State of Wisconsin Investment Board (SWIB) is responsible for managing WRS investments.

The system's funding objective is to meet its long-term benefit obligations through contributions and investment income. Contributions and the income from investments provide the reserves needed to finance the benefits provided under the programs. Over the past 10 years, approximately 79% of WRS revenues have come from investment income.

Net Position of the WRS increased by \$6.8 billion or 5%, when comparing \$127.7 billion as of December 31, 2023 to \$134.5 billion as of December 31, 2024. This was primarily a result of gains on investments due to favorable market conditions.

The WRS funding ratio under the funding methodology used to establish required contributions continues to be 100% as of December 31, 2024. Under the GASB financial reporting method, the WRS is 99% funded as of December 31, 2024. As of December 31, 2024, the WRS had a Net Pension Liability of \$1.6 billion compared to a Net Pension Liability of \$1.5 billion as of December 31, 2023. The increase in liability of approximately \$0.1 billion is primarily attributable to gains on investments and market conditions being less favorable in 2024 compared to 2023. The Total Pension Liability increased from \$129.2 billion in 2023 to \$136.2 billion in 2024.

The following tables show comparative summaries of the WRS net position and the changes in the WRS net position for 2024 and 2023.

Summary of WRS Net Position
As of December 31
(In Millions)

	2024	2023	\$ Change	% Change
Assets				
Cash and Cash Equivalents	\$ 3,497	\$ 4,559	\$ (1,062)	(23) %
Receivables	9,471	7,106	2,365	33
Investments at Fair Value	172,617	158,096	14,521	9
Securities Lending Collateral	3,684	2,280	1,404	62
Other Assets	105	104	1	1
Total Assets	\$ 189,374	\$ 172,145	\$ 17,229	10 %
Liabilities				
Core Investment Due To Other Benefit Programs	\$ 4,388	\$ 4,221	\$ 167	4 %
Variable Investment Due To Other Benefit Programs	20	20	0	0
Obligation Under Reverse Repurchase Agreements	19,794	18,525	1,269	7
Investment Payables	9,760	7,327	2,433	33
Securities Lending Collateral Liability	12,248	7,641	4,607	60
Other Payables	8,623	6,713	1,910	28
Total Liabilities	\$ 54,833	\$ 44,447	\$ 10,386	23 %
Net Position - Restricted for Pensions	\$ 134,541	\$ 127,698	\$ 6,843	5 %

Summary of Changes in WRS Net Position
For the Years Ended December 31
(In Millions)

	2024	2023	\$ Change	% Change
Additions:				
Contributions	\$ 2,769	\$ 2,532	\$ 237	9 %
Net Investment Income (Loss)	11,733	14,076	(2,343)	(17)
Total Additions (Losses)	\$ 14,502	\$ 16,608	\$ (2,106)	(13)%
Deductions:				
Benefit Expenses	\$ 7,628	\$ 7,249	\$ 379	5 %
Administrative Expenses	31	29	2	7
Total Deductions	\$ 7,659	\$ 7,278	\$ 381	5 %
Net Increase (Decrease) in Net Position	\$ 6,843	\$ 9,330	\$ (2,487)	(27)%
Net Position - Beginning of Year	\$ 127,698	\$ 118,368	\$ 9,330	8 %
Net Position - End of Year	\$ 134,541	\$ 127,698	\$ 6,843	5 %

Cash and Cash Equivalents

Cash and Cash Equivalents decreased by \$1.1 billion, or 23%, when comparing calendar year-end 2024 to 2023. This decrease is primarily attributable to the rebalancing of the Core Retirement Investment Trust's (Core Fund) asset allocation, and changes in investment strategies at year-end. Also, securitized cash positions and synthetic exposure accounts used to manage liquidity and leverage can change significantly during a given period. These investment strategies require adequate levels of margin to meet risk mitigation requirements.

Routine rebalancing activities fluctuate throughout the year and can impact cash balances at a point in time. See Note 3, Deposits, Investments and Securities Lending Transactions, for additional information on rebalancing activities.

Receivables

Receivables increased by \$2.4 billion, or 33%, when comparing calendar year-end 2024 to 2023. This increase is primarily due to Investment Sales Receivable, which is dependent upon the timing and settlement of securities transactions. Approximately 82% of the Investment Sales Receivable balance relates to the use of To Be Announced (TBA) securities. TBA securities are derivative contracts that consist of mortgage-backed securities (MBS) issued by the Government National Mortgage Association, a government entity, and by government-sponsored enterprises, such as the Federal National Mortgage Association or the Federal Home Loan Mortgage Corp. The term TBA is derived from the fact that the actual MBS that will be delivered to fulfill a TBA trade is not designated at the time the trade is made. Instead, the specific pool of mortgages making up the MBS is announced 48 hours prior to the established trade settlement date. Eligibility rules and standards for MBS pools deliverable into TBA contracts ensure that delivered MBS pools are fungible. TBA securities sold create a receivable in the Statement of Fiduciary Net Position because payment for TBA securities is not made until the settlement date.

Securities Lending Collateral

Securities Lending Collateral increased by \$1.4 billion when comparing calendar year-end 2024 to 2023. The balance consists of cash received as collateral for securities lending transactions, which is reduced by cash released to SWIB. As of December 31, 2024, SWIB's securities lending agent released \$8.6 billion in cash from the Securities Lending Collateral pool to SWIB. This cash plus Securities Lending Collateral equals the Securities Lending Collateral Liability as of December 31, 2024. The cash released provides liquidity for other investment strategies.

Securities Lending Collateral Liability

Securities Lending Collateral Liability increased by \$4.6 billion when comparing calendar year-end 2024 to 2023. This increase related to an increase in lending activities primarily used to support the Core Fund liquidity needs. Investment policies permit the use of both cash and treasury securities as collateral to support short positions.

Obligation Under Reverse Repurchase Agreements

Obligation Under Reverse Repurchase Agreements increased by \$1.3 billion, or 7%, when comparing calendar year-end 2024 to 2023. Reverse repurchase agreements represent the simultaneous sale and agreement to repurchase specific assets for a pre-determined price, plus interest, at a future date.

The proceeds from these agreements are invested in Treasury Inflation-Protected Securities (TIPS). During 2024, SWIB increased its participation in reverse repurchase agreements, providing access to low-cost financing needed to maintain SWIB's strategic allocation targets.

Investment Payables

Investment Payables increased by \$2.4 billion, or 33%, when comparing calendar year-end 2024 to 2023. The majority of this increase is due to investment purchases payable, which is dependent upon the timing and settlement of pending purchase transactions. Investment purchases payable primarily relate to the use of TBA securities, which accounted for about 89% of the investment purchases payable balance as of December 31, 2024. Purchased TBA securities create a payable in the Statement of Fiduciary Net Position because payment for TBA securities is not made until the settlement date.

Other Payables

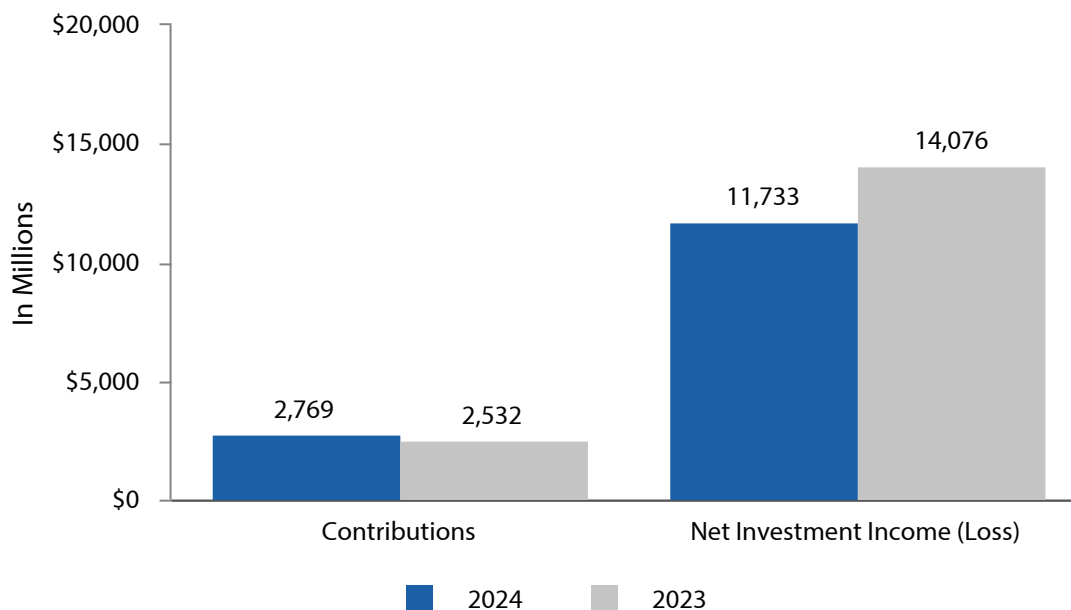
Other Payables increased by \$1.9 billion, or 28%, when comparing calendar year-end 2024 to 2023, primarily due to Short Sell Obligations. Short sale transactions are created when a security not owned by the portfolio is sold in anticipation of purchasing the security at a different price in the future. Equity short sales accounted for 58% of the 2024 balance while fixed income short sales accounted for the remaining 42%.

Contributions and Investment Earnings

The retirement benefits provided by the WRS are funded from pension trust fund revenue. The primary sources of revenue are investment income generated from the investment of plan assets and contributions for active members made by members and their employers.

Total contributions and investment earnings in 2024 were \$14.5 billion compared to \$16.6 billion in 2023. As the chart below shows, contributions increased by \$237 million, while investment income decreased by \$2.3 billion. The increase in contributions from 2023 to 2024 was primarily driven by an increase in covered payroll and contribution rates for the year. The decrease in investment income during 2024 is primarily attributable to less favorable market conditions across most asset classes during 2024. The total Core Fund had a net investment return of 8.5% in 2024 compared to 11.4% in 2023, and a total Variable Fund net investment return of 18.7% in 2024 compared to 22.2% in 2023.

Contributions and Net Investment Income (Loss)



The assets of the WRS are valued at fair market value and are invested in the Core Fund and the Variable Fund, which are collectively the Retirement Funds. All WRS members have at least half, if not all, of their pension contributions invested in the Core Fund. The Core Fund is a diversified, balanced fund invested for the long-term needs of the WRS. Diversification helps to stabilize the effects of market changes. The investment objective of this trust fund is to meet or exceed an average of 6.8% annual nominal return over the long-term. This objective is based on market rate of return and actuarial assumptions needed to meet the obligations of the WRS. The Variable Fund allows active employees participating in the WRS to put up to half of their pension fund contributions into this global stock fund. Approximately 13% of WRS members participate in the Variable Fund. By statute, the Variable Fund invests in stocks and provides participants the potential for higher returns in exchange for higher risk. The investment objective of the Variable Fund is to meet or exceed broad equity market indices over a full market cycle.

SWIB is responsible for managing the assets of the WRS. SWIB invests in external legal entities managed by external investment managers to gain exposure to select investment strategies. In exchange for their investment management services, the external managers charge a fee within the entity they manage. These fees are typically assessed as a percentage of SWIB's commitment to, or investment in, the external entity. The fees assessed to these external entities are recorded as a fee within the external entity and are thus included in the "Net Increase (Decrease) in Fair Value of Investments" within the Statement of Changes in Fiduciary Net Position. Accordingly, these fees are reported as supplemental information in the table Schedule of WRS External Management Fees.

Schedule of WRS External Management Fees¹
(In Thousands)

	2024	2023	% Change
Private Equity ²	\$ 477,744	\$ 408,522	17 %
Current Return ²	81,097	51,894	56
Venture Capital ²	47,583	(29,767)	260
Hedge Funds ³	365,837	273,594	34
Real Estate ²	85,879	18,491	364
External Investment Management ⁴	151,411	104,660	45
Total Fees⁵	\$ 1,209,551	\$ 827,394	46 %

¹Includes base and performance fees.

²Reported as Private Fund Investments in the Statement of Fiduciary Net Position.

³Reported as Multi Asset and Other Investments in the Statement of Fiduciary Net Position.

⁴Includes fees in external legal entities as well as SWIB-custodied accounts. Fees paid for SWIB-custodied accounts are reported within the Statement of Changes in Fiduciary Net Position and totaled \$36.1 million in 2024 and \$29.0 million in 2023.

⁵Includes \$16.2 million and \$8.5 million for management of Variable Fund accounts in 2024 and 2023, respectively.

See Note 3 for additional information on Deposits, Investments and Securities Lending Transactions.

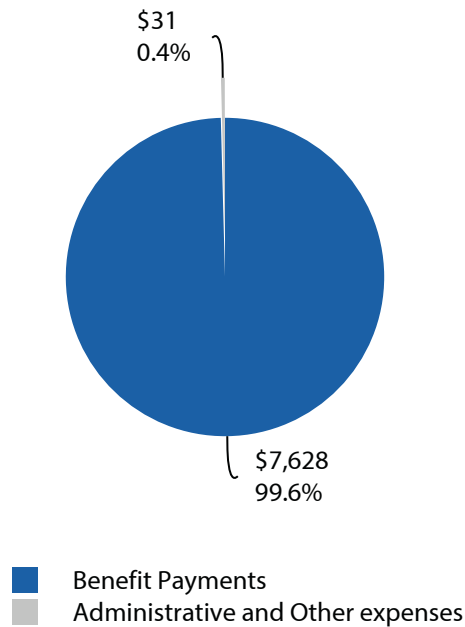
Expenses - Deductions from Plan Net Position

The primary expenses of the WRS include annuity benefits for retirees, disability annuitants, and beneficiaries. Benefit payments totaled \$7.6 billion in 2024, an increase of \$379 million or 5%, compared to \$7.2 billion in 2023. This increase was due to an increase in retired participants from 236,829 as of December 31, 2023, to 241,125 as of December 31, 2024, as well as increases in annuities starting with the May 1, 2024 annuity payment.

Investment expenses reduced investment income by \$1.9 billion in 2024, an increase of 13% from \$1.7 billion in 2023. The increase was primarily related to interest paid to counterparties, as short-term interest rates remained relatively high during 2024. This resulted in higher interest paid on reverse repurchase agreements and other cash financing costs including the securities lending cash release. Securities lending fees increased \$241 million, or 78%, when comparing year-end 2024 to 2023. This increase was primarily due to an increase in securities lending activity and higher securities lending borrower rebates paid, which are driven by interest rates.

It is important to note that interest rate increases also benefited the WRS during 2024 as they drove increases to the yield from interest-bearing assets throughout the year. Modestly offsetting the interest-driven expense increases was a reduction to dividend expense.

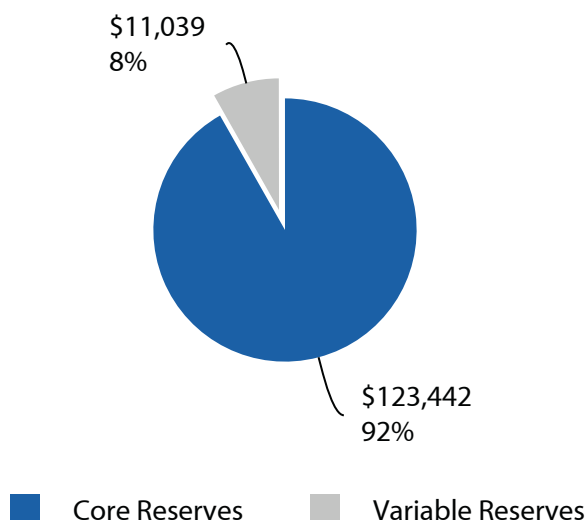
Expenses as of December 31, 2024 (In Millions)



Retirement Reserves

The funds accumulated by the WRS to meet current and future obligations to retirees and beneficiaries are derived from the excess of revenue over expenses. Reserves have been established to reflect legal restrictions established by Wisconsin Statutes on the use of funds. The higher level of funding a plan achieves, the larger the accumulation of assets and the greater the investment income potential. In 2024, revenues exceeded expenses, leading to an increase of \$6.9 billion in the retirement reserves. This increase was primarily related to investment earnings in 2024. The reserves are invested in either the Core Fund or the Variable Fund. Approximately 92% of the reserves are invested in the Core Fund and 8% are invested in the Variable Fund.

**Total Reserves Core vs. Variable
as of December 31, 2024
(In Millions)**



**Summary of Pension Plan Reserve Balances
For the Years Ended December 31
(In Millions)**

	2024	2023	Increase (Decrease)
Total Reserves			
Annuity	\$ 83,662	\$ 80,671	\$ 2,991
Employee	25,095	23,762	1,333
Employee Additional	310	294	16
Employer	28,681	27,412	1,269
Market Recognition Account (WRS Only)	(3,267)	(4,564)	1,297
Total Reserves	\$ 134,481	\$ 127,575	\$ 6,906

Additional information about reserves is presented in Note 7, Statutory Reserves.

Members, Retirees, Beneficiaries and Employers

Approximately 269,000 active members were employed with 1,628 WRS-participating employers as of December 31, 2024. The number of inactive, retirees and other annuitants totaled approximately 434,000 as of December 31, 2024. Total members served by the WRS in 2024 was approximately 704,000 as shown in the following tables.

**Distribution of Active Members
As of December 31**

Active Member Category	2024		2023	
	Number	Percent of Total	Number	Percent of Total
General	138,994	51.7 %	136,172	51.5 %
Teachers	104,714	38.9	104,827	39.6
Elected/Executive/Judges	1,206	0.4	1,227	0.5
Protective with Social Security	21,264	7.9	19,472	7.3
Protective without Social Security	3,071	1.1	2,887	1.1
Total Active Members	269,249	100.0 %	264,585	100.0 %

Additional information about members is presented in Note 4, Description of the Wisconsin Retirement System.

**Distribution of Inactive, Retirees, and Beneficiaries
As of December 31**

Inactive, Retirees, Beneficiaries	2024		2023	
	Number	Percent of Total	Number	Percent of Total
Inactive Members:				
Terminated Participants	189,782	43.7 %	186,715	43.7 %
Alternate Payees	3,359	0.8	3,415	0.8
Retirees and Beneficiaries:				
Retirement Annuitants	233,396	53.8	229,091	53.7
Disability Annuitants	6,234	1.4	6,250	1.5
Death Beneficiary Annuitants	1,495	0.3	1,488	0.3
Total Inactive, Retiree and Beneficiaries	434,266	100.0 %	426,959	100.0 %

Additional information about inactive, retirees and beneficiaries is presented in Note 4, Description of the Wisconsin Retirement System.

The table below presents the number of participating employers by category.

Distribution of Employers As of December 31		
Employer	2024	2023
State Agencies, UW and Public Authorities	57	57
Cities	190	189
Counties	71	71
Villages	312	306
Towns	329	313
School Districts	421	421
Cooperative Educational Service Agencies	12	12
Wisconsin Technical College System Districts	16	16
Special Districts	220	222
Total Employers	1,628	1,607

Actuarial Valuations and Funding Progress - Pension Plan

ETF's actuarial consultant performs an actuarial valuation of the WRS each year to determine funding requirements and establish contribution rates. The funding policy provides for periodic employer contributions at actuarially determined rates that will remain relatively level over time as a percentage of payroll and will accumulate sufficient assets to meet the costs of all benefits when due. The latest valuation of the pension plan was performed by Gabriel Roeder Smith & Company (GRS). Under the funding methodology, the WRS is 100% funded as of December 31, 2024. For financial reporting purposes, a funding ratio is calculated in accordance with GASB pension accounting standards. Under these standards, the WRS was 99% funded as of December 31, 2024.

» Financial Contact

This financial report is designed to provide a general overview of the program's finances. Questions concerning any of the information provided in this report should be addressed to ETF at P.O. Box 7931, Madison, Wisconsin, 53707-7931.



Wisconsin Retirement System
Statement of Fiduciary Net Position
December 31, 2024
(In Thousands)

	Pension Trust Fund
Assets:	
Equity In Pooled Cash and Cash Equivalents	\$ 3,496,835
Securities Lending Collateral	3,683,652
Prepaid Items	30,734
Receivables:	
Contributions Receivable	229,990
Prior Service Contributions Receivable	2,116
Benefit Overpayments Receivable	3,292
Due From Other Benefit Programs	1,066
Miscellaneous Receivables	70
Securities Lending Income Receivable	4,315
Interest and Dividends Receivable	644,033
Investment Sales Receivable	8,586,135
Total Receivables	<u>9,471,017</u>
Investments at Fair Value:	
Equities	63,806,026
Fixed Income Investments	60,929,198
Private Fund Investments	36,387,238
Multi Asset and Other Investments	9,836,015
Preferred Securities	439,914
Convertible Securities	1,275
Foreign Currency Contracts	(6,233)
Options Contracts	1,550
Financial Futures Contracts	58,760
Swaps	(56,023)
To Be Announced Securities	1,219,426
Total Investments	<u>172,617,146</u>
Capital Assets, Net	<u>74,470</u>
Total Assets	<u>189,373,854</u>
Liabilities:	
Core Investment Due To Other Benefit Programs	4,387,699
Variable Investment Due To Other Benefit Programs	20,437
Obligation Under Reverse Repurchase Agreements	19,794,050
Short Sell Obligations	7,848,151
Securities Lending Collateral Liability	12,247,652
Collateral Due to Counterparty	21,622
Benefits Payable	545,770
Leases and SBITAs	45,771
Unearned Revenue	7
Due To Other Benefit Programs	4,736
Miscellaneous Payables	156,503
Investment Payables	9,760,243
Total Liabilities	<u>54,832,641</u>
Net Position - Restricted for Pensions	<u>\$ 134,541,213</u>

The accompanying notes are an integral part of the financial statements.



Wisconsin Retirement System
Statement of Changes in Fiduciary Net Position
For the Year Ended December 31, 2024
(In Thousands)

	Pension Trust Fund
Additions:	
Contributions:	
Employer Contributions	\$ 1,461,920
Member Contributions	1,307,219
Total Contributions	<u>2,769,139</u>
Investment Income:	
Net Increase (Decrease) in Fair Value of Investments	11,275,057
Interest, Dividend, and Other Investment Income	2,687,603
Securities Lending Income	595,063
Less:	
Investment Income Distributed to Other Benefit Programs	(358,468)
Investment Expense	(1,916,197)
Securities Lending Fees	(549,950)
Net Investment Income (Loss)	<u>11,733,108</u>
Interest on Prior Service Receivable	134
Miscellaneous Income	439
Total Additions (Losses)	<u>14,502,820</u>
Deductions:	
Benefits and Refunds:	
Retirement, Disability, and Beneficiary	7,559,666
Separation Benefits	68,959
Administrative Expenses	30,790
Total Deductions	<u>7,659,415</u>
Net Increase (Decrease)	<u>6,843,405</u>
Net Position - Beginning of Year	<u>127,697,808</u>
Net Position - End of Year	<u>\$ 134,541,213</u>

The accompanying notes are an integral part of the financial statements.

NOTES TO FINANCIAL STATEMENTS

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Wisconsin Retirement System (WRS) is a cost-sharing, multiple-employer public employee retirement system established by the State of Wisconsin to provide pension benefits for state and local government employees. WRS benefits and other plan provisions are established by Wis. Stat. § 40. The Department of Employee Trust Funds (ETF) is responsible for administration of the WRS, including collecting contributions from employers and paying retirement benefits to WRS participants, and the State of Wisconsin Investment Board (SWIB) is responsible for managing WRS investments.

» *Presentation Basis*

The financial statements have been prepared in conformity with Generally Accepted Accounting Principles (GAAP) for government units as prescribed by the Governmental Accounting Standards Boards (GASB). ETF is not a general-purpose government and does not present government-wide statements. The WRS is included in the State of Wisconsin financial reporting entity and is presented in the State of Wisconsin's Annual Comprehensive Financial Report as a "Pension and Other Employee Benefit Trust Fund." The WRS is reported as a separate fund in ETF's separately issued Annual Comprehensive Financial Report.

The assets and operations of the WRS are accounted for as a Fiduciary Fund. The WRS fund is used to account for the collection of member and employer contributions; investment of assets; and payment of retirement, disability, and death benefits to former employees, and their beneficiaries, of the State of Wisconsin and participating local governments in Wisconsin.

Department-wide administrative expenses, non-program specific capital assets, and general fund activities are most closely associated with the WRS fund and have been blended with the WRS for financial statement presentation. All material intrafund transactions have been eliminated from fund financial statements.

» *Measurement Focus and Basis of Accounting*

The financial statements have been prepared in accordance with GAAP. The WRS fund is accounted for using the flow of economic resources measurement focus and the accrual basis of accounting. Under the accrual basis of accounting, contributions are recognized in the accounting period in which the underlying earnings on which the contributions are based are paid and the employer has made a formal commitment to provide the contributions. Benefits and refunds are recognized when due and payable in accordance with the terms of the WRS. Securities transactions and the related gains and losses are recorded on a trade date basis. Dividend income is recorded on the ex-dividend date, and interest income is accrued as earned.

» *Investments*

The assets of the WRS are measured at fair value and are invested in the Core Retirement Investment Trust Fund (Core Fund) and the Variable Retirement Investment Trust Fund (Variable Fund), which are collectively the Retirement Funds. Retirement Fund earnings are allocated between the WRS and other benefit programs invested in the Retirement Funds based on the average balance invested for each program. Earnings allocated to other benefit programs are classified as “Investment Income Distributed to Other Benefit Programs” in the Statement of Changes in Fiduciary Net Position. The total amount invested by the other benefit programs included in the Retirement Funds is presented as “Core Investment Due To Other Benefit Programs” and “Variable Investment Due To Other Benefit Programs” in the Statement of Fiduciary Net Position.

SWIB manages the Retirement Funds with oversight by SWIB's Board of Trustees, as authorized in Wis. Stat. § 25.17. SWIB is not registered with the Securities and Exchange Commission as an investment company.

» *Funding Value of Assets*

While investments are measured at fair value for financial statement presentation, a funding value of assets is used in evaluating the funded status of the WRS and in determining future contribution requirements. Funding value does not include deferred market gains and losses that have not yet been distributed from the Market Recognition Account (MRA) to the program reserves. See Note 7, Statutory Reserves, for further explanation of the MRA. As of December 31, 2024, the funding value of reserves was \$137.8 billion.

» *Administrative Expenses*

ETF administrative costs are financed by a separate appropriation and are allocated to each benefit plan administered by ETF in accordance with Wis. Stat. § 40.04. The sources of funds for this appropriation are investment earnings and third-party reimbursements received from the various programs administered by ETF. Administrative expenses allocated to the WRS for the year were \$31 million.

SWIB incurs expenses related to investing the trust funds. As authorized by Wis. Stat. § 25.187 (2), these costs are charged directly to the investment income of each trust fund.

» Capital Assets and Related Liabilities

Capital assets, which include furniture, equipment, leasehold improvements, and intangibles (internally generated and right-to-use), are reported net of depreciation and amortization within the Statement of Fiduciary Net Position. ETF capitalizes purchased assets at cost. Leased office space costs are valued at purchase price or construction costs necessary to place the asset into use. Assets are depreciated over an estimated useful life using the straight-line method of depreciation. Capitalization thresholds and useful lives of asset classes are listed in the below table:

Asset Class	Capitalization Threshold	Useful Life
Assets used in Benefit Administration:		
Furniture and Equipment	\$5,000	5-20 years
Internally Generated Software	\$1,000,000	5-20 years
Leases/SBITAs	\$100,000	Contract term
Assets used in Investment Management:		
Furniture and Equipment		3-15 years
Leasehold Improvements	> \$1,000,000	15 years
Leases/SBITAs		Contract term

The rights to use another entity's software, software platforms, and tangible assets are obtained through a variety of long-term contracts. Payments are generally fixed monthly or annually. Lease and SBITA commitments are reported as liabilities at inception. The related assets are reported at that time as intangible right-to-use assets at the present value of the contract payments discounted at the State of Wisconsin's incremental borrowing rate and amortized over the life of the contract using the effective interest rate or straight-line method. Contract payments are reported as reductions of the liability. Interest expense is recognized ratably over the contract term. Capitalized implementation costs associated with right-to-use assets are recorded at cost and amortized using the straight-line method over the life of the contract.

Benefit administration's capital asset depreciation, SBITA amortization, and interest expense related to assets are reported in "Administrative Expenses" in the Statements of Changes in Fiduciary Net Position. Investment management's capital asset depreciation, amortization, and interest expense are included in "Investment Expense" in the Statements of Changes in Fiduciary Net Position.

As of December 31, 2024, the total value of capital assets was \$104 million. The accumulated depreciation was \$30 million for a net capital asset value of \$74 million. See Note 8, Capital Assets and Related Liabilities for more information.

» Amounts Due To/From Other Benefit Programs

In addition to the WRS, ETF administers other employee benefit programs for public employees. Amounts due to or from the WRS and other benefit programs administered by ETF, as of December 31, 2024, consist of the following:

Due To/From Other Benefit Programs (In Thousands)		
Wisconsin Retirement System	Due To Other Benefit Programs	Due From Other Benefit Programs
Employee Reimbursement Accounts & Commuter Benefits	\$ 38	\$ 35
Health Insurance	169	450
State Retiree Health Insurance	78	0
Local Retiree Health Insurance	29	3
Life Insurance	0	280
State Retiree Life Insurance	0	37
Local Retiree Life Insurance	0	52
Duty Disability Insurance	103	3
Income Continuation Insurance	0	206
Accumulated Sick Leave Conversion Credit Program	3,266	0
Supplemental Health Insurance Conversion Credit Program	1,027	0
Deferred Compensation	26	0
Total	<u>\$ 4,736</u>	<u>\$ 1,066</u>

Totals may vary from the financial statements due to rounding.

The outstanding balances between benefit programs primarily result from the time lag between when actual receipts and disbursements are made and when those amounts are allocated between benefit programs. All liabilities are expected to be paid within one year of the balance sheet date of December 31, 2024.

» Use of Estimates

The preparation of financial statements in accordance with GAAP requires management to make estimates that affect amounts reported herein. Due to the inherent uncertainty involved, actual results could differ from those estimates.

2 ACCOUNTING CHANGES

» *Change in Accounting Estimate*

In 2024, ETF changed the measurement methodology to estimate the allocation of investment earnings between benefit programs whose assets are invested in the Core Fund. For the year ended December 31, 2024, ETF began using the average investment in Core Fund balance as the allocation basis of investment earnings for each benefit program invested in the Core Fund. Previously, ETF had used average net assets as the allocation basis. This change in basis is preferable because it better aligns with the percentage of the program's investable assets in the Core Fund and the intent of Wis. Stat. § 40.04(3)(am)(3). This change did not result in a net change of investment earnings to the Core Fund.

The WRS Statement of Fiduciary Net Position reports all Core Fund investment assets by asset type and presents the portion due to other benefit programs as "Core Investment Due To Other Benefit Programs".

3 DEPOSITS, INVESTMENTS AND SECURITIES LENDING TRANSACTIONS

» *Valuation of Securities*

The investments of the Retirement Funds are reported in the Statement of Fiduciary Net Position at fair value as prescribed by GASB and in accordance with Wis. Stat. § 25.17 (14). Unrealized gains and losses are reflected in the Statement of Changes in Fiduciary Net Position as "Net Increase (Decrease) in Fair Value of Investments."

The fair value of the Retirement Funds' assets is obtained or estimated in accordance with a pricing hierarchy established by SWIB's custodian, Bank of New York (BNY). As prescribed by the hierarchy, a variety of independent pricing sources are used to price assets based on type, class, or issue.

When a portfolio includes securities or instruments for which the custodial bank does not receive fair value information from its vendor pricing sources, a variety of third-party pricing methods are used, including appraisals, pricing models, third-party pricing services, and other methods deemed acceptable by industry standards.

The "Equity in Pooled Cash and Cash Equivalents" account reported in the Statement of Fiduciary Net Position consists of short-term investments used to meet the liquidity requirements of the Retirement Funds. "Equity in Pooled Cash and Cash Equivalents" held by the Retirement Funds can include cash on deposit, foreign currencies, cash posted as collateral to counterparties, repurchase agreements, certificates of deposit, time deposits, U.S. Treasury Bills, short-term investment funds, and other U.S. or foreign liquid financial instruments with maturities that are generally less than three months. "Equity in Pooled Cash and Cash Equivalents" are reported at fair value or cost, which approximates fair value.

Exchange-traded securities such as equities, preferred stock, certain derivatives, and exchange-traded funds are generally valued at the official closing price (usually the last trade price).

Privately held debt, which is included as “Fixed Income Investments” in the Statement of Fiduciary Net Position, is priced using approaches that value each holding based on the best available information using the following hierarchy of pricing sources:

1. Custodian-supplied prices for assets that can be priced in accordance with the pricing hierarchy established by SWIB’s custodian.
2. Prices provided by a third-party with expertise in the debt markets.

For private market investments where no readily ascertainable market value exists, including limited partnerships and real estate pooled funds, fair value is estimated based on the net asset values (NAV) provided by the general partner. Due to the reporting timing of private market investment managers, reported fair values as of December 31, 2024 are generally based on actual September 30, 2024 reporting, which has been adjusted to reflect cash flows occurring from the most recent statement through December 31, 2024. The reported fair value is considered an estimate that may differ from the value that could be realized in a secondary market transaction, or the amount ultimately realized. The financial statements of the limited partnerships and real estate pooled funds are audited by independent auditors annually.

Certain portfolios invest in privately held companies alongside a strategic partner, such as a fund manager or sponsor. These co-investments are valued by SWIB’s strategic partners, who often employ independent valuation agents and use a variety of methodologies including reviews of subsequent financing rounds, discounted cash flow analyses, cash flow multiples analyses, reviews of market comparable sales or metrics, and reviews of third-party appraisals. In certain cases, SWIB may also use estimates from third-party pricing services that have expertise in valuing these asset types.

Real estate investments owned by SWIB in limited liability companies are valued by independent appraisers every three years. In years when appraisals are not performed, properties are informally appraised by the asset advisor. Each year audited financial statements are prepared for each property.

SWIB employs portfolio strategies which comprise investments across multiple asset classes. The “Multi Asset and Other Investments” in the Statement of Fiduciary Net Position consists primarily of hedge funds and, to a lesser extent, other investments. SWIB values hedge funds based on monthly statements or estimated returns received from each of the hedge fund’s administrators. A third-party administrator’s responsibility is to independently account for the hedge fund’s activity and calculate the NAV of the fund. Generally, hedge fund administrators price financial instruments traded in active markets based on quoted market prices or binding dealer quotations. For certain over-the-counter (OTC) instruments, fair value is determined based on valuation models used by the administrator or independent valuation agent. Annually, the financial statements prepared by the administrator are audited by independent auditors.

Derivative financial instruments are marked to market daily, with valuation changes recognized in income during the period the instruments are held and when the instrument is sold or expires. The nature and use of derivative instruments are discussed later in this note.

A limited number of securities are carried at cost. Certain non-public or closely-held investments are not reported at fair value but are carried at cost, as no independent price quotes are available to estimate fair value for these securities.

» Credit Risk

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations to SWIB. Fixed income credit risk investment guidelines outline the minimum ratings required at the time of purchase by individual portfolios, or groups of portfolios, based on the investment strategy of each portfolio. In addition, some fixed income portfolios are required to always carry a minimum weighted average rating. Information regarding SWIB's credit risk related to derivative instruments is discussed later in this note.

The table entitled Credit Quality Distribution displays the lowest credit rating assigned by nationally recognized statistical rating organizations on debt securities held by the Retirement Funds as of December 31, 2024. Included in this table are fixed income securities, including certain short-term securities, classified as "Equity in Pooled Cash and Cash Equivalents" in the Statement of Fiduciary Net Position. Also included are interest rate sensitive investments held in the Retirement Funds' securities lending collateral reinvestment pools, which are managed by SWIB's securities lending program. Additional information regarding the securities lending program is discussed later in this note.

The table also includes SWIB's investment in commingled fixed income funds, which are not rated. Although the funds themselves are not assigned ratings, external management investment guidelines govern minimum credit quality standards for the investments within each portfolio. These standards are determined based on the investment objectives and risk parameters of each fund.

Retirement Funds Credit Quality Distribution As of December 31, 2024		
Rating	Fair Value (In Thousands)	% of Total
AAA/Aaa	\$ 628,942	0.9 %
AA/Aa	35,226,282	52.7
A	2,443,186	3.7
BBB/Baa	5,113,243	7.6
BB/Ba	4,367,860	6.5
B	5,608,265	8.4
CCC/Caa or below	632,242	0.9
Not Rated	6,389,295	9.5
Commingled Fixed Income Funds	6,513,238	9.8
Total	<u>\$ 66,922,553</u>	<u>100.0 %</u>

SWIB held \$19.8 billion in reverse repurchase agreements as of December 31, 2024. Investment guidelines permit certain portfolios to enter into reverse repurchase agreements, which are a sale of securities with a simultaneous agreement to repurchase the securities in the future at the same price plus a stated rate of interest. The market value of the securities underlying reverse repurchase agreements exceeds the cash received, providing the counterparty a margin against a decline in the market value of the securities. If the counterparty defaults on their obligation to sell these securities back to SWIB or provide cash of equal value, SWIB could suffer an economic loss equal to the difference between the market value of the underlying securities plus accrued interest and the agreement obligation, including accrued interest.

Counterparty credit risk is mitigated by an intermediary for cleared reverse repurchase agreements. For these types of investments, a clearinghouse interposes itself as counterparty to all trades, extending a guarantee that trades will be settled as originally intended and ensuring performance and margin requirements are imposed. The requirements are established with the intent to cover nearly all expected price changes based on market risk.

SWIB also enters into uncleared reverse repurchase agreements with various counterparties, and such transactions are governed by Master Repurchase Agreements. Master Repurchase Agreements are negotiated contracts and contain terms in which SWIB seeks to minimize counterparty credit risk. SWIB also controls credit exposures by limiting trades with any one counterparty to stipulated amounts. The counterparty credit exposure is managed through the transfer of margin, in the form of cash or securities, between SWIB and the counterparty. The Retirement Funds' counterparty credit exposure for uncleared reverse repurchase agreements as of December 31, 2024 is summarized in the table entitled Reverse Repurchase Agreements Subject to Counterparty Credit Risk.

Retirement Funds Reverse Repurchase Agreements Subject to Counterparty Credit Risk As of December 31, 2024 (In Thousands)	
Fair Value of Collateral Held by Counterparty	\$ 16,447,328
Less:	
Cash Due to Counterparty	16,246,456
Collateral and Interest Due to Counterparty	<u>37,729</u>
Total Due to Counterparty	<u>16,284,185</u>
Net Counterparty Credit Exposure	<u><u>\$ 163,143</u></u>

The cash proceeds from reverse repurchase agreements are reinvested by the Retirement Funds. The maturities of the purchases made with the proceeds of reverse repurchase agreements are not necessarily matched to the maturities of the agreements. The agreed upon yields earned by the counterparty for the reverse repurchase agreements held were between 4.4% and 4.9% as of December 31, 2024.

The cash due to counterparties resulting from reverse repurchase agreements is reported as "Obligation Under Reverse Repurchase Agreements" and the interest due to counterparties is included in "Investment Payables" in the Statement of Fiduciary Net Position.

» Custodial Credit Risk

SWIB's custodial credit risk policy addresses the primary risks associated with safekeeping and custody. It requires that SWIB's custodial institution be selected through a competitive bid process and that the institution be designated a Systemically Important Financial Institution by the U.S. Federal Reserve. The policy also requires that SWIB be reflected as beneficial owner on all securities entrusted to the custodian and that SWIB have access to safekeeping and custody accounts. The custodian is also required to carry insurance covering errors and omissions, and must provide SWIB with an annual report on internal controls, prepared in accordance with the Statement on Standards for Attestation Engagements. In addition, SWIB management has established a system of controls for the oversight of services and related processes performed by the custodian. SWIB's current custodial bank was selected in accordance with these guidelines and meets all the requirements stipulated in the custodial credit risk policy.

Deposits - Custodial credit risk related to deposits is the risk that, in the event of the failure of a depository financial institution, SWIB will not be able to recover deposits that are in possession of an outside party. Cash deposits totaled \$630.0 million as of December 31, 2024. Of the total, \$425.5 million was collateralized by securities borrowed. Deposits totaling \$148.2 million, were uninsured and uncollateralized. These uninsured deposits represent the U.S. dollar equivalent of balances held in foreign currencies in SWIB's custodian's nominee name, cash posted as collateral for derivative transactions, and cash collateral posted in excess of the market value of securities borrowed by SWIB for short sales.

Investments - Custodial credit risk for investments is the risk that, in the event of failure of the counterparty to a transaction, SWIB will not be able to recover the value of investments that are in the possession of an outside party. The Retirement Funds held repurchase agreements totaling \$3.1 billion as of December 31, 2024. These repurchase agreements were tri-party agreements held in a short-term cash management portfolio managed by SWIB's custodian. The underlying securities for these agreements were held by the tri-party agent, not in SWIB's name.

The Core Fund holds committed repos with a major equity derivative clearing organization (counterparty) for an agreed upon commitment amount, from which the counterparty can fully or partially draw upon at their discretion during the commitment period. A separate account is established at the asset custodian in SWIB's name to hold the available cash and the collateral from the counterparty if any of the commitment amount is drawn. For the undrawn commitment amount, the counterparty pays SWIB a commitment fee. Any cash amounts drawn are structured as repo transactions where SWIB receives a fee and U.S. Treasuries as collateral with a margin percentage greater than 100%. Draws are limited to a maximum of 30 days, and accordingly the term of each repo transaction is also limited to 30 days. The counterparty is rated AA and is a Systematically Important Financial Market Utility. Collateral is marked to market daily. A separate financial services company acts as SWIB's agent and provides indemnification in the event of the counterparty's default.

» Concentration of Credit Risk

Concentration of credit risk is the risk of loss attributed to the magnitude of an organization's investment in a single issuer. SWIB limits concentrations of credit risk by establishing investment guidelines for individual portfolios or groups of portfolios that generally restrict issuer concentrations in any one company or to a certain percentage of the portfolio's market value. The Retirement Funds did not hold any investments with a single issuer, exclusive of investments issued or explicitly guaranteed by the U.S. government, representing 5% or more of the Retirement Funds' value as of December 31, 2024.

» Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. SWIB uses several methods to manage interest rate risk. Fixed income instruments held by the Retirement Funds include investments with variable rate securities, stepped rate securities, securities with no coupon, such as discount notes, and coupons that range between 0.0% and 13.8% as of December 31, 2024.

SWIB analyzes long and intermediate term portfolios' interest rate risk using various duration calculations. Modified duration, which is stated in years, is the measure of price sensitivity of a fixed income security to an interest rate change of 100 basis points. The calculation is based on the weighted average of the present values for all cash flows. Some investments are analyzed using an option-adjusted duration calculation which is similar to the modified duration method. Option-adjusted duration incorporates the duration-shortening effect of any embedded call provisions in the securities. Duration statistics are weighted by the dollar value of the position to compute an average duration for each investment type.

Short-term portfolios' interest rate risk is analyzed using the weighted average maturity to next reset. Weighted average maturity is the maturity of each position in a portfolio weighted by the dollar value of the position to compute an average maturity for the portfolio as a whole. This measure indicates a portfolio's sensitivity to interest rate changes: a longer weighted average maturity implies greater volatility in response to interest rate changes.

SWIB's investment guidelines related to interest rate risk vary by portfolio. Fixed income portfolios generally require management within a range above or below the benchmark's duration, while others have certain limits on weighted average maturity.

The Interest Rate Sensitivity by Investment Type table presents the aggregated interest rate exposure for the Retirement Funds' assets as of December 31, 2024. Weighted average maturity, where reset dates are assumed to be the effective maturity date for the security, is presented for repurchase agreements and short-term pooled investments. Longer-term instruments held by the Retirement Funds are presented using modified duration, as this measure more accurately states the interest rate sensitivity of these investments. This duration measure is calculated using reset dates for some floating rate instruments, such as term loans. Information about the interest rate sensitivity of derivative contracts is discussed later in this note.

SWIB invests in securities with contractual cash flows, such as asset-backed securities, leveraged loans, and U.S. government agencies. These types of structured product investments may be highly sensitive to interest rate changes, as they may be subject to early payment in a period of declining interest rates. The resulting changes in timing, or possible reduction in expected total cash flows, affect the fair value of these securities.

Retirement Funds
Interest Rate Sensitivity by Investment Type¹
As of December 31, 2024

Investment Type	Fair Value (In Thousands)	Weighted Average Duration (Years)	Weighted Average Maturity (Days)
U.S. Treasury Inflation Protected Securities	\$ 24,151,220	6.4	
Corporate Bonds and Private Placements	15,902,414	5.4	
Corporate Bonds and Private Placements	16,872	N/A ²	
U.S. Treasury Securities	8,572,145	7.2	
Leveraged Loans	3,134,839	N/A ³	
Repurchase Agreements	3,055,709		86
Asset Backed Securities	1,724,456	2.2	
Asset Backed Securities	52,678	N/A ²	
U.S. Government Agencies	1,988,204	5.8	
Foreign Government/Agency Bonds	1,343,987	6.7	
Foreign Government/Agency Bonds	8,665	N/A ²	
Municipal Bonds	176,224	7.4	
Commingled Funds:			
Short Term Cash Management	2,903,902		11
Emerging Market Fixed Income	1,909,070	5.5	
U.S. Fixed Income	1,645,251	1.6	
U.S. Fixed Income	45,000	N/A ²	
Exchange Traded	291,917	5.3	
Total	\$ 66,922,553		

¹Excludes derivatives. See Derivative Instruments section for information about the interest rate sensitivity.

²Duration statistic unavailable.

³Leverage Loans have limited exposure to interest rate risk as they are floating rate instruments that typically reset monthly. SWIB monitors interest rate risk through several mechanisms, including tracking reference rates, monitoring spread changes and assessing the impact of interest rate fluctuations on the borrower's financial health/credit profile.

» Foreign Currency Risk

Foreign currency risk is the risk that changes in exchange rates will adversely impact the fair value of an investment. It includes the risk that currencies in which a portfolio's investments are denominated and currencies in which a portfolio has taken on a long or short active position will decline or appreciate in value relative to the U.S. dollar.

Foreign currency exchange rates may fluctuate significantly for various reasons, including the forces of supply and demand in the foreign exchange markets, actual or perceived changes in interest rates, intervention by U.S. or foreign governments or central banks, currency controls, or political developments in the U.S. or abroad.

SWIB's policies include general and, in some cases portfolio specific, foreign currency risk management guidelines. The guidelines address foreign currency management activities permitted based on investment



mandates, risk tolerances, and objectives. SWIB may also employ discretionary currency overlay strategies when currency market conditions suggest such strategies are warranted. Additional information related to the management of foreign currencies through the use of derivative instruments is discussed later in this note.

The table entitled Currency Exposures by Investment Type presents the Retirement Funds' investments which were exposed to foreign currency risk as of December 31, 2024.



Retirement Funds
Currency Exposures by Investment Type^{1,2}
December 31, 2024
Stated in U.S. Dollars
(In Thousands)

Currency	Cash and Cash Equivalents	Equities	Fixed Income	Private Fund Investments	Preferred Securities	Futures Contracts	Short Sell Obligations ³	Swaps	Total ⁴
Australian Dollar	\$ (758)	\$ 538,005	\$ 962	\$ 0	\$ 0	\$ (189)	\$ (18,149)	\$ 0	\$ 519,871
Brazilian Real	0	14,371	0	0	0	0	0	(371)	14,000
Canadian Dollar	19,051	1,256,270	1,097	0	0	(2,356)	(59,666)	0	1,214,396
Chilean Peso	0	0	0	0	0	0	0	1	1
Columbian Peso	0	0	0	0	0	0	0	118	118
Czech Republic Koruna	992	0	0	0	0	0	0	(563)	429
Denmark Krone	226	287,006	0	1,655	0	0	(36,875)	0	252,012
Euro Member Countries	(8)	3,535,816	107,902	2,289,723	38,901	800	(439,480)	(1,965)	5,531,689
Hong Kong Dollar	(318)	228,289	0	0	0	571	(3,229)	0	225,313
Hungarian Forint	195	0	0	0	0	0	0	97	292
Indian Rupee	537	172,737	0	0	0	0	0	(59)	173,215
Indonesian Rupiah	0	14,305	0	0	0	0	0	0	14,305
Israeli Shekel	307	25,855	0	0	0	0	0	0	26,162
Japanese Yen	4,282	2,713,383	0	0	10	(110)	(222,190)	0	2,495,375
Malaysian Ringgit	0	968	0	0	0	0	0	0	968
Mexican Peso	(434)	25,124	0	0	0	0	0	(29)	24,661
New Zealand Dollar	182	10,808	0	0	0	0	0	0	10,990
Norwegian Krone	266	62,446	0	0	11,887	0	(5,901)	0	68,698
Philippine Peso	0	17,957	0	0	0	0	0	0	17,957
Poland Zloty	(2,340)	0	0	0	0	0	0	441	(1,899)
Singapore Dollar	901	167,905	0	0	0	5	(2,435)	0	166,376
South African Rand	96	34,489	0	0	0	0	0	(130)	34,455
South Korean Won	0	104,303	0	0	0	0	0	304	104,607
Sweden Krona	508	314,166	0	0	0	75	(81,653)	0	233,096
Swiss Franc	110	826,528	0	0	0	0	(112,267)	0	714,371
Taiwan New Dollar	1	162,537	0	0	0	0	0	0	162,538
Thailand Baht	0	497	0	0	0	0	0	0	497
United Kingdom Pound	269	1,502,409	2,658	416,446	0	(311)	(83,604)	0	1,837,867
Total⁴	\$ 24,065	\$ 12,016,174	\$ 112,619	\$ 2,707,824	\$ 50,798	\$ (1,515)	\$ (1,065,449)	\$ (2,156)	\$ 13,842,360

¹ Commingled funds (including limited partnerships and other pooled vehicles) represent investments where the Retirement Funds own only a portion of the overall fund. While the overall fund may be denominated in U.S. dollars, the underlying investments may be exposed to foreign currency risk in various currencies. Commingled funds are shown in the denomination used by the fund for financial reporting.

² Investment types holding instruments denominated only in U.S. Dollars are not included in the above table. At calendar year-end, these include: Convertible Securities, Fixed Income Short Sales, Multi Asset and Other Investments, To Be Announced Securities, Options Contracts, and Obligation Under Reverse Repurchase Agreements.

³ Short Sell Obligations are reported as liabilities in the Statement of Fiduciary Net Position. They are included in the above table because they have exposure to foreign currency risk.

⁴ Amounts may not foot due to rounding.

» *Fair Value of Investments*

Fair value measurements of the investments held by the WRS are categorized by the hierarchy established by GAAP. The hierarchy, which has three levels, is based on the valuation inputs used to measure the fair value of the investment.

Level 1 - Investments reflect unadjusted quoted prices in active markets for identical assets.

Level 2 - Investments reflect prices that are based on inputs that are either directly or indirectly observable for an asset (including quoted prices for similar assets), which may include inputs in markets that are not considered to be active.

Level 3 - Investments reflect prices based upon valuation techniques in which significant inputs or significant value drivers are unobservable.

The fair value hierarchy gives the highest priority to Level 1 inputs and the lowest priority to Level 3. When the inputs used to measure fair value fall within different levels of the hierarchy, the level within which the fair value measurement is categorized is based on the lowest level input that is significant to fair value. The categorization of investments within the hierarchy is based upon the pricing transparency of the instrument and does not represent the investment's overall risk.

Commingled investments are not categorized under the fair value hierarchy but are disclosed within this note as investments measured at NAV.

The fair value measurements of investments as of December 31, 2024 are found in the table entitled Investments by Fair Value Level.

Retirement Funds
Investments by Fair Value Level
As of December 31, 2024
(In Thousands)

Asset Type	Fair Value			TOTAL
	Level 1	Level 2	Level 3	
Cash Equivalents				
Money Market Funds	\$ 400,034	\$ 0	\$ 0	\$ 400,034
Total Cash Equivalents	400,034	0	0	400,034
Equities				
Domestic	37,875,180	0	108,721	37,983,901
International	12,001,626	7	14,543	12,016,176
Total Equities	49,876,806	7	123,264	50,000,077
Fixed Income				
Asset Backed Securities	0	1,664,948	112,186	1,777,134
Corporate Bonds and Private Placements	0	15,761,966	123,576	15,885,542
Exchange Traded Funds	291,917	0	0	291,917
Foreign Government/Agency Bonds	0	1,352,652	0	1,352,652
Leveraged Loans	0	2,710,365	424,474	3,134,839
Municipal Bonds	0	176,224	0	176,224
U.S. Government Agencies	0	1,988,204	0	1,988,204
U.S. Treasury Inflation Protected Securities	0	24,151,220	0	24,151,220
U.S. Treasury Securities	96,652	8,475,493	0	8,572,145
Total Fixed Income	388,569	56,281,072	660,236	57,329,877
Multi Asset and Other	321,502	0	0	321,502
Preferred Securities				
Domestic	0	17,236	356,646	373,882
International	38,912	15,233	11,887	66,032
Total Preferred Securities	38,912	32,469	368,533	439,914
Convertibles	0	0	1,275	1,275
Derivatives				
Foreign Exchange Contracts	0	(6,233)	0	(6,233)
Futures	58,760	0	0	58,760
Options	1,309	242	0	1,551
Swaps	0	(55,665)	(358)	(56,023)
To Be Announced Securities	0	1,219,426	0	1,219,426
Total Derivatives	60,069	1,157,770	(358)	1,217,481
Short Sales	(4,563,419)	(3,284,547)	(185)	(7,848,151)
Total	\$ 46,522,473	\$ 54,186,771	\$ 1,152,765	\$ 101,862,009

Securities classified as Level 1 are generally valued at the official closing price (usually the last trade price). Such investments generally include exchange-traded securities such as equities, preferred stock, certain derivative instruments, and exchange-traded funds. U.S. Treasury Bills and only the most recently issued U.S. Treasury Notes and Bonds are classified as Level 1, as available pricing for these securities is similarly reliable to exchange-traded securities.

Securities classified as Level 2 are valued using observable inputs provided by third-party pricing services generally using either a bid evaluation or a matrix-pricing technique. Bid evaluations may include market quotations that are based on yields, maturities, call features, and ratings. Matrix-pricing is used to value securities based on their relationship to benchmark market prices for securities with similar interest rates, maturities, and credit ratings. Pricing in this level may also include market approaches that incorporate benchmark interest rates. Debt securities comprise the majority of the Level 2 investments as they are generally traded using a dealer market, with lower trading volumes than Level 1 securities. OTC derivative instruments, such as swaps, To Be Announced Securities (TBAs), and foreign exchange contracts, are also included in Level 2 because they are priced using a market approach that considers benchmark interest rates and foreign exchange rates.

Level 3 investments are generally valued using significant inputs that are unobservable to the marketplace. This may occur if an investment is illiquid or its value is based on estimates. Asset Backed Securities included in Level 3 represent private placements that are valued at purchase price when third-party valuations are unavailable. Equities, convertibles, and preferred securities included in the Level 3 hierarchy are generally privately held securities valued using valuation models such as price multiples incorporating comparable public companies, discounted cash flows and milestone valuation models. In some instances of privately held preferred securities, fair value is determined based on recent financing rounds. Bank loans, which are included in corporate bonds and private placements within the Level 3 category, are priced by vendors using proprietary models which may incorporate unobservable inputs. Cash and Cash Equivalents included in Level 3 represent securities priced at cost. Typically, due to their short-term nature, cost approximates fair value for these investments. Other factors such as infrequent trading, an inactive market, or adjusted quoted prices may also result in Level 3 measurements.

» *Investments Measured at NAV*

The fair value of certain investments including cash funds, fixed income funds, equity funds, private fund investments, equity limited partnerships, hedge funds, and other externally managed investments are based on the investments' NAV per share (or its equivalent) provided by the investment manager. The December 31, 2024 investments valued using NAV are shown in the table entitled Investments Measured at NAV.

Retirement Funds
Investments Measured at NAV
As of December 31, 2024
(In Thousands)

Investments Measured at NAV	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period ⁸
Cash and Cash Equivalents ¹	\$ 2,903,902	\$ 0	Daily	Same Day
Fixed Income ²	1,674,226	0	Daily, Monthly	5-30 days
Fixed Income Limited Partnerships ³	1,925,095	205,000	Monthly, N/A	5-45 days
Private Fund Investments ⁴	36,387,238	13,684,202	N/A	N/A
Equities ⁵	9,067,987	0	Daily, Monthly, Quarterly	1-50 days
Equity Limited Partnerships ⁶	4,737,962	0	Daily, Monthly	1-30 days
Hedge Funds ⁷	9,514,513	1,055,920	Various	Various
Total	<u>\$ 66,210,923</u>	<u>\$ 14,945,122</u>		

¹ This category consists of short-term cash funds with the investment objective of safety of principal and liquidity while earning a competitive money market rate of return. The short-term cash funds have daily liquidity with same day notice.

² This category includes fixed income managers which can invest across the credit quality spectrum, in varying geographies. The external asset managers require a redemption notice period of between 5 to 30 days, and the funds have daily and monthly liquidity. As of December 31, 2024, there is one full redemption sale planned in 2025. The anticipated sale price of the fund is not expected to be materially different than the NAV as of December 31, 2024.

³ The Fixed Income Limited Partnership funds invest in leveraged loans and emerging markets. These funds require a redemption notice period of between 5 to 45 days and assets can be redeemed monthly for all except one fund, which is illiquid and cannot be resold or redeemed.

⁴ Private Fund Investments include direct, co-investments, limited liability corporations (LLC) or limited partnerships (LP) with existing SWIB general partners, direct secondary investments, and fund of funds. These investments are illiquid and are generally not resold or redeemed. Distributions from each fund are received as the underlying investments are liquidated or over the life of the investment. The table entitled Limited Partnerships - Estimated Remaining Life provides an estimate of the period over which the underlying assets are expected to be liquidated. Unfunded commitments represent the amount of capital reasonably likely to be called by the fund manager. Unfunded commitments for older funds in the liquidation stage are not included in the table above as the likelihood of additional capital being called by these funds is remote. As of December 31, 2024, there are two partial and two full redemption sales planned in 2025 on the secondary market. The anticipated sale prices of these funds is not expected to be materially different than the NAV as of December 31, 2024.

⁵ This category includes long-only equity managers with various fundamental, quantitative, and other approaches spanning various styles, geographies, and market cap weights. These long-only manager investments can be redeemed either daily, monthly, or quarterly with between 1 and 50 business days notice. One investment is subject to a fund level redemption gate.

⁶ Equity Limited Partnership funds invest in U.S. and global equity. The external asset managers require a redemption notice period of between 1 and 30 days and can be redeemed daily and monthly. These investments represent open-ended funds that are readily redeemable.

⁷ Hedge Fund investments are private investment funds that seek to produce positive absolute returns using a broad range of strategies. In certain instances, Hedge Fund investments are closed-end funds, whereby participants receive distributions over the life of the fund. The estimated remaining life for closed-end funds can be up to 10 years. Additional information relating to Hedge Funds can be found later in this note.

⁸ Redemption terms described for NAV investments reflect contractual agreements and assume withdrawals are made without adverse market impact and under normal market conditions.

» Private Fund Investments

Private Fund Investments include private equity and real estate.

Private Equity Limited Partnerships included the following investment strategies as of December 31, 2024:

Leveraged Buyout - This strategy acquires the controlling interest of a private company using a significant amount of borrowed capital (leverage).

Distressed Debt - This strategy can invest in public and private companies undergoing financial distress, a turnaround in business operations, or which are believed to be undervalued because of a discrete extraordinary event.

Growth Equity - This strategy is an investment opportunity in relatively mature companies that are going through a transformational event in their lifecycle with potential for significant growth.

Venture Capital - This strategy invests in companies with potential for significant growth (generally small to early stage emerging firms).

Private Debt - This strategy includes any debt held by or extended to privately held companies. The debt securities can be senior debt, mezzanine debt, and structured capital but commonly involve non-bank institutions making loans to private companies or buying those loans on the secondary market.

Secondaries - This strategy provides a market for investors to sell or purchase positions in private markets funds.

Real Estate limited partnerships generally consisted of the following investment strategies as of December 31, 2024:

Core - Core investments are expected to deliver a significant percentage of their return from income and should experience lower volatility than Opportunistic and Value investments due to lower leverage, higher occupancy, and asset location.

Value - Value investments typically have significant near-term leasing, repositioning, and/or renovation risk. This strategy is expected to have modest initial operating revenues with potential for substantial income growth and will likely encounter greater volatility than Core strategies, but lower volatility than Opportunistic strategies.

Opportunistic - Opportunistic investments usually have significant development, lease-up, financial restructuring, and/or liquidity risk with little or no initial operating income. This strategy typically uses the highest leverage, is expected to achieve most of its return from future capital gains, and is likely to encounter greater volatility than Core and Value strategies.

Private equity and real estate limited partnerships are generally structured to provide distributions to participants of the fund as the holdings of the partnership are liquidated over time. The table entitled Limited Partnerships - Estimated Remaining Life illustrates the distribution of estimated remaining liquidation periods for the limited partnership holdings as of December 31, 2024.

Retirement Funds
Limited Partnerships - Estimated Remaining Life
As of December 31, 2024
(In Thousands)

Limited Partnership Type	Estimated Remaining Life				Total
	< 5 Years	5 - 10 Years	> 10 Years	N/A ²	
Private Fund Investments ¹	\$ 10,825,486	\$ 21,217,305	\$ 2,471,167	\$ 1,873,280	\$ 36,387,238
Equity Limited Partnerships	0	0	0	4,737,962	4,737,962
Fixed Income Limited Partnership	0	0	45,000	1,880,095	1,925,095
Total	<u>\$ 10,825,486</u>	<u>\$ 21,217,305</u>	<u>\$ 2,516,167</u>	<u>\$ 8,491,337</u>	<u>\$ 43,050,295</u>

¹ Estimated remaining life represents subjective estimates, assuming normal market conditions.

² N/A investments represent open-ended funds that are readily redeemable.

» Hedge Funds

Hedge Fund investments are private investment funds that seek to produce absolute returns using a broad range of strategies. The Retirement Funds participated in the following Hedge Fund strategies as of December 31, 2024:

Relative Value - This strategy seeks to take advantage of price differentials by buying and selling different yet related securities. Relative value strategies include fixed income arbitrage, insurance linked, quantitative strategies, merger arbitrage, convertible arbitrage, and volatility-related investments.

Credit - This strategy includes long/short and event driven investment strategies to various fixed income instruments including bank loans, corporate, government bonds, distressed debt, and securitized credit.

Equity Long-Short - This strategy invests both long and short in publicly-traded stocks and related securities. These managers vary in their use of short selling and leverage.

Tactical Trading - This strategy invests globally in indices, commodities, interest rate instruments, and currencies and, as needed, their derivatives as a result of relative value or directional forecasts from a systematic or discretionary approach.

Event-Driven - This strategy seeks to gain an advantage from pricing inefficiencies that may occur before or after a corporate action or related event, such as a merger, spinoff, earnings call, bankruptcy, or restructuring.

Multi Strategy - This strategy seeks to maximize risk-adjusted returns by investing in a variety of underlying investment strategies. They often employ flexibility in terms of capital, aiming to allocate dynamically to the best opportunities and shifting resources to where they are most needed.

Specialty Finance - This strategy invests in a broad collection of lending strategies which typically have private, customized structures with short duration and asset backed collateral.

Special Opportunities and Co-investments - This strategy seeks to invest in special situations, which may include co-investments or interests in the equity or revenues of external investment managers.

When redeeming Hedge Fund investments, the agreements governing the investment often require advanced notice and may restrict the timing of withdrawals. The table entitled Hedge Fund Redemption Timing depicts redemption terms, independent of other contractual restrictions like lock-up periods as discussed below, for SWIB's Hedge Fund investments as of December 31, 2024.

**Retirement Funds
Hedge Fund Redemption Timing
As of December 31, 2024**

Redemption Frequency	Redemption Notice Period (Days)	Fair Value (In Thousands)
Daily	1	\$ 305,644
Monthly	30 - 92	3,163,613
Quarterly ¹	30 - 180	3,172,054
Semi - Annual	60 - 180	1,126,003
Annual	90	5,075
Other ²	N/A	1,742,124
Total		<u>\$ 9,514,513</u>

¹ This category includes funds that are in the process of being fully redeemed, with final distribution expected in 2025.

² This category includes illiquid funds that are redeemable at the managers' discretion as well as funds that are structured as limited partnerships, whereby withdrawals are not permitted, but the participants receive distributions over the life of the fund.

Hedge Fund agreements can also include lock-up periods, which restrict investors from redeeming their investment during a specified time frame. Lock-up periods help portfolio managers mitigate liquidity risks. Lock-ups can be hard, where redemptions are not permitted for a specified time period, or soft, where redemptions are permitted provided the investor pays a penalty. In certain instances, a fund may have both hard and soft lock-up restrictions. In addition, in certain investments, Hedge Fund managers may be allowed to institute a rolling lock-up. A fund with a rolling lock-up period requires investors to commit to an initial lock-up period, and, if the investor does not submit a redemption notice within a set time prior to expiration of the lock-up, the lock-up is reset.

The table entitled Hedge Fund Lock-ups reflects the lock-up terms for the Hedge Fund investments held on December 31, 2024.

**Retirement Funds
Hedge Fund Lock-ups
As of December 31, 2024**

Hedge Fund Lock Type	Initial Duration of Lock (Years)	Year of Lock Expiration	Fair Value (In Thousands)
Hard Lock	1 - 2	2025 - 2026	\$ 344,921
Rolling Lock	2.5	2025	291,178
None ¹	N/A	N/A	7,136,290
Other ²	N/A	N/A	1,742,124
Total			<u>\$ 9,514,513</u>

¹ This category includes funds that are in the process of being fully redeemed, with final distribution expected in 2025.

² This category includes illiquid funds that are redeemable at the managers' discretion as well as funds that are structured as limited partnerships, whereby withdrawals are not permitted, but the participants receive distributions over the life of the fund.

Similar to lock-ups, Hedge Fund agreements also commonly incorporate gating restrictions. An investor-level gate limits redemption on a particular redemption date to a specified percentage of the investor's account value, while a fund-level gate may limit total investor withdrawals on a particular redemption date to a percentage of aggregated fund-level (or master fund-level) NAV. In certain instances, funds can have both investor and fund-level gates in place. Such funds are reflected in the Investor Level category. The table entitled Hedge Fund Gates summarizes the Hedge Fund gates in place as of December 31, 2024.

Retirement Funds Hedge Fund Gates As of December 31, 2024		
Hedge Fund Gate Type	Gate Range	Fair Value (In Thousands)
Investor Level ¹	3.8% - 50.0%	\$ 4,405,472
Fund Level ¹	8.3%	453,262
None ¹	N/A	2,913,655
Other ^{1,2}	N/A	1,742,124
Total		<u>\$ 9,514,513</u>

¹ These categories include funds that are in the process of being fully redeemed, with final distribution expected in 2025.

² This category includes illiquid funds that are redeemable at the managers' discretion as well as funds that are structured as limited partnerships, whereby withdrawals are not permitted, but the participants receive distributions over the life of the fund.

» Derivative Instruments

A derivative instrument, as defined by GASB Statement No. 53, Accounting and Financial Reporting for Derivative Instruments, is a financial instrument or other contract that has the following characteristics:

- *Settlement factors* - It has (1) one or more reference rates and (2) one or more notional amounts or payment provisions or both. Those terms determine the amount of the settlement or settlements and, in some cases, whether or not a settlement is required.
- *Leverage* - It requires no initial net investment or an initial net investment that is smaller than would be required for other types of contracts expected to have a similar response to changes in market factors.
- *Net settlement* - Its terms require or permit net settlement, it can readily be settled net by a means outside the contract, or it provides for delivery of an asset that puts the recipient in a position not substantially different from net settlement.

Derivative instruments may be used to implement investment strategies for the Retirement Funds. All derivative instruments are subjected to risk analysis and monitoring processes at the portfolio, asset class, and fund levels. Investment guidelines define allowable derivative activity for each portfolio and are based on the investment objectives approved by SWIB's Board of Trustees. Where derivative instruments are permitted, guidelines stipulate allowable types and the manner in which they can be used.

Gains and losses for all derivative instruments are reported in the Statement of Changes in Fiduciary Net Position as "Net Increase (Decrease) in Fair Value of Investments." SWIB invests in derivative instruments directly and indirectly through commingled or pooled investment vehicles. Information relating to

investments held in commingled funds is not separately disclosed in the financial statements or the accompanying notes, consistent with GASB reporting requirements.

A derivative instrument can take the form of an individually negotiated contract between the Retirement Funds and a specific counterparty. These types of negotiated positions are known as OTC contracts and can be structured as either uncleared or cleared.

Uncleared OTC contracts are non-standardized bilateral contracts that do not include the use of a centralized intermediary, such as a clearinghouse. Uncleared OTC transactions are subject to regulatory requirements with respect to data reporting and recordkeeping, trading relationship documentation, business conduct standards, portfolio reconciliation, and margin collection and posting. For these transactions, master netting agreements and credit support annexes governing the credit relationship and collateral exchange between two parties are put in place to mitigate counterparty credit risk.

Cleared OTC contracts offer additional protections to trade participants. These types of transactions employ the use of an intermediary between counterparties. The intermediary, known as a clearinghouse, serves to facilitate trading and mitigate risks. While not completely standardized, these contracts involve a high degree of standardization. Once cleared, the clearinghouse steps in as the counterparty to all trades. Regulatory bodies govern the tools and procedures for risk mitigation such as margin requirements and daily mark-to-market.

In addition to trading OTC, derivative contracts can also be transacted on established exchanges. These are called exchange-traded contracts and are completely standardized. Like cleared OTC contracts, the clearinghouse is an intermediary to the trade, reducing risks and standardizing the exchange of margin. The table entitled Derivative Contract Types summarizes the differences between OTC and exchange-traded contracts.

Retirement Funds Derivative Contract Types		
Uncleared (OTC)	Cleared (OTC)	Exchange-Traded
Trades negotiated OTC	Trades negotiated OTC	Trades executed on organized exchanges
Customized trade terms are agreed upon by counterparties	Trades limited to standardized terms	Trades limited to standardized terms
Traded bilaterally between counterparties	Trades are submitted through a clearinghouse, which is counterparty	Trades are booked with exchange's clearinghouse, which is counterparty
Margin (collateral) often exchanged but subject to negotiation between counterparties.	Mandatory margin requirements	Mandatory margin requirements
Common example: Forward Contracts	Common example: Credit Default Swaps	Common example: Futures Contracts

Collateral postings are commonplace for derivative contracts and vary based on the type of contract traded. SWIB posted approximately \$224.9 million in cash and \$1.1 billion in securities as collateral for derivative positions as of December 31, 2024. More information regarding collateral requirements is included below.

Uncleared OTC Derivative Instruments

Inherent in the use of uncleared OTC derivative instruments, the Retirement Funds may be exposed to counterparty credit risk. Counterparty credit risk is the risk that a derivative instrument counterparty may fail to meet its payment obligations under the terms of the derivative contract. SWIB seeks to mitigate this risk through counterparty credit evaluations and approvals, counterparty credit limits, and exposure monitoring procedures. Additionally, policies have been established which seek to implement master netting arrangements with counterparties that permit the closeout and netting of transactions with the same counterparty upon the occurrence of certain events, such as payment default, rating downgrade, bankruptcy, illegality, or force majeure. Agreements may also require daily collateral postings to further mitigate credit risk.

The table entitled OTC Derivative Instruments Subject to Counterparty Credit Risk summarizes, by credit rating, the Retirement Funds' exposure to counterparty credit risk relating to uncleared OTC contracts as of December 31, 2024, without respect to any collateral or netting agreement.

Retirement Funds OTC Derivative Instruments Subject to Counterparty Credit Risk As of December 31, 2024 (In Thousands)					
Counterparty Credit Rating	FX Receivables	Swap Receivables	To Be Announced Receivables¹	Warrant Receivables^{1,2}	Total³
AA	\$ 1,515,320	\$ 2,587,727	\$ 356	\$ 0	\$ 4,103,403
A	1,817,588	860,860	2,548	0	2,680,996
Not Rated	0	0	0	246	246
Total	<u>\$ 3,332,908</u>	<u>\$ 3,448,587</u>	<u>\$ 2,904</u>	<u>\$ 246</u>	<u>\$ 6,784,645</u>

¹Exposure to counterparty credit risk for To Be Announced Securities and Warrants is limited to unrealized gains on open positions.

²Warrants issued by privately held companies are not rated by statistical credit rating organizations.

³Aggregate amount of liabilities included in master netting arrangements was \$6.8 billion as of December 31, 2024.

The aggregate fair value of receivables relating to uncleared OTC derivative contracts was \$6.8 billion as of December 31, 2024. This amount represents the maximum loss that would be recognized at the reporting date if all counterparties failed to perform as contracted. This maximum exposure is reduced to \$82.1 million as of December 31, 2024 when counterparty collateral and master netting arrangements are considered. SWIB had credit exposure to 28 uncleared OTC counterparties as of December 31, 2024.

Cleared OTC and Exchange-Traded Derivatives

Counterparty credit risk is mitigated by an intermediary for cleared OTC and exchange-traded derivative contracts. For these types of derivative investments, a clearinghouse interposes itself as counterparty to all trades and extends a guarantee that trades will be settled as originally intended and to ensure performance and margin requirements are imposed. The requirements are established with the intent to cover nearly all expected price changes based on market risk. Margin payments are settled daily based upon the price movements of the contracts, thereby significantly reducing counterparty credit risk.

» *Foreign Currency Spot and Forward Contracts*

Foreign Currency Spot and Forward Contracts are uncleared OTC agreements between two parties to exchange designated currencies at a specific time in the future. No cash is exchanged when a foreign exchange spot or forward contract is initiated. Depending upon market movements, Forward Contracts may require collateral postings either to SWIB or to counterparties. Spot contracts are exempt from collateralization. For deliverable contracts, amounts due are paid or received on the contracted settlement date. In other instances (most often in emerging markets), contracts are established as non-deliverable forwards (NDFs). Unlike deliverable contracts, NDFs are only settled in U.S. dollars.

Currency exposure management is permitted through the use of currency derivative instruments. Direct hedging of currency exposure back to the U.S. dollar is permitted when consistent with the strategy of the portfolio. Cross-currency exposure management seeking to transfer out of an exposed currency and into a benchmark currency is also permitted. SWIB may employ discretionary currency overlay strategies when currency market conditions suggest such strategies are warranted.

Losses may arise from future changes in the value of the underlying currency, or if the counterparties do not perform under the terms of the contract. Spot and Forward Contracts are valued daily with the changes in fair value included in "Net Increase (Decrease) in Fair Value of Investments" in the Statement of Changes in Fiduciary Net Position. The net receivable or payable for spot and Forward Contracts is reflected as "Foreign Currency Contracts" in the Statement of Fiduciary Net Position. The tables entitled Foreign Currency Spot and Forward Contracts present the fair value of foreign currency spot and forward contract assets and liabilities held by the Retirement Funds as of December 31, 2024.

Retirement Funds
Foreign Currency Spot and Forward Contracts
December 31, 2024
(In Thousands)

Currency	Notional (Local Currency)	Fair Value (\$U.S.)	Unrealized Gain/(Loss) (\$U.S.)
Foreign Currency Contract Receivables			
Australian Dollar	121,687	\$ 75,350	\$ (2,443)
Brazilian Real	516,353	82,995	(2,543)
Canadian Dollar	142,671	99,263	(2,099)
Chilean Peso	14,853,750	14,922	(78)
Chinese Yuan Renminbi	38,002	5,185	(51)
Czech Republic Koruna	284,262	11,696	(362)
Danish Krone	14,980	2,081	(32)
Egyptian Pound	1,122,977	21,078	223
Euro Member Countries	177,035	183,684	(3,026)
Hong Kong Dollar	17,283	2,225	2
Hungarian Forint	2,441,527	6,140	(387)
Indian Rupee	3,432,064	39,811	(409)
Indonesian Rupiah	645,094,000	39,627	(642)
Israeli Shekel	390	107	0
Japanese Yen	101,952,438	654,066	(13,526)
Mexican Peso	1,201,273	57,036	(1,581)
New Zealand Dollar	6,381	3,575	(45)
Norwegian Krone	3,764,993	331,441	(5,986)
Phillippines Peso	949,897	16,248	95
Poland Zloty	67,231	16,253	(526)
Singapore Dollar	1,356	994	(15)
South African Rand	191,063	10,056	(551)
Sweden Krona	3,886,248	353,128	(5,391)
Switzerland Franc	32,511	35,896	(862)
Taiwan New Dollar	565,462	17,244	(214)
Thailand Baht	300,391	8,855	74
Turkish Lira	1,413,594	38,075	341
United Kingdom Pound	31,784	39,793	(342)
United States Dollar	1,166,087	1,166,087	0
Total Receivables		\$ 3,332,911	\$ (40,376)

Retirement Funds
Foreign Currency Spot and Forward Contracts
December 31, 2024
(In Thousands)

Currency	Notional (Local Currency)	Fair Value (\$U.S.)	Unrealized Gain/(Loss) (\$U.S.)
Foreign Currency Contract Payables			
Australian Dollar	(79,059)	\$ (48,953)	\$ 1,105
Brazilian Real	(17,343)	(2,791)	156
Canadian Dollar	(43,947)	(30,564)	137
Chilean Peso	(38,374,275)	(38,550)	502
Chinese Yuan Renminbi	(381,691)	(52,562)	43
Czech Republic Koruna	(778,028)	(32,011)	1,403
Danish Krone	(33,252)	(4,619)	55
Euro Members Countries	(1,038,015)	(1,077,449)	21,609
Hong Kong Dollar	(7,018)	(903)	0
Hungarian Forint	(10,534,857)	(26,440)	617
Israeli Shekel	(4,179)	(1,147)	(1)
Japanese Yen	(19,404,949)	(124,001)	3,413
Korean (South) Won	(68,554,471)	(46,517)	1,481
New Zealand Dollar	(6,283)	(3,523)	99
Norwegian Krone	(162,626)	(14,319)	(5)
Peruvian Sol	(31,144)	(8,271)	82
Poland Zioty	(47,086)	(11,393)	182
Singapore Dollar	(33,470)	(24,608)	411
South African Rand	(364,496)	(19,183)	817
Sweden Krona	(544,983)	(49,362)	88
Switzerland Franc	(81,929)	(91,072)	1,401
Taiwan New Dollar	(1,367,957)	(41,717)	632
Thailand Baht	(809,753)	(23,869)	(102)
Turkish Lira	(72,262)	(2,024)	(5)
United Kingdom Pound	(13,420)	(16,807)	24
United States Dollar	(1,546,489)	(1,546,489)	0
Total Payables		(3,339,144)	34,144
Net		\$ (6,233)	\$ (6,232)

» Futures Contracts

A futures contract is an exchange-traded agreement to buy or sell a financial instrument, index, or commodity at an agreed upon price and specified date in the future.

The fair value of futures contracts represents the unrealized gain (loss) on the contracts, since trade inception, and is reflected as "Financial Futures Contracts" in the Statement of Fiduciary Net Position. Futures contracts are marked to market daily, based upon the closing market price of the contract at the board of trade or exchange on which they are traded. Gains and losses resulting from investments in futures contracts are included in the "Net Increase (Decrease) in Fair Value of Investments" in the Statement of Changes in Fiduciary Net Position.

Futures contracts involve, to varying degrees, risk of loss in excess of the margin deposited with the clearinghouse. Losses may arise from future changes in the value of the underlying instrument. Futures contracts may be entered into for purposes such as the following:

- To efficiently gain or adjust market exposures for rebalancing;
- To adjust sector, interest rate, or duration exposures; and
- To securitize cash or act as a substitute for cash market transactions.

The table entitled Futures Contracts presents the Retirement Funds investments in futures contracts as of December 31, 2024.

Retirement Funds Futures Contracts As of December 31, 2024 (In Thousands)				
Futures Contract Description	Position	Expiration	Notional Amount	Fair Value*
Commodity	Long	Jan 25 - Dec 25	\$ 364,938	\$ (4,327)
	Short	Jan 25 - Sep 25	(407,448)	37
Currency	Long	Jan 25	624	5
	Short	Jan 25 - Mar 25	(754,495)	25,276
Equity Index	Long	Jan 25 - Mar 25	1,316,089	(40,131)
	Short	Jan 25 - May 25	(2,931,854)	95,970
Fixed Income	Long	Mar 25	2,824,809	(33,441)
	Short	Mar 25	(1,709,103)	14,296
Interest Rate	Long	Feb 25 - Mar 26	1,439,284	320
	Short	Dec 25 - Mar 29	(962,168)	755
Total			<u>\$ (819,324)</u>	<u>\$ 58,760</u>

* Fair Value includes foreign currency gains (losses).

The table entitled Futures Contracts with Interest Rate Sensitivity presents the interest rate sensitivity of fixed income futures contracts as of December 31, 2024. Duration, which is stated in years, is the measure of price sensitivity of a fixed income security to an interest rate change of 100 basis points. Duration statistics presented in this table are weighted by the notional value of each position to compute an average duration for the contract types held.

Retirement Funds
Futures Contracts with Interest Rate Sensitivity
As of December 31, 2024
(In Thousands)

Contract Type	Position	Notional Amount	Fair Value	Weighted Average Duration (Years)
U.S. Treasury Notes	Long	\$ 2,200,558	\$ (12,173)	3.8
U.S. Treasury Notes	Short	(877,105)	3,294	3.6
U.S. Treasury Bonds	Long	533,615	(19,743)	14.3
U.S. Treasury Bonds	Short	(239,358)	7,161	15.7
Foreign Government Bonds	Long	90,637	(1,526)	7.8
Foreign Government Bonds	Short	(592,640)	3,841	7.9
Short-Term Interest Rate	Long	1,439,284	320	0.2
Short-Term Interest Rate	Short	(962,168)	755	0.3
Total		<u>\$ 1,592,823</u>	<u>\$ (18,071)</u>	

» Options

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

Trust fund rebalancing policies and certain portfolio investment guidelines permit the use of exchange-traded and OTC options. Options can be used to improve market exposure efficiency, enhance expected returns, or provide market exposure hedges. Exchange rules require that the seller of short exchange-traded option contracts cover these positions either by collateral deposits in the form of cash or by pledging, in escrow, the actual securities that would be transferred to the contract purchaser in the event the options contract was exercised. In the case of OTC options, investment guidelines mitigate counterparty credit risk by establishing minimum credit ratings and requiring master netting agreements with provisions for collateral exchanges.

The fair value of option contracts is based upon the closing market price of the contract and is reflected as "Options Contracts" in the Statement of Fiduciary Net Position. Gains and losses as a result of investments in option contracts are included in the "Net Increase (Decrease) in Fair Value of Investments" in the Statement of Changes in Fiduciary Net Position. The table entitled Options Contracts presents the fair value of option contracts as of December 31, 2024.

**Retirement Funds
Options Contracts
As of December 31, 2024**
(In Thousands)

Description	Contract Type	Position	Exchange-Traded (EXCH) vs. OTC	Expiration	Notional	Fair Value	Unrealized Gain/(Loss)
Equity	CALL	Long	EXCH	Jan 25 - Feb 25	\$ 338,893	\$ 109	\$ (1,500)
Equity	CALL	Short	EXCH	Jan 25 - Sep 25	(58,519)	(1,262)	422
Equity	PUT	Long	EXCH	May 25 - Sep 25	146,336	1,160	(1,173)
Equity	PUT	Short	EXCH	Jan 25 - Sep 25	(118,337)	(376)	421
Fixed Income	CALL	Long	EXCH	May 25	130,995	855	(1,060)
Futures	CALL	Long	EXCH	Mar 25	45,996	1,305	(775)
Futures	CALL	Short	EXCH	Mar 25	(45,996)	(240)	1,325
Total					<u>\$ 439,368</u>	<u>\$ 1,551</u>	<u>\$ (2,340)</u>

» Swaps

Swaps are negotiated contractual agreements between two parties which can be either cleared or uncleared OTC investments. As specified in SWIB's investment guidelines, swaps may be used as an alternative to physical securities when it is deemed advantageous for portfolio construction. In addition, swaps may be used to adjust asset class exposures for the Retirement Funds. Certain guideline limits and soft risk parameters for portfolios are applied to the aggregate exposures which includes both physical and synthetic securities. A synthetic security is a security or combination of securities that mirrors the properties of another reference security.

Throughout the calendar year, the Retirement Funds held positions in Total Return Swaps (TRS), Interest Rate Swaps (IRS), and Credit Default Swaps (CDS). The table entitled Open Swap Positions lists the open swap contracts held as of December 31, 2024.

**Retirement Funds
Open Swap Positions
As of December 31, 2024**
(In Thousands)

Type	Maturity Date	Reference Rate	Notional Amount	Fair Value	Unrealized Gain/(Loss)
Credit Default	Dec-26	N/A ¹	\$ 70,564	\$ 33	\$ 422
Credit Default	Dec-29	N/A ¹	62,670	(1,950)	(352)
Credit Default	Dec-29	N/A ²	116,211	(5,640)	490
Interest Rate	Jun-25	Receive Floating 6-Month CZK-PRIBOR, Pay Fixed 5.92%	5,663	(53)	(54)
Interest Rate	Jun-25	Receive Floating 6-Month PLN-WIBOR, Pay Fixed 6.02%	11,645	(3)	(19)
Interest Rate	Dec-25	Receive COP-IBR-OIS-Compound, Pay Fixed 9.7%	9,987	(112)	(112)
Interest Rate	Mar-26	Receive Floating 6-Month HUF-BUBOR, Pay Fixed 6.2%	5,172	22	43
Interest Rate	Sep-26	Receive COP-IBR-OIS-Compound, Pay Fixed 8.32%	9,313	10	10
Interest Rate	Jan-27	Pay Floating 1-Day BRL-CDI, Receive Fixed 10.04%	2,727	(268)	(268)
Interest Rate	Jan-27	Pay Floating 1-Day BRL-CDI, Receive Fixed 11.16%	88	(6)	(41)
Interest Rate	Jan-27	Receive Floating 1D BRL-CDI, Pay Fixed 12.68%	8,234	293	568
Interest Rate	Jan-27	Receive Floating 1-Day BRL-CDI, Pay Fixed 14.09%	2,758	64	64
Interest Rate	Jan-27	Receive Floating 1-Day BRL-CDI, Pay Fixed 14.6%	9,652	163	163
Interest Rate	Jun-27	Pay Floating 6-Month PLN-WIBOR, Receive Fixed 4.97%	3,206	(12)	240
Interest Rate	Sep-27	Pay Floating 3-Month ZAR-JIBAR, Receive Fixed 8.0%	11,996	178	222
Interest Rate	Sep-27	Receive Floating 3-Month KRW-CD, Pay Fixed 3.64%	6,385	(156)	(122)
Interest Rate	Sep-27	Receive Floating 3-Month ZAR-JIBAR, Pay Fixed 7.49%	22,405	(56)	(436)
Interest Rate	Sep-27	Receive Floating 6-Month PLN-WIBOR, Pay Fixed 5.49%	5,319	(53)	(53)
Interest Rate	Oct-27	Pay Floating 6-Month PLN-WIBOR, Receive Fixed 6.83%	2,406	105	105
Interest Rate	Oct-27	Pay Floating 6-Month PLN-WIBOR, Receive Fixed 7.9%	1,782	135	135
Interest Rate	Dec-27	Pay Floating 3-Month KRW-CD, Receive Fixed 4.2%	8,192	350	(117)
Interest Rate	Dec-27	Receive Floating 6-Month PLN-WIBOR, Pay Fixed 6.85%	121	(6)	157
Interest Rate	Mar-28	Pay Floating 3-Month KRW-CD, Receive Fixed 2.97%	4,008	32	32
Interest Rate	Jun-28	Receive Floating 3-Month ZAR-JIBAR Pay Fixed 8.46%	1,634	(358)	(359)
Interest Rate	Dec-28	Pay Floating 3-Month KRW-CD, Receive Fixed 3.83%	3,088	130	94
Interest Rate	Jan-29	Pay Floating 1-Day BRL-CDI, Receive Fixed 11.86%	4,632	(379)	(379)
Interest Rate	Jan-29	Pay Floating 1-Day BRL-CDI, Receive Fixed 13.91%	6,466	(238)	(238)
Interest Rate	Jun-29	Pay Floating 6-Month PLN-WIBOR, Receive Fixed 4.81%	1,043	(8)	(8)
Interest Rate	Sep-29	Pay Floating 6-Month HUF-BUBOR, Receive Fixed 6.2%	2,470	(41)	(41)

**Retirement Funds
Open Swap Positions
As of December 31, 2024
(In Thousands)**

Type	Maturity Date	Reference Rate	Notional Amount	Fair Value	Unrealized Gain/(Loss)
Interest Rate	Dec-29	Pay MXN-TIE ON-OIS Compound, Receive Fixed 9.01%	\$ 4,027	\$ (29)	\$ (29)
Interest Rate	Dec-29	Pay Floating 3-Month ZAR-JIBAR, Receive Fixed 7.83%	5,403	20	20
Interest Rate	Dec-29	Pay Floating 6-Month CZK-PRIBOR, Receive Fixed 3.04%	18,188	(510)	(322)
Interest Rate	Dec-29	Pay INR-MIBOR-OIS Compound, Receive Fixed 5.99%	6,535	(59)	(59)
Interest Rate	Dec-29	Receive Floating 3-Month KRW-CD, Pay Fixed 2.89%	6,766	(52)	(52)
Interest Rate	Dec-29	Receive Floating 6-Month HUF-BUBOR, Pay Fixed 5.91%	3,901	117	100
Interest Rate	Mar-30	Pay Floating 6-Month HUF-BUBOR, Receive Fixed 6.29%	6,825	(98)	(114)
Interest Rate	Mar-30	Receive COP-IBR-OIS-Compound, Pay Fixed 8.1%	6,627	168	168
Interest Rate	Mar-30	Receive COP-IBR-OIS-Compound, Pay Fixed 8.13%	2,216	53	53
Interest Rate	Mar-30	Receive Floating 1-Day CLP-ICP, Pay Fixed 5.29%	4,059	1	1
Interest Rate	Mar-30	Receive Floating 6-Month PLN-WIBOR, Pay Fixed 4.65%	21,026	281	187
Interest Rate	Nov-32	Pay Floating 3-Month ZAR-JIBAR, Receive Fixed 9.16%	2,552	113	113
Interest Rate	Dec-33	Pay Floating 6-Month HUF-BUBOR, Receive Fixed 7.42%	2,478	98	98
Interest Rate	Dec-34	Pay Floating 3-Month ZAR-JIBAR, Receive Fixed 8.68%	4,667	(27)	(27)
Total Return	Jan-25	Receive 1-Day Fed Funds Plus Spread, Pay Equity Index Return	376,220	(9,701)	(9,701)
Total Return	Jan-25	Pay 1-Day Fed Funds Plus Spread, Receive Equity Index Return	(395,266)	(3,826)	(3,826)
Total Return	Jan-25	Receive 1-Day Fed Funds Plus Spread, Pay Equity Index Return	332,225	(5,829)	(5,829)
Total Return	Jan-25	Pay 1-Day US SOFR Plus Spread, Receive MBS Index Return	(50,985)	(171)	(171)
Total Return	Jan-25	Pay 1-Day US SOFR Plus Spread, Receive US Credit Index Return	(102,872)	(659)	(659)
Total Return	Feb-25	Receive 1-Day Fed Funds Plus Spread, Pay Equity Index Return	817,672	7,714	7,714
Total Return	Feb-25	Receive 1-Day Fed Funds Plus Spread, Pay Equity Index Return	(817,678)	(28,772)	(28,772)
Total Return	Apr-25	Pay 1-Day US SOFR Plus Spread, Receive MBS Index Return	(76,478)	(257)	(257)
Total Return	May-25	Pay 1-Day Fed Funds Plus Spread, Receive Equity Index Return	(206,467)	(2,742)	(2,742)
Total Return	May-25	Pay 1-Day US SOFR Plus Spread, Receive US Credit Index Return	(109,081)	(2,061)	(2,061)

**Retirement Funds
Open Swap Positions
As of December 31, 2024**
(In Thousands)

Type	Maturity Date	Reference Rate	Notional Amount	Fair Value	Unrealized Gain/(Loss)
Total Return	Jul-25	Pay 1-Day US SOFR Plus Spread, Receive MBS Index Return	\$ (113,231)	\$ (1,168)	\$ (1,168)
Total Return	Oct-25	Pay 1-Day US SOFR Plus Spread, Receive MBS Index Return	(77,752)	(802)	(802)
Total			<u>\$ 71,413</u>	<u>\$ (56,023)</u>	<u>\$ (47,993)</u>

¹ SWIB sold credit protection in exchange for periodic payments.

² SWIB bought credit protection in exchange for periodic payments.

³ Amounts may not foot due to rounding.

Open CDS contracts represent cleared OTC positions where SWIB gains exposure to credit protection. Under the terms of the contract, SWIB receives or pays periodic payments and, in exchange, agrees to pay or receive a formula-driven amount to or from counterparties for losses incurred if stipulated credit events occur. CDS spreads are sensitive to credit spread and interest rate changes. The fair value of a CDS is determined using the closing price as reported by the applicable clearinghouse.

IRS positions represent cleared OTC contracts where fair value is determined using the closing price as reported by the applicable clearinghouse. IRS positions are sensitive to changes in interest rates. One stream of future interest payments is exchanged for another between counterparties. In most cases, interest rate swaps include the exchange of a fixed interest rate for a floating rate.

The open TRS contracts represent uncleared OTC positions where SWIB gains exposure to the return of the underlying index and, in exchange, agrees to pay or receive the stipulated rate benchmark, plus or minus a spread. The rate benchmark is based on the 1-day Fed Funds Rate set by the Federal Open Market Committee (FOMC), or the 1-day U.S. Secured Overnight Financing Rate (SOFR) published by the Federal Reserve of New York and is sensitive to interest rate changes. The fair value of a TRS is based on the change in quoted market price of the underlying equity index and represents the unrealized gain (loss) on the contracts since trade inception.

The fair value of CDS, IRS, and TRS is reflected as "Swaps" in the Statement of Fiduciary Net Position. Gains and losses resulting from investments in swap contracts are included in the "Net Increase (Decrease) in Fair Value of Investments" in the Statement of Changes in Fiduciary Net Position. Any interest owed but not yet paid relating to swap contracts is reported within "Investment Payables" in the Statement of Fiduciary Net Position. Interest expense relating to swap contracts is reported as "Investment Expense" in the Statement of Changes in Fiduciary Net Position.

IRS and TRS contracts are highly sensitive to interest rate changes because they are based on fluctuating benchmark rates. As rates fluctuate, the total expected cash flows will fluctuate.

» To Be Announced Securities

TBA mortgage-backed securities are uncleared OTC Forward Contracts consisting of mortgage-backed securities (MBS) issued by Government National Mortgage Association, a government entity, and by government-sponsored enterprises such as the Federal National Mortgage Association or the Federal Home Loan Mortgage Corp. The term TBA is derived from the fact that the actual MBS that will be delivered to fulfill a TBA trade is not designated at the time the trade is made. Instead, the specific pool of mortgages comprising the MBS is announced 48 hours prior to the established trade settlement date. Eligibility rules and standards for MBS pools deliverable into TBA contracts ensure that delivered MBS pools are fungible. Payment for TBA securities is not made until the settlement date.

Certain portfolio investment guidelines allow for both long and short TBA positions. To mitigate counterparty credit risk, guidelines establish minimum credit ratings and require master netting agreements which include provisions for collateral exchanges.

TBAs, much like their underlying MBS securities, may be highly sensitive to interest rate changes. This is because the MBS pool on which these forward contracts are based can be subject to early payment in a period of declining interest rates. The price of TBAs can fluctuate as the marketplace predicts changes in timing, or possible reductions in expected cash flows, associated with a change in interest rates. The table entitled TBA Contracts includes the interest rate sensitivity of TBA contracts as of December 31, 2024. Duration, which is stated in years, is the measure of price sensitivity of a fixed income security to an interest rate change of 100 basis points. Duration statistics presented in this table are weighted by the fair value of each position to compute an average duration for the contracts held.

Retirement Funds TBA Contracts As of December 31, 2024 (In Thousands)				
Position	Contract Maturity	Fair Value	Unrealized Gain/ (Loss)	Weighted Average Duration (Years)
Long	Jan 25 - Feb 25	\$ 3,304,849	\$ (11,147)	5.8
Short	Jan 25 - Feb 25	(2,085,423)	(2,700)	7.1
Total		<u>\$ 1,219,426</u>	<u>\$ (13,847)</u>	

The fair value of TBAs is reflected in the table entitled TBA Contracts and included in "To Be Announced Securities" in the Statement of Fiduciary Net Position. The unrealized gain (loss) associated with these contracts is included within the "Net Increase (Decrease) in Fair Value of Investments" in the Statement of Changes in Fiduciary Net Position.

» *Warrants*

A warrant is a contract that entitles the holder to buy the underlying stock of the issuing company at a specified price. Warrants and options are similar, as both allow the holder special rights to buy securities. However, warrants differ from options in that they provide additional financing to the issuing company when exercised. As of December 31, 2024, SWIB held warrant contracts valued at \$0.4 million. Warrants are included in the "Equities" section in the Statement of Fiduciary Net Position. The associated unrealized loss of \$0.5 million is included in the "Net Increase (Decrease) in Fair Value of Investments" in the Statement of Changes in Fiduciary Net Position.

» *Securities Lending Transactions*

Wisconsin Statutes and Board policies permit SWIB to use investments of the Retirement Funds to enter into securities lending transactions. These transactions involve the lending of securities to broker-dealers and other entities in exchange for collateral, in the form of cash or securities, with the simultaneous agreement to return the collateral for identical securities in the future. SWIB utilizes agents to lend the Retirement Funds' directly held domestic and international securities. When the Retirement Funds' securities are delivered to a borrower as part of a securities lending agreement, the borrower is required to place collateral with the lending agent equal to at least 102% of the loaned securities' fair value, including interest accrued, as of the delivery date, if the securities and the collateral are denominated in the same currency. If securities are loaned against collateral denominated in a different currency, the borrower is required to place collateral with the lending agent totaling at least 105% of the loaned securities' fair value, including interest accrued, as of the delivery date. Collateral is marked to market daily and adjusted as needed to maintain the required minimum level. Pledging or selling non-cash collateral securities cannot be done without a borrower default. On December 31, 2024, the fair value of the securities on loan to counterparties was approximately \$18.3 billion.

Cash collateral is reinvested by the lending agents in either a U.S. dollar cash collateral pool or a pool denominated in Euros. These pools are administered in accordance with contractual investment guidelines which are designed to minimize the risk of principal loss and provide a modest rate of return. Investment guidelines limit credit and liquidity risk by restricting new investments to repurchase agreements collateralized with high quality U.S. government, U.S. government agencies, and sovereign debt securities. To further reduce credit risk, in addition to maintaining collateral greater than 100% of the loaned securities, SWIB's agents provide indemnification to SWIB against counterparty default. The earnings generated from the collateral investments or fees, plus or minus the rebates received from or paid to the dealers and less fees paid to agents, results in the net earnings from lending activities, which are then split on a percentage basis with the lending agent. Cash from the U.S. dollar pool may be posted as collateral relating to short sale transactions and it earns the Overnight Bank Funding rate plus 10 basis points. Additional information relating to short sales is discussed later in this note. As of December 31, 2024, a total of \$8.6 billion in cash was released from the invested securities lending collateral pool to SWIB. The cash released is used to provide liquidity for other investment strategies. The Securities Lending Collateral Liability is fully collateralized when the cash released is combined with the invested securities lending collateral.

As of December 31, 2024, the Retirement Funds had minimal credit risk exposure to borrowers as loans are collateralized in excess of 100%. In addition to the cash collateral reinvestment indemnification, the contracts with the lending agents require indemnification for the Retirement Funds if the borrowers fail to return the loaned securities and the collateral is inadequate to replace the securities lent. The Retirement Funds are also indemnified against losses resulting from violations of investment guidelines.

The majority of security loans are open-ended and can be terminated on demand by the Retirement Funds or the borrower. Maturities of investments made with cash collateral are not necessarily matched to the maturities of the securities loaned because most loans do not have a fixed maturity date. The risk that SWIB would be unable to return collateral to securities borrowers upon termination of the loan is mitigated by the highly liquid nature of investments held in the collateral reinvestment pools and investments held by SWIB. The average maturities of the loans and the average maturities of the assets held in the collateral reinvestment pools were similar as of December 31, 2024.

Securities lending is allowed in certain commingled fund investments. As an investor in such funds, SWIB does not own the underlying securities. External asset managers of commingled funds manage securities lending activity for all investors within the fund and do not separately report on securities lending activity. Earnings of these commingled funds are reported in the Statement of Changes in Fiduciary Net Position as "Net Increase (Decrease) in Fair Value of Investments."

» *Short Sell Obligations*

The Retirement Funds may sell a security it does not own in anticipation of purchasing the security later at a different price. This is known as a short sale transaction. For the duration of the short sale transaction, a liability is recorded under "Short Sell Obligations" in the Statement of Fiduciary Net Position. The liability presented in the Statement of Fiduciary Net Position represents the fair value of the shorted securities necessary for delivery to the purchaser and is marked to market daily. Realized and unrealized gains and losses associated with short sales are recorded in the Statement of Changes in Fiduciary Net Position, in the "Net Increase (Decrease) in Fair Value of Investments" account.

SWIB complies with all securities regulations and requirements to obtain access to borrowed securities prior to executing a short sale. While the transaction is open, the Retirement Funds incur expenses for securities borrowing costs. In addition, as a security borrower, the Retirement Funds may incur dividend and interest expense and such payments must be remitted to the security lender during the loan. During the duration of the borrow, there may be corporate action elections requiring the borrower to deliver items such as cash or securities to the lender. Expenses resulting from short sales are included in "Investment Expense" in the Statement of Changes in Fiduciary Net Position.

Risks arise from short sales due to the possible illiquidity of the securities markets and from potential adverse movements in security values. The cost to acquire the securities sold short may exceed the amount of proceeds initially received, as well as the amount of the liability recorded as "Short Sell Obligations" in the Statement of Fiduciary Net Position. Short sales expose the short seller to potentially unlimited liability as there is no upward limit on the price a shorted security can reach. Certain portfolio guidelines permit short sales and mitigate risks in various ways, including limiting the total value of short sales as a percentage of portfolio value, establishing portfolio versus benchmark tracking error limits, and monitoring other statistical and economic risk measures of the portfolio. Investment performance and risk associated with each portfolio are measured against benchmarks and monitored by management.

When a short sale occurs, the shorting portfolio must borrow the security and deliver it to the buyer. If the shorted security is owned by another Retirement Fund portfolio, investment policies allow the borrowing of the shorted securities from other Retirement Fund portfolios, including inter-fund borrowings. In addition to borrowing securities from existing Retirement Fund portfolios, SWIB may borrow securities from external sources. These borrowings are facilitated by SWIB's custodian.

Except in the case of borrowings within the same trust fund, the Retirement Funds are required to post collateral to the lender, at the required rate dictated by the type of collateral posted. Collateral posted ranges

between 102% and 115% of the market value of the shorted securities. The Retirement Funds posted \$445.8 million in cash and \$5.4 billion in securities as collateral to external security lenders representing approximately \$914.5 million in excess of the fair market value of the securities borrowed as of December 31, 2024. If the security lender recalled the security and SWIB was not able to supply the lender with the security, the lender would be permitted to use SWIB's collateral to fund the purchase of the security.

» *Investment Policy and Asset Allocation*

As part of its fiduciary responsibilities, SWIB is required by Wis. Stat. § 25.15 (2)(b) "to diversify investments in order to minimize the risk of large losses, unless under the circumstances it is clearly prudent not to do so, considering each trust's or fund's portfolio as a whole at any point in time." SWIB exercises this duty in part by establishing its investment policy and by setting the asset allocation.

SWIB's Board of Trustees has established the asset allocation pursuant to a comprehensive and ongoing evaluation of the appropriate risk and return standards for each fund under management. SWIB's Board of Trustees consists of nine members meeting specific requirements as follows:

- Six Governor-appointed and State Senate-confirmed members, including:
 - Four with at least ten years of investment experience;
 - One with at least ten years of financial experience and who works for a local government participant in the Local Government Investment Pool; and
 - One additional member;
- Educator participant in the WRS appointed by the Teachers Retirement Board;
- Non-educator participant in the WRS appointed by the Wisconsin Retirement Board; and
- Secretary of the Department of Administration or designee.

The Board-approved investment policy for the WRS is intended to assist in development of a diversified portfolio of investments within acceptable risk parameters. The policy represents a delegation of standing authority to the SWIB's Executive Director/Chief Investment Officer and investment staff to make prudent investments within the investment guidelines, pursuant to Wis. Stat. § 15.02 (4) and Wis. Stat. § 25.15 (2) and Wisconsin Administrative Code IB 2.02.

Additionally, the Investment Committee (IC) was created to provide oversight of SWIB investments within the parameters established by SWIB's Board of Trustees. Oversight includes analysis of risk and investment returns of the portfolios, asset classes, and Core and Variable Funds. The IC is responsible for proposing to SWIB's Board of Trustees changes to the WRS investment policy, approving investment guidelines or strategies for internally-managed portfolios, approving the general strategies for each asset class, and for approving new investment and derivative instruments. SWIB's Board of Trustees reserves all rights to modify and amend IC guidelines at any time at its discretion.

The IC approved WRS Investment Guidelines include several policies, including a derivatives use policy, rebalancing procedures, and a leverage use policy. The derivatives use policy sets forth the objectives, monitoring, and reporting guidelines relating to derivative investments. The rebalancing procedures used in both mandatory and discretionary asset class rebalancing are described in the Investment Guidelines, and the leverage use policy describes SWIB's leverage philosophy. The total amount of policy leverage is approved by SWIB's Board of Trustees through the WRS asset allocation process.

SWIB's Board of Trustees adopts the Retirement Funds' asset allocation policy, based on recommendations by the IC, SWIB's Board of Trustees' asset allocation consultant, Executive Director/Chief Investment Officer, and Head Economist & Asset and Risk Allocation Chief Investment Officer. SWIB undertakes a comprehensive review of its strategic asset allocation plan every other year, including asset/liability modeling and stress testing, to determine a suitable target allocation for each asset class included in the Core and Variable Funds, and an annual review to assess whether any interim adjustments should be made. The strategic nature of these reviews contemplates a long-term time horizon over which potential results are evaluated. This exercise is not an attempt to predict short-term market movements, but an effort to understand the long-term impacts of poor, normal, and above average market results.

In addition to potential future market impact, SWIB also contemplates the objectives of the funds, the impact of actuarial analysis, and the soundness of investment return and risk expectations. SWIB's asset allocation policies reflect the SWIB's Board of Trustees' program of risk allocation that involves reducing equity exposure by leveraging lower volatility assets, such as fixed income securities. This investment strategy results in Core Fund strategic targets which exceed 100% of invested assets. Currently, SWIB's Board of Trustees has approved an asset allocation target of 12% policy leverage for the Core Fund subject to an allowable range of up to 20%.

SWIB's asset allocation review process also includes assumptions regarding expected rates of return. Long-term (e.g. 30-year) expected real rates of return on pension plan investments are determined using a building block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected real rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The table entitled Asset Allocation Targets and Expected Returns presents the policy asset allocation targets and the best estimates of expected geometric rates of return for each major asset class as of December 31, 2024. In determining asset allocation targets, investments may be categorized differently than they are within the financial statements. The financial statements generally include more detail on types of assets when compared to asset allocation targets.

Retirement Funds
Asset Allocation Targets and Expected Returns¹
As of December 31, 2024

Core Fund Asset Class	Asset Allocation	Long-Term Expected Nominal Rate of Return	Long-Term Expected Real Rate of Return²
Public Equity	38 %	7.0 %	4.3 %
Public Fixed Income	27	6.1	3.4
Private Equity/Debt	20	9.5	6.7
Inflation Sensitive Assets	19	4.8	2.1
Real Estate	8	6.5	3.8
Leverage ³	(12)	3.7	1.1
Total Core Fund	100 %	7.5 %	4.8 %
Variable Fund Asset Class			
U.S. Equities	70 %	6.5 %	3.8 %
International Equities	30	7.4	4.7
Total Variable Fund	100 %	6.9 %	4.2 %

¹Asset allocations are managed within established ranges; target percentages may differ from actual monthly allocations.

²New England Pension Consultants Long Term U.S. CPI (Inflation) Forecast: 2.6%.

³The investment policy used for the Core Fund involves reducing equity exposure by leveraging lower-volatility assets, such as fixed income securities. Currently, an asset allocation target of 12% policy leverage is used, subject to an allowable range of up to 20%.

» Annual Money-Weighted Rate of Return

Money-weighted rate of return expresses investment performance, net of pension plan investment expense, adjusted for the changing amounts actually invested. For the year ended December 31, 2024, the money-weighted rate of return for the Core Fund was 8.70% and 18.83% for the Variable Fund.

4 DESCRIPTION OF THE WISCONSIN RETIREMENT SYSTEM

The Wisconsin Retirement System (WRS) is a cost-sharing, multiple-employer public employee retirement system established by the State of Wisconsin to provide pension benefits for state and local government employees. WRS benefits and other plan provisions are established by Wis. Stat. § 40. Benefit terms may only be modified by legislation. ETF, under the direction of the ETF Board, is responsible for the administration of the WRS.

» *Employee Trust Funds Board*

The ETF Board has general oversight of ETF, appoints the ETF Secretary and oversees administration of the benefit programs, other than group insurance and deferred compensation. The ETF Board is comprised of 13 members, including:

- The Governor or the Governor's designee on the Group Insurance Board;
- The Administrator of the Department of Administration's Division of Personnel Management or the Administrator's designee;
- Four members appointed by the Teachers Retirement Board (an advisory board to the ETF Board);
- Four members appointed by the Wisconsin Retirement Board (an advisory board to the ETF Board);
- A public member who is not a participant in or beneficiary of the WRS, with at least 5 years of experience in actuarial analysis, administration of an employee benefit plan or significant administrative responsibility in a major insurer;
- A WRS annuitant; and
- A participant in the WRS who is a technical college or public school district educational support personnel employee.

» *WRS Employers*

The WRS is open to all public employers in Wisconsin. Participation is optional, except that participation is mandatory for school districts with respect to teachers, some municipalities with respect to police and firefighters, and all counties except Milwaukee County. As of December 31, 2024, the number of participating employers was:

State Agencies, UW and Public Authorities	57
Cities	190
Counties	71
Villages	312
Towns	329
School Districts	421
Cooperative Educational Service Agencies	12
Wisconsin Technical College System Districts	16
Special Districts	220
Total Employers	<u>1,628</u>

» WRS Membership

All eligible employees of a participating employer who are expected to work at least 1,200 hours per year (880 hours per year for teachers and school district educational support employees) must be covered by the WRS. As of December 31, 2024, the WRS membership consisted of:

Current Employees:	
General	138,994
Teachers	104,714
Elected/Executive/Judges	1,206
Protective with Social Security	21,264
Protective without Social Security	3,071
Total Current Employees	269,249
Inactive Participants:	
Terminated Participants	189,782
Alternate Payees	3,359
Total Inactive Participants*	193,141
Retirees and Beneficiaries Currently Receiving Benefits:	
Retirement Annuitants	233,396
Disability Annuitants	6,234
Death Beneficiary Annuitants	1,495
Total Annuitants	241,125
Total Participants	703,515

**Approximately 1,075 inactive participants are receiving Long-Term Disability Insurance benefits.*

» WRS Benefits

The WRS provides retirement benefits as well as death and disability benefits. Vesting requirements have changed over time, as follows:

- Participants in the system prior to January 1, 1990 were fully vested at the time they met participation requirements;
- For participants entering the system from January 1, 1990, to April 23, 1998, creditable service in each of five years was required for vesting;
- All active participants in the system at any time from April 24, 1998 to June 30, 2011 are fully vested; and
- 2011 Wisconsin Act 32 generally requires participants hired on or after July 1, 2011 to have five years of creditable service to be vested.

Employees who retire at or after age 65 (54 for protective occupations and 62 for elected officials and executive service retirement plan participants, if hired on or before 12/31/2016) are entitled to a retirement benefit based on a formula factor, their final average earnings, and creditable service. Formula factors are shown in the table below:

Employment Category	Service Before 1/1/2000	Service Between 2000 and 2011	Service After 2011
General and Teachers	1.765%	1.6%	1.6%
Executive and Elected	2.165	2.0*	1.6*
Protective with Social Security	2.165	2.0	2.0
Protective without Social Security	2.665	2.5	2.5

*2011 Wisconsin Act 10 changed the Executive and Elected formula factor from 2.0% to 1.6%. The effective date of the change varies among different employee categories, and generally applies to the service earned after Act 10 effective date (i.e. June 29, 2011).

Final average earnings is the average of the participant's three highest annual earnings periods. Creditable service includes current service and prior service for which a participant received earnings and made contributions as required. Creditable service also includes creditable military service. The retirement benefit will be calculated as a money purchase benefit based on the member's contributions plus matching employer's contributions, with interest, if that benefit is higher than the formula benefit.

Vested participants may retire at or after age 55 (50 for protective occupations) and receive an actuarially-reduced benefit. Participants terminating covered employment prior to eligibility for an annuity may either receive member-required contributions plus interest as a separation benefit or leave contributions on deposit and defer application until eligible to receive a retirement benefit.

» *Post-Retirement Adjustments*

The ETF Board may periodically adjust annuity payments from the retirement system based on annual investment performance in accordance with Wis. Stat. § 40.27. An increase (or decrease) in annuity payments may result when investment gains (losses), together with other actuarial experience factors, create a surplus (shortfall) in the reserves, as determined by the system's consulting actuary. Annuity increases are not based on cost of living or other similar factors. For Core Fund annuities, decreases may be applied only to previously granted increases. By law, Core Fund annuities cannot be reduced to an amount below the original, guaranteed amount (the "floor") set at retirement.

The Core and Variable Fund annuity adjustments granted during the past 10 years are as follows:

Year	Core Fund Adjustment	Variable Fund Adjustment
2015	2.9 %	2.0 %
2016	0.5	(5.0)
2017	2.0	4.0
2018	2.4	17.0
2019	0.0	(10.0)
2020	1.7	21.0
2021	5.1	13.0
2022	7.4	15.0
2023	1.6	(21.0)
2024	3.6	15.0

» Long-Term Receivables

The “Prior Service Contributions Receivable” in the Statement of Fiduciary Net Position represents the WRS unfunded actuarial accrued liability (UAAL), determined under the plan’s Frozen Initial Liability funding methodology. This liability is being amortized as a level percentage of payroll over a 40-year period beginning January 1, 1990, for employers in the WRS prior to 2009. The remaining balance is expected to be fully amortized by December 31, 2029. Liabilities for employers joining the WRS beginning in 2009 are amortized over 30 years. Interest is assessed on the outstanding liability at year-end at the assumed earnings rate. The level-percentage-of-payroll amortization method results in a relatively lower dollar contribution in earlier years than in later years, when payrolls have increased. During the early years of the amortization period, payments made are less than annual interest assessments, resulting in an increase in the liability. As payrolls increase annually, prior service payments increase proportionally until they exceed annual interest and ultimately fully liquidate the liability at the end of the amortization period. State law requires the accrued retirement cost to be funded. As of December 31, 2024, the receivable balance was \$2 million.

» Variable Retirement Option

Prior to 1980, WRS participants could opt to have half of their required contributions and matching employer contributions invested in the Variable Fund. Retirement benefits were adjusted for the difference between the investment experience of the Core Fund and the Variable Fund. Provisions for allowing members to withdraw from the Variable Fund were added with the passage of Chapter 221, Laws of 1979. The Variable Fund was closed to new membership after April 30, 1980. 1999 Wisconsin Act 11 reopened the Variable Fund for existing and future participants, effective January 1, 2001. As of December 31, 2024, there were 47,865 active and inactive members and 43,853 annuitants participating in the Variable Fund.

» Municipal Police and Firefighters Pension Group

As of March 31, 1978, administration of certain local funds for police officers and firefighters was assumed by the Wisconsin Retirement Fund. This included approximately 2,000 members. As of December 31, 2024, approximately 11 annuitants or their beneficiaries remained in the system. This group was closed to new members after January 1, 1948.

The liability for retirement benefits for these annuitants is funded by the employers, as benefit payments are made. Annuity reserves for these police and firefighter annuities are established by a transfer from the employer accumulation reserve at the time the annuity is approved. Earnings on these reserves are used to fund annuity adjustments on the same basis as for WRS annuitants. The unfunded liability for these annuitants as of December 31, 2024 was approximately \$220,000.

» *Annuity Supplement - General Fund*

As authorized under 1985 Wis. Stat. § 40.27 (1), the State's General Fund provides certain supplemental annuity benefits to annuitants receiving a continuing annuity on or before September 1974. The benefit is subject to continuation of the appropriation by the Legislature. ETF serves as a clearing agent for its payment. Total supplemental annuity benefits paid were approximately \$21,000 in 2024.

5 CONTRIBUTIONS REQUIRED AND MADE

» *Required Contributions*

WRS contribution rates are determined by the "entry age normal with a frozen initial liability" actuarial method. This is a "level contribution" actuarial method intended to keep employer and member contribution rates at a level percentage of payroll over the years. This method determines the amount of contributions necessary to fund: 1) the current service cost, which represents the estimated amount necessary to pay for benefits earned by the members during the current service year plus actuarial gains or losses arising from the difference between actual and assumed experience; and 2) the prior service cost, which represents the estimated amount necessary to pay for unfunded benefits earned prior to the employer becoming a participating employer in the WRS and the past service cost of benefit improvements. The 2024 contribution requirements were determined by the December 31, 2022 actuarial valuation.

Member contributions are deducted from the member's salary and remitted to ETF by the participating employer. Employers generally may not pay the member-required contribution. The member-required contribution is one-half of the actuarially-determined contribution rate for General category members, which includes teachers and members in the Executive and Elected Official category. By statute, member required contributions for Protective occupation category members are the same rate as General category members. Employers are required to contribute the remainder of the actuarially determined contribution rate.

Contribution Rates in Effect During 2024 by Employment Category

Employment Category	Employer Current	Employer Prior *	Member	Total
General, Teachers, Executive and Elected Officials	6.90 %	0.01 %	6.90 %	13.81 %
Protective Occupation with Social Security	14.30	0.00	6.90	21.20
Protective Occupation without Social Security	19.10	0.00	6.90	26.00
Act 4 Protective County Jailers	6.90	0.00	14.30	21.20

*The employer prior service contribution rate is a weighted average of individual employer rates.

Contributions Required and Made During 2024

	Contributions (In Millions)	Percentage of Payroll
Employer Current Service	\$ 1,460.2	7.85%
Employer Prior Service*	3.0	0.02
Member Required	1,288.2	6.93

*Employer prior service contributions are recorded in the Statement of Fiduciary Net Position as a reduction in the Prior Service Contribution Receivable. Contributions include both mandatory and voluntary payments received from participating employers. Some prior service contributions received after year end are included in Contributions, but are not in the determination of Prior Service Contributions Receivable. This is due to a difference in how these payments are treated for actuarial and financial reporting purposes.

Employers also contributed approximately \$86,000 in reimbursement for benefits paid in accordance with the Wis. Stat. § 62.13, Police and Firefighters Pension Program.

» *Member and Employer Additional Contributions*

Contributions in addition to those required contributions by members and/or employers may be made to the WRS. These contributions are held in separate reserve accounts and are subject to certain restrictions as to amount, form of benefit payments, tax status, etc.

6 NET PENSION LIABILITY (ASSET) OF PARTICIPATING EMPLOYERS - WRS

The components of the Net Pension Liability (Asset) of the participating employers as of December 31, 2024 were as follows (in millions):

Total Pension Liability ¹	\$ 136,184.38
Plan Fiduciary Net Position ²	134,541.21
Participating Employer's Net Pension Liability (Asset)	<u>\$ 1,643.17</u>
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	98.79%

¹Includes the impact of known Market Recognition Account deferred gains/losses on the liability for dividend payments.

²Immaterial differences may exist between the Plan Fiduciary Net Position used in the actuarial valuation and that reported in the Statement of Fiduciary Net Position, due to the timing of the actuarial valuation.

Additional information as of the latest actuarial valuations follows:

Actuarial Valuation Date:	December 31, 2023
Measurement Date of Net Pension Liability (Asset):	December 31, 2024
Experience Study:	January 1, 2021 - December 31, 2023 Published November 19, 2024
Actuarial Cost Method:	Entry Age Normal
Asset Valuation Method:	Fair Value
Long-Term Expected Rate of Return:	6.8%
Discount Rate:	6.8%
Salary Increases:	
Wage Inflation	3.0%
Seniority/Merit	0.1% - 5.7%
Mortality:	2020 WRS Experience Mortality Table
Post-retirement Adjustments:*	1.7%

*No post-retirement adjustments is guaranteed. Actual adjustments are based on recognized investment return, actuarial experience and other factors. 1.7% is assumed annual adjustments based on the investment return assumption and the post-retirement discount rate. Includes the impact of known Market Recognition Account deferred gains/losses on the liability for dividend payments.

Actuarial assumptions are based on an experience study conducted in 2024 that covered a three-year period from January 1, 2021 to December 31, 2023. Based on this experience study, actuarial assumptions used to measure the Total Pension Liability changed from prior year, including seniority (merit) and separation rates. The Total Pension Liability for December 31, 2024, is based on a roll-forward of the liability calculated from the December 31, 2023 actuarial valuation.

A single discount rate of 6.8% was used to measure the Total Pension Liability for the current and prior year. The discount rate is based on the expected rate of return on pension plan investments. Because of the unique structure of the WRS, the 6.8% expected rate of return implies that a dividend of approximately 1.7% will always be paid after reflecting known changes in the Market Recognition Account. For purposes of the single discount rate, it was assumed that the dividend would always be paid.

The projection of cash flows used to determine the single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments (including expected dividends) of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the Total Pension Liability.

» Sensitivity of the Net Pension Liability (Asset) to Changes in the Discount Rate

The following presents the plan's Net Pension Liability (Asset), calculated using a single discount rate of 6.8%, as well as what the plan's Net Pension Liability (Asset) would be if it were calculated using a single discount rate that is one percentage point lower (5.8%) or one percentage point higher (7.8%) than the current discount rate (dollars in millions):

	1% Decrease 5.8%	Current Discount Rate 6.8%	1% Increase 7.8%
Total Pension Liability	\$ 149,956.25	\$ 136,184.38	\$ 126,399.86
Plan Fiduciary Net Position	134,541.21	134,541.21	134,541.21
Net Pension Liability (Asset)	<u>\$ 15,415.04</u>	<u>\$ 1,643.17</u>	<u>\$ (8,141.35)</u>

Amounts may not foot due to rounding.

For the WRS, the determination of liabilities also depends on the assumed dividend that is linked to the interest rate used in the liability calculation. Therefore, the following table shows an alternative set of Sensitivity Analysis, which varies the assumed dividend in conjunction with the change in the discount rate. For the liabilities shown below, the assumed dividend was 0.8% for the 5.8% discount rate, 1.7% for the 6.8% discount rate, and 2.7% for the 7.8% discount rate (dollars in millions):

	1% Decrease 5.8%	Current Discount Rate 6.8%	1% Increase 7.8%
Total Pension Liability	\$ 141,844.48	\$ 136,184.38	\$ 131,980.49
Plan Fiduciary Net Position	134,541.21	134,541.21	134,541.21
Net Pension Liability (Asset)	<u>\$ 7,303.27</u>	<u>\$ 1,643.17</u>	<u>\$ (2,560.73)</u>

Amounts may not foot due to rounding.

7 STATUTORY RESERVES

The following reserves have been established to reflect legal restrictions on the use of pension trust funds.

» Employee Accumulation Reserve

As authorized by Wis. Stat. § 40.04 (4), this reserve includes all required and voluntary member contributions, including contributions made by the employer on behalf of the employee. This reserve may only be used to pay lump sum benefits or transfers to the Annuity Reserve to fund annuities. All legal restrictions on use of this reserve were met during the year. The Employee Accumulation Reserve is fully funded.

Employee Accumulation Reserve balances as of December 31, 2024

(In Millions)

	Core	Variable	Total
Employee Required	\$ 22,469.7	\$ 2,625.0	\$ 25,094.7
Employee Additional	288.8	21.7	310.5
Total	<u>\$ 22,758.5</u>	<u>\$ 2,646.7</u>	<u>\$ 25,405.2</u>

» Employer Accumulation Reserve

As authorized by Wis. Stat. § 40.04 (5), this reserve includes all required employer contributions, including contributions for amortization of the unfunded accrued actuarial liability. This reserve may only be used to pay lump sum benefits or transfers to the Annuity Reserve to fund annuities. All legal restrictions on use of this reserve were met during the year. The Employer Accumulation Reserve is 100% funded.

Employer Accumulation Reserve balances as of December 31, 2024

(In Millions)

	Core	Variable	Police and Firefighters	Total
Employer Accumulation	\$ 26,056.3	\$ 2,624.9	\$ 0.0	\$ 28,681.2
Less: Unfunded Actuarial Accrued Liability	0.0	0.0	(0.2)	(0.2)
Net Employer Accumulation	<u>\$ 26,056.3</u>	<u>\$ 2,624.9</u>	<u>\$ (0.2)</u>	<u>\$ 28,681.0</u>

» Annuity Reserve

As authorized by Wis. Stat. § 40.04 (6), this reserve includes the present value of all annuities. The present value of new annuities is transferred from the Employee Accumulation Reserve and the Employer Accumulation Reserve to the Annuity Reserve. This reserve may only be used for the payment of annuities and death benefits to annuitants. All legal restrictions on use of this reserve were met during the year. The Annuity Reserve is fully funded.

Annuity Reserve balances as of December 31, 2024

(In Millions)

	Core	Variable	Police and Firefighters	Total
Annuity Reserve	\$ 77,894.3	\$ 5,767.2	\$ 0.9	\$ 83,662.4

» Market Recognition Account

As authorized by Wis. Stat. § 40.04 (3), this reserve is used to smooth the flow of investment income into the Employee, Employer, and Annuity Reserves and other benefit plans invested in the Core Fund. Under the MRA, all investment income, including realized and unrealized market gains and losses, is deposited into the MRA. At year-end, income equal to the assumed earnings rate is recognized. Any surplus or shortfall in earnings is recognized equally over five years.

Year-end balances in the MRA for the last five years after annual distributions were as follows (in millions):

As of:	MRA
December 31, 2020	\$ 11,070
December 31, 2021	\$ 17,659
December 31, 2022	\$ (7,038)
December 31, 2023	\$ (4,731)
December 31, 2024	\$ (3,391)

8 CAPITAL ASSETS AND RELATED LIABILITIES

» Capital Assets

Capital asset activity for the year ended December 31, 2024 was as follows (in thousands):

	Beginning Balance	Increases	Decreases	Ending Balance
Capital Assets, not Being Depreciated:				
Construction Work in Progress	\$ 6,522	\$ 7,467	\$ (12,760)	\$ 1,229
Total Capital Assets, not Being Depreciated	6,522	7,467	(12,760)	1,229
Capital Assets, Being Depreciated:				
Furniture and Equipment	4,929	0	(17)	4,912
Leasehold Improvements	10,256	35	0	10,291
Intangible Assets:				
Internally Generated Software	14,286	0	0	14,286
Leases	31,200	0	0	31,200
SBITAs	29,549	12,878	0	42,427
Total Capital Assets, Being Depreciated	90,219	12,914	(17)	103,117
Less Accumulated Depreciation for:				
Furniture and Equipment	710	800	(17)	1,492
Leasehold Improvements	455	687	0	1,142
Intangible Assets:				
Internally Generated Software	11,612	503	0	12,115
Leases	1,023	1,500	0	2,522
SBITAs	6,669	5,934	0	12,603
Total Accumulated Depreciation	20,468	9,424	(17)	29,875
Total Capital Assets, Net	\$ 76,273	\$ 10,957	\$ (12,760)	\$ 74,470

Amounts may not foot due to rounding.

Depreciation and amortization for the year ended December 31, 2024 was \$9 million.

» Lease Commitments and Subscription-Based Information Technology Arrangements

Leases

The following is an analysis of future principal and interest payment requirements related to the lease liability as of December 31, 2024 (in thousands):

Year ended December 31,	Principal	Interest
2025	\$ 1,582	\$ 947
2026	1,668	894
2027	1,757	839
2028	1,873	781
2029	1,969	719
2030-2034	11,477	2,553
2035-2037	8,352	560
Total	\$ 28,678	\$ 7,293

Amounts may not foot due to rounding.

Subscription-Based Information Technology Arrangements

The following is an analysis of future principal and interest payment requirements related to the SBITA liability as of December 31, 2024 (in thousands):

Year ended December 31,	Principal	Interest
2025	\$ 4,164	\$ 453
2026	3,544	344
2027	3,731	250
2028	2,740	151
2029	2,914	78
Total	\$ 17,093	\$ 1,276

Amounts may not foot due to rounding.

9 CONTINGENCIES, RELATED PARTIES, & LITIGATION

» Loss Contingencies

No loss contingencies occurred during calendar year 2024.

» Related Party Transactions

During 2024, the Core Fund entered into reverse repurchase agreements with the SIF, for which the investment assets are managed by SWIB as a counterparty. The transactions were governed by a Master

Repurchase Agreement, and credit exposure is also managed through the transfer of margin between the Core Fund and SIF. As of December 31, 2024, the Core Fund held \$6.0 billion in bilateral reverse repurchase agreements with the SIF. The repurchase agreements were overnight agreements collateralized with U.S. Treasury securities in the amount of 102%. The Core Fund enters into similar reverse repurchase agreements with other counterparties. The Core and Variable Funds are also participants in the SIF, with investments totaling \$2.0 billion and \$259.5 million, respectively, as of December 31, 2024. The SIF is a short-term, commingled fund with the investment objective of safety of principal and liquidity while earning a competitive money market rate of return.

During 2024, the Core Fund sold short-term securities with a par value totaling \$105.4 million to the SIF. The market value of the securities sold was based on a determination of a reasonable price not favoring either portfolio using available independent bid ask inquiries or the securities or similar securities.

» *Litigation*

On March 8, 2019, ETF filed a complaint in Dane County Circuit Court against Vitech. The complaint intends to remedy damages suffered when Vitech breached its contract with ETF by failing to fulfill its promises according to the provisions of the contract. In response to the complaint, Vitech filed a counterclaim against ETF. The parties filed a stipulation for dismissal and order for dismissal to the Court on August 15, 2025. The parties are working to finalize all transactions in accordance with a settlement agreement executed by all parties. Resolution of this dispute is not anticipated to have a material effect on the WRS' financial position.

REQUIRED SUPPLEMENTARY INFORMATION

Wisconsin Retirement System Schedules of Changes in Net Pension Liability (Asset) and Related Ratios (In Millions)

Calendar Year Ended, December 31	2024	2023	2022	2021	2020
Total Pension Liability					
Service Cost	\$ 2,444.8	\$ 2,278.3	\$ 2,178.9	\$ 2,019.3	\$ 1,975.8
Interest on the Total Pension Liability	8,608.3	8,240.3	8,933.5	8,157.5	7,480.7
Difference between Expected and Actual Experience	3,275.0	2,249.7	(14,230.1)	9,453.1	6,376.7
Assumption Changes	300.3	0.0	0.0	1,829.1	0.0
Benefit Payments	(7,559.7)	(7,195.4)	(6,949.1)	(6,352.7)	(5,939.4)
Refunds of Member Contributions	(69.0)	(54.2)	(54.8)	(42.0)	(38.9)
Net Change in Total Pension Liability	<u>6,999.8</u>	<u>5,518.7</u>	<u>(10,121.6)</u>	<u>15,064.3</u>	<u>9,855.0</u>
Total Pension Liability - Beginning	<u>129,184.6</u>	<u>123,665.9</u>	<u>133,787.5</u>	<u>118,723.3</u>	<u>108,868.3</u>
Total Pension Liability - Ending (a)	<u><u>\$ 136,184.4</u></u>	<u><u>\$ 129,184.6</u></u>	<u><u>\$ 123,665.9</u></u>	<u><u>\$ 133,787.5</u></u>	<u><u>\$ 118,723.3</u></u>
Plan Fiduciary Net Position					
Employer Contributions*	\$ 1,461.9	\$ 1,327.6	\$ 1,175.9	\$ 1,164.6	\$ 1,133.3
Member Contributions	1,307.2	1,204.5	1,082.0	1,086.8	1,053.2
Pension Plan Net Investment Income (Loss)	11,733.7	14,076.2	(18,702.3)	21,056.6	16,698.6
Benefit Payments	(7,559.7)	(7,195.4)	(6,949.1)	(6,352.7)	(5,939.4)
Refunds of Member Contributions	(69.0)	(54.2)	(54.8)	(42.0)	(38.9)
Pension Plan Administrative Expense	(30.8)	(29.1)	(31.2)	(31.9)	(33.3)
Other ³	0.0	0.0	0.0	0.0	0.0
Net Change in Plan Fiduciary Net Position	<u>6,843.4</u>	<u>9,329.6</u>	<u>(23,479.5)</u>	<u>16,881.3</u>	<u>12,873.6</u>
Plan Fiduciary Net Position - Beginning	<u>127,697.8</u>	<u>118,368.2</u>	<u>141,847.7</u>	<u>124,966.4</u>	<u>112,092.8</u>
Plan Fiduciary Net Position - Ending (b)	<u><u>\$ 134,541.2</u></u>	<u><u>\$ 127,697.8</u></u>	<u><u>\$ 118,368.2</u></u>	<u><u>\$ 141,847.7</u></u>	<u><u>\$ 124,966.4</u></u>
Net Pension Liability(Asset) - Ending (a) - (b)	\$ 1,643.2	\$ 1,486.8	\$ 5,297.7	\$ (8,060.2)	\$ (6,243.1)
Plan Fiduciary Net Position as a Percentage of Total Pension	98.79 %	98.85 %	95.72 %	106.02 %	105.26 %
Covered Employee Payroll	\$ 18,602.5	\$ 17,435.3	\$ 16,361.3	\$ 15,780.8	\$ 15,359.9
Net Pension Liability(Asset) as a Percentage of Covered Employee Payroll	8.83 %	8.53 %	32.38 %	(51.08)%	(40.65)%

Immaterial differences may exist between the amounts in this schedule and those reported in the Statement of Changes in Fiduciary Net Position.

Amounts may not foot due to rounding.

*Employer contributions shown in the above tables includes Employer Required Contributions in addition to Reduced Retirement Contributions and Additional Contributions paid by employer on behalf of employee.



Wisconsin Retirement System
Schedules of Changes in Net Pension Liability (Asset) and Related Ratios
(In Millions)

Calendar Year Ended, December 31	2019	2018	2017	2016	2015
Total Pension Liability					
Service Cost	\$ 1,902.5	\$ 1,860.9	\$ 1,842.9	\$ 1,814.1	\$ 1,787.9
Interest on the Total Pension Liability	6,888.1	7,169.7	6,627.2	6,372.4	6,347.1
Difference between Expected and Actual Experience ¹	5,473.3	(4,968.3)	4,459.5	150.3	(4,247.3)
Assumption Changes	0.0	361.5	0.0	0.0	1,412.0
Benefit Payments	(5,646.3)	(5,516.2)	(5,211.3)	(5,022.9)	(4,823.6)
Refunds of Member Contributions	(44.1)	(40.2)	(38.4)	(39.3)	(37.6)
Net Change in Total Pension Liability	8,573.5	(1,132.6)	7,679.9	3,274.6	438.5
Total Pension Liability - Beginning²	100,294.8	101,427.3	93,747.4	90,129.7	89,691.2
Total Pension Liability - Ending (a)	\$ 108,868.3	\$ 100,294.8	\$ 101,427.3	\$ 93,404.3	\$ 90,129.7
Plan Fiduciary Net Position					
Employer Contributions ³	\$ 1,046.9	\$ 1,030.5	\$ 1,017.6	\$ 963.1	\$ 977.7
Member Contributions	987.7	973.0	965.5	921.9	937.2
Pension Plan Net Investment Income (Loss)	19,049.5	(4,049.4)	14,875.4	7,273.1	(673.1)
Benefit Payments	(5,646.3)	(5,516.2)	(5,211.3)	(5,022.9)	(4,823.6)
Refunds of Member Contributions	(44.1)	(40.2)	(38.4)	(39.3)	(37.6)
Pension Plan Administrative Expense	(34.2)	(31.6)	(26.1)	(20.4)	(22.7)
Other ⁴	(3.9)	(25.4)	0.0	0.0	0.0
Net Change in Plan Fiduciary Net Position	15,355.7	(7,659.4)	11,582.7	4,075.4	(3,642.1)
Plan Fiduciary Net Position - Beginning⁵	96,737.1	104,396.5	92,813.8	88,504.7	92,146.8
Plan Fiduciary Net Position - Ending (b)	\$ 112,092.8	\$ 96,737.1	\$ 104,396.5	\$ 92,580.1	\$ 88,504.7
Net Pension Liability(Asset) - Ending (a) - (b)	\$ (3,224.5)	\$ 3,557.7	\$ (2,969.1)	\$ 824.2	\$ 1,625.0
Plan Fiduciary Net Position as a Percentage of Total Pension	102.96 %	96.45 %	102.93 %	99.12 %	98.20 %
Covered Employee Payroll	\$ 14,832.5	\$ 14,301.4	\$ 13,943.1	\$ 13,706.0	\$ 13,530.5
Net Pension Liability(Asset) as a Percentage of Covered Employee Payroll	(21.74)%	24.88 %	(21.29)%	6.01 %	12.01 %

Immaterial differences may exist between the amounts in this schedule and those reported in the Statement of Changes in Fiduciary Net Position.

Amounts may not foot due to rounding.

¹Includes the impact of known Market Recognition Account deferred gains/losses on the liability for dividend payments.

²As of calendar year 2017, the Long-Term Disability Insurance (LTDI) program is reported within the Wisconsin Retirement System (WRS). Beginning of year liabilities for 2017 were adjusted by \$343,079,422 to reflect the LTDI program.

³Employer contributions shown in the above tables includes Employer Required Contributions in addition to Reduced Retirement Contributions and Additional Contributions paid by employer on behalf of employee.

⁴Other for 2018 relates to an impairment loss on a capital asset.

⁵As of calendar year 2017, the LTDI program is reported within the WRS. Beginning of year net position for 2017 was adjusted by \$233,691,533 to reflect the LTDI program.



**Wisconsin Retirement System
Schedule of Required Employer Contributions**
(In Millions)

Calendar Year Ending December 31,	Actuarially Determined Contributions	Actual Contributions	Contribution Deficiency (Excess)	Covered Payroll	Actual Contributions as a % of Covered Payroll
2015	\$968	\$968	\$0	\$13,531	7.15%
2016	954	954	0	13,706	6.96
2017	1,015	1,015	0	13,943	7.28
2018	1,028	1,028	0	14,301	7.19
2019	1,045	1,045	0	14,832	7.05
2020	1,131	1,131	0	15,360	7.37
2021	1,163	1,163	0	15,781	7.37
2022	1,175	1,175	0	16,361	7.18
2023	1,326	1,326	0	17,435	7.61
2024	1,460	1,460	0	18,603	7.85

**Wisconsin Retirement System
Schedule of Investment Returns
Annual Money-Weighted Rate of Return, Net of Investment Expenses**

	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Core Fund	8.70 %	11.69 %	(12.94)%	17.03 %	15.06 %	19.49 %	(3.56)%	15.85 %	8.29 %	(0.63)%
Variable Fund	18.83 %	22.42 %	(18.02)%	19.98 %	17.05 %	28.80 %	(7.61)%	23.27 %	10.49 %	(1.11)%

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION

Changes in Benefit Terms and Assumptions related to Pension Liabilities (Assets)

Benefit Terms: There were no recent changes in benefit terms.

Assumptions:

Based on a three year experience study conducted in 2021 covering January 1, 2018 through December 31, 2020, the ETF Board adopted assumption changes that were used to measure the total pension liability beginning with the year ended December 31, 2021, including the following:

- Lowering the long-term expected rate of return from 7.0% to 6.8%.
- Lowering the discount rate from 7.0% to 6.8%.
- Lowering the price inflation rate from 2.5% to 2.4%.
- Lowering the post-retirement adjustments from 1.9% to 1.7%.
- Changing mortality assumptions to reflect updated trends by transitioning from the Wisconsin 2018 Mortality Table to the 2020 WRS Experience Mortality Table.

Based on a three year experience study conducted in 2018 covering January 1, 2015 through December 31, 2017, the ETF Board adopted assumption changes that were used to measure the total pension liability beginning with the year ended December 31, 2018, including the following:

- Lowering the long-term expected rate of return from 7.2% to 7.0%.
- Lowering the discount rate from 7.2% to 7.0%.
- Lowering the wage inflation rate from 3.2% to 3.0%.
- Lowering the price inflation rate from 2.7% to 2.5%.
- Lowering the post-retirement adjustments from 2.1% to 1.9%.
- Changing mortality assumptions to reflect updated trends by transitioning from the Wisconsin 2012 Mortality Table to the Wisconsin 2018 Mortality Table.

Significant methods and assumptions used in calculating Wisconsin Retirement System Actuarially Determined Contributions:

	2024	2023	2022	2021	2020
Valuation Date:	December 31, 2022	December 31, 2021	December 31, 2020	December 31, 2019	December 31, 2018
Actuarial Cost Method:	Frozen Entry Age	Frozen Entry Age	Frozen Entry Age	Frozen Entry Age	Frozen Entry Age
Amortization Method:	Level Percent of Payroll-Closed Amortization Period	Level Percent of Payroll-Closed Amortization Period	Level Percent of Payroll-Closed Amortization Period	Level Percent of Payroll-Closed Amortization Period	Level Percent of Payroll-Closed Amortization Period
Amortization Period:	30 Year closed from date of participation in WRS	30 Year closed from date of participation in WRS	30 Year closed from date of participation in WRS	30 Year closed from date of participation in WRS	30 Year closed from date of participation in WRS
Asset Valuation Method:	Five Year Smoothed Market (Closed)	Five Year Smoothed Market (Closed)	Five Year Smoothed Market (Closed)	Five Year Smoothed Market (Closed)	Five Year Smoothed Market (Closed)
Actuarial Assumptions					
Net Investment Rate of Return:	5.4%	5.4%	5.4%	5.4%	5.4%
Weighted based on assumed rate for:					
Pre-retirement:	6.8%	6.8%	7.0%	7.0%	7.0%
Post-retirement:	5.0%	5.0%	5.0%	5.0%	5.0%
Salary Increases					
Wage Inflation:	3.0%	3.0%	3.0%	3.0%	3.0%
Seniority/Merit:	0.1%-5.7%	0.1%-5.6%	0.1%-5.6%	0.1%-5.6%	0.1%-5.6%
Post-retirement Benefit Adjustments*:	1.7%	1.7%	1.9%	1.9%	1.9%
Retirement Age:	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2021 valuation pursuant to an experience study of the period 2018-2020.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2021 valuation pursuant to an experience study of the period 2018-2020.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2018 valuation pursuant to an experience study of the period 2015-2017.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2018 valuation pursuant to an experience study of the period 2015-2017.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2018 valuation pursuant to an experience study of the period 2015 - 2017.
	2020 WRS Experience Tables. The rates based on actual WRS experience adjusted for future mortality improvements using the MP-2021 fully generational improvement scale from a base year of 2010.	2020 WRS Experience Tables. The rates based on actual WRS experience adjusted for future mortality improvements using the MP-2021 fully generational improvement scale from a base year of 2010.	Wisconsin 2018 Mortality Table. The rates based on actual WRS experience adjusted for future mortality improvements using the MP-2018 fully generational improvement scale (multiplied by 60%).	Wisconsin 2018 Mortality Table. The rates based on actual WRS experience adjusted for future mortality improvements using the MP-2018 fully generational improvement scale (multiplied by 60%).	Wisconsin 2018 Mortality Table. The rates based on actual WRS experience adjusted for future mortality improvements using the MP-2018 fully generational improvement scale (multiplied by 60%).
Mortality:					

*No post-retirement adjustment is guaranteed. Actual adjustments are based on recognized investment return, actuarial experience and other factors. Value is the assumed annual adjustment based on the investment return assumption and the post-retirement discount rate.

Significant methods and assumptions used in calculating Wisconsin Retirement System Actuarially Determined Contributions:

	2019	2018	2017	2016	2015
Valuation Date:	December 31, 2017	December 31, 2016	December 31, 2015	December 31, 2014	December 31, 2013
Actuarial Cost Method:	Frozen Entry Age	Frozen Entry Age	Frozen Entry Age	Frozen Entry Age	Frozen Entry Age
Amortization Method:	Level Percent of Payroll-Closed Amortization Period	Level Percent of Payroll-Closed Amortization Period	Level Percent of Payroll-Closed Amortization Period	Level Percent of Payroll-Closed Amortization Period	Level Percent of Payroll-Closed Amortization Period
Amortization Period:	30 Year closed from date of participation in WRS	30 Year closed from date of participation in WRS	30 Year closed from date of participation in WRS	30 Year closed from date of participation in WRS	30 Year closed from date of participation in WRS
Asset Valuation Method:	Five Year Smoothed Market (Closed)	Five Year Smoothed Market (Closed)	Five Year Smoothed Market (Closed)	Five Year Smoothed Market (Closed)	Five Year Smoothed Market (Closed)
Actuarial Assumptions					
Net Investment Rate of Return:	5.5%	5.5%	5.5%	5.5%	5.5%
Weighted based on assumed rate for:					
Pre-retirement:	7.2%	7.2%	7.2%	7.2%	7.2%
Post-retirement:	5.0%	5.0%	5.0%	5.0%	5.0%
Salary Increases					
Wage Inflation:	3.2%	3.2%	3.2%	3.2%	3.2%
Seniority/Merit:	0.1%-5.6%	0.1%-5.6%	0.1%-5.6%	0.1%-5.6%	0.1%-5.6%
Post-retirement Benefit Adjustments*:	2.1%	2.1%	2.1%	2.1%	2.1%
Retirement Age:	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2015 valuation pursuant to an experience study of the period 2012 - 2014.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2015 valuation pursuant to an experience study of the period 2012 - 2014.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2015 valuation pursuant to an experience study of the period 2012 - 2014.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2012 valuation pursuant to an experience study of the period 2009 - 2011.	Experience-based table of rates that are specific to the type of eligibility condition. Last updated for the 2012 valuation pursuant to an experience study of the period 2009 - 2011.
	Wisconsin 2012 Mortality Table. The rates based on actual WRS experience adjusted for future mortality improvements using the MP-2015 fully generational improvement scale (multiplied by 50%).	Wisconsin 2012 Mortality Table. The rates based on actual WRS experience adjusted for future mortality improvements using the MP-2015 fully generational improvement scale (multiplied by 50%).	Wisconsin 2012 Mortality Table. The rates based on actual WRS experience adjusted for future mortality improvements using the MP-2015 fully generational improvement scale (multiplied by 50%).	Wisconsin 2012 Mortality Table. The rates based on actual WRS experience projected to 2017 with scale BB to all for future improvements (margin) in mortality.	Wisconsin 2012 Mortality Table. The rates based on actual WRS experience projected to 2017 with scale BB to all for future improvements (margin) in mortality.
Mortality:					

*No post-retirement adjustment is guaranteed. Actual adjustments are based on recognized investment return, actuarial experience and other factors. Value is the assumed annual adjustment based on the investment return assumption and the post-retirement discount rate.